



Koff & Associates
A Gallagher Company

July 22, 2022

Total Compensation Study Final Report

El Dorado County Transit Authority

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A Gallagher Company

July 22, 2022

Mr. Matthew Mauk
Executive Director
6565 Commerce Way
Diamond Springs, CA 95619

Dear Mr. Mauk:

Koff & Associates is pleased to present the Total Compensation Study Final Report to the El Dorado County Transit Authority. This report documents the market compensation survey methodology, findings, and recommendations for implementation.

We would like to thank you for your assistance and cooperation without which this study could not have been brought to its successful completion.

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 El Dorado County Transit Authority and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,

Jamie Inderbitzen
Project Manager



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EXECUTIVE SUMMARY

Background

In May 2022, Koff & Associates (“K&A”) conducted a comprehensive Total Compensation Study for El Dorado County Transit Authority (EDCTA). All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

- The concern of management 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 EDCTA to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet the needs of the EDCTA; and
- The desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across the EDCTA.

The goals of the compensation study are to assist the EDCTA in developing a competitive pay and benefit plan, which is based upon market data, and to ensure that the plan is fiscally responsible and meets the needs of the EDCTA with regards to recruitment and retention of qualified staff.

Summary of Findings

This report summarizes the study methodology, analytical tools, and the total compensation (salary and benefits) survey findings. The results of the total compensation study showed:

- The EDCTA’s **base salaries, overall, in comparison to the market median are 19.1% below the market.**
- The EDCTA’s **total compensation, overall, in comparison to the market median is 8.2% below the market.**
- The EDCTA’s **benefits package** puts the EDCTA in a more competitive position compared to the market and, therefore, salary decisions should be based on total compensation versus base salary market results.
- K&A considers a classification falling within 5% of the median to be competitive.

STUDY PROCESS

Benchmark Classifications

The study included 23 classifications, and of those 17 classifications were selected in order to collect salary and benefits data within the defined labor market. Classifications that we would expect to provide a sufficient sample for analysis were selected as “benchmarks” to use as the basis to build the compensation plan. Benchmark classifications are those classifications that are compared to the market, and these classifications are used as a means of anchoring the EDCTA’s



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overall compensation plan to the market. Other classifications not surveyed will be included in the compensation plan and aligned to the benchmark classifications using internal equity principles.

The benchmark classifications are listed in Table 1.

Table 1. Benchmark Classification

Classification Title
1. Administrative Coordinator
2. Custodian
3. Equipment Technician II
4. Finance Manager
5. Fiscal Technician II
6. Human Resources Manager
7. Lead Transit Dispatcher
8. Maintenance and Facilities Supervisor
9. Maintenance Technician
10. Office Assistant II
11. Operations Manager
12. Planning & Marketing Manager
13. Purchasing/Fiscal Technician
14. Safety Coordinator - UR
15. Transit Dispatcher
16. Transit Operations Supervisor - UR
17. Transit Operator - Full Time

Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. In developing the list of potential comparator agencies, K&A first started with agencies that the EDCTA used in the 2017 total compensation study. Other agencies were then added to the potential list of comparator agencies based on the following factors:

- 1. Organizational type and structure** – Generally, it's recommended that agencies of a similar size and providing similar services to that of the EDCTA be used as comparators.



When it comes to technical classes, the size of an organization is not as critical, as these classes perform fairly similar work. The difference in size of an 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** – For the majority of classifications, it is important to select agencies providing similar services. Organizations providing the same services are ideal for comparators and most comparator agencies surveyed provide similar services to the EDCTA.
4. **Labor market and geographic location** – Today's labor market reality is that many agencies are in competition for the same pool of qualified employees because large portions of the workforce don't live in the communities they serve, are accustomed to lengthy commutes, and are more likely to consider changing jobs in a larger geographic area than in the past. Furthermore, by selecting employers within a geographic proximity to the EDCTA, the resulting labor market data generally reflects the region's cost of living, housing costs, growth rate, and other demographic characteristics to the same extent as competing employers to the EDCTA. Therefore, the geographic labor market area where the EDCTA may be recruiting from or losing employees to, was taken into consideration when selecting comparator organizations.

All factors mentioned should be considered in selecting the group of comparator agencies. The EDCTA agreed to a list of ten (10) agencies with two potential alternates for a total of twelve (12) agencies.

Table 2. Comparator Agencies

Agency
1. Amador Regional Transit
2. City of Roseville
3. Gold Coast Transit District
4. Golden Empire Transit District
5. Mendocino Transit Authority
6. Monterey Salinas Transit



Agency
7. Placer County Transit
8. Sacramento Regional Transit District
9. San Joaquin Regional Transit District
10. Tahoe Transportation District
11. City of Norwalk - Alternate
12. Central Contra Costa Transit Authority - Alternate

Salary and Benefits Data

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following salary and benefits data was collected for each benchmark classification (the cost of these benefits to each agency was converted into dollar amounts and can be found in Appendix II [Benefit Detail] of this report; these amounts were added to base salaries for total compensation purposes).

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

The retirement reflects the benefits offered to the majority of the employees:

- **PERS Formula:** The service retirement formula for each agency's PEPPA plan.
- **Social Security:** If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally determined maximum contribution of \$759.50 per month was reported.
- **Other:** Any other retirement contributions made by the employer.

3. Deferred Compensation

Deferred compensation contributions provided to all employees of a classification with or without requiring the employee to make a contribution is reported.

4. Insurances

The employer paid premiums for an employee with family coverage was reported. The employer paid insurances included:

- Cafeteria/Flexible Benefit Plan
- Medical
- Dental



- Vision
- Other

5. Leaves

Other than sick leave, which is usage-based, the number of hours off for which the employer is obligated. All hours have been translated into direct salary costs.

- **Vacation:** The number of accrued paid time off (or vacation) hours available to all employees who have completed five years of employment.
- **Holidays:** The number of holiday hours (including floating hours) available to employees.
- **Administrative:** Administrative (or management) leave is normally the number of paid leave hours available to Fair Labor Standards Act (“FLSA”) Exempt and/or management to reward for extraordinary effort (in lieu of overtime). This leave category may also include personal leave which may be available to augment vacation or other time off.

6. Other

This category includes any additional other benefits not captured above available to all in the class.

All of the benefit elements are negotiated benefits provided to all employees in the classification. As such, they represent an ongoing 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.

Data Collection

Data was collected during the month of May 2022, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

It should be noted that during the data collection period, Golden Empire Transit District indicated that they were not able to participate in the study. Golden Empire Transit District was removed as a comparator agency and Central Contra Costa Transit Authority was added in lieu of.

Matching Methodology

K&A believes that the data collection step is the most critical for maintaining the overall credibility of any study and relied on the EDCTA’s classification descriptions as the foundation for comparison.

When K&A researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable matches may not be made that are 100% equivalent to the classifications at the EDCTA.



Therefore, K&A does not match based upon job titles, which can often be misleading, but instead analyzes class descriptions before a comparable match is determined.

K&A's methodology is to analyze each class description and the whole position by evaluating factors such as:

- Definition and typical job functions;
- Distinguishing characteristics;
- Level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.);
- Reporting relationship structure (for example, manages through lower-level staff);
- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- 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.

In order for a match to be included, K&A requires that a classification's "likeness" be at approximately 70% of the matched classification.

When an appropriate match is not identified for one classification, K&A often uses "hybrids" which can be functional or represent a span in scope of responsibility. A functional hybrid means that the job of one classification at the EDCTA is performed by two or more classifications at a comparator agency. A "hybrid" representing a span in scope means that the comparator agency has one class that is "bigger" in scope and responsibility and one class that is "smaller," where the EDCTA's class falls in the middle.

If an appropriate match could not be found, then no match was reported as a non-comparable (N/C).

Data Spreadsheets

For each benchmark classification, there are three information pages:

- Top Monthly Base Salary and Total Compensation Data (2 sheets per benchmark)
 - One sheet is sorted by top monthly
 - One sheet is sorted by total monthly
- Benefit Detail (Monthly Equivalent Values)

The average (mean) and median (midpoint) of the comparator agencies are reported on the top monthly salary and total compensation data spreadsheets. The % above or below that the EDCTA is compared to the average and median is also reported.



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The mean is the sum of the comparator agencies' salaries/total compensation divided by the number of matches. The median is the midpoint of all data with 50% of data points below and 50% of data points above.

In order to calculate the mean and median, K&A requires that there be a minimum of four (4) comparator agencies with matching classifications to the benchmark classification. The reason for requiring a minimum of four matches is so that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for 14 of the 17 benchmark classifications.

When using survey data to make salary range recommendations and adjustments, K&A recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values.

MARKET COMPENSATION FINDINGS

The following table represents a summary of the market top monthly (base) salary and total compensation (base salary plus benefits [retirement, insurance, leaves, and allowances]) findings. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top monthly salary market median and total compensation market median is listed. The table is sorted by top monthly salary in descending order from the most positive percentile (above market) to the most negative (below market).

Table 3. Market Compensation Results Summary

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
Transit Dispatcher	7	-2.6%	2.2%
Fiscal Technician II	8	-7.8%	-7.5%
Transit Operator - Full Time	9	-8.3%	-8.0%
Transit Operations Supervisor - UR	9	-11.5%	-5.8%
Operations Manager	9	-12.7%	-6.6%
Finance Manager	9	-13.4%	-18.5%
Human Resources Manager	8	-16.3%	-8.4%
Office Assistant II	9	-22.0%	-10.3%
Maintenance Technician	7	-22.8%	-21.0%
Custodian	10	-23.9%	-4.6%
Equipment Technician II	10	-25.5%	-5.4%



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Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
Administrative Coordinator	8	-26.0%	-13.0%
Safety Coordinator - UR	5	-28.4%	-26.5%
Maintenance and Facilities Supervisor	9	-30.3%	-17.9%
Lead Transit Dispatcher	0	Insuff. Data	Insuff. Data
Planning & Marketing Manager	3	Insuff. Data	Insuff. Data
Purchasing/Fiscal Technician	1	Insuff. Data	Insuff. Data

Base Salary

Base salary market results show that 14 classifications are paid below the market median, and three classifications had insufficient data.

# of Classifications	<5%	5-10%	10+%	Total
Below the Market Median	1	2	11	14
Above the Market Median	0	0	0	0

Total Compensation

Total compensation market results show that 13 classifications are paid below the market median, one classification is paid above the market median, and three classifications had insufficient data.

# of Classifications	<5%	5-10%	10+%	Total
Below the Market Median	1	6	6	13
Above the Market Median	1	0	0	1

Typically, a classification falling within 5% of the median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy, actual scope of work, and position requirements. However, the EDCTA can adopt a different standard.

Overall, the differences between market base salaries and total compensation indicate that the EDCTA's benefits package puts the EDCTA at a more competitive advantage. Further analysis indicates that, on average, classifications are 18.0% below the market median for base salaries, while that figure changes to 10.8% below the market median for total compensation, which is a



7.2% difference (i.e., the EDCTA “gains” a 7.2% competitive advantage when taking benefits into consideration).

The market benefits data reveals the major contributing factor that gives the EDCTA a competitive advantage is the EDCTA’s contribution towards health insurance.

Market data indicates that the average monthly employer contribution toward health insurance premiums is \$1926, excluding EDCTA. EDCTA’s current cafeteria plan average contribution of \$2604 (\$2681 for unrepresented employees and \$2527 for represented employees) is \$678 more than the market average. Table 4 below summarizes all agency average health insurance contributions.

Table 4. Monthly Employer Health Insurance Contributions

Agency	Average Monthly Health Insurance Contribution
Monterey Salinas Transit	\$3051
Central Contra Costa Transit Authority	\$3019
Placer County Transit	\$3009
Sacramento Regional Transit District	\$2798
El Dorado County Transit Authority	\$2604
San Joaquin Regional Transit District	\$2148
Average Contribution of all Comparators	\$1926
Gold Coast Transit District	\$1497
City of Roseville	\$1347
Amador Regional Transit	\$1257
Mendocino Transit Authority	\$796
Tahoe Transportation District	\$335

INTERNAL SALARY RELATIONSHIPS

Building from the salary levels established for identified benchmark classes, internal salary relationships were developed and consistently applied in order to develop specific salary recommendations for all non-benchmarked classifications.

In the future, the EDCTA may need to utilize internal alignment practices if the number of staff grows, and additional classifications are added or classifications change. While analyzing internal relationships, the same factors analyzed when comparing the EDCTA’s classifications to the labor market are used when making internal salary alignment recommendations.



In addition, the following are standard human resources practices that are commonly applied when making salary recommendations based upon internal relationships:

- 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, the EDCTA can adopt a closer standard.
- Certain internal percentages are often applied. Those that are the most common are:
 - The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is typically 10% to 15%;
 - A lead or advanced journey-level (III or Senior-level) class is usually placed 10% to 15% above the journey-level.
 - A full supervisory class 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 classifications 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 should be given to these alignments because they represent internal value of classifications within job families, as well as across the organization.

For the purposes of this study, K&A utilized market data to develop the salary recommendations for all of the benchmarked classifications and used internal equity principles to make the salary recommendations for nine (9) classifications that were not benchmarked or had insufficient market data. For the non-benchmarked classifications, internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and “worth” to the EDCTA. 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 EDCTA management to carefully review these internal relationships and determine if they are still appropriate given the current market data.

It is also important to analyze market data and internal relationships within class series as well as across the organization, and make adjustments to salary range placements, as necessary, based on the needs of the organization.

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



RECOMMENDATIONS

Pay Philosophy

The EDCTA has many options regarding what type of compensation plan it wants to implement. This decision will be based on what the EDCTA'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.

Proposed Salary Structure

Currently, the EDCTA has a salary structure with ranges that are approximately 2.5% apart from one another. Each salary range has seven steps with 5% between each step. It is recommended that the EDCTA maintain a similar salary structure. Appendix III contains the recommended salary range structure.

It is important to note that the salary range structure connects all salary ranges, and their steps, by formula, thereby allowing for COLAs to be applied to only one-dollar figure in the table/matrix, which then automatically updates the entire table. Due to the formula that connects each range to the next (with 2.5% differentials between each range), there is a compounding effect when drawing relationships that span several ranges. For example, with 2.5% differentials between ranges, four ranges should represent a 10% differential. However, because the compounding effect of 2.5%, on top of 2.5%, on top of 2.5%, and so on, the differential between Range 1 and Range 5 is not exactly 10%, but it is slightly greater.

Proposed Salary Range Placements

Appendix IV illustrates the proposed salary range placement for each classification based on the market data as well as the internal relationship analysis. The recommendations are based on total compensation market results. The following calculation was used:

1. Multiplied the EDCTA's current top monthly salary by the percentage difference between the EDCTA's total compensation market median to calculate the Market Placement Salary.
2. The classification was then placed within the proposed salary range with a Step 7 salary closest to the Market Placement Salary.

K&A also modified the current internal alignment in certain instances where it seemed warranted based on market-supported groupings 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 EDCTA decides to implement annual across-the-board cost of living adjustment increases, only the salary schedule that was developed and included herein 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.



Options for Implementation

While the EDCTA 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 move employees into 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 significantly below market so that their current compensation falls below the bottom of the newly recommended range, then larger adjustments would be needed to move those employees at least to the bottom of the new salary range.

Another 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 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 20%) below the market median, a higher percentage change may be initially warranted to reduce the disparity.

For example, if the EDCTA decided to implement the recommendations over a three-year period, then the following guidelines could be applied for the initial increase of the three-year implementation plan:

Table 5. Three-Year Implementation Proposal

Market Disparity	% Increase
0 to 4.99%	0 to 2.49%
5.0% to 9.99%	2.5% to 4.99%
10.0% to 14.99%	5.0% to 7.49%
15.0% to 19.99%	7.5% to 9.99%
20.0% and above	10.0%

The initial first year adjustment would provide a portion of the equity increase and place the class into the closest step (but not below) where they are now. Subsequent increases would be spaced on a similar schedule (at annual intervals) based upon the remaining disparity after each adjustment.

Please note that typically, for those classes that had a market disparity of 0 to 4.99%, we recommend a 0% increase in the first year and an adjustment in the second year. Depending upon the EDCTA's financial situation, which will have to be reviewed before each further adjustment is made, all market disparity adjustments are intended to be completed by the third year. The EDCTA may also consider a similar implementation plan over a longer period of time, like a five-year implementation plan.



The EDCTA 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, the EDCTA 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 EDCTA's level of expectation.

When classifications are over market, K&A typically recommends Y-rating employees whose current pay exceeds the maximum of the recommended range until the market numbers "catch up" with their current salary. To Y-rate an employee means to keep the employee's salary frozen and to provide no salary increases (including no cost-of-living adjustments) until the employee's current salary is within the recommended salary range. 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 classification's 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 separate from employment with EDCTA. 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 separates from employment with EDCTA and then adjust the salary range for the class according to the market.
- **Recent hires:** Some employees who have recently been hired may still be at one of the lower steps within their current salary range. So, even if the top of their current salary range is above market, the incumbents are currently still paid below the market maximum because they are not at the top of their current salary range. In this case, an immediate salary range adjustment could be made to bring the salary range within the market. This would bring the affected incumbents either to the top of the market range or very close to it, but they would not technically be Y-rated or lose any pay.

Another option, of course, is to actually reduce salaries down to the market. However, from an employee relations perspective this may not be a viable option.

USING THE MARKET DATA AS A TOOL

K&A would like to reiterate that this report and the findings are meant to be a tool for the EDCTA to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and the EDCTA's expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data presented herein represents a market survey that will give the EDCTA an instrument to make future compensation decisions.



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It has been a pleasure working with EDCTA 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 by,
Koff & Associates

Jamie Inderbitzen
Project Manager



Appendix I

Results Summary

El Dorado County Transit Authority - Results Summary
May 2022

Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below	
Administrative Coordinator	\$ 5,220	\$ 6,506	-24.6%	\$ 6,575	-26.0%	\$ 8,489	\$ 9,772	-15.1%	\$ 9,589	-13.0%	8
Custodian	\$ 3,348	\$ 4,070	-21.6%	\$ 4,148	-23.9%	\$ 6,406	\$ 6,569	-2.5%	\$ 6,699	-4.6%	10
Equipment Technician II	\$ 4,969	\$ 5,926	-19.2%	\$ 6,237	-25.5%	\$ 8,210	\$ 8,613	-4.9%	\$ 8,654	-5.4%	10
Finance Manager	\$ 8,988	\$ 10,295	-14.5%	\$ 10,190	-13.4%	\$ 13,059	\$ 14,129	-8.2%	\$ 15,481	-18.5%	9
Fiscal Technician II	\$ 4,614	\$ 5,369	-16.4%	\$ 4,974	-7.8%	\$ 7,814	\$ 8,361	-7.0%	\$ 8,399	-7.5%	8
Human Resources Manager	\$ 8,553	\$ 9,935	-16.2%	\$ 9,944	-16.3%	\$ 12,559	\$ 13,786	-9.8%	\$ 13,609	-8.4%	8
Lead Transit Dispatcher	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Maintenance and Facilities Supervisor	\$ 6,360	\$ 8,468	-33.1%	\$ 8,290	-30.3%	\$ 9,757	\$ 11,693	-19.8%	\$ 11,507	-17.9%	9
Maintenance Technician	\$ 4,393	\$ 5,587	-27.2%	\$ 5,394	-22.8%	\$ 7,568	\$ 8,843	-16.9%	\$ 9,155	-21.0%	7
Office Assistant II	\$ 3,695	\$ 4,551	-23.2%	\$ 4,508	-22.0%	\$ 6,792	\$ 7,301	-7.5%	\$ 7,494	-10.3%	9
Operations Manager	\$ 9,443	\$ 10,555	-11.8%	\$ 10,641	-12.7%	\$ 13,583	\$ 14,414	-6.1%	\$ 14,478	-6.6%	9
Planning & Marketing Manager	\$ 7,197	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 10,998	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Purchasing/Fiscal Technician	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Safety Coordinator - UR	\$ 6,520	\$ 8,365	-28.3%	\$ 8,370	-28.4%	\$ 9,935	\$ 12,114	-21.9%	\$ 12,572	-26.5%	5
Transit Dispatcher	\$ 3,787	\$ 4,397	-16.1%	\$ 3,884	-2.6%	\$ 6,894	\$ 6,969	-1.1%	\$ 6,739	2.2%	7
Transit Operations Supervisor - UR	\$ 5,907	\$ 7,018	-18.8%	\$ 6,585	-11.5%	\$ 9,253	\$ 10,212	-10.4%	\$ 9,787	-5.8%	9
Transit Operator - Full Time	\$ 4,326	\$ 4,644	-7.4%	\$ 4,686	-8.3%	\$ 7,335	\$ 7,297	0.5%	\$ 7,924	-8.0%	9
		AVERAGE:	-19.9%	AVERAGE:	-18.0%			AVERAGE:	-9.3%	AVERAGE:	-10.8%
		MEDIAN:	-19.0%	MEDIAN:	-19.1%			MEDIAN:	-7.8%	MEDIAN:	-8.2%



Appendix II

Market Compensation Findings

El Dorado County Transit Authority - Market Compensation Data (sorted by Top Monthly Salary)
May 2022

Administrative Coordinator								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Transit Authority	Assistant to General Manager/Clerk to the Board	\$ 7,395	\$ 3,566	\$ 10,961	7/1/2021	unknown	unknown
2	City of Roseville	Executive Assistant	\$ 7,331	\$ 2,459	\$ 9,790	1/1/2022	unknown	unknown
3	Sacramento Regional Transit District ¹	[Administrative Assistant II-General Manager's Office / Clerk of the Board]	\$ 7,055	\$ 3,982	\$ 11,037	4/25/2022	unknown	unknown
4	Gold Coast Transit District	Office Coordinator / Executive Assistant	\$ 6,737	\$ 2,209	\$ 8,946	6/27/2021	6/26/2022	3.50%
5	Monterey Salinas Transit	Executive Assistant/Clerk of the Board	\$ 6,413	\$ 3,964	\$ 10,377	1/1/2022	unknown	unknown
6	Tahoe Transportation District	Executive Assistant/Clerk of the Board	\$ 6,394	\$ 2,416	\$ 8,810	unknown	unknown	unknown
7	San Joaquin Regional Transit District ²	[Administrative Assistant/ Executive and Board Support Specialist]	\$ 5,719	\$ 3,669	\$ 9,388	3/18/2022	unknown	unknown
8	El Dorado County Transit Authority	Administrative Coordinator	\$ 5,220	\$ 3,269	\$ 8,489	7/3/2021	unknown	unknown
9	Placer County Transit/ Tahoe Area Regional Transit	Administrative Secretary	\$ 5,006	\$ 3,859	\$ 8,865	7/3/2020	unknown	unknown
10	Amador Regional Transit	N/C						
11	Mendocino Transit Authority	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 6,506	\$ 9,772
% El Dorado County Transit Authority Above/Below	-24.6%	-15.1%
Median of Comparators	\$ 6,575	\$ 9,589
% El Dorado County Transit Authority Above/Below	-26.0%	-13.0%
Number of Matches	8	8

N/C - Non Comparator

1 - Sacramento Regional Transit District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - San Joaquin Regional Transit District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

El Dorado County Transit Authority - Market Compensation Data (sorted by Top Monthly Salary)
May 2022

Custodian								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey Salinas Transit	Facilities Technician I	\$ 4,654	\$ 3,714	\$ 8,368	1/8/2022	unknown	unknown
2	City of Roseville	Custodian	\$ 4,477	\$ 2,026	\$ 6,503	1/1/2022	unknown	unknown
3	Gold Coast Transit District	Service Worker II	\$ 4,339	\$ 1,914	\$ 6,253	6/27/2021	6/26/2022	3.50%
4	San Joaquin Regional Transit District	Utility Worker	\$ 4,273	\$ 3,284	\$ 7,557	7/1/2021	7/1/2022	3.00%
5	Mendocino Transit Authority	Cleaner	\$ 4,271	\$ 1,378	\$ 5,650	7/1/2021	unknown	unknown
6	Placer County Transit/ Tahoe Area Regional Transit	Custodian II	\$ 4,025	\$ 3,692	\$ 7,717	7/3/2020	unknown	unknown
7	Sacramento Regional Transit District	Facilities Service Worker	\$ 3,890	\$ 3,458	\$ 7,348	4/1/2022	4/1/2023	3.00%
8	Central Contra Costa Transit Authority	Custodian	\$ 3,711	\$ 3,184	\$ 6,894	7/1/2021	unknown	unknown
9	Tahoe Transportation District	Facilities Technician II	\$ 3,709	\$ 744	\$ 4,453	7/1/2021	7/1/2022	2.00%
10	Amador Regional Transit	Facilities - Vehicle Maintenance Technician	\$ 3,352	\$ 1,593	\$ 4,945	7/1/2019	unknown	unknown
11	El Dorado County Transit Authority	Custodian	\$ 3,348	\$ 3,058	\$ 6,406	7/3/2021	unknown	unknown

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 4,070	\$ 6,569
% El Dorado County Transit Authority Above/Below	-21.6%	-2.5%
Median of Comparators	\$ 4,148	\$ 6,699
% El Dorado County Transit Authority Above/Below	-23.9%	-4.6%
Number of Matches	10	10

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (sorted by Top Monthly Salary)
May 2022

Equipment Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey Salinas Transit	Mechanic B	\$ 6,729	\$ 4,009	\$ 10,738	1/8/2022	unknown	unknown
2	Mendocino Transit Authority	Mechanic	\$ 6,698	\$ 1,721	\$ 8,419	7/1/2021	unknown	unknown
3	City of Roseville	Mechanic II	\$ 6,567	\$ 2,343	\$ 8,910	1/1/2022	unknown	unknown
4	Sacramento Regional Transit District	Mechanic A	\$ 6,557	\$ 3,911	\$ 10,468	4/1/2022	4/1/2023	3.00%
5	Placer County Transit/ Tahoe Area Regional Transit	Master Automotive Mechanic	\$ 6,242	\$ 4,068	\$ 10,310	7/3/2020	unknown	unknown
6	Gold Coast Transit District	Mechanic II	\$ 6,233	\$ 2,096	\$ 8,329	6/27/2021	6/26/2022	3.50%
7	Central Contra Costa Transit Authority	Mechanic III	\$ 5,504	\$ 2,514	\$ 8,018	2/1/2022	unknown	unknown
8	San Joaquin Regional Transit District	Mechanic B	\$ 5,325	\$ 3,564	\$ 8,889	7/1/2021	7/1/2022	3.00%
9	El Dorado County Transit Authority	Equipment Technician II	\$ 4,969	\$ 3,240	\$ 8,210	7/3/2021	unknown	unknown
10	Tahoe Transportation District	Maintenance Technician (Mechanic B)	\$ 4,749	\$ 928	\$ 5,677	7/1/2021	7/1/2022	2.00%
11	Amador Regional Transit	Mechanic	\$ 4,652	\$ 1,723	\$ 6,375	7/1/2019	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,926	\$ 8,613
% El Dorado County Transit Authority Above/Below	-19.2%	-4.9%
Median of Comparators	\$ 6,237	\$ 8,654
% El Dorado County Transit Authority Above/Below	-25.5%	-5.4%
Number of Matches	10	10

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (sorted by Top Monthly Salary)
May 2022

Finance Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Roseville	Finance Manager	\$ 13,219	\$ 3,701	\$ 16,920	1/1/2022	unknown	unknown
2	Central Contra Costa Transit Authority	Manager of Accounting	\$ 11,567	\$ 3,999	\$ 15,566	7/1/2021	unknown	unknown
3	San Joaquin Regional Transit District	Finance Manager	\$ 11,250	\$ 5,139	\$ 16,389	3/18/2022	unknown	unknown
4	Sacramento Regional Transit District	Manager, Accounting	\$ 11,177	\$ 4,673	\$ 15,850	4/25/2022	unknown	unknown
5	Placer County Transit/ Tahoe Area Regional Transit	Administrative and Fiscal Operations Manager	\$ 10,190	\$ 5,291	\$ 15,481	2/12/2022	unknown	unknown
6	Monterey Salinas Transit	General Accounting & Budget Manager	\$ 10,003	\$ 4,475	\$ 14,478	1/1/2022	unknown	unknown
7	Gold Coast Transit District	Finance Manager	\$ 9,265	\$ 2,566	\$ 11,831	6/27/2021	6/26/2022	3.50%
8	Mendocino Transit Authority	Chief Financial Officer	\$ 9,070	\$ 2,097	\$ 11,166	6/30/2021	unknown	unknown
9	El Dorado County Transit Authority	Finance Manager	\$ 8,988	\$ 4,071	\$ 13,059	7/3/2021	unknown	unknown
10	Tahoe Transportation District	Controller	\$ 6,910	\$ 2,573	\$ 9,483	unknown	unknown	unknown
11	Amador Regional Transit	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 10,295	\$ 14,129
% El Dorado County Transit Authority Above/Below	-14.5%	-8.2%
Median of Comparators	\$ 10,190	\$ 15,481
% El Dorado County Transit Authority Above/Below	-13.4%	-18.5%
Number of Matches	9	9

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (sorted by Top Monthly Salary)
May 2022

Fiscal Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Gold Coast Transit District	Revenue Specialist	\$ 6,939	\$ 2,230	\$ 9,169	6/27/2021	6/26/2022	3.50%
2	Mendocino Transit Authority	Finance Assistant	\$ 6,717	\$ 1,764	\$ 8,481	6/30/2021	unknown	unknown
3	Central Contra Costa Transit Authority	Senior Accounting Assistant	\$ 5,979	\$ 3,419	\$ 9,399	7/1/2021	unknown	unknown
4	Monterey Salinas Transit	Accounting Technician	\$ 5,011	\$ 3,764	\$ 8,775	1/1/2022	unknown	unknown
5	City of Roseville	Finance Clerk II	\$ 4,937	\$ 2,096	\$ 7,033	1/1/2022	unknown	unknown
6	San Joaquin Regional Transit District	Accounting Assistant	\$ 4,710	\$ 3,401	\$ 8,111	3/18/2022	unknown	unknown
7	El Dorado County Transit Authority	Fiscal Technician II	\$ 4,614	\$ 3,200	\$ 7,814	7/3/2021	unknown	unknown
8	Placer County Transit/ Tahoe Area Regional Transit	Accounting Assistant - Journey	\$ 4,538	\$ 3,779	\$ 8,317	7/3/2020	unknown	unknown
9	Sacramento Regional Transit District	Accounts Payable Clerk	\$ 4,122	\$ 3,482	\$ 7,604	4/1/2022	unknown	unknown
10	Amador Regional Transit	N/C						
11	Tahoe Transportation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,369	\$ 8,361
% El Dorado County Transit Authority Above/Below	-16.4%	-7.0%
Median of Comparators	\$ 4,974	\$ 8,399
% El Dorado County Transit Authority Above/Below	-7.8%	-7.5%
Number of Matches	8	8

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (sorted by Top Monthly Salary)
May 2022

Human Resources Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Placer County Transit/ Tahoe Area Regional Transit	Human Resources Manager	\$ 11,596	\$ 5,597	\$ 17,193	2/12/2022	unknown	unknown
2	City of Roseville	Human Resources Manager	\$ 11,409	\$ 3,379	\$ 14,788	1/1/2022	unknown	unknown
3	San Joaquin Regional Transit District	Human Resources Manager	\$ 11,250	\$ 5,139	\$ 16,389	3/18/2022	unknown	unknown
4	Sacramento Regional Transit District ¹	[Manager Pension & Retirement Services / Senior Human Resources Analyst]	\$ 10,624	\$ 4,581	\$ 15,204	4/25/2022	unknown	unknown
5	Gold Coast Transit District	Human Resources & Risk Manager	\$ 9,265	\$ 2,566	\$ 11,831	6/27/2021	6/26/2022	3.50%
6	Mendocino Transit Authority	Human Resources Director	\$ 9,070	\$ 2,097	\$ 11,166	6/30/2021	unknown	unknown
7	El Dorado County Transit Authority	Human Resources Manager	\$ 8,553	\$ 4,006	\$ 12,559	7/3/2021	unknown	unknown
8	Monterey Salinas Transit	Human Resources Manager	\$ 8,210	\$ 4,220	\$ 12,429	1/1/2022	unknown	unknown
9	Tahoe Transportation District	Human Resources/Risk Manager	\$ 8,054	\$ 3,232	\$ 11,286	unknown	unknown	unknown
10	Central Contra Costa Transit Authority	N/C						
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,935	\$ 13,786
% El Dorado County Transit Authority Above/Below	-16.2%	-9.8%
Median of Comparators	\$ 9,944	\$ 13,609
% El Dorado County Transit Authority Above/Below	-16.3%	-8.4%
Number of Matches	8	8

N/C - Non Comparator

1 - Sacramento Regional Transit District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

El Dorado County Transit Authority - Market Compensation Data (sorted by Top Monthly Salary)
May 2022

Lead Transit Dispatcher								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	El Dorado County Transit Authority	Lead Transit Dispatcher	Proposed					
2	Sacramento Regional Transit District	N/C						
3	Tahoe Transportation District	N/C						
4	Placer County Transit/ Tahoe Area Regional Transit	N/C						
5	Monterey Salinas Transit	N/C						
6	City of Roseville	N/C						
7	Mendocino Transit Authority	N/C						
8	San Joaquin Regional Transit District	N/C						
9	Gold Coast Transit District	N/C						
10	Central Contra Costa Transit Authority	N/C						
11	Amador Regional Transit	N/C						

Summary Results		Top Monthly	Total Monthly
Average of Comparators		Insuff. Data	Insuff. Data
% El Dorado County Transit Authority Above/Below			
Median of Comparators		Insuff. Data	Insuff. Data
% El Dorado County Transit Authority Above/Below			
Number of Matches		0	0

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (sorted by Top Monthly Salary)
May 2022

Maintenance and Facilities Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Transit Authority	Facilities Superintendent	\$ 11,567	\$ 3,999	\$ 15,566	7/1/2021	unknown	unknown
2	Sacramento Regional Transit District ¹	[Maintenance Supervisor - Bus / Facilities Supervisor]	\$ 10,689	\$ 4,591	\$ 15,280	1/1/2022	unknown	unknown
3	Mendocino Transit Authority	Maintenance Manager	\$ 10,281	\$ 2,267	\$ 12,548	6/30/2021	unknown	unknown
4	City of Roseville	Facilities Supervisor	\$ 8,624	\$ 2,883	\$ 11,507	1/1/2022	unknown	unknown
5	San Joaquin Regional Transit District ²	[Maintenance Supervisor/ Facilities Supervisor]	\$ 8,290	\$ 4,352	\$ 12,642	3/18/2022	unknown	unknown
6	Placer County Transit/ Tahoe Area Regional Transit	Mechanic Supervising	\$ 7,225	\$ 4,235	\$ 11,460	7/3/2020	unknown	unknown
7	Gold Coast Transit District	Maintenance Supervisor	\$ 6,972	\$ 2,167	\$ 9,139	3/1/2019	unknown	unknown
8	Tahoe Transportation District	Fleet & Facilities Supervisor	\$ 6,394	\$ 2,662	\$ 9,056	unknown	unknown	unknown
9	El Dorado County Transit Authority	Maintenance and Facilities Supervisor	\$ 6,360	\$ 3,397	\$ 9,757	7/3/2021	unknown	unknown
10	Amador Regional Transit	Maintenance Supervisor	\$ 6,168	\$ 1,874	\$ 8,042	7/1/2019	unknown	unknown
11	Monterey Salinas Transit	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 8,468	\$ 11,693
% El Dorado County Transit Authority Above/Below	-33.1%	-19.8%
Median of Comparators	\$ 8,290	\$ 11,507
% El Dorado County Transit Authority Above/Below	-30.3%	-17.9%
Number of Matches	9	9

N/C - Non Comparator

1 - Sacramento Regional Transit District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - San Joaquin Regional Transit District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

El Dorado County Transit Authority - Market Compensation Data (sorted by Top Monthly Salary)
May 2022

Maintenance Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Roseville	Building Maintenance Worker II	\$ 6,394	\$ 2,317	\$ 8,711	1/1/2022	unknown	unknown
2	Sacramento Regional Transit District ¹	[Storekeeper / Facilities Maintenance Mechanic]	\$ 6,046	\$ 3,824	\$ 9,870	4/1/2022	4/1/2023	3.00%
3	Central Contra Costa Transit Authority	Facility Specialist	\$ 5,979	\$ 3,419	\$ 9,399	7/1/2021	unknown	unknown
4	Monterey Salinas Transit	Facilities Technician II	\$ 5,394	\$ 3,819	\$ 9,213	1/8/2022	unknown	unknown
5	San Joaquin Regional Transit District	Facilities Technician B	\$ 5,325	\$ 3,564	\$ 8,889	7/1/2021	7/1/2022	3.00%
6	Placer County Transit/ Tahoe Area Regional Transit	Equipment Service Worker II	\$ 5,254	\$ 3,901	\$ 9,155	7/3/2020	unknown	unknown
7	Gold Coast Transit District	Maintenance Material Specialist	\$ 4,718	\$ 1,950	\$ 6,668	6/27/2021	6/26/2022	3.50%
8	El Dorado County Transit Authority	Maintenance Technician	\$ 4,393	\$ 3,175	\$ 7,568	7/3/2021	unknown	unknown
9	Amador Regional Transit	N/C						
10	Tahoe Transportation District	N/C						
11	Mendocino Transit Authority	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 5,587	\$ 8,843
% El Dorado County Transit Authority Above/Below	-27.2%	-16.9%
Median of Comparators	\$ 5,394	\$ 9,155
% El Dorado County Transit Authority Above/Below	-22.8%	-21.0%
Number of Matches	7	7

N/C - Non Comparator

1 - Sacramento Regional Transit District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

El Dorado County Transit Authority - Market Compensation Data (sorted by Top Monthly Salary)
May 2022

Office Assistant II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Mendocino Transit Authority	Bilingual Receptionist	\$ 5,851	\$ 1,642	\$ 7,494	6/30/2021	unknown	unknown
2	Monterey Salinas Transit	Office Administrative Assistant	\$ 5,011	\$ 3,764	\$ 8,775	1/1/2022	unknown	unknown
3	Central Contra Costa Transit Authority	Customer Service Representative	\$ 4,943	\$ 3,312	\$ 8,255	7/1/2021	unknown	unknown
4	San Joaquin Regional Transit District	Administrative Assistant	\$ 4,710	\$ 3,401	\$ 8,111	3/18/2022	unknown	unknown
5	Gold Coast Transit District	Customer Service Assistant	\$ 4,508	\$ 1,930	\$ 6,438	6/27/2021	6/26/2022	3.50%
6	City of Roseville	Office Assistant II	\$ 4,469	\$ 2,025	\$ 6,493	1/1/2022	unknown	unknown
7	Placer County Transit/ Tahoe Area Regional Transit	Administrative Clerk - Journey	\$ 4,028	\$ 3,693	\$ 7,721	7/3/2020	unknown	unknown
8	Sacramento Regional Transit District	Customer Service Representative	\$ 3,988	\$ 3,460	\$ 7,448	4/1/2022	unknown	unknown
9	El Dorado County Transit Authority	Office Assistant II	\$ 3,695	\$ 3,097	\$ 6,792	7/3/2021	unknown	unknown
10	Tahoe Transportation District	Clerical Office Assistant	\$ 3,453	\$ 1,519	\$ 4,972	unknown	unknown	unknown
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,551	\$ 7,301
% El Dorado County Transit Authority Above/Below	-23.2%	-7.5%
Median of Comparators	\$ 4,508	\$ 7,494
% El Dorado County Transit Authority Above/Below	-22.0%	-10.3%
Number of Matches	9	9

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (sorted by Top Monthly Salary)
May 2022

Operations Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Roseville	Alternative Transportation Manager	\$ 13,543	\$ 3,759	\$ 17,302	1/1/2022	unknown	unknown
2	Central Contra Costa Transit Authority	Manager of Transportation	\$ 11,567	\$ 3,999	\$ 15,566	7/1/2021	unknown	unknown
3	San Joaquin Regional Transit District	Transportation Superintendent	\$ 11,250	\$ 5,139	\$ 16,389	3/18/2022	unknown	unknown
4	Sacramento Regional Transit District	Transportation Superintendent - Bus	\$ 11,177	\$ 4,673	\$ 15,850	4/25/2022	unknown	unknown
5	Gold Coast Transit District	Operations Manager	\$ 10,641	\$ 2,724	\$ 13,365	6/27/2021	6/26/2022	3.50%
6	Monterey Salinas Transit	Transportation Manager	\$ 10,003	\$ 4,475	\$ 14,478	1/1/2022	unknown	unknown
7	Mendocino Transit Authority	Operations Manager	\$ 9,981	\$ 2,225	\$ 12,207	6/30/2021	unknown	unknown
8	El Dorado County Transit Authority	Operations Manager	\$ 9,443	\$ 4,140	\$ 13,583	7/3/2021	unknown	unknown
9	Placer County Transit/ Tahoe Area Regional Transit	Transportation Systems Supervisor - Senior	\$ 8,781	\$ 4,499	\$ 13,280	7/3/2020	unknown	unknown
10	Tahoe Transportation District	Operations Manager	\$ 8,054	\$ 3,232	\$ 11,286	unknown	unknown	unknown
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,555	\$ 14,414
% El Dorado County Transit Authority Above/Below	-11.8%	-6.1%
Median of Comparators	\$ 10,641	\$ 14,478
% El Dorado County Transit Authority Above/Below	-12.7%	-6.6%
Number of Matches	9	9

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (sorted by Top Monthly Salary)
May 2022

Planning & Marketing Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Transit Authority	Manager of Planning, Marketing & Community Outreach	\$ 11,567	\$ 3,999	\$ 15,566	7/1/2021	unknown	unknown
2	Gold Coast Transit District	Communications and Marketing Manager	\$ 8,986	\$ 2,533	\$ 11,519	6/27/2021	6/26/2022	3.50%
3	Monterey Salinas Transit ¹	[Planning Manager / Marketing and Customer Service Manager]	\$ 8,210	\$ 4,220	\$ 12,429	1/1/2022	unknown	unknown
4	El Dorado County Transit Authority	Planning & Marketing Manager	\$ 7,197	\$ 3,801	\$ 10,998	7/3/2021	unknown	unknown
5	City of Roseville	N/C						
6	Tahoe Transportation District	N/C						
7	Placer County Transit/ Tahoe Area Regional Transit	N/C						
8	Mendocino Transit Authority	N/C						
9	Sacramento Regional Transit District	N/C						
10	San Joaquin Regional Transit District	N/C						
11	Amador Regional Transit	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% El Dorado County Transit Authority Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% El Dorado County Transit Authority Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

1 - Monterey Salinas Transit: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

El Dorado County Transit Authority - Market Compensation Data (sorted by Top Monthly Salary)
May 2022

Purchasing/Fiscal Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	El Dorado County Transit Authority	Purchasing/Fiscal Technician	Proposed					
2	San Joaquin Regional Transit District	Procurement Parts & Materials Analyst	\$ 5,815	\$ 3,694	\$ 9,509	3/18/2022	unknown	unknown
3	Sacramento Regional Transit District	N/C						
4	Tahoe Transportation District	N/C						
5	Placer County Transit/ Tahoe Area Regional Transit	N/C						
6	Monterey Salinas Transit	N/C						
7	City of Roseville	N/C						
8	Mendocino Transit Authority	N/C						
9	Gold Coast Transit District	N/C						
10	Central Contra Costa Transit Authority	N/C						
11	Amador Regional Transit	N/C						

Summary Results		Top Monthly	Total Monthly
Average of Comparators		Insuff. Data	Insuff. Data
% El Dorado County Transit Authority Above/Below			
Median of Comparators		Insuff. Data	Insuff. Data
% El Dorado County Transit Authority Above/Below			
Number of Matches		1	1

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (sorted by Top Monthly Salary)
May 2022

Safety Coordinator - UR								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Roseville	Safety Coordinator	\$ 9,107	\$ 2,969	\$ 12,076	1/1/2022	unknown	unknown
2	Placer County Transit/ Tahoe Area Regional Transit	Safety Officer	\$ 9,045	\$ 5,041	\$ 14,086	2/12/2022	unknown	unknown
3	Sacramento Regional Transit District	Safety Specialist II	\$ 8,370	\$ 4,202	\$ 12,572	1/1/2022	1/1/2023	3.00%
4	San Joaquin Regional Transit District	Safety and Security Administrator	\$ 8,333	\$ 4,364	\$ 12,697	3/18/2022	unknown	unknown
5	Gold Coast Transit District	Operations Safety & Training Officer	\$ 6,972	\$ 2,167	\$ 9,139	3/1/2019	unknown	unknown
6	El Dorado County Transit Authority	Safety Coordinator - UR	\$ 6,520	\$ 3,415	\$ 9,935	7/3/2021	unknown	unknown
7	Central Contra Costa Transit Authority	N/C						
8	Monterey Salinas Transit	N/C						
9	Amador Regional Transit	N/C						
10	Tahoe Transportation District	N/C						
11	Mendocino Transit Authority	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 8,365	\$ 12,114
% El Dorado County Transit Authority Above/Below	-28.3%	-21.9%
Median of Comparators	\$ 8,370	\$ 12,572
% El Dorado County Transit Authority Above/Below	-28.4%	-26.5%
Number of Matches	5	5

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (sorted by Top Monthly Salary)
May 2022

Transit Dispatcher								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey Salinas Transit	Communication Systems Specialist	\$ 5,972	\$ 3,901	\$ 9,873	1/1/2022	unknown	unknown
2	Mendocino Transit Authority	Dispatcher	\$ 5,226	\$ 1,513	\$ 6,739	7/1/2021	unknown	unknown
3	Placer County Transit/ Tahoe Area Regional Transit	Administrative Dispatcher	\$ 4,890	\$ 3,839	\$ 8,729	7/3/2020	unknown	unknown
4	Sacramento Regional Transit District ¹	[Dispatcher (Elk Grove Service) / Paratransit Dispatcher]	\$ 3,884	\$ 3,308	\$ 7,192	7/1/2021	unknown	unknown
5	El Dorado County Transit Authority	Transit Dispatcher	\$ 3,787	\$ 3,107	\$ 6,894	7/3/2021	unknown	unknown
6	Tahoe Transportation District	Dispatcher	\$ 3,709	\$ 744	\$ 4,453	7/1/2021	7/1/2022	2.00%
7	Amador Regional Transit	Dispatcher	\$ 3,581	\$ 1,615	\$ 5,196	7/1/2019	unknown	unknown
8	San Joaquin Regional Transit District	Dispatcher	\$ 3,516	\$ 3,083	\$ 6,599	7/1/2021	7/1/2022	3.00%
9	Gold Coast Transit District	N/C						
10	Central Contra Costa Transit Authority	N/C						
11	City of Roseville	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 4,397	\$ 6,969
% El Dorado County Transit Authority Above/Below	-16.1%	-1.1%
Median of Comparators	\$ 3,884	\$ 6,739
% El Dorado County Transit Authority Above/Below	-2.6%	2.2%
Number of Matches	7	7

N/C - Non Comparator

1 - Sacramento Regional Transit District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

El Dorado County Transit Authority - Market Compensation Data (sorted by Top Monthly Salary)
May 2022

Transit Operations Supervisor - UR								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sacramento Regional Transit District	Transportation Supervisor	\$ 10,135	\$ 4,499	\$ 14,634	1/1/2022	unknown	unknown
2	San Joaquin Regional Transit District	Transportation Supervisor	\$ 7,943	\$ 4,260	\$ 12,203	3/18/2022	unknown	unknown
3	Monterey Salinas Transit	Operations Supervisor	\$ 7,256	\$ 4,084	\$ 11,340	1/1/2022	unknown	unknown
4	Mendocino Transit Authority	Operations Supervisor	\$ 7,089	\$ 1,817	\$ 8,906	6/30/2021	unknown	unknown
5	Gold Coast Transit District	Operations Supervisor	\$ 6,585	\$ 2,130	\$ 8,715	3/1/2019	unknown	unknown
6	Tahoe Transportation District	Operations Supervisor	\$ 6,394	\$ 2,662	\$ 9,056	unknown	unknown	unknown
7	Central Contra Costa Transit Authority	Transit Supervisor	\$ 6,372	\$ 3,490	\$ 9,862	10/1/2021	10/1/2022	3.00%
8	El Dorado County Transit Authority	Transit Operations Supervisor - UR	\$ 5,907	\$ 3,346	\$ 9,253	7/3/2021	unknown	unknown
9	Placer County Transit/ Tahoe Area Regional Transit	Transportation Supervisor	\$ 5,795	\$ 3,993	\$ 9,787	7/3/2020	unknown	unknown
10	Amador Regional Transit	Operations Supervisor	\$ 5,592	\$ 1,817	\$ 7,409	7/1/2019	unknown	unknown
11	City of Roseville	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,018	\$ 10,212
% El Dorado County Transit Authority Above/Below	-18.8%	-10.4%
Median of Comparators	\$ 6,585	\$ 9,787
% El Dorado County Transit Authority Above/Below	-11.5%	-5.8%
Number of Matches	9	9

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (sorted by Top Monthly Salary)
May 2022

Transit Operator - Full Time								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sacramento Regional Transit District	Bus Operator	\$ 5,552	\$ 3,719	\$ 9,271	4/1/2022	unknown	unknown
2	Gold Coast Transit District	Bus Operator	\$ 5,141	\$ 1,991	\$ 7,132	6/27/2021	6/26/2022	3.50%
3	Monterey Salinas Transit	Coach Operator	\$ 5,139	\$ 3,783	\$ 8,921	1/8/2022	unknown	unknown
4	San Joaquin Regional Transit District	Coach Operator	\$ 4,915	\$ 3,455	\$ 8,370	7/1/2021	7/1/2022	3.00%
5	Mendocino Transit Authority	Transit Vehicle Operator	\$ 4,686	\$ 1,437	\$ 6,123	7/1/2021	unknown	unknown
6	Central Contra Costa Transit Authority	Transit Operator	\$ 4,569	\$ 3,355	\$ 7,924	2/1/2022	unknown	unknown
7	Placer County Transit/ Tahoe Area Regional Transit	Bus Driver II	\$ 4,436	\$ 3,762	\$ 8,198	7/3/2020	unknown	unknown
8	El Dorado County Transit Authority	Transit Operator - Full Time	\$ 4,326	\$ 3,009	\$ 7,335	7/1/2021	unknown	unknown
9	Tahoe Transportation District	Bus Operator	\$ 3,813	\$ 763	\$ 4,576	7/1/2021	7/1/2022	2.00%
10	Amador Regional Transit	Bus Operator	\$ 3,546	\$ 1,612	\$ 5,158	7/1/2019	unknown	unknown
11	City of Roseville	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 4,644	\$ 7,297
% El Dorado County Transit Authority Above/Below	-7.4%	0.5%
Median of Comparators	\$ 4,686	\$ 7,924
% El Dorado County Transit Authority Above/Below	-8.3%	-8.0%
Number of Matches	9	9

N/C - Non Comparator

**El Dorado County Transit Authority - Benefit Detail
May 2022**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Roseville	Gold Coast Transit District	Mendocino Transit Authority	Monterey Salinas Transit	Placer County Transit/ Tahoe Area Regional Transit	Sacramento Regional Transit District	San Joaquin Regional Transit District	Tahoe Transportation District
Benchmark/ Comparator Agency Match		Administrative Coordinator	N/C	Assistant to General Manager/Clerk to the Board	Executive Assistant	Office Coordinator / Executive Assistant	N/C	Executive Assistant/Clerk of the Board	Administrative Secretary	[Administrative Assistant II- General Manager's Office / Clerk of the Board]	[Administrative Assistant/ Executive and Board Support Specialist]	Executive Assistant/Clerk of the Board
	Top Step	\$ 5,220		\$ 7,395	\$ 7,331	\$ 6,737		\$ 6,413	\$ 5,006	\$ 7,055	\$ 5,719	\$ 6,394
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62		2%@62	2%@62	2%@62		
	Social Security								\$ 310	\$ 437	\$ 355	\$ 396
	Deferred Compensation ^{1,2,3}				\$ 220						\$ 572	\$ 767
	Other Ret.											
Insurance	Cafeteria	\$ 2,681		\$ 1,322	\$ 1,347	\$ 1,497		\$ 3,051				
	Health ^{4,5,6}			\$ 1,287					\$ 2,948	\$ 2,611	\$ 2,006	\$ 349
	Dental			\$ 190					\$ 54	\$ 172	\$ 119	\$ 95
	Vision								\$ 8	\$ 15	\$ 24	\$ 21
	Other Ins.											
Leaves	Vacation	\$ 306		\$ 427	\$ 395	\$ 337		\$ 592	\$ 289	\$ 407	\$ 330	\$ 492
	Holidays	\$ 281		\$ 341	\$ 338	\$ 311		\$ 321	\$ 250	\$ 339	\$ 264	\$ 295
	Admin Leave ⁷				\$ 159	\$ 65						
Benefit Package Total		\$ 3,269	\$ 0	\$ 3,566	\$ 2,459	\$ 2,209	\$ 0	\$ 3,964	\$ 3,859	\$ 3,982	\$ 3,669	\$ 2,416

N/C - Non Comparator

1 - City of Roseville: ER contribution after 5 years of service.

2 - San Joaquin Regional Transit District: EE has mandatory 10% contribution and RTD matches 10%.

3 - Tahoe Transportation District: max contribution of 12% of EE's comp during that pay period.

4 - Placer County Transit/ Tahoe Area Regional Transit: County pays 80% of any plan selected.

5 - San Joaquin Regional Transit District: 90% of Kaiser Plan Premium.

6 - Tahoe Transportation District: Employer covers 45% of EE+ dependent cost for medical premium of \$775/month.

7 - City of Roseville: Personal Leave

**El Dorado County Transit Authority - Benefit Detail
May 2022**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Roseville	Gold Coast Transit District	Mendocino Transit Authority	Monterey Salinas Transit	Placer County Transit/ Tahoe Area Regional Transit	Sacramento Regional Transit District	San Joaquin Regional Transit District	Tahoe Transportation District
Benchmark/ Comparator Agency Match		Custodian	Facilities - Vehicle Maintenance Technician	Custodian	Custodian	Service Worker II	Cleaner	Facilities Technician I	Custodian II	Facilities Service Worker	Utility Worker	Facilities Technician II
	Top Step	\$ 3,348	\$ 3,352	\$ 3,711	\$ 4,477	\$ 4,339	\$ 4,271	\$ 4,654	\$ 4,025	\$ 3,890	\$ 4,273	\$ 3,709
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		
	Social Security								\$ 250	\$ 241	\$ 265	\$ 230
	Deferred Compensation ^{1, 2, 3}				\$ 134		\$ 192				\$ 427	\$ 111
	Other Ret.											
Insurance	Cafeteria	\$ 2,681		\$ 1,322	\$ 1,347	\$ 1,497		\$ 3,051				
	Health ^{4, 5, 6}		\$ 1,199	\$ 1,287			\$ 731		\$ 2,948	\$ 2,611	\$ 2,006	\$ 89
	Dental		\$ 50	\$ 190			\$ 41		\$ 54	\$ 172	\$ 119	
	Vision		\$ 8				\$ 4		\$ 8	\$ 15	\$ 24	
	Other Ins.											
Leaves	Vacation	\$ 196	\$ 193	\$ 214	\$ 241	\$ 217	\$ 246	\$ 430	\$ 232	\$ 224	\$ 247	\$ 143
	Holidays	\$ 180	\$ 142	\$ 171	\$ 207	\$ 200	\$ 164	\$ 233	\$ 201	\$ 195	\$ 197	\$ 171
	Admin Leave ⁷				\$ 97							
Benefit Package Total		\$ 3,058	\$ 1,593	\$ 3,184	\$ 2,026	\$ 1,914	\$ 1,378	\$ 3,714	\$ 3,692	\$ 3,458	\$ 3,284	\$ 744

N/C - Non Comparator

1 - City of Roseville: ER contribution after 5 years of service.

2 - San Joaquin Regional Transit District: EE has mandatory 10% contribution and RTD matches 10%.

3 - Tahoe Transportation District: max contribution of 3% of EE's comp during that pay period.

4 - Placer County Transit/ Tahoe Area Regional Transit: County pays 80% of any plan selected.

5 - San Joaquin Regional Transit District: 90% of Kaiser Plan Premium.

6 - Tahoe Transportation District: Employer covers 85% of EE only cost for med, dental, vision, life premium of \$105/month.

7 - City of Roseville: Personal Leave

**El Dorado County Transit Authority - Benefit Detail
May 2022**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Roseville	Gold Coast Transit District	Mendocino Transit Authority	Monterey Salinas Transit	Placer County Transit/ Tahoe Area Regional Transit	Sacramento Regional Transit District	San Joaquin Regional Transit District	Tahoe Transportation District
Benchmark/ Comparator Agency Match		Equipment Technician II	Mechanic	Mechanic III	Mechanic II	Mechanic II	Mechanic	Mechanic B	Master Automotive Mechanic	Mechanic A	Mechanic B	Maintenance Technician (Mechanic B)
	Top Step	\$ 4,969	\$ 4,652	\$ 5,504	\$ 6,567	\$ 6,233	\$ 6,698	\$ 6,729	\$ 6,242	\$ 6,557	\$ 5,325	\$ 4,749
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		
	Social Security								\$ 387	\$ 407	\$ 330	\$ 294
	Deferred Compensation ^{1,2,3}				\$ 197		\$ 301				\$ 533	\$ 142
	Other Ret.											
Insurance	Cafeteria	\$ 2,681			\$ 1,347	\$ 1,497		\$ 3,051				
	Health ^{4, 5, 6, 7}		\$ 1,199	\$ 1,943			\$ 731		\$ 2,948	\$ 2,611	\$ 2,006	\$ 89
	Dental		\$ 50				\$ 41		\$ 54	\$ 172	\$ 119	
	Vision		\$ 8				\$ 4		\$ 8	\$ 15	\$ 24	
	Other Ins.											
Leaves	Vacation	\$ 291	\$ 268	\$ 318	\$ 354	\$ 312	\$ 386	\$ 621	\$ 360	\$ 378	\$ 307	\$ 183
	Holidays	\$ 268	\$ 197	\$ 254	\$ 303	\$ 288	\$ 258	\$ 336	\$ 312	\$ 328	\$ 246	\$ 219
	Admin Leave ⁸				\$ 142							
Benefit Package Total		\$ 3,240	\$ 1,723	\$ 2,514	\$ 2,343	\$ 2,096	\$ 1,721	\$ 4,009	\$ 4,068	\$ 3,911	\$ 3,564	\$ 928

N/C - Non Comparator

1 - City of Roseville: ER contribution after 5 years of service.

2 - San Joaquin Regional Transit District: EE has mandatory 10% contribution and RTD matches 10%.

3 - Tahoe Transportation District: max contribution of 3% of EE's comp during that pay period.

4 - Central Contra Costa Transit Authority: Employees pay 2% of total premium = 1982.50 health, dental, vision, life.

5 - Placer County Transit/ Tahoe Area Regional Transit: County pays 80% of any plan selected.

6 - San Joaquin Regional Transit District: 90% of Kaiser Plan Premium.

7 - Tahoe Transportation District: Employer covers 85% of EE only cost for med, dental, vision, life premium of \$105/month.

8 - City of Roseville: Personal Leave

**El Dorado County Transit Authority - Benefit Detail
May 2022**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Roseville	Gold Coast Transit District	Mendocino Transit Authority	Monterey Salinas Transit	Placer County Transit/ Tahoe Area Regional Transit	Sacramento Regional Transit District	San Joaquin Regional Transit District	Tahoe Transportation District
Benchmark/ Comparator Agency Match		Finance Manager	N/C	Manager of Accounting	Finance Manager	Finance Manager	Chief Financial Officer	General Accounting & Budget Manager	Administrative and Fiscal Operations Manager	Manager, Accounting	Finance Manager	Controller
	Top Step	\$ 8,988		\$ 11,567	\$ 13,219	\$ 9,265	\$ 9,070	\$ 10,003	\$ 10,190	\$ 11,177	\$ 11,250	\$ 6,910
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		
	Social Security								\$ 632	\$ 693	\$ 698	\$ 428
	Deferred Compensation ^{1, 2, 3, 4}	\$ 33			\$ 397		\$ 408		\$ 63		\$ 1,125	\$ 829
	Other Ret.											
Insurance	Cafeteria	\$ 2,681		\$ 1,322	\$ 1,347	\$ 1,497		\$ 3,051				
	Health ^{5, 6, 7}			\$ 1,287			\$ 769		\$ 2,948	\$ 2,611	\$ 2,006	\$ 349
	Dental			\$ 190			\$ 43		\$ 54	\$ 172	\$ 119	\$ 95
	Vision						\$ 4		\$ 8	\$ 15	\$ 24	\$ 21
	Other Ins.											
Leaves	Vacation	\$ 527		\$ 667	\$ 712	\$ 463	\$ 523	\$ 923	\$ 588	\$ 645	\$ 649	\$ 532
	Holidays	\$ 484		\$ 534	\$ 610	\$ 428	\$ 349	\$ 500	\$ 510	\$ 537	\$ 519	\$ 319
	Admin Leave ^{8, 9}	\$ 346			\$ 636	\$ 178			\$ 490			
Benefit Package Total		\$ 4,071	\$ 0	\$ 3,999	\$ 3,701	\$ 2,566	\$ 2,097	\$ 4,475	\$ 5,291	\$ 4,673	\$ 5,139	\$ 2,573

N/C - Non Comparator

1 - City of Roseville: ER contribution after 5 years of service.

2 - Placer County Transit/ Tahoe Area Regional Transit: County Match is \$750 max annually.

3 - San Joaquin Regional Transit District: EE has mandatory 10% contribution and RTD matches 10%.

4 - Tahoe Transportation District: max contribution of 12% of EE's comp during that pay period.

5 - Placer County Transit/ Tahoe Area Regional Transit: County pays 80% of any plan selected.

6 - San Joaquin Regional Transit District: 90% of Kaiser Plan Premium.

7 - Tahoe Transportation District: Employer covers 45% of EE+ dependent cost for medical premium of \$775/month.

8 - City of Roseville: Management Leave

9 - Placer County Transit/ Tahoe Area Regional Transit: Management Leave

**El Dorado County Transit Authority - Benefit Detail
May 2022**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Roseville	Gold Coast Transit District	Mendocino Transit Authority	Monterey Salinas Transit	Placer County Transit/ Tahoe Area Regional Transit	Sacramento Regional Transit District	San Joaquin Regional Transit District	Tahoe Transportation District
Benchmark/ Comparator Agency Match		Fiscal Technician II	N/C	Senior Accounting Assistant	Finance Clerk II	Revenue Specialist	Finance Assistant	Accounting Technician	Accounting Assistant - Journey	Accounts Payable Clerk	Accounting Assistant	N/C
	Top Step	\$ 4,614		\$ 5,979	\$ 4,937	\$ 6,939	\$ 6,717	\$ 5,011	\$ 4,538	\$ 4,122	\$ 4,710	
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		
	Social Security								\$ 281	\$ 256	\$ 292	
	Deferred Compensation ^{1,2}				\$ 148		\$ 302				\$ 471	
	Other Ret.											
Insurance	Cafeteria	\$ 2,681		\$ 1,322	\$ 1,347	\$ 1,497		\$ 3,051				
	Health ^{3,4}			\$ 1,287			\$ 769		\$ 2,948	\$ 2,611	\$ 2,006	
	Dental			\$ 190			\$ 43		\$ 54	\$ 172	\$ 119	
	Vision						\$ 4		\$ 8	\$ 15	\$ 24	
	Other Ins.											
Leaves	Vacation	\$ 271		\$ 345	\$ 266	\$ 347	\$ 387	\$ 463	\$ 262	\$ 238	\$ 272	
	Holidays	\$ 248		\$ 276	\$ 228	\$ 320	\$ 258	\$ 251	\$ 227	\$ 190	\$ 217	
	Admin Leave ⁵				\$ 107	\$ 67						
Benefit Package Total		\$ 3,200	\$ 0	\$ 3,419	\$ 2,096	\$ 2,230	\$ 1,764	\$ 3,764	\$ 3,779	\$ 3,482	\$ 3,401	\$ 0

N/C - Non Comparator

1 - City of Roseville: ER contribution after 5 years of service.

2 - San Joaquin Regional Transit District: EE has mandatory 10% contribution and RTD matches 10%.

3 - Placer County Transit/ Tahoe Area Regional Transit: County pays 80% of any plan selected.

4 - San Joaquin Regional Transit District: 90% of Kaiser Plan Premium.

5 - City of Roseville: Personal Leave

**El Dorado County Transit Authority - Benefit Detail
May 2022**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Roseville	Gold Coast Transit District	Mendocino Transit Authority	Monterey Salinas Transit	Placer County Transit/ Tahoe Area Regional Transit	Sacramento Regional Transit District	San Joaquin Regional Transit District	Tahoe Transportation District
Benchmark/ Comparator Agency Match		Human Resources Manager	N/C	N/C	Human Resources Manager	Human Resources & Risk Manager	Human Resources Director	Human Resources Manager	Human Resources Manager	[Manager Pension & Retirement Services / Senior Human Resources Analyst]	Human Resources Manager	Human Resources/Risk Manager
	Top Step	\$ 8,553			\$ 11,409	\$ 9,265	\$ 9,070	\$ 8,210	\$ 11,596	\$ 10,624	\$ 11,250	\$ 8,054
Retirement	PEPRA	2%@62			2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		
	Social Security								\$ 719	\$ 659	\$ 698	\$ 499
	Deferred Compensation ^{1, 2, 3, 4}	\$ 33			\$ 342		\$ 408		\$ 63		\$ 1,125	\$ 966
	Other Ret.											
Insurance	Cafeteria	\$ 2,681			\$ 1,347	\$ 1,497		\$ 3,051				
	Health ^{5, 6, 7}						\$ 769		\$ 2,948	\$ 2,611	\$ 2,006	\$ 349
	Dental						\$ 43		\$ 54	\$ 172	\$ 119	\$ 95
	Vision						\$ 4		\$ 8	\$ 15	\$ 24	\$ 21
	Other Ins.											
Leaves	Vacation	\$ 502			\$ 614	\$ 463	\$ 523	\$ 758	\$ 669	\$ 613	\$ 649	\$ 620
	Holidays	\$ 461			\$ 527	\$ 428	\$ 349	\$ 410	\$ 580	\$ 511	\$ 519	\$ 372
	Admin Leave ^{8, 9}	\$ 329			\$ 549	\$ 178			\$ 558			\$ 310
Benefit Package Total		\$ 4,006	\$ 0	\$ 0	\$ 3,379	\$ 2,566	\$ 2,097	\$ 4,220	\$ 5,597	\$ 4,581	\$ 5,139	\$ 3,232

N/C - Non Comparator

1 - City of Roseville: ER contribution after 5 years of service.

2 - Placer County Transit/ Tahoe Area Regional Transit: County Match is \$750 max annually.

3 - San Joaquin Regional Transit District: EE has mandatory 10% contribution and RTD matches 10%.

4 - Tahoe Transportation District: max contribution of 12% of EE's comp during that pay period.

5 - Placer County Transit/ Tahoe Area Regional Transit: County pays 80% of any plan selected.

6 - San Joaquin Regional Transit District: 90% of Kaiser Plan Premium.

7 - Tahoe Transportation District: Employer covers 45% of EE+ dependent cost for medical premium of \$775/month.

8 - City of Roseville: Management Leave

9 - Placer County Transit/ Tahoe Area Regional Transit: Management Leave

El Dorado County Transit Authority - Benefit Detail
May 2022

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Roseville	Gold Coast Transit District	Mendocino Transit Authority	Monterey Salinas Transit	Placer County Transit/ Tahoe Area Regional Transit	Sacramento Regional Transit District	San Joaquin Regional Transit District	Tahoe Transportation District
Benchmark/ Comparator Agency Match		Lead Transit Dispatcher	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	Proposed										
Retirement	PEPRA											
	Social Security											
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria											
	Health											
	Dental											
	Vision											
	Other Ins.											
Leaves	Vacation											
	Holidays											
	Admin Leave											
Benefit Package Total		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

**El Dorado County Transit Authority - Benefit Detail
May 2022**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Roseville	Gold Coast Transit District	Mendocino Transit Authority	Monterey Salinas Transit	Placer County Transit/ Tahoe Area Regional Transit	Sacramento Regional Transit District	San Joaquin Regional Transit District	Tahoe Transportation District
Benchmark/ Comparator Agency Match		Maintenance and Facilities Supervisor	Maintenance Supervisor	Facilities Superintendent	Facilities Supervisor	Maintenance Supervisor	Maintenance Manager	N/C	Mechanic Supervising	[Maintenance Supervisor - Bus / Facilities Supervisor]	[Maintenance Supervisor/ Facilities Supervisor]	Fleet & Facilities Supervisor
	Top Step	\$ 6,360	\$ 6,168	\$ 11,567	\$ 8,624	\$ 6,972	\$ 10,281		\$ 7,225	\$ 10,689	\$ 8,290	\$ 6,394
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62		
	Social Security								\$ 448	\$ 663	\$ 514	\$ 396
	Deferred Compensation ^{1, 2, 3}				\$ 259		\$ 463				\$ 829	\$ 767
	Other Ret.											
Insurance	Cafeteria	\$ 2,681		\$ 1,322	\$ 1,347	\$ 1,497						
	Health ^{4, 5, 6}		\$ 1,199	\$ 1,287			\$ 769		\$ 2,948	\$ 2,611	\$ 2,006	\$ 349
	Dental		\$ 50	\$ 190			\$ 43		\$ 54	\$ 172	\$ 119	\$ 95
	Vision		\$ 8				\$ 4		\$ 8	\$ 15	\$ 24	\$ 21
	Other Ins.											
Leaves	Vacation	\$ 373	\$ 356	\$ 667	\$ 464	\$ 349	\$ 593		\$ 417	\$ 617	\$ 478	\$ 492
	Holidays	\$ 342	\$ 261	\$ 534	\$ 398	\$ 322	\$ 395		\$ 361	\$ 514	\$ 383	\$ 295
	Admin Leave ⁷				\$ 415							\$ 246
Benefit Package Total		\$ 3,397	\$ 1,874	\$ 3,999	\$ 2,883	\$ 2,167	\$ 2,267	\$ 0	\$ 4,235	\$ 4,591	\$ 4,352	\$ 2,662

N/C - Non Comparator

1 - City of Roseville: ER contribution after 5 years of service.

2 - San Joaquin Regional Transit District: EE has mandatory 10% contribution and RTD matches 10%.

3 - Tahoe Transportation District: max contribution of 12% of EE's comp during that pay period.

4 - Placer County Transit/ Tahoe Area Regional Transit: County pays 80% of any plan selected.

5 - San Joaquin Regional Transit District: 90% of Kaiser Plan Premium.

6 - Tahoe Transportation District: Employer covers 45% of EE+ dependent cost for medical premium of \$775/month.

7 - City of Roseville: Management Leave

**El Dorado County Transit Authority - Benefit Detail
May 2022**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Roseville	Gold Coast Transit District	Mendocino Transit Authority	Monterey Salinas Transit	Placer County Transit/ Tahoe Area Regional Transit	Sacramento Regional Transit District	San Joaquin Regional Transit District	Tahoe Transportation District
Benchmark/ Comparator Agency Match		Maintenance Technician	N/C	Facility Specialist	Building Maintenance Worker II	Maintenance Material Specialist	N/C	Facilities Technician II	Equipment Service Worker II	[Storekeeper / Facilities Maintenance Mechanic]	Facilities Technician B	N/C
	Top Step	\$ 4,393		\$ 5,979	\$ 6,394	\$ 4,718		\$ 5,394	\$ 5,254	\$ 6,046	\$ 5,325	
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62		2%@62	2%@62	2%@62		
	Social Security								\$ 326	\$ 375	\$ 330	
	Deferred Compensation ^{1,2}				\$ 192						\$ 533	
	Other Ret.											
Insurance	Cafeteria	\$ 2,681		\$ 1,322	\$ 1,347	\$ 1,497		\$ 3,051				
	Health ^{3,4}			\$ 1,287					\$ 2,948	\$ 2,611	\$ 2,006	
	Dental			\$ 190					\$ 54	\$ 172	\$ 119	
	Vision								\$ 8	\$ 15	\$ 24	
	Other Ins.											
Leaves	Vacation	\$ 258		\$ 345	\$ 344	\$ 236		\$ 498	\$ 303	\$ 349	\$ 307	
	Holidays	\$ 237		\$ 276	\$ 295	\$ 218		\$ 270	\$ 263	\$ 302	\$ 246	
	Admin Leave ⁵				\$ 138							
Benefit Package Total		\$ 3,175	\$ 0	\$ 3,419	\$ 2,317	\$ 1,950	\$ 0	\$ 3,819	\$ 3,901	\$ 3,824	\$ 3,564	\$ 0

N/C - Non Comparator

1 - City of Roseville: ER contribution after 5 years of service.

2 - San Joaquin Regional Transit District: EE has mandatory 10% contribution and RTD matches 10%.

3 - Placer County Transit/ Tahoe Area Regional Transit: County pays 80% of any plan selected.

4 - San Joaquin Regional Transit District: 90% of Kaiser Plan Premium.

5 - City of Roseville: Personal Leave

**El Dorado County Transit Authority - Benefit Detail
May 2022**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Roseville	Gold Coast Transit District	Mendocino Transit Authority	Monterey Salinas Transit	Placer County Transit/ Tahoe Area Regional Transit	Sacramento Regional Transit District	San Joaquin Regional Transit District	Tahoe Transportation District
Benchmark/ Comparator Agency Match		Office Assistant II	N/C	Customer Service Representative	Office Assistant II	Customer Service Assistant	Bilingual Receptionist	Office Administrative Assistant	Administrative Clerk - Journey	Customer Service Representative	Administrative Assistant	Clerical Office Assistant
	Top Step	\$ 3,695		\$ 4,943	\$ 4,469	\$ 4,508	\$ 5,851	\$ 5,011	\$ 4,028	\$ 3,988	\$ 4,710	\$ 3,453
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		
	Social Security								\$ 250	\$ 247	\$ 292	\$ 214
	Deferred Compensation ^{1, 2, 3}				\$ 134		\$ 263				\$ 471	\$ 414
	Other Ret.											
Insurance	Cafeteria	\$ 2,681		\$ 1,322	\$ 1,347	\$ 1,497		\$ 3,051				
	Health ^{4, 5, 6}			\$ 1,287			\$ 769		\$ 2,948	\$ 2,611	\$ 2,006	\$ 349
	Dental			\$ 190			\$ 43		\$ 54	\$ 172	\$ 119	\$ 95
	Vision						\$ 4		\$ 8	\$ 15	\$ 24	\$ 21
	Other Ins.											
Leaves	Vacation	\$ 217		\$ 285	\$ 241	\$ 225	\$ 338	\$ 463	\$ 232	\$ 230	\$ 272	\$ 266
	Holidays	\$ 199		\$ 228	\$ 206	\$ 208	\$ 225	\$ 251	\$ 201	\$ 184	\$ 217	\$ 159
	Admin Leave ⁷				\$ 97							
Benefit Package Total		\$ 3,097	\$ 0	\$ 3,312	\$ 2,025	\$ 1,930	\$ 1,642	\$ 3,764	\$ 3,693	\$ 3,460	\$ 3,401	\$ 1,519

N/C - Non Comparator

1 - City of Roseville: ER contribution after 5 years of service.

2 - San Joaquin Regional Transit District: EE has mandatory 10% contribution and RTD matches 10%.

3 - Tahoe Transportation District: max contribution of 12% of EE's comp during that pay period.

4 - Placer County Transit/ Tahoe Area Regional Transit: County pays 80% of any plan selected.

5 - San Joaquin Regional Transit District: 90% of Kaiser Plan Premium.

6 - Tahoe Transportation District: Employer covers 45% of EE+ dependent cost for medical premium of \$775/month.

7 - City of Roseville: Personal Leave

**El Dorado County Transit Authority - Benefit Detail
May 2022**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Roseville	Gold Coast Transit District	Mendocino Transit Authority	Monterey Salinas Transit	Placer County Transit/ Tahoe Area Regional Transit	Sacramento Regional Transit District	San Joaquin Regional Transit District	Tahoe Transportation District
Benchmark/ Comparator Agency Match		Operations Manager	N/C	Manager of Transportation	Alternative Transportation Manager	Operations Manager	Operations Manager	Transportation Manager	Transportation Systems Supervisor - Senior	Transportation Superintendent - Bus	Transportation Superintendent	Operations Manager
	Top Step	\$ 9,443		\$ 11,567	\$ 13,543	\$ 10,641	\$ 9,981	\$ 10,003	\$ 8,781	\$ 11,177	\$ 11,250	\$ 8,054
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		
	Social Security								\$ 544	\$ 693	\$ 698	\$ 499
	Deferred Compensation ^{1, 2, 3}	\$ 33			\$ 406		\$ 449				\$ 1,125	\$ 966
	Other Ret.											
Insurance	Cafeteria	\$ 2,681		\$ 1,322	\$ 1,347	\$ 1,497		\$ 3,051				
	Health ^{4, 5, 6}			\$ 1,287			\$ 769		\$ 2,948	\$ 2,611	\$ 2,006	\$ 349
	Dental			\$ 190			\$ 43		\$ 54	\$ 172	\$ 119	\$ 95
	Vision						\$ 4		\$ 8	\$ 15	\$ 24	\$ 21
	Other Ins.											
Leaves	Vacation	\$ 554		\$ 667	\$ 729	\$ 532	\$ 576	\$ 923	\$ 507	\$ 645	\$ 649	\$ 620
	Holidays	\$ 508		\$ 534	\$ 625	\$ 491	\$ 384	\$ 500	\$ 439	\$ 537	\$ 519	\$ 372
	Admin Leave ⁷	\$ 363			\$ 651	\$ 205						\$ 310
Benefit Package Total		\$ 4,140	\$ 0	\$ 3,999	\$ 3,759	\$ 2,724	\$ 2,225	\$ 4,475	\$ 4,499	\$ 4,673	\$ 5,139	\$ 3,232

N/C - Non Comparator

1 - City of Roseville: ER contribution after 5 years of service.

2 - San Joaquin Regional Transit District: EE has mandatory 10% contribution and RTD matches 10%.

3 - Tahoe Transportation District: max contribution of 12% of EE's comp during that pay period.

4 - Placer County Transit/ Tahoe Area Regional Transit: County pays 80% of any plan selected.

5 - San Joaquin Regional Transit District: 90% of Kaiser Plan Premium.

6 - Tahoe Transportation District: Employer covers 45% of EE+ dependent cost for medical premium of \$775/month.

7 - City of Roseville: Management Leave

**El Dorado County Transit Authority - Benefit Detail
May 2022**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Roseville	Gold Coast Transit District	Mendocino Transit Authority	Monterey Salinas Transit	Placer County Transit/ Tahoe Area Regional Transit	Sacramento Regional Transit District	San Joaquin Regional Transit District	Tahoe Transportation District
Benchmark/ Comparator Agency Match		Planning & Marketing Manager	N/C	Manager of Planning, Marketing & Community Outreach	N/C	Communications and Marketing Manager	N/C	[Planning Manager / Marketing and Customer Service Manager]	N/C	N/C	N/C	N/C
	Top Step	\$ 7,197		\$ 11,567		\$ 8,986		\$ 8,210				
Retirement	PEPRA	2%@62		2%@62		2%@62		2%@62				
	Social Security											
	Deferred Compensation	\$ 33										
	Other Ret.											
Insurance	Cafeteria	\$ 2,681		\$ 1,322		\$ 1,497		\$ 3,051				
	Health			\$ 1,287								
	Dental			\$ 190								
	Vision											
	Other Ins.											
Leaves	Vacation	\$ 422		\$ 667		\$ 449		\$ 758				
	Holidays	\$ 388		\$ 534		\$ 415		\$ 410				
	Admin Leave	\$ 277				\$ 173						
Benefit Package Total		\$ 3,801	\$ 0	\$ 3,999	\$ 0	\$ 2,533	\$ 0	\$ 4,220	\$ 0	\$ 0	\$ 0	\$ 0

**El Dorado County Transit Authority - Benefit Detail
May 2022**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Roseville	Gold Coast Transit District	Mendocino Transit Authority	Monterey Salinas Transit	Placer County Transit/ Tahoe Area Regional Transit	Sacramento Regional Transit District	San Joaquin Regional Transit District	Tahoe Transportation District
Benchmark/ Comparator Agency Match		Purchasing/ Fiscal Technician	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Procurement Parts & Materials Analyst	N/C
	Top Step	Proposed									\$ 5,815	
Retirement	PEPRA											
	Social Security										\$ 361	
	Deferred Compensation ¹										\$ 582	
	Other Ret.											
Insurance	Cafeteria											
	Health ²										\$ 2,006	
	Dental										\$ 119	
	Vision										\$ 24	
	Other Ins.											
Leaves	Vacation										\$ 335	
	Holidays										\$ 268	
	Admin Leave											
Benefit Package Total		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,694	\$ 0

N/C - Non Comparator

1 - San Joaquin Regional Transit District: EE has mandatory 10% contribution and RTD matches 10%.

2 - San Joaquin Regional Transit District: 90% of Kaiser Plan Premium.

**El Dorado County Transit Authority - Benefit Detail
May 2022**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Roseville	Gold Coast Transit District	Mendocino Transit Authority	Monterey Salinas Transit	Placer County Transit/ Tahoe Area Regional Transit	Sacramento Regional Transit District	San Joaquin Regional Transit District	Tahoe Transportation District
Benchmark/ Comparator Agency Match		Safety Coordinator - UR	N/C	N/C	Safety Coordinator	Operations Safety & Training Officer	N/C	N/C	Safety Officer	Safety Specialist II	Safety and Security Administrator	N/C
	Top Step	\$ 6,520			\$ 9,107	\$ 6,972			\$ 9,045	\$ 8,370	\$ 8,333	
Retirement	PEPRA	2%@62			2%@62	2%@62			2%@62	2%@62		
	Social Security								\$ 561	\$ 519	\$ 517	
	Deferred Compensation ^{1, 2, 3}				\$ 273				\$ 63		\$ 833	
	Other Ret.											
Insurance	Cafeteria	\$ 2,681			\$ 1,347	\$ 1,497						
	Health ^{4, 5}								\$ 2,948	\$ 2,611	\$ 2,006	
	Dental								\$ 54	\$ 172	\$ 119	
	Vision								\$ 8	\$ 15	\$ 24	
	Other Ins.											
Leaves	Vacation	\$ 382			\$ 490	\$ 349			\$ 522	\$ 483	\$ 481	
	Holidays	\$ 351			\$ 420	\$ 322			\$ 452	\$ 402	\$ 385	
	Admin Leave ^{6, 7}				\$ 438				\$ 435			
Benefit Package Total		\$ 3,415	\$ 0	\$ 0	\$ 2,969	\$ 2,167	\$ 0	\$ 0	\$ 5,041	\$ 4,202	\$ 4,364	\$ 0

N/C - Non Comparator

1 - City of Roseville: ER contribution after 5 years of service.

2 - Placer County Transit/ Tahoe Area Regional Transit: County Match is \$750 max annually.

3 - San Joaquin Regional Transit District: EE has mandatory 10% contribution and RTD matches 10%.

4 - Placer County Transit/ Tahoe Area Regional Transit: County pays 80% of any plan selected.

5 - San Joaquin Regional Transit District: 90% of Kaiser Plan Premium.

6 - City of Roseville: Management Leave

7 - Placer County Transit/ Tahoe Area Regional Transit: Management Leave

**El Dorado County Transit Authority - Benefit Detail
May 2022**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Roseville	Gold Coast Transit District	Mendocino Transit Authority	Monterey Salinas Transit	Placer County Transit/ Tahoe Area Regional Transit	Sacramento Regional Transit District	San Joaquin Regional Transit District	Tahoe Transportation District
Benchmark/ Comparator Agency Match		Transit Dispatcher	Dispatcher	N/C	N/C	N/C	Dispatcher	Communication Systems Specialist	Administrative Dispatcher	[Dispatcher (Elk Grove Service) / Paratransit Dispatcher]	Dispatcher	Dispatcher
	Top Step	\$ 3,787	\$ 3,581				\$ 5,226	\$ 5,972	\$ 4,890	\$ 3,884	\$ 3,516	\$ 3,709
Retirement	PEPRA	2%@62	2%@62				2%@62	2%@62	2%@62	2%@62		
	Social Security								\$ 303	\$ 241	\$ 218	\$ 230
	Deferred Compensation ^{1,2}						\$ 235				\$ 352	\$ 111
	Other Ret.											
Insurance	Cafeteria	\$ 2,681						\$ 3,051				
	Health ^{3,4,5}		\$ 1,199				\$ 731		\$ 2,948	\$ 2,611	\$ 2,006	\$ 89
	Dental		\$ 50				\$ 41		\$ 54	\$ 172	\$ 119	
	Vision		\$ 8				\$ 4		\$ 8	\$ 15	\$ 24	
	Other Ins.											
Leaves	Vacation	\$ 222	\$ 207				\$ 302	\$ 551	\$ 282	\$ 149	\$ 203	\$ 143
	Holidays	\$ 204	\$ 152				\$ 201	\$ 299	\$ 244	\$ 120	\$ 162	\$ 171
	Admin Leave											
Benefit Package Total		\$ 3,107	\$ 1,615	\$ 0	\$ 0	\$ 0	\$ 1,513	\$ 3,901	\$ 3,839	\$ 3,308	\$ 3,083	\$ 744

N/C - Non Comparator

1 - San Joaquin Regional Transit District: EE has mandatory 10% contribution and RTD matches 10%.

2 - Tahoe Transportation District: max contribution of 3% of EE's comp during that pay period.

3 - Placer County Transit/ Tahoe Area Regional Transit: County pays 80% of any plan selected.

4 - San Joaquin Regional Transit District: 90% of Kaiser Plan Premium.

5 - Tahoe Transportation District: Employer covers 85% of EE only cost for med, dental, vision, life premium of \$105/month.

**El Dorado County Transit Authority - Benefit Detail
May 2022**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Roseville	Gold Coast Transit District	Mendocino Transit Authority	Monterey Salinas Transit	Placer County Transit/ Tahoe Area Regional Transit	Sacramento Regional Transit District	San Joaquin Regional Transit District	Tahoe Transportation District
Benchmark/ Comparator Agency Match		Transit Operations Supervisor - UR	Operations Supervisor	Transit Supervisor	N/C	Operations Supervisor	Operations Supervisor	Operations Supervisor	Transportation Supervisor	Transportation Supervisor	Transportation Supervisor	Operations Supervisor
	Top Step	\$ 5,907	\$ 5,592	\$ 6,372		\$ 6,585	\$ 7,089	\$ 7,256	\$ 5,795	\$ 10,135	\$ 7,943	\$ 6,394
Retirement	PEPRA	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62		
	Social Security								\$ 359	\$ 628	\$ 492	\$ 396
	Deferred Compensation ^{1,2}						\$ 319				\$ 794	\$ 767
	Other Ret.											
Insurance	Cafeteria	\$ 2,681		\$ 1,466		\$ 1,497		\$ 3,051				
	Health ^{3,4,5}		\$ 1,199	\$ 1,172			\$ 769		\$ 2,948	\$ 2,611	\$ 2,006	\$ 349
	Dental		\$ 50	\$ 190			\$ 43		\$ 54	\$ 172	\$ 119	\$ 95
	Vision		\$ 8				\$ 4		\$ 8	\$ 15	\$ 24	\$ 21
	Other Ins.											
Leaves	Vacation	\$ 346	\$ 323	\$ 368		\$ 329	\$ 409	\$ 670	\$ 334	\$ 585	\$ 458	\$ 492
	Holidays	\$ 318	\$ 237	\$ 294		\$ 304	\$ 273	\$ 363	\$ 290	\$ 487	\$ 367	\$ 295
	Admin Leave											\$ 246
Benefit Package Total		\$ 3,346	\$ 1,817	\$ 3,490	\$ 0	\$ 2,130	\$ 1,817	\$ 4,084	\$ 3,993	\$ 4,499	\$ 4,260	\$ 2,662

N/C - Non Comparator

1 - San Joaquin Regional Transit District: EE has mandatory 10% contribution and RTD matches 10%.

2 - Tahoe Transportation District: max contribution of 12% of EE's comp during that pay period.

3 - Placer County Transit/ Tahoe Area Regional Transit: County pays 80% of any plan selected.

4 - San Joaquin Regional Transit District: 90% of Kaiser Plan Premium.

5 - Tahoe Transportation District: Employer covers 45% of EE+ dependent cost for medical premium of \$775/month.

**El Dorado County Transit Authority - Benefit Detail
May 2022**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Roseville	Gold Coast Transit District	Mendocino Transit Authority	Monterey Salinas Transit	Placer County Transit/ Tahoe Area Regional Transit	Sacramento Regional Transit District	San Joaquin Regional Transit District	Tahoe Transportation District
Benchmark/ Comparator Agency Match		Transit Operator - Full Time	Bus Operator	Transit Operator	N/C	Bus Operator	Transit Vehicle Operator	Coach Operator	Bus Driver II	Bus Operator	Coach Operator	Bus Operator
	Top Step	\$ 4,326	\$ 3,546	\$ 4,569		\$ 5,141	\$ 4,686	\$ 5,139	\$ 4,436	\$ 5,552	\$ 4,915	\$ 3,813
Retirement	PEPRA	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62		
	Social Security								\$ 275	\$ 344	\$ 305	\$ 236
	Deferred Compensation ^{1,2}						\$ 211				\$ 492	\$ 114
	Other Ret.											
Insurance	Cafeteria	\$ 2,527		\$ 1,519		\$ 1,497		\$ 3,051				
	Health ^{3,4,5}		\$ 1,199	\$ 1,172			\$ 731		\$ 2,948	\$ 2,611	\$ 2,006	\$ 89
	Dental		\$ 50	\$ 190			\$ 41		\$ 54	\$ 172	\$ 119	
	Vision		\$ 8				\$ 4		\$ 8	\$ 15	\$ 24	
	Other Ins.											
Leaves	Vacation	\$ 250	\$ 205	\$ 264		\$ 257	\$ 270	\$ 474	\$ 256	\$ 320	\$ 284	\$ 147
	Holidays	\$ 233	\$ 150	\$ 211		\$ 237	\$ 180	\$ 257	\$ 222	\$ 256	\$ 227	\$ 176
	Admin Leave											
Benefit Package Total		\$ 3,009	\$ 1,612	\$ 3,355	\$ 0	\$ 1,991	\$ 1,437	\$ 3,783	\$ 3,762	\$ 3,719	\$ 3,455	\$ 763

N/C - Non Comparator

1 - San Joaquin Regional Transit District: EE has mandatory 10% contribution and RTD matches 10%.

2 - Tahoe Transportation District: max contribution of 3% of EE's comp during that pay period.

3 - Placer County Transit/ Tahoe Area Regional Transit: County pays 80% of any plan selected.

4 - San Joaquin Regional Transit District: 90% of Kaiser Plan Premium.

5 - Tahoe Transportation District: Employer covers 85% of EE only cost for med, dental, vision, life premium of \$105/month.

El Dorado County Transit Authority - Market Compensation Data (sorted by Total Compensation)
May 2022

Administrative Coordinator								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sacramento Regional Transit District ¹	[Administrative Assistant II-General Manager's Office / Clerk of the Board]	\$ 7,055	\$ 3,982	\$ 11,037	4/25/2022	unknown	unknown
2	Central Contra Costa Transit Authority	Assistant to General Manager/Clerk to the Board	\$ 7,395	\$ 3,566	\$ 10,961	7/1/2021	unknown	unknown
3	Monterey Salinas Transit	Executive Assistant/Clerk of the Board	\$ 6,413	\$ 3,964	\$ 10,377	1/1/2022	unknown	unknown
4	City of Roseville	Executive Assistant	\$ 7,331	\$ 2,459	\$ 9,790	1/1/2022	unknown	unknown
5	San Joaquin Regional Transit District ²	[Administrative Assistant/ Executive and Board Support Specialist]	\$ 5,719	\$ 3,669	\$ 9,388	3/18/2022	unknown	unknown
6	Gold Coast Transit District	Office Coordinator / Executive Assistant	\$ 6,737	\$ 2,209	\$ 8,946	6/27/2021	6/26/2022	3.50%
7	Placer County Transit/ Tahoe Area Regional Transit	Administrative Secretary	\$ 5,006	\$ 3,859	\$ 8,865	7/3/2020	unknown	unknown
8	Tahoe Transportation District	Executive Assistant/Clerk of the Board	\$ 6,394	\$ 2,416	\$ 8,810	unknown	unknown	unknown
9	El Dorado County Transit Authority	Administrative Coordinator	\$ 5,220	\$ 3,269	\$ 8,489	7/3/2021	unknown	unknown
10	Amador Regional Transit	N/C						
11	Mendocino Transit Authority	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,506	\$ 9,772
% El Dorado County Transit Authority Above/Below	-24.6%	-15.1%
Median of Comparators	\$ 6,575	\$ 9,589
% El Dorado County Transit Authority Above/Below	-26.0%	-13.0%
Number of Matches	8	8

N/C - Non Comparator

1 - Sacramento Regional Transit District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - San Joaquin Regional Transit District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

El Dorado County Transit Authority - Market Compensation Data (sorted by Total Compensation)
May 2022

Custodian								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey Salinas Transit	Facilities Technician I	\$ 4,654	\$ 3,714	\$ 8,368	1/8/2022	unknown	unknown
2	Placer County Transit/ Tahoe Area Regional Transit	Custodian II	\$ 4,025	\$ 3,692	\$ 7,717	7/3/2020	unknown	unknown
3	San Joaquin Regional Transit District	Utility Worker	\$ 4,273	\$ 3,284	\$ 7,557	7/1/2021	7/1/2022	3.00%
4	Sacramento Regional Transit District	Facilities Service Worker	\$ 3,890	\$ 3,458	\$ 7,348	4/1/2022	4/1/2023	3.00%
5	Central Contra Costa Transit Authority	Custodian	\$ 3,711	\$ 3,184	\$ 6,894	7/1/2021	unknown	unknown
6	City of Roseville	Custodian	\$ 4,477	\$ 2,026	\$ 6,503	1/1/2022	unknown	unknown
7	El Dorado County Transit Authority	Custodian	\$ 3,348	\$ 3,058	\$ 6,406	7/3/2021	unknown	unknown
8	Gold Coast Transit District	Service Worker II	\$ 4,339	\$ 1,914	\$ 6,253	6/27/2021	6/26/2022	3.50%
9	Mendocino Transit Authority	Cleaner	\$ 4,271	\$ 1,378	\$ 5,650	7/1/2021	unknown	unknown
10	Amador Regional Transit	Facilities - Vehicle Maintenance Technician	\$ 3,352	\$ 1,593	\$ 4,945	7/1/2019	unknown	unknown
11	Tahoe Transportation District	Facilities Technician II	\$ 3,709	\$ 744	\$ 4,453	7/1/2021	7/1/2022	2.00%

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,070	\$ 6,569
% El Dorado County Transit Authority Above/Below	-21.6%	-2.5%
Median of Comparators	\$ 4,148	\$ 6,699
% El Dorado County Transit Authority Above/Below	-23.9%	-4.6%
Number of Matches	10	10

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (sorted by Total Compensation)
May 2022

Equipment Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey Salinas Transit	Mechanic B	\$ 6,729	\$ 4,009	\$ 10,738	1/8/2022	unknown	unknown
2	Sacramento Regional Transit District	Mechanic A	\$ 6,557	\$ 3,911	\$ 10,468	4/1/2022	4/1/2023	3.00%
3	Placer County Transit/ Tahoe Area Regional Transit	Master Automotive Mechanic	\$ 6,242	\$ 4,068	\$ 10,310	7/3/2020	unknown	unknown
4	City of Roseville	Mechanic II	\$ 6,567	\$ 2,343	\$ 8,910	1/1/2022	unknown	unknown
5	San Joaquin Regional Transit District	Mechanic B	\$ 5,325	\$ 3,564	\$ 8,889	7/1/2021	7/1/2022	3.00%
6	Mendocino Transit Authority	Mechanic	\$ 6,698	\$ 1,721	\$ 8,419	7/1/2021	unknown	unknown
7	Gold Coast Transit District	Mechanic II	\$ 6,233	\$ 2,096	\$ 8,329	6/27/2021	6/26/2022	3.50%
8	El Dorado County Transit Authority	Equipment Technician II	\$ 4,969	\$ 3,240	\$ 8,210	7/3/2021	unknown	unknown
9	Central Contra Costa Transit Authority	Mechanic III	\$ 5,504	\$ 2,514	\$ 8,018	2/1/2022	unknown	unknown
10	Amador Regional Transit	Mechanic	\$ 4,652	\$ 1,723	\$ 6,375	7/1/2019	unknown	unknown
11	Tahoe Transportation District	Maintenance Technician (Mechanic B)	\$ 4,749	\$ 928	\$ 5,677	7/1/2021	7/1/2022	2.00%

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,926	\$ 8,613
% El Dorado County Transit Authority Above/Below	-19.2%	-4.9%
Median of Comparators	\$ 6,237	\$ 8,654
% El Dorado County Transit Authority Above/Below	-25.5%	-5.4%
Number of Matches	10	10

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (sorted by Total Compensation)
May 2022

Finance Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Roseville	Finance Manager	\$ 13,219	\$ 3,701	\$ 16,920	1/1/2022	unknown	unknown
2	San Joaquin Regional Transit District	Finance Manager	\$ 11,250	\$ 5,139	\$ 16,389	3/18/2022	unknown	unknown
3	Sacramento Regional Transit District	Manager, Accounting	\$ 11,177	\$ 4,673	\$ 15,850	4/25/2022	unknown	unknown
4	Central Contra Costa Transit Authority	Manager of Accounting	\$ 11,567	\$ 3,999	\$ 15,566	7/1/2021	unknown	unknown
5	Placer County Transit/ Tahoe Area Regional Transit	Administrative and Fiscal Operations Manager	\$ 10,190	\$ 5,291	\$ 15,481	2/12/2022	unknown	unknown
6	Monterey Salinas Transit	General Accounting & Budget Manager	\$ 10,003	\$ 4,475	\$ 14,478	1/1/2022	unknown	unknown
7	El Dorado County Transit Authority	Finance Manager	\$ 8,988	\$ 4,071	\$ 13,059	7/3/2021	unknown	unknown
8	Gold Coast Transit District	Finance Manager	\$ 9,265	\$ 2,566	\$ 11,831	6/27/2021	6/26/2022	3.50%
9	Mendocino Transit Authority	Chief Financial Officer	\$ 9,070	\$ 2,097	\$ 11,166	6/30/2021	unknown	unknown
10	Tahoe Transportation District	Controller	\$ 6,910	\$ 2,573	\$ 9,483	unknown	unknown	unknown
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,295	\$ 14,129
% El Dorado County Transit Authority Above/Below	-14.5%	-8.2%
Median of Comparators	\$ 10,190	\$ 15,481
% El Dorado County Transit Authority Above/Below	-13.4%	-18.5%
Number of Matches	9	9

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (sorted by Total Compensation)
May 2022

Fiscal Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Transit Authority	Senior Accounting Assistant	\$ 5,979	\$ 3,419	\$ 9,399	7/1/2021	unknown	unknown
2	Gold Coast Transit District	Revenue Specialist	\$ 6,939	\$ 2,230	\$ 9,169	6/27/2021	6/26/2022	3.50%
3	Monterey Salinas Transit	Accounting Technician	\$ 5,011	\$ 3,764	\$ 8,775	1/1/2022	unknown	unknown
4	Mendocino Transit Authority	Finance Assistant	\$ 6,717	\$ 1,764	\$ 8,481	6/30/2021	unknown	unknown
5	Placer County Transit/ Tahoe Area Regional Transit	Accounting Assistant - Journey	\$ 4,538	\$ 3,779	\$ 8,317	7/3/2020	unknown	unknown
6	San Joaquin Regional Transit District	Accounting Assistant	\$ 4,710	\$ 3,401	\$ 8,111	3/18/2022	unknown	unknown
7	El Dorado County Transit Authority	Fiscal Technician II	\$ 4,614	\$ 3,200	\$ 7,814	7/3/2021	unknown	unknown
8	Sacramento Regional Transit District	Accounts Payable Clerk	\$ 4,122	\$ 3,482	\$ 7,604	4/1/2022	unknown	unknown
9	City of Roseville	Finance Clerk II	\$ 4,937	\$ 2,096	\$ 7,033	1/1/2022	unknown	unknown
10	Amador Regional Transit	N/C						
11	Tahoe Transportation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,369	\$ 8,361
% El Dorado County Transit Authority Above/Below	-16.4%	-7.0%
Median of Comparators	\$ 4,974	\$ 8,399
% El Dorado County Transit Authority Above/Below	-7.8%	-7.5%
Number of Matches	8	8

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (sorted by Total Compensation)
May 2022

Human Resources Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Placer County Transit/ Tahoe Area Regional Transit	Human Resources Manager	\$ 11,596	\$ 5,597	\$ 17,193	2/12/2022	unknown	unknown
2	San Joaquin Regional Transit District	Human Resources Manager	\$ 11,250	\$ 5,139	\$ 16,389	3/18/2022	unknown	unknown
3	Sacramento Regional Transit District ¹	[Manager Pension & Retirement Services / Senior Human Resources Analyst]	\$ 10,624	\$ 4,581	\$ 15,204	4/25/2022	unknown	unknown
4	City of Roseville	Human Resources Manager	\$ 11,409	\$ 3,379	\$ 14,788	1/1/2022	unknown	unknown
5	El Dorado County Transit Authority	Human Resources Manager	\$ 8,553	\$ 4,006	\$ 12,559	7/3/2021	unknown	unknown
6	Monterey Salinas Transit	Human Resources Manager	\$ 8,210	\$ 4,220	\$ 12,429	1/1/2022	unknown	unknown
7	Gold Coast Transit District	Human Resources & Risk Manager	\$ 9,265	\$ 2,566	\$ 11,831	6/27/2021	6/26/2022	3.50%
8	Tahoe Transportation District	Human Resources/Risk Manager	\$ 8,054	\$ 3,232	\$ 11,286	unknown	unknown	unknown
9	Mendocino Transit Authority	Human Resources Director	\$ 9,070	\$ 2,097	\$ 11,166	6/30/2021	unknown	unknown
10	Central Contra Costa Transit Authority	N/C						
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,935	\$ 13,786
% El Dorado County Transit Authority Above/Below	-16.2%	-9.8%
Median of Comparators	\$ 9,944	\$ 13,609
% El Dorado County Transit Authority Above/Below	-16.3%	-8.4%
Number of Matches	8	8

N/C - Non Comparator

1 - Sacramento Regional Transit District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

El Dorado County Transit Authority - Market Compensation Data (sorted by Total Compensation)
May 2022

Lead Transit Dispatcher								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	El Dorado County Transit Authority	Lead Transit Dispatcher	Proposed					
2	Sacramento Regional Transit District	N/C						
3	Tahoe Transportation District	N/C						
4	Placer County Transit/ Tahoe Area Regional Transit	N/C						
5	Monterey Salinas Transit	N/C						
6	City of Roseville	N/C						
7	Mendocino Transit Authority	N/C						
8	San Joaquin Regional Transit District	N/C						
9	Gold Coast Transit District	N/C						
10	Central Contra Costa Transit Authority	N/C						
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% El Dorado County Transit Authority Above/Below		
Median of Comparators	Insuff. Data	Insuff. Data
% El Dorado County Transit Authority Above/Below		
Number of Matches	0	0

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (sorted by Total Compensation)
May 2022

Maintenance and Facilities Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Transit Authority	Facilities Superintendent	\$ 11,567	\$ 3,999	\$ 15,566	7/1/2021	unknown	unknown
2	Sacramento Regional Transit District ¹	[Maintenance Supervisor - Bus / Facilities Supervisor]	\$ 10,689	\$ 4,591	\$ 15,280	1/1/2022	unknown	unknown
3	San Joaquin Regional Transit District ²	[Maintenance Supervisor/ Facilities Supervisor]	\$ 8,290	\$ 4,352	\$ 12,642	3/18/2022	unknown	unknown
4	Mendocino Transit Authority	Maintenance Manager	\$ 10,281	\$ 2,267	\$ 12,548	6/30/2021	unknown	unknown
5	City of Roseville	Facilities Supervisor	\$ 8,624	\$ 2,883	\$ 11,507	1/1/2022	unknown	unknown
6	Placer County Transit/ Tahoe Area Regional Transit	Mechanic Supervising	\$ 7,225	\$ 4,235	\$ 11,460	7/3/2020	unknown	unknown
7	El Dorado County Transit Authority	Maintenance and Facilities Supervisor	\$ 6,360	\$ 3,397	\$ 9,757	7/3/2021	unknown	unknown
8	Gold Coast Transit District	Maintenance Supervisor	\$ 6,972	\$ 2,167	\$ 9,139	3/1/2019	unknown	unknown
9	Tahoe Transportation District	Fleet & Facilities Supervisor	\$ 6,394	\$ 2,662	\$ 9,056	unknown	unknown	unknown
10	Amador Regional Transit	Maintenance Supervisor	\$ 6,168	\$ 1,874	\$ 8,042	7/1/2019	unknown	unknown
11	Monterey Salinas Transit	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 8,468	\$ 11,693
% El Dorado County Transit Authority Above/Below	-33.1%	-19.8%
Median of Comparators	\$ 8,290	\$ 11,507
% El Dorado County Transit Authority Above/Below	-30.3%	-17.9%
Number of Matches	9	9

N/C - Non Comparator

1 - Sacramento Regional Transit District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - San Joaquin Regional Transit District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

El Dorado County Transit Authority - Market Compensation Data (sorted by Total Compensation)
May 2022

Maintenance Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sacramento Regional Transit District ¹	[Storekeeper / Facilities Maintenance Mechanic]	\$ 6,046	\$ 3,824	\$ 9,870	4/1/2022	4/1/2023	3.00%
2	Central Contra Costa Transit Authority	Facility Specialist	\$ 5,979	\$ 3,419	\$ 9,399	7/1/2021	unknown	unknown
3	Monterey Salinas Transit	Facilities Technician II	\$ 5,394	\$ 3,819	\$ 9,213	1/8/2022	unknown	unknown
4	Placer County Transit/ Tahoe Area Regional Transit	Equipment Service Worker II	\$ 5,254	\$ 3,901	\$ 9,155	7/3/2020	unknown	unknown
5	San Joaquin Regional Transit District	Facilities Technician B	\$ 5,325	\$ 3,564	\$ 8,889	7/1/2021	7/1/2022	3.00%
6	City of Roseville	Building Maintenance Worker II	\$ 6,394	\$ 2,317	\$ 8,711	1/1/2022	unknown	unknown
7	El Dorado County Transit Authority	Maintenance Technician	\$ 4,393	\$ 3,175	\$ 7,568	7/3/2021	unknown	unknown
8	Gold Coast Transit District	Maintenance Material Specialist	\$ 4,718	\$ 1,950	\$ 6,668	6/27/2021	6/26/2022	3.50%
9	Amador Regional Transit	N/C						
10	Tahoe Transportation District	N/C						
11	Mendocino Transit Authority	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,587	\$ 8,843
% El Dorado County Transit Authority Above/Below	-27.2%	-16.9%
Median of Comparators	\$ 5,394	\$ 9,155
% El Dorado County Transit Authority Above/Below	-22.8%	-21.0%
Number of Matches	7	7

N/C - Non Comparator

1 - Sacramento Regional Transit District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

El Dorado County Transit Authority - Market Compensation Data (sorted by Total Compensation)
May 2022

Office Assistant II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey Salinas Transit	Office Administrative Assistant	\$ 5,011	\$ 3,764	\$ 8,775	1/1/2022	unknown	unknown
2	Central Contra Costa Transit Authority	Customer Service Representative	\$ 4,943	\$ 3,312	\$ 8,255	7/1/2021	unknown	unknown
3	San Joaquin Regional Transit District	Administrative Assistant	\$ 4,710	\$ 3,401	\$ 8,111	3/18/2022	unknown	unknown
4	Placer County Transit/ Tahoe Area Regional Transit	Administrative Clerk - Journey	\$ 4,028	\$ 3,693	\$ 7,721	7/3/2020	unknown	unknown
5	Mendocino Transit Authority	Bilingual Receptionist	\$ 5,851	\$ 1,642	\$ 7,494	6/30/2021	unknown	unknown
6	Sacramento Regional Transit District	Customer Service Representative	\$ 3,988	\$ 3,460	\$ 7,448	4/1/2022	unknown	unknown
7	El Dorado County Transit Authority	Office Assistant II	\$ 3,695	\$ 3,097	\$ 6,792	7/3/2021	unknown	unknown
8	City of Roseville	Office Assistant II	\$ 4,469	\$ 2,025	\$ 6,493	1/1/2022	unknown	unknown
9	Gold Coast Transit District	Customer Service Assistant	\$ 4,508	\$ 1,930	\$ 6,438	6/27/2021	6/26/2022	3.50%
10	Tahoe Transportation District	Clerical Office Assistant	\$ 3,453	\$ 1,519	\$ 4,972	unknown	unknown	unknown
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,551	\$ 7,301
% El Dorado County Transit Authority Above/Below	-23.2%	-7.5%
Median of Comparators	\$ 4,508	\$ 7,494
% El Dorado County Transit Authority Above/Below	-22.0%	-10.3%
Number of Matches	9	9

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (sorted by Total Compensation)
May 2022

Operations Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Roseville	Alternative Transportation Manager	\$ 13,543	\$ 3,759	\$ 17,302	1/1/2022	unknown	unknown
2	San Joaquin Regional Transit District	Transportation Superintendent	\$ 11,250	\$ 5,139	\$ 16,389	3/18/2022	unknown	unknown
3	Sacramento Regional Transit District	Transportation Superintendent - Bus	\$ 11,177	\$ 4,673	\$ 15,850	4/25/2022	unknown	unknown
4	Central Contra Costa Transit Authority	Manager of Transportation	\$ 11,567	\$ 3,999	\$ 15,566	7/1/2021	unknown	unknown
5	Monterey Salinas Transit	Transportation Manager	\$ 10,003	\$ 4,475	\$ 14,478	1/1/2022	unknown	unknown
6	El Dorado County Transit Authority	Operations Manager	\$ 9,443	\$ 4,140	\$ 13,583	7/3/2021	unknown	unknown
7	Gold Coast Transit District	Operations Manager	\$ 10,641	\$ 2,724	\$ 13,365	6/27/2021	6/26/2022	3.50%
8	Placer County Transit/ Tahoe Area Regional Transit	Transportation Systems Supervisor - Senior	\$ 8,781	\$ 4,499	\$ 13,280	7/3/2020	unknown	unknown
9	Mendocino Transit Authority	Operations Manager	\$ 9,981	\$ 2,225	\$ 12,207	6/30/2021	unknown	unknown
10	Tahoe Transportation District	Operations Manager	\$ 8,054	\$ 3,232	\$ 11,286	unknown	unknown	unknown
11	Amador Regional Transit	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 10,555	\$ 14,414
% El Dorado County Transit Authority Above/Below	-11.8%	-6.1%
Median of Comparators	\$ 10,641	\$ 14,478
% El Dorado County Transit Authority Above/Below	-12.7%	-6.6%
Number of Matches	9	9

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (sorted by Total Compensation)
May 2022

Planning & Marketing Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Transit Authority	Manager of Planning, Marketing & Community Outreach	\$ 11,567	\$ 3,999	\$ 15,566	7/1/2021	unknown	unknown
2	Monterey Salinas Transit ¹	[Planning Manager / Marketing and Customer Service Manager]	\$ 8,210	\$ 4,220	\$ 12,429	1/1/2022	unknown	unknown
3	Gold Coast Transit District	Communications and Marketing Manager	\$ 8,986	\$ 2,533	\$ 11,519	6/27/2021	6/26/2022	3.50%
4	El Dorado County Transit Authority	Planning & Marketing Manager	\$ 7,197	\$ 3,801	\$ 10,998	7/3/2021	unknown	unknown
5	City of Roseville	N/C						
6	Tahoe Transportation District	N/C						
7	Placer County Transit/ Tahoe Area Regional Transit	N/C						
8	Mendocino Transit Authority	N/C						
9	Sacramento Regional Transit District	N/C						
10	San Joaquin Regional Transit District	N/C						
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% El Dorado County Transit Authority Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% El Dorado County Transit Authority Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

1 - Monterey Salinas Transit: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

El Dorado County Transit Authority - Market Compensation Data (sorted by Total Compensation)
May 2022

Purchasing/Fiscal Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	El Dorado County Transit Authority	Purchasing/Fiscal Technician	Proposed					
2	San Joaquin Regional Transit District	Procurement Parts & Materials Analyst	\$ 5,815	\$ 3,694	\$ 9,509	3/18/2022	unknown	unknown
3	Sacramento Regional Transit District	N/C						
4	Tahoe Transportation District	N/C						
5	Placer County Transit/ Tahoe Area Regional Transit	N/C						
6	Monterey Salinas Transit	N/C						
7	City of Roseville	N/C						
8	Mendocino Transit Authority	N/C						
9	Gold Coast Transit District	N/C						
10	Central Contra Costa Transit Authority	N/C						
11	Amador Regional Transit	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% El Dorado County Transit Authority Above/Below		
Median of Comparators	Insuff. Data	Insuff. Data
% El Dorado County Transit Authority Above/Below		
Number of Matches	1	1

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (sorted by Total Compensation)
May 2022

Safety Coordinator - UR								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Placer County Transit/ Tahoe Area Regional Transit	Safety Officer	\$ 9,045	\$ 5,041	\$ 14,086	2/12/2022	unknown	unknown
2	San Joaquin Regional Transit District	Safety and Security Administrator	\$ 8,333	\$ 4,364	\$ 12,697	3/18/2022	unknown	unknown
3	Sacramento Regional Transit District	Safety Specialist II	\$ 8,370	\$ 4,202	\$ 12,572	1/1/2022	1/1/2023	3.00%
4	City of Roseville	Safety Coordinator	\$ 9,107	\$ 2,969	\$ 12,076	1/1/2022	unknown	unknown
5	El Dorado County Transit Authority	Safety Coordinator - UR	\$ 6,520	\$ 3,415	\$ 9,935	7/3/2021	unknown	unknown
6	Gold Coast Transit District	Operations Safety & Training Officer	\$ 6,972	\$ 2,167	\$ 9,139	3/1/2019	unknown	unknown
7	Central Contra Costa Transit Authority	N/C						
8	Monterey Salinas Transit	N/C						
9	Amador Regional Transit	N/C						
10	Tahoe Transportation District	N/C						
11	Mendocino Transit Authority	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 8,365	\$ 12,114
% El Dorado County Transit Authority Above/Below	-28.3%	-21.9%
Median of Comparators	\$ 8,370	\$ 12,572
% El Dorado County Transit Authority Above/Below	-28.4%	-26.5%
Number of Matches	5	5

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (sorted by Total Compensation)
May 2022

Transit Dispatcher								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey Salinas Transit	Communication Systems Specialist	\$ 5,972	\$ 3,901	\$ 9,873	1/1/2022	unknown	unknown
2	Placer County Transit/ Tahoe Area Regional Transit	Administrative Dispatcher	\$ 4,890	\$ 3,839	\$ 8,729	7/3/2020	unknown	unknown
3	Sacramento Regional Transit District ¹	[Dispatcher (Elk Grove Service) / Paratransit Dispatcher]	\$ 3,884	\$ 3,308	\$ 7,192	7/1/2021	unknown	unknown
4	El Dorado County Transit Authority	Transit Dispatcher	\$ 3,787	\$ 3,107	\$ 6,894	7/3/2021	unknown	unknown
5	Mendocino Transit Authority	Dispatcher	\$ 5,226	\$ 1,513	\$ 6,739	7/1/2021	unknown	unknown
6	San Joaquin Regional Transit District	Dispatcher	\$ 3,516	\$ 3,083	\$ 6,599	7/1/2021	7/1/2022	3.00%
7	Amador Regional Transit	Dispatcher	\$ 3,581	\$ 1,615	\$ 5,196	7/1/2019	unknown	unknown
8	Tahoe Transportation District	Dispatcher	\$ 3,709	\$ 744	\$ 4,453	7/1/2021	7/1/2022	2.00%
9	Gold Coast Transit District	N/C						
10	Central Contra Costa Transit Authority	N/C						
11	City of Roseville	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 4,397	\$ 6,969
% El Dorado County Transit Authority Above/Below	-16.1%	-1.1%
Median of Comparators	\$ 3,884	\$ 6,739
% El Dorado County Transit Authority Above/Below	-2.6%	2.2%
Number of Matches	7	7

N/C - Non Comparator

1 - Sacramento Regional Transit District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

El Dorado County Transit Authority - Market Compensation Data (sorted by Total Compensation)
May 2022

Transit Operations Supervisor - UR								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sacramento Regional Transit District	Transportation Supervisor	\$ 10,135	\$ 4,499	\$ 14,634	1/1/2022	unknown	unknown
2	San Joaquin Regional Transit District	Transportation Supervisor	\$ 7,943	\$ 4,260	\$ 12,203	3/18/2022	unknown	unknown
3	Monterey Salinas Transit	Operations Supervisor	\$ 7,256	\$ 4,084	\$ 11,340	1/1/2022	unknown	unknown
4	Central Contra Costa Transit Authority	Transit Supervisor	\$ 6,372	\$ 3,490	\$ 9,862	10/1/2021	10/1/2022	3.00%
5	Placer County Transit/ Tahoe Area Regional Transit	Transportation Supervisor	\$ 5,795	\$ 3,993	\$ 9,787	7/3/2020	unknown	unknown
6	El Dorado County Transit Authority	Transit Operations Supervisor - UR	\$ 5,907	\$ 3,346	\$ 9,253	7/3/2021	unknown	unknown
7	Tahoe Transportation District	Operations Supervisor	\$ 6,394	\$ 2,662	\$ 9,056	unknown	unknown	unknown
8	Mendocino Transit Authority	Operations Supervisor	\$ 7,089	\$ 1,817	\$ 8,906	6/30/2021	unknown	unknown
9	Gold Coast Transit District	Operations Supervisor	\$ 6,585	\$ 2,130	\$ 8,715	3/1/2019	unknown	unknown
10	Amador Regional Transit	Operations Supervisor	\$ 5,592	\$ 1,817	\$ 7,409	7/1/2019	unknown	unknown
11	City of Roseville	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 7,018	\$ 10,212
% El Dorado County Transit Authority Above/Below	-18.8%	-10.4%
Median of Comparators	\$ 6,585	\$ 9,787
% El Dorado County Transit Authority Above/Below	-11.5%	-5.8%
Number of Matches	9	9

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (sorted by Total Compensation)
May 2022

Transit Operator - Full Time								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sacramento Regional Transit District	Bus Operator	\$ 5,552	\$ 3,719	\$ 9,271	4/1/2022	unknown	unknown
2	Monterey Salinas Transit	Coach Operator	\$ 5,139	\$ 3,783	\$ 8,921	1/8/2022	unknown	unknown
3	San Joaquin Regional Transit District	Coach Operator	\$ 4,915	\$ 3,455	\$ 8,370	7/1/2021	7/1/2022	3.00%
4	Placer County Transit/ Tahoe Area Regional Transit	Bus Driver II	\$ 4,436	\$ 3,762	\$ 8,198	7/3/2020	unknown	unknown
5	Central Contra Costa Transit Authority	Transit Operator	\$ 4,569	\$ 3,355	\$ 7,924	2/1/2022	unknown	unknown
6	El Dorado County Transit Authority	Transit Operator - Full Time	\$ 4,326	\$ 3,009	\$ 7,335	7/1/2021	unknown	unknown
7	Gold Coast Transit District	Bus Operator	\$ 5,141	\$ 1,991	\$ 7,132	6/27/2021	6/26/2022	3.50%
8	Mendocino Transit Authority	Transit Vehicle Operator	\$ 4,686	\$ 1,437	\$ 6,123	7/1/2021	unknown	unknown
9	Amador Regional Transit	Bus Operator	\$ 3,546	\$ 1,612	\$ 5,158	7/1/2019	unknown	unknown
10	Tahoe Transportation District	Bus Operator	\$ 3,813	\$ 763	\$ 4,576	7/1/2021	7/1/2022	2.00%
11	City of Roseville	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,644	\$ 7,297
% El Dorado County Transit Authority Above/Below	-7.4%	0.5%
Median of Comparators	\$ 4,686	\$ 7,924
% El Dorado County Transit Authority Above/Below	-8.3%	-8.0%
Number of Matches	9	9

N/C - Non Comparator



Appendix III

Proposed Salary Range Schedule

**El Dorado County Transit Authority
Proposed Salary Plan
June 2022**

FACTORS	
Range 6, Step 7, Annual	\$41,806.00
Step Increase	5.00%
Range Increase	2.50%
Pay Periods per Year	26
Hours per Year	2,080

Salary Range	Annually							Monthly							Per Pay Period							Hourly						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	27,573	28,952	30,399	31,919	33,515	35,191	36,960	2,298	2,413	2,533	2,660	2,793	2,933	3,079	1,060.50	1,113.52	1,169.20	1,227.66	1,289.04	1,353.49	1,421.17	13.26	13.92	14.61	15.35	16.11	16.92	17.76
2	28,262	29,675	31,159	32,717	34,353	36,071	37,874	2,355	2,473	2,597	2,726	2,863	3,006	3,156	1,087.01	1,141.36	1,198.43	1,258.35	1,321.27	1,387.33	1,456.70	13.59	14.27	14.98	15.73	16.52	17.34	18.21
3	28,969	30,417	31,938	33,535	35,212	36,972	38,821	2,414	2,535	2,662	2,795	2,934	3,081	3,235	1,114.19	1,169.90	1,228.39	1,289.81	1,354.30	1,422.02	1,493.12	13.93	14.62	15.35	16.12	16.93	17.78	18.66
4	29,693	31,178	32,737	34,373	36,092	37,897	39,792	2,474	2,598	2,728	2,864	3,008	3,158	3,316	1,142.04	1,199.14	1,259.10	1,322.06	1,388.16	1,457.57	1,530.44	14.28	14.99	15.74	16.53	17.35	18.22	19.13
5	30,435	31,957	33,555	35,233	36,994	38,844	40,786	2,536	2,663	2,796	2,936	3,083	3,237	3,399	1,170.59	1,229.12	1,290.58	1,355.11	1,422.86	1,494.01	1,568.71	14.63	15.36	16.13	16.94	17.79	18.68	19.61
6	31,196	32,756	34,394	36,114	37,919	39,815	41,806	2,600	2,730	2,866	3,009	3,160	3,318	3,484	1,199.86	1,259.85	1,322.84	1,388.98	1,458.43	1,531.36	1,607.92	15.00	15.75	16.54	17.36	18.23	19.14	20.10
7	31,976	33,575	35,254	37,016	38,867	40,811	42,851	2,665	2,798	2,938	3,085	3,239	3,401	3,571	1,229.85	1,291.35	1,355.91	1,423.71	1,494.89	1,569.64	1,648.12	15.37	16.14	16.95	17.80	18.69	19.62	20.60
8	32,776	34,414	36,135	37,942	39,839	41,831	43,922	2,731	2,868	3,011	3,162	3,320	3,486	3,660	1,260.60	1,323.63	1,389.81	1,459.30	1,532.27	1,608.88	1,689.32	15.76	16.55	17.37	18.24	19.15	20.11	21.12
9	33,595	35,275	37,038	38,890	40,835	42,877	45,020	2,800	2,940	3,087	3,241	3,403	3,573	3,752	1,292.11	1,356.72	1,424.56	1,495.78	1,570.57	1,649.10	1,731.56	16.15	16.96	17.81	18.70	19.63	20.61	21.64
10	34,435	36,157	37,964	39,863	41,856	43,949	46,146	2,870	3,013	3,164	3,322	3,488	3,662	3,846	1,324.42	1,390.64	1,460.17	1,533.18	1,609.84	1,690.33	1,774.85	16.56	17.38	18.25	19.16	20.12	21.13	22.19
11	35,296	37,061	38,914	40,859	42,902	45,047	47,300	2,941	3,088	3,243	3,405	3,575	3,754	3,942	1,357.53	1,425.40	1,496.67	1,571.51	1,650.08	1,732.59	1,819.22	16.97	17.82	18.71	19.64	20.63	21.66	22.74
12	36,178	37,987	39,886	41,881	43,975	46,173	48,482	3,015	3,166	3,324	3,490	3,665	3,848	4,040	1,391.47	1,461.04	1,534.09	1,610.80	1,691.34	1,775.90	1,864.70	17.39	18.26	19.18	20.13	21.14	22.20	23.31
13	37,083	38,937	40,884	42,928	45,074	47,328	49,694	3,090	3,245	3,407	3,577	3,756	3,944	4,141	1,426.25	1,497.57	1,572.44	1,651.07	1,733.62	1,820.30	1,911.32	17.83	18.72	19.66	20.64	21.67	22.75	23.89
14	38,010	39,910	41,906	44,001	46,201	48,511	50,937	3,167	3,326	3,492	3,667	3,850	4,043	4,245	1,461.91	1,535.00	1,611.75	1,692.34	1,776.96	1,865.81	1,959.10	18.27	19.19	20.15	21.15	22.21	23.32	24.49
15	38,960	40,908	42,953	45,101	47,356	49,724	52,210	3,247	3,409	3,579	3,758	3,946	4,144	4,351	1,498.46	1,573.38	1,652.05	1,734.65	1,821.38	1,912.45	2,008.08	18.73	19.67	20.65	21.68	22.77	23.91	25.10
16	39,934	41,931	44,027	46,228	48,540	50,967	53,515	3,328	3,494	3,669	3,852	4,045	4,247	4,460	1,535.92	1,612.71	1,693.35	1,778.02	1,866.92	1,960.26	2,058.28	19.20	20.16	21.17	22.23	23.34	24.50	25.73
17	40,932	42,979	45,128	47,384	49,753	52,241	54,853	3,411	3,582	3,761	3,949	4,146	4,353	4,571	1,574.32	1,653.03	1,735.68	1,822.47	1,913.59	2,009.27	2,109.73	19.68	20.66	21.70	22.78	23.92	25.12	26.37
18	41,956	44,053	46,256	48,569	50,997	53,547	56,224	3,496	3,671	3,855	4,047	4,250	4,462	4,685	1,613.67	1,694.36	1,779.08	1,868.03	1,961.43	2,059.50	2,162.48	20.17	21.18	22.24	23.35	24.52	25.74	27.03
19	43,004	45,155	47,412	49,783	52,272	54,886	57,630	3,584	3,763	3,951	4,149	4,356	4,574	4,803	1,654.02	1,736.72	1,823.55	1,914.73	2,010.47	2,110.99	2,216.54	20.68	21.71	22.79	23.93	25.13	26.39	27.71
20	44,080	46,284	48,598	51,028	53,579	56,258	59,071	3,673	3,857	4,050	4,252	4,465	4,688	4,923	1,695.37	1,780.13	1,869.14	1,962.60	2,060.73	2,163.76	2,271.95	21.19	22.25	23.36	24.53	25.76	27.05	28.40
21	45,182	47,441	49,813	52,303	54,918	57,664	60,548	3,765	3,953	4,151	4,359	4,577	4,805	5,046	1,737.75	1,824.64	1,915.87	2,011.66	2,112.25	2,217.86	2,328.75	21.72	22.81	23.95	25.15	26.40	27.72	29.11
22	46,311	48,627	51,058	53,611	56,291	59,106	62,061	3,859	4,052	4,255	4,468	4,691	4,925	5,172	1,781.19	1,870.25	1,963.77	2,061.96	2,165.05	2,273.31	2,386.97	22.26	23.38	24.55	25.77	27.06	28.42	29.84
23	47,469	49,842	52,334	54,951	57,699	60,584	63,613	3,956	4,154	4,361	4,579	4,808	5,049	5,301	1,825.72	1,917.01	2,012.86	2,113.50	2,219.18	2,330.14	2,446.65	22.82	23.96	25.16	26.42	27.74	29.13	30.58
24	48,656	51,088	53,643	56,325	59,141	62,098	65,203	4,055	4,257	4,470	4,694	4,928	5,175	5,434	1,871.37	1,964.94	2,063.18	2,166.34	2,274.66	2,388.39	2,507.81	23.39	24.56	25.79	27.08	28.43	29.85	31.35
25	49,872	52,366	54,984	57,733	60,620	63,651	66,833	4,156	4,364	4,582	4,811	5,052	5,304	5,569	1,918.15	2,014.06	2,114.76	2,220.50	2,331.53	2,448.10	2,570.51	23.98	25.18	26.43	27.76	29.14	30.60	32.13
26	51,119	53,675	56,358	59,176	62,135	65,242	68,504	4,260	4,473	4,697	4,931	5,178	5,437	5,709	1,966.11	2,064.41	2,167.63	2,276.01	2,389.81	2,509.30	2,634.77	24.58	25.81	27.10	28.45	29.87	31.37	32.93
27	52,397	55,017	57,767	60,656	63,689	66,873	70,217	4,366	4,585	4,814	5,055	5,307	5,573	5,851	2,015.26	2,116.02	2,221.82	2,332.91	2,449.56	2,572.04	2,700.64	25.19	26.45	27.77	29.16	30.62	32.15	33.76
28	53,707	56,392	59,212	62,172	65,281	68,545	71,972	4,476	4,699	4,934	5,181	5,440	5,712	5,998	2,065.64	2,168.92	2,277.37	2,391.24	2,510.80	2,636.34	2,768.15	25.82	27.11	28.47	29.89	31.38	32.95	34.60
29	55,049	57,802	60,692	63,726	66,913	70,258	73,771	4,587	4,817	5,058	5,311	5,576	5,855	6,148	2,117.28	2,223.14	2,334.30	2,451.02	2,573.57	2,702.25	2,837.36	26.47	27.79	29.18	30.64	32.17	33.78	35.47
30	56,426	59,247	62,209	65,320	68,586	72,015	75,616	4,702	4,937	5,184	5,443	5,715	6,001	6,301	2,170.21	2,278.72	2,392.66	2,512.29	2,637.91	2,769.80	2,908.29	27.13	28.48	29.91	31.40	32.97	34.62	36.35
31	57,836	60,728	63,764	66,953	70,300	73,815	77,506	4,820	5,061	5,314	5,579	5,858	6,151	6,459	2,224.47	2,335.69	2,452.48	2,575.10	2,703.85	2,839.05	2,981.00	27.81	29.20	30.66	32.19	33.80	35.49	37.26
32	59,282	62,246	65,358	68,626	72,058	75,661	79,444	4,940	5,187	5,447	5,719	6,005	6,305	6,620	2,280.08	2,394.08	2,513.79	2,639.48	2,771.45	2,910.02	3,055.52	28.50	29.93	31.42	32.99	34.64	36.38	38.19
33	60,764	63,802	66,992	70,342	73,859	77,552	81,430	5,064	5,317	5,583	5,862	6,155	6,463	6,786	2,337.08	2,453.94	2,576.63	2,705.46	2,840.74	2,982.77	3,131.91	29.21	30.67	32.21	33.82	35.51	37.28	39.15
34	62,283	65,397	68,667	72,101	75,706	79,																						

El Dorado County Transit Authority
Proposed Salary Plan
June 2022

Salary Range	Annually							Monthly							Per Pay Period							Hourly						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
46	83,764	87,952	92,350	96,967	101,816	106,906	112,252	6,980	7,329	7,696	8,081	8,485	8,909	9,354	3,221.69	3,382.78	3,551.92	3,729.51	3,915.99	4,111.79	4,317.38	40.27	42.28	44.40	46.62	48.95	51.40	53.97
47	85,858	90,151	94,659	99,391	104,361	109,579	115,058	7,155	7,513	7,888	8,283	8,697	9,132	9,588	3,302.23	3,467.35	3,640.71	3,822.75	4,013.89	4,214.58	4,425.31	41.28	43.34	45.51	47.78	50.17	52.68	55.32
48	88,005	92,405	97,025	101,876	106,970	112,319	117,935	7,334	7,700	8,085	8,490	8,914	9,360	9,828	3,384.79	3,554.03	3,731.73	3,918.32	4,114.23	4,319.95	4,535.94	42.31	44.43	46.65	48.98	51.43	54.00	56.70
49	90,205	94,715	99,451	104,423	109,644	115,127	120,883	7,517	7,893	8,288	8,702	9,137	9,594	10,074	3,469.41	3,642.88	3,825.03	4,016.28	4,217.09	4,427.94	4,649.34	43.37	45.54	47.81	50.20	52.71	55.35	58.12
50	92,460	97,083	101,937	107,034	112,385	118,005	123,905	7,705	8,090	8,495	8,919	9,365	9,834	10,325	3,556.15	3,733.95	3,920.65	4,116.68	4,322.52	4,538.64	4,765.58	44.45	46.67	49.01	51.46	54.03	56.73	59.57
51	94,771	99,510	104,485	109,710	115,195	120,955	127,003	7,898	8,292	8,707	9,142	9,600	10,080	10,584	3,645.05	3,827.30	4,018.67	4,219.60	4,430.58	4,652.11	4,884.71	45.56	47.84	50.23	52.75	55.38	58.15	61.06
52	97,141	101,998	107,097	112,452	118,075	123,979	130,178	8,095	8,500	8,925	9,371	9,840	10,332	10,848	3,736.18	3,922.98	4,119.13	4,325.09	4,541.34	4,768.41	5,006.83	46.70	49.04	51.49	54.06	56.77	59.61	62.59
53	99,569	104,548	109,775	115,264	121,027	127,078	133,432	8,297	8,712	9,148	9,605	10,086	10,590	11,119	3,829.58	4,021.06	4,222.11	4,433.22	4,654.88	4,887.62	5,132.00	47.87	50.26	52.78	55.42	58.19	61.10	64.15
54	102,058	107,161	112,519	118,145	124,053	130,255	136,768	8,505	8,930	9,377	9,845	10,338	10,855	11,397	3,925.32	4,121.59	4,327.66	4,544.05	4,771.25	5,009.81	5,260.30	49.07	51.52	54.10	56.80	59.64	62.62	65.75
55	104,610	109,840	115,332	121,099	127,154	133,512	140,187	8,717	9,153	9,611	10,092	10,596	11,126	11,682	4,023.45	4,224.63	4,435.86	4,657.65	4,890.53	5,135.06	5,391.81	50.29	52.81	55.45	58.22	61.13	64.19	67.40
56	107,225	112,586	118,216	124,126	130,333	136,849	143,692	8,935	9,382	9,851	10,344	10,861	11,404	11,974	4,124.04	4,330.24	4,546.75	4,774.09	5,012.79	5,263.43	5,526.61	51.55	54.13	56.83	59.68	62.66	65.79	69.08
57	109,906	115,401	121,171	127,230	133,591	140,271	147,284	9,159	9,617	10,098	10,602	11,133	11,689	12,274	4,227.14	4,438.50	4,660.42	4,893.44	5,138.11	5,395.02	5,664.77	52.84	55.48	58.26	61.17	64.23	67.44	70.81
58	112,653	118,286	124,200	130,410	136,931	143,777	150,966	9,388	9,857	10,350	10,868	11,411	11,981	12,581	4,332.82	4,549.46	4,776.93	5,015.78	5,266.57	5,529.90	5,806.39	54.16	56.87	59.71	62.70	65.83	69.12	72.58
59	115,470	121,243	127,305	133,671	140,354	147,372	154,740	9,622	10,104	10,609	11,139	11,696	12,281	12,895	4,441.14	4,663.20	4,896.36	5,141.17	5,398.23	5,668.14	5,951.55	55.51	58.29	61.20	64.26	67.48	70.85	74.39
60	118,356	124,274	130,488	137,012	143,863	151,056	158,609	9,863	10,356	10,874	11,418	11,989	12,588	13,217	4,552.17	4,779.78	5,018.76	5,269.70	5,533.19	5,809.85	6,100.34	56.90	59.75	62.73	65.87	69.16	72.62	76.25
61	121,315	127,381	133,750	140,438	147,459	154,832	162,574	10,110	10,615	11,146	11,703	12,288	12,903	13,548	4,665.97	4,899.27	5,144.23	5,401.45	5,671.52	5,955.09	6,252.85	58.32	61.24	64.30	67.52	70.89	74.44	78.16
62	124,348	130,566	137,094	143,949	151,146	158,703	166,638	10,362	10,880	11,424	11,996	12,595	13,225	13,887	4,782.62	5,021.75	5,272.84	5,536.48	5,813.31	6,103.97	6,409.17	59.78	62.77	65.91	69.21	72.67	76.30	80.11
63	127,457	133,830	140,521	147,547	154,925	162,671	170,804	10,621	11,152	11,710	12,296	12,910	13,556	14,234	4,902.19	5,147.30	5,404.66	5,674.89	5,958.64	6,256.57	6,569.40	61.28	64.34	67.56	70.94	74.48	78.21	82.12
64	130,643	137,175	144,034	151,236	158,798	166,738	175,074	10,887	11,431	12,003	12,603	13,233	13,895	14,590	5,024.74	5,275.98	5,539.78	5,816.77	6,107.60	6,412.98	6,733.63	62.81	65.95	69.25	72.71	76.35	80.16	84.17
65	133,909	140,605	147,635	155,017	162,768	170,906	179,451	11,159	11,717	12,303	12,918	13,564	14,242	14,954	5,150.36	5,407.88	5,678.27	5,962.18	6,260.29	6,573.31	6,901.97	64.38	67.60	70.98	74.53	78.25	82.17	86.27
66	137,257	144,120	151,326	158,892	166,837	175,179	183,938	11,438	12,010	12,610	13,241	13,903	14,598	15,328	5,279.12	5,543.07	5,820.23	6,111.24	6,416.80	6,737.64	7,074.52	65.99	69.29	72.75	76.39	80.21	84.22	88.43
67	140,689	147,723	155,109	162,865	171,008	179,558	188,536	11,724	12,310	12,926	13,572	14,251	14,963	15,711	5,411.10	5,681.65	5,965.73	6,264.02	6,577.22	6,906.08	7,251.39	67.64	71.02	74.57	78.30	82.22	86.33	90.64
68	144,206	151,416	158,987	166,936	175,283	184,047	193,249	12,017	12,618	13,249	13,911	14,607	15,337	16,104	5,546.37	5,823.69	6,114.88	6,420.62	6,741.65	7,078.73	7,432.67	69.33	72.80	76.44	80.26	84.27	88.48	92.91
69	147,811	155,201	162,961	171,110	179,665	188,648	198,081	12,318	12,933	13,580	14,259	14,972	15,721	16,507	5,685.03	5,969.28	6,267.75	6,581.14	6,910.19	7,255.70	7,618.49	71.06	74.62	78.35	82.26	86.38	90.70	95.23
70	151,506	159,081	167,036	175,387	184,157	193,364	203,033	12,626	13,257	13,920	14,616	15,346	16,114	16,919	5,827.16	6,118.52	6,424.44	6,745.66	7,082.95	7,437.10	7,808.95	72.84	76.48	80.31	84.32	88.54	92.96	97.61
71	155,294	163,058	171,211	179,772	188,761	198,199	208,109	12,941	13,588	14,268	14,981	15,730	16,517	17,342	5,972.84	6,271.48	6,585.05	6,914.31	7,260.02	7,623.02	8,004.17	74.66	78.39	82.31	86.43	90.75	95.29	100.05
72	159,176	167,135	175,492	184,266	193,480	203,154	213,311	13,265	13,928	14,624	15,356	16,123	16,929	17,776	6,122.16	6,428.27	6,749.68	7,087.16	7,441.52	7,813.60	8,204.28	76.53	80.35	84.37	88.59	93.02	97.67	102.55
73	163,156	171,313	179,879	188,873	198,317	208,232	218,644	13,596	14,276	14,990	15,739	16,526	17,353	18,220	6,275.21	6,588.97	6,918.42	7,264.34	7,627.56	8,008.94	8,409.39	78.44	82.36	86.48	90.80	95.34	100.11	105.12
74	167,234	175,596	184,376	193,595	203,274	213,438	224,110	13,936	14,633	15,365	16,133	16,940	17,787	18,676	6,432.09	6,753.70	7,091.38	7,445.95	7,818.25	8,209.16	8,619.62	80.40	84.42	88.64	93.07	97.73	102.61	107.75
75	171,415	179,986	188,985	198,435	208,356	218,774	229,713	14,285	14,999	15,749	16,536	17,363	18,231	19,143	6,592.90	6,922.54	7,268.67	7,632.10	8,013.71	8,414.39	8,835.11	82.41	86.53	90.86	95.40	100.17	105.18	110.44
76	175,701	184,486	193,710	203,395	213,5																							



Appendix IV

Salary Range Placement Recommendations

**EI Dorado County Transit Authority
Proposed Range Placement Recommendations
June 2022**

Class Title	Current Maximum Monthly Salary	% from Top Monthly Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
CUSTODIAN - UR	\$ 3,348	-4.6%	\$3,501	6	\$3,484	4.06%	X	Market and range placement.
OFFICE ASSISTANT I - UR	\$ 3,348			8	\$3,660	9.33%		Internal Alignment: 10% below Office Assistant II
EXTRA HELP TRANSIT DISPATCHER - UR	\$ 3,115			8	\$3,660	17.50%		Internal Alignment: Anchor to Transit Dispatcher
TRANSIT DISPATCHER - UR	\$ 3,787	2.2%	\$3,702	8	\$3,660	-3.34%	X	Market and range placement.
OFFICE ASSISTANT II - UR	\$ 3,695	-10.3%	\$4,077	12	\$4,040	9.33%	X	Market and range placement.
LEAD TRANSIT DISPATCHER - NEW CLASS	proposed	Insuff. Data		14	\$4,245		X	Internal Alignment: 15% above Transit Dispatcher
FISCAL TECHNICIAN I - UR	\$ 4,181			16	\$4,460	6.66%		Internal Alignment: 10% below Fiscal Technician II
EXTRA HELP TRANSIT OPERATOR - UR	\$ 3,558			18	\$4,685	31.67%		Internal Alignment: Anchor to Transit Operator - Full Time
TRANSIT OPERATOR - PART TIME - R	\$ 4,326			18	\$4,685	8.32%		Internal Alignment: Anchor to Transit Operator - Full Time
TRANSIT OPERATOR - FULL TIME - R	\$ 4,326	-8.0%	\$4,673	18	\$4,685	8.32%	X	Market and range placement.
EQUIPMENT TECHNICIAN I - UR	\$ 4,502			19	\$4,803	6.68%		Internal Alignment: 10% below Equipment Technician II
PURCHASING/FISCAL TECHNICIAN - NEW	proposed	Insuff. Data		20	\$4,923		X	Internal Alignment: Anchor to Fiscal Technician II
FISCAL TECHNICIAN II - UR	\$ 4,614	-7.5%	\$4,959	20	\$4,923	6.69%	X	Market and range placement.
EQUIPMENT TECHNICIAN II - UR	\$ 4,969	-5.4%	\$5,238	23	\$5,301	6.68%	X	Market and range placement.
MAINTENANCE TECHNICIAN - UR	\$ 4,393	-21.0%	\$5,314	23	\$5,301	20.68%	X	Market and range placement.
ADMINISTRATIVE COORDINATOR - UR	\$ 5,220	-13.0%	\$5,897	27	\$5,851	12.09%	X	Market and range placement.
TRANSIT OPERATIONS SUPERVISOR - UR	\$ 5,907	-5.8%	\$6,248	30	\$6,301	6.67%	X	Market and range placement.
MAINTENANCE AND FACILITIES SUPERVISOR - UR	\$ 6,360	-17.9%	\$7,501	37	\$7,490	17.76%	X	Market and range placement.
PLANNING & MARKETING MANAGER - UR / C / M	\$ 7,197	Insuff. Data		40	\$8,066	12.08%	X	Internal Alignment: 15% below Human Resources Manager
SAFETY COORDINATOR - UR	\$ 6,520	-26.5%	\$8,251	41	\$8,268	26.80%	X	Market and range placement.
HUMAN RESOURCES MANAGER - UR / C / M	\$ 8,553	-8.4%	\$9,268	46	\$9,354	9.36%	X	Market and range placement.
OPERATIONS MANAGER - UR / C / M	\$ 9,443	-6.6%	\$10,065	49	\$10,074	6.68%	X	Market and range placement.
FINANCE MANAGER - UR / C / M	\$ 8,988	-18.5%	\$10,655	51	\$10,584	17.76%	X	Market and range placement.

Legend for columns:

Column 1 - Classification Title.

Column 2 - Client's current monthly maximum salaries.

Column 3 - Shows the percentage difference between the client's current maximum monthly salaries and the desired market position.

Column 4 - Market placement shows the monthly market values derived from the total compensation survey results.

Column 5 - Salary range number of the consultant's newly proposed salary range schedule.

Column 6 - Monthly maximum salary of the consultant's newly proposed salary ranges.

Column 7 - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.

Column 8 - This is the Job Family and displays internal relationship for salary alignment.

Column 9 - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).



Appendix V

Additional Benefits

Sick Leave Cashout or Service Credit Conversion

Amador County Transit

Bargaining Unit	Benefit
Employees Association	Upon the retirement of a regular employee who has completed ten (10) or more years of continuous service, compensation for thirty-three and one-half percent (40%) of his/her unused, accumulated sick leave shall be credited to his/her account with the Public Employees Retirement System. Upon the retirement of a regular employee who has completed between five (5) and ten (10) years of continuous service, compensation for twenty-five percent (25%) of his/her unused, accumulated sick leave shall be credited to his/her account with the Public Employees Retirement System. A regular employee who retires with fewer than five (5) years of continuous service shall not be entitled to have compensation for any amount of unused, accumulated sick leave transferred to his/her account with the Public Employees Retirement System.
Unrepresented	None

Central Contra Costa

Bargaining Unit	Benefit
ATU	None
IAMAW	Unused sick leave shall be accrued to a maximum of three hundred and eighty (380) days. At termination there will be no compensation for unused leave.
Teamsters	An employee who separates from the Agency will not receive payment for any unused accrued sick leave credits.
Administrative	None

City of Roseville

Bargaining Unit	Benefit
IUOE Local 39	The payment of unused sick leave is authorized by City as a means of rewarding employees who have made conscientious efforts to maximize their attendance on the job. Employees in the classified service, regardless of service length, shall be entitled to payment for accrued (not pro rata) sick leave (as indicated below), up to their date of retirement. However, employees whose separation is caused by dismissal shall not be entitled to payment for unused sick leave. In lieu of Subsection K above, a retiring employee may elect to convert his/her sick leave balance to retirement credit in accordance with the provision of the California Public Employees' Retirement System.
Management & Confidential	Upon retirement, permanent employees shall be entitled to the payment for accrued sick leave based on number of hours accrued, and are compensated at a certain percentage rate based on those accruals or for employees hired or promoted to a management position prior to January 1, 2016 with a minimum of one hundred and fifty (150) days (1200 hours) of sick leave may "run out" their balance up to a maximum of six (6) months. During this "run out" period, the employee will remain on City payroll and will receive all health and welfare contributions as if they were actually working. Employee will not earn any additional vacation, sick, holiday, administrative or any other form of leave, nor will they receive salary or step increases. Employee will not receive auto allowance, performance pay or City paid deferred compensation contributions while on "run down." Finally, employee will not receive any long term disability or life insurance benefits while running down their sick leave. Any remaining sick leave balances after choice of either "1" or "2" can be converted to CalPERS service credit.

Gold Coast Transit

Bargaining Unit	Benefit
SEIU Admin Support	None
SEIU Bus Operators	None
SEIU Mechanical	None
Teamsters - Supervisors	None
Non-Rep	GCTD will pay fifty percent (50%) of accumulated sick leave upon death, retirement or other voluntary employment separations as determined by GCTD's General Manager or designee, to those employees with a minimum of ten (10) years of service.

El Dorado County Transit Authority
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Mendocino Transit	
Bargaining Unit	Benefit
Teamsters	Employees shall accrue sick leave, from the date of hire, at the rate of one hour for each twenty hours worked (13 days per year). There shall be no limit on accrual of unused sick leave. At the option of the employee, any accrued sick leave (in excess of 96 hours) may be paid, at one-fourth (1/4) of the accrued hours. Two weeks' notice is required for cash out.
Unrepresented	
Monterey-Salinas Transit	
Bargaining Unit	Benefit
ATU	Agency has Personal Leave not sick leave and vacation. Any employee shall be paid accrued personal leave pay on any payroll they request, provided: 1) the employee makes a written request at least fourteen (14) days in advance of the payroll; and 2) the employee has taken or applied for at least five (5) consecutive vacation days during the past twelve (12) months, and personal leave payout equals twenty four (24) or more hours.
MSTEA	Agency has Personal Leave not sick leave and vacation. Employees may receive twenty-four (24) hours or more personal leave pay and/or holiday accrual pay provided the employee makes a written request at least fourteen (14) days in advance of the payday on which they wish to receive said pay.
Placer County Transit	
Bargaining Unit	Benefit
General	Unused accrued sick leave in excess of 1,500 hours will be applied to CalPERS service credit only pursuant to Government Code Section 20965.
Management	
Sacramento Regional Transit	
Bargaining Unit	Benefit
ATU - Elk Grove	Each year of this Agreement, an employee may request to cash out any or all sick leave they will accrue in the subsequent calendar year. Employees must notify SacRT in writing of their request to cash out sick leave between the dates of November 1 and November 30 each year. Employees who choose to cash out their sick leave shall be entitled to receive 50% of the amount ashed out. Cash out will occur when the employee accrues the amount of sick leave scheduled to be cashed out.
ATU	Each year, employees who have accumulated a sick leave balance in excess of four hundred eighty hours (480:00) by November 30, shall be notified in December that they are eligible to convert 100% of those excess hours to money for the sole purpose of depositing in the employee's deferred compensation account.
AFSCME - Admin Tech	Employees will be permitted to accrue additional sick leave to the applicable annual cap and will be required to reduce accruals each year to the levels specified for the next year through cash out or deposit to a 401(a) and/or 457(b) Deferred Compensation Plan. Cash out is available only through December 31, 2021. Only transfer to deferred compensation will be permitted thereafter.
AFSCME - Supervisors	Employees will be permitted to accrue additional sick leave to the applicable annual cap and will be required to reduce accruals each year to the levels specified for the next year through cash out or deposit to a 401 (a) and/or 457(b) Deferred Compensation Plan. Cash out is available only through December 31, 2019. Only transfer to deferred compensation will be permitted thereafter.
IBEW	Employees will be permitted to accrue additional sick leave to the applicable annual cap and will be required to reduce accruals each year to the levels specified for the next year through cash out or deposit to a 401(a) and/or 457(b) Deferred Compensation Plan. Cash out is available only through December 31, 2021. Only transfer to deferred compensation will be permitted thereafter.
Management & Confidential	The maximum number of hours an employee may accumulate is 576 provided that at the end of each calendar year, any accumulation that exceeds 480 hours will be surrendered and an equivalent cash value to the surrendered sick leave hours will be deposited into a 401 (a) account for the employee.
San Joaquin Regional Transit District	
Bargaining Unit	Benefit
ATU	Provided that an employee has remaining sick leave of 480 (four hundred eighty) hours, any sick leave in excess thereof can be submitted for payment on a provided form in September of each year to be paid in December of that year at the wage rate of the employee at that time in cash, into a deferred compensation plan, or at any time during the year can be donated to another employee.
Unrepresented	None

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Tahoe Transportation District	
Bargaining Unit	Benefit
Teamsters	Upon completing thirty (30) days of continuous employment, employees shall be given twenty-four (24) hours of paid sick leave which shall be paid as twenty-four (24) hours at the straight time rate of pay. For purposes of this Article, hours paid as sick time shall not count for purposes of overtime. All current employees shall be eligible for the benefits contained in this Article upon ratification of this Agreement. Sick time may not accumulate and carried over from year to year. Sick time shall be payable to an employee at the end of each fiscal year and upon separation of employment.
Unrepresented	The District provides 24 hours of paid sick leave that may be used each fiscal year. Any paid sick leave that is not used in a fiscal year will not rollover for use in subsequent years.

Special Pays for Drivers

Amador County Transit

Bargaining Unit	Benefit
Employees Association	Any employee, certified by the Transit Safety Institute as a Transit Driver Trainer, shall be paid 110% of their wage for the duration of training. The training period is not to exceed 6-8 weeks unless authorized by the General Manager.
Unrep	None

Central Contra Costa

Bargaining Unit	Benefit
ATU	Premium pay of any type will not be offset by any other premium pay. Overtime, rest infraction, or spread time will not affect each other.
	All employees assigned a student or trainee for line instruction shall be paid one dollar seventy-five cents (\$1.75) per hour in addition to their regular rate of pay for actual hours of instruction.
	Line Instructors wishing to become Operator Trainers may apply to the Training Department. After passing an in-person interview, and after completing and passing the course work and road skills testing required by CCCTA and the DOT Trainer program, a Line Instructor will then be certified as a DOT-certified Operator Trainer. DOT trainers/examiners shall be paid three dollars twenty-five cents (\$3.25) per hour in addition to their regular rate of pay for actual hours of DOT training.
IAMAW	None
Teamsters	None
Administrative	None

City of Roseville

Bargaining Unit	Benefit
IUOE Local 39	None
Management & Confidential	None

Gold Coast Transit

Bargaining Unit	Benefit
SEIU Admin Support	None
SEIU Bus Operators	Compensation for bilingual pay shall be computed at .35 per hour (about \$60 per month).
	Experienced Bus Operators who serve as new operator trainers in revenue service will be compensated with a \$1.50 premium for each hour worked in revenue training. Bus Operators who wish to be considered for eligibility to serve as a new operator trainer may apply during an annual application period designated by Management. Factors that will be considered in evaluating applicants are bus operating skills and work record, customer service skills and work record, attendance and punctuality, work habits, disciplinary record and employee performance reviews. GCTD management reserves the right to select and assign revenue trainers.
SEIU Mechanical	None
Teamsters - Supervisors	None
Non-Rep	None

Mendocino Transit

Bargaining Unit	Benefit
Teamsters	None
Unrepresented	None

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Monterey-Salinas Transit	
Bargaining Unit	Benefit
ATU	Line instructors shall first be selected from those operators who volunteer for said assignment. When insufficient volunteer instructors are on duty, other Operators may be assigned as line instructors with their consent, as needed by MST. When enough line instructors are still not available, MST may thereafter involuntarily assign any coach operator to line instruction. Line instruction is defined as training provided to new coach operators trainees; line instruction does not include providing familiarization to regular employees returning from an absence, and does not include behind the wheel training (BWT). Assignment to BWT training duty shall be at the sole discretion of MST, but the process and criteria for selection (or removal) of BWT shall be in accord with MST Policy. MST shall make reasonable effort to equalize assignments among BWT based on training needs, trainer availability, and operational needs. Line instructors shall be paid an additional three dollars and twenty-five (\$3.25) cents per hour or portion thereof on a pro-rata basis for duties devoted to line instruction, plus the actual time used to complete the required report, not to exceed thirty (30) minutes. Line instruction is defined as training provided to new coach operator trainees; line instruction does not include providing familiarization to regular employees returning from an absence. Operators who only provide route familiarization instruction shall not receive the additional hourly pay, but shall receive report writing pay if a report is required. Instructor pay shall be paid for form time, but shall not be paid for intervening time. BWT trainers shall be paid an additional three dollars and fifty cents (\$3.50) per hour or portion thereof on a pro-rata basis for all field activities devoted to BWT training.
MSTEA	None
Placer County Transit	
Bargaining Unit	Benefit
General	Effective the first pay period following July 1, 2019, Tahoe Branch Assignment Premium shall be eight hundred and seventy five dollars (\$875) per month. When weather warrants and the Director of the Public Works Department authorizes a "declared snow shift assignment", all bargaining unit members assigned to be actively involved in snow duties including mechanics, sand and fuel truck operators, and supervisors, will receive an assignment differential of ten percent (10%). Every effort will be made to fill snow shift assignments through a volunteer process. However, if sufficient qualified volunteers are not available, department management maintains the right to make these assignments as needed. It is understood by all parties that while every effort will be made to provide as much notice of a "declared snow shift assignment" as possible, there are no guaranteed notice timeline requirements for the changes to the employees' shift and no additional pay other than the 10% snow shift differential, and night shift differential when applicable, will be paid.
Management	None
Sacramento Regional Transit	
Bargaining Unit	Benefit
ATU - Elk Grove	None
ATU	None
AFSCME - Admin Tech	None
AFSCME - Supervisors	None
IBEW	None
Management & Confidential	None
San Joaquin Regional Transit District	
Bargaining Unit	Benefit
ATU	A. Instructors selected by RTD shall provide training of trainees under their direction as assigned by RTD. Instructor's pay shall be one dollar (\$1.00) per hour plus their regular run pay for that day. B. Instructors who instruct driver trainees on school trippers shall receive a minimum of two dollars and fifty cents (\$2.50) per driver trainee per school tripper plus regular pay for a school tripper. C. A list of Operators who prefer to have a trainee shall be posted for signing at each regularly scheduled sign-up. RTD reserves the right to assign Operators as needed.
Unrepresented	None

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Tahoe Transportation District	
Bargaining Unit	Benefit
Teamsters	An additional one dollar (\$1.00) per hour shall be paid to any employees for time spent working as a Behind the Wheel Trainer. An additional fifty cents (\$0.50) per hour shall be paid to any employees for time spent working as a Cadet Trainer.
Unrepresented	None

Shift Differentials and Start Time for Shift Pay

Amador County Transit	
Bargaining Unit	Benefit
Employees Association	None
Unrep	None
Central Contra Costa	
Bargaining Unit	Benefit
ATU	When the rest period between the time of terminating one (1) day's work and reporting for another day's work is less than ten (10) hours (unless resulting from a voluntary change of runs or shifts), the employee shall be entitled to additional pay for each hour below ten (10) as follows: First hour below 10 = 30 min and second hour below 10 = 90 mins.
	All regular split runs that exceed twelve (12) hours spread time will pay, in addition to the regular work assignment pay, a one-half (1/2) hour premium pay for each hour of the run in excess of twelve (12) hours per day, and up to thirteen (13) hours per day. All regular split runs that exceed thirteen (13) hours spread time will pay, in addition to the regular work assignment pay, one (1) hour of premium pay for each hour of the run in excess of thirteen (13) hours per day (also known as "Double Spread"). No offsets for any reason shall be applied to reduce any part of the fourteenth hour pay. Extra board operators will not be required to work a spread of more than thirteen (13) hours.
IAMAW	None
Teamsters	Shift Differential - An additional \$1.00 per hour shall be paid to one employee for one 8 hour shift. This Shift will cover the Owl Service and be designated as the "Owl Service Supervisor".
Administrative	None
City of Roseville	
Bargaining Unit	Benefit
IUOE Local 39	A. Shift differential for purposes of this Article is defined as a shift of eight (8) hours or more where fifty percent (50%) of the shift falls between the hours of 10 p.m. and 6 a.m. except as otherwise stated in section C below. C. Hours worked on overtime, whether the employee is held over, called in to cover a shift or partial shift, or volunteers for an overtime shift, will not be eligible for shift differential pay.
Management & Confidential	None
Gold Coast Transit	
Bargaining Unit	Benefit
SEIU Admin Support	A five percent (5%) night differential shall be paid to those employees required to work three hours or more of their work shift before 8:00 AM or after 6:00 PM.
SEIU Bus Operators	A five percent (5%) night differential shall be paid to those bus operators required to work fifty percent (50%) or more of their work shift after 6:00 PM.
SEIU Mechanical	A five percent (5%) night differential shall be paid to those employees required to work three hours or more of their work shift before 8:00 AM or after 6:00 PM.
Teamsters - Supervisors	None
Non-Rep	None
Mendocino Transit	
Bargaining Unit	Benefit
Teamsters	None
Unrepresented	None
Monterey-Salinas Transit	
Bargaining Unit	Benefit
ATU	Coach Operator Night Differential Pay shall be paid to any Coach Operator for any shift or run which begins during the period from 4:00 p.m. (1600 hours) until 2:00 a.m. (0200 hours), and shall be paid for the full duration of that shift. Coach Operator Night Differential Pay shall be at the rate of seventy-five cents (\$0.75) per hour, which shall be pro-rated for any partial hours worked.
MSTEA	None

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Placer County Transit	
Bargaining Unit	Benefit
General	All employees regularly assigned to work 50% or more of his or her hours between the hours of 5:00 P.M. and 6:00 A.M. shall receive a night shift differential of 7.5% of base pay for all hours worked. All employees regularly assigned to work 50% or more of his or her hours between the hours of 5:00 P.M. and 6:00 A.M. shall continue to receive the 7.5% shift differential even when he or she works outside of the 5:00 P.M. and 6:00 A.M. time period. All employees who are not regularly assigned to work 50% or more of his or her hours between the hours of 5:00 P.M. and 6:00 A.M. shall receive the night shift differential of 7.5% of base pay for all hours worked between the hours of 5:00 P.M. and 6:00 A.M., provided he or she works a minimum of 1 hour between the period of 5:00 P.M. and 6:00 A.M.
Management	None
Sacramento Regional Transit	
Bargaining Unit	Benefit
ATU - Elk Grove	None
ATU	None
AFSCME - Admin Tech	None
AFSCME - Supervisors	None
IBEW	None
Management & Confidential	None
San Joaquin Regional Transit District	
Bargaining Unit	Benefit
ATU	Maintenance workers who are regularly employed as night personnel on the second and third shifts shall receive a five percent (5%) shift differential per hour in addition to the rates set forth above for the second shift, and a seven percent (7%) shift differential per hour in addition to the rates set forth above for the third shift.
Unrepresented	None
Tahoe Transportation District	
Bargaining Unit	Benefit
Teamsters	The purpose of the extra shift differential is to encourage operators to pick up additional shifts to help ensure TTD's transit service delivery to the community. The differential rate is +\$5.00/hour more than the operator's current wage. All Collective Bargaining Agreement (CBA) rules apply to extra work requests.
Unrepresented	None

Tier 1 Medical Cost Share

Amador County Transit

Bargaining Unit	Benefit
Employees Association	Employees are responsible for 60% of the health, vision and dental insurance premium; the Employer will contribute 40% of the above premium. Employer offers access to various supplemental insurance options and is paid 100% by employees, no employer contribution.
Unrep	Group health, dental, and vision insurance benefits available to regular non-probationary employees on a pre-tax basis. 60% of premium amount is paid by the individual employee, 40% of the premium amount by Amador Transit.

Central Contra Costa

Bargaining Unit	Benefit
IAMAW	Email from agency stated that the total premium is \$1,982.50 and the employee pays 2% of this rate (regardless of # of dependents). See attached 2022 rate sheets for each unit
ATU	
Teamsters	
Administrative	

City of Roseville

Bargaining Unit	Benefit
IUOE Local 39	Any regular employee working fifty percent (50%) or more of a full-time schedule shall be eligible to enroll in any health and welfare benefit provided by this Article. Regular part-time employees who are hired into a position funded as regular part-time after January 1, 2004, or current employees who laterally transfer or promote into a regular part-time allocated position will receive a pro-rated amount toward their health and welfare contribution based on actual hours worked. The contribution amount will be based on the percentage of full-time the employee works. For example, employees working twenty (20) hours per week will receive fifty percent (50%) of the full-time contribution; employees working thirty (30) hours per week will receive seventy-five percent (75%) of the full-time contribution, etc. The City provides a Cafeteria Plan Allowance to all employees eligible to participate in City sponsored health and welfare benefits under this Article of up to \$ 1,347 monthly (less the direct PEMHCA payment provided in paragraph B) for the term of the agreement.
Management & Confidential	

Gold Coast Transit

Bargaining Unit	Benefit			
SEIU Admin Support	HEALTH PLANS	<u>Employee</u>	<u>Emp + 1</u>	<u>Emp + Family</u>
	Anthem Blue Cross Select (HMO)	\$712.43	\$1,424.86	\$1,852.32
	Anthem Blue Cross Traditional (HMO)	\$1,007.13	\$2,014.26	\$2,618.54
SEIU Bus Operators	Blue Shield Access + (HMO)	\$900.22	\$1,800.44	\$2,340.57
	Blue Shield Trio (HMO)	\$742.70	\$1,485.40	\$1,931.02
	Kaiser Permanente (HMO)	\$706.02	\$1,412.04	\$1,835.65
	PERS Platinum (PPO)	\$882.18	\$1,764.36	\$2,293.67
	PERS Gold (PPO)	\$587.78	\$1,175.56	\$1,528.23
	UnitedHealthcare	\$775.09	\$1,550.18	\$2,015.23
SEIU Mechanical	GCTD CONTRIBUTION	<u>Employee</u>	<u>Emp + 1</u>	<u>Emp + Family</u>
	Represented - Full Time	\$832.84	\$1,149.12	\$1,496.53
Teamsters - Supervisors	TEAMSTERS			
	GCTD CONTRIBUTION	<u>Employee</u>	<u>Emp + 1</u>	<u>Emp + Family</u>
	Represented - Full Time	\$640.86	\$1,149.12	\$1,496.53
	SEIU MEMBERS			
Non-Rep	GCTD CONTRIBUTION	<u>Employee</u>	<u>Emp + 1</u>	<u>Emp + Family</u>
	Non-Represented	\$832.84	\$1,149.12	\$1,496.53
	Non-Represented			

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Mendocino Transit	
Bargaining Unit	Benefit
Teamsters	MTA pays 95% of the composite rate for represented employee premiums and the employee pays 5%. All represented employees are responsible for 100% of dependent premiums.
Unrepresented	MTA pays 100% of administrative (non-represented) employee premiums and all employees are responsible for 100% of the cost for dependent premiums.
Monterey-Salinas Transit	
Bargaining Unit	Benefit
ATU	MST shall pay 92% for costs of medical coverage for the Employee Only plan, as selected by the Employee and the Employee shall pay the remaining cost of any such coverage. MST shall pay 90% for costs of medical coverage of the Employee plus 1 or the Employee plus Family Only plan, as selected by the Employee and the Employee shall pay the remaining cost of any such coverage.
MSTEA	
Placer County Transit	
Bargaining Unit	Benefit
General	The County contracts with CalPERS for health insurance. All employees shall pay 20% of the premium for any plan.
Management	Several medical plans are offered through CalPERS, including HMO and PPO plans. The County pays 80% of the selected plan's total premium.
Sacramento Regional Transit	
Bargaining Unit	Benefit
ATU - Elk Grove	The maximum monthly amount paid by SacRT shall not exceed 90% of the monthly premium for Blue Shield Access Plus for the Sacramento Area. Employees electing coverage in a plan which is more costly than the Blue Shield Access Plus plan will pay the difference in the amount paid by SacRT for the Blue Shield Access Plus plan and the cost of the selected plan. An employee selecting a plan less costly than the Blue Shield Access Plan will be subject to paying 10% of the monthly premium cost of that plan.
ATU	The maximum monthly amount paid by SacRT shall not exceed 90% of the monthly premium for Blue Shield Access Plus for the Sacramento Area. Employees electing coverage in a plan which is more costly than the Blue Shield Access Plus plan will pay the difference in the amount paid by SacRT for the Blue Shield Access Plus plan and the cost of the selected plan. An employee selecting a plan less costly than the Blue Shield Access Plus plan will still be subject to paying 10% of the monthly premium cost of that plan.
AFSCME - Admin Tech	SacRT shall provide CalPERS medical, for all full time employees covered by this Agreement and their eligible dependents. The premiums for the insurance coverage shall be benchmarked at the greater premiums of Kaiser or Blue Shield Access Plus option provided for the Sacramento area. The employee copayment toward their insurance coverage shall be no less than 10% of the monthly premium rate for the selected plan and election (Self, Self + 1, or Self +2) for the Sacramento area. An employee selecting a plan less costly than the benchmark plan will still be subject to paying 10% of the monthly premium cost of that plan. The maximum monthly amount paid by SacRT shall be 90% of the monthly benchmarked premium. Employees electing coverage in a plan, which is more costly than the benchmark plan, will pay the difference in the amount paid by SacRT and the cost of the selected plan. Employees may change their insurance coverage, add or drop dependents, or make other benefit adjustments subject to the terms of the policies between SacRT and CalPERS Medical. Services may not be changed from CalPERS without meeting and conferring with the UNION.

El Dorado County Transit Authority
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AFSCME - Supervisors	The premiums for the insurance coverage will be benchmarked at the greater premiums of Kaiser or Blue Shield Access Plus option provided for the Sacramento area. The employee copayment toward his or her insurance coverage will be no less than 10% of the monthly premium rate for the selected plan and election (Self, Self +1, or Self +2) for the Sacramento area. An employee selecting a plan less costly than the benchmark plan will still be subject to paying 10% of the monthly premium cost of that plan. The maximum monthly amount paid by SacRT will not exceed 90% of the monthly benchmarked premium. Employees electing coverage in a plan, which is more costly than the benchmark plan, will pay the difference in the amount paid by SacRT and the cost of the selected plan. Employees may change their insurance coverage, add or drop dependents, or make other benefit adjustments subject to the terms of the policies between SacRT and Cal PERS Medical.
IBEW	Currently, the average of the monthly premium costs (employee only, employee + 1, and family) for the Blue Shield Access Plus plan is higher than the average of the same costs for the Kaiser plan option under the CalPERS program for the Sacramento area. The premium costs for the coverages are reviewed and adjusted on an annual basis by the CalPERS administration. In the future, should the average of the Kaiser monthly premiums exceed the average of the Blue Shield Access Plus rates, the maximum monthly amount paid by SacRT will be adjusted to not exceed 90% of the Kaiser Plan rates.
Management & Confidential	SacRT will contribute 90% of the Health and Welfare Insurance Premium for each employee participating in medical insurance options provided under the CalPERS Program. The maximum monthly amount paid by SacRT will not exceed 90% of the monthly premium for Kaiser or Blue Shield Access Plus, whichever is greater, for the Sacramento Area (Sacramento, Placer, and El Dorado Counties). Employees electing coverage in a plan that is more costly than the Kaiser or Blue Shield Access Plus Plan in the Sacramento Area will pay the difference in the amount paid by SacRT for either Kaiser or the Blue Shield Access Plus Plan and the cost of the selected plan.
San Joaquin Regional Transit District	
Bargaining Unit	Benefit
ATU	Employees will contribute ten (10%) percent of calculated premium costs with RTD contributing ninety (90%) percent of calculated premium costs for all health benefits.
Unrepresented	
Tahoe Transportation District	
Bargaining Unit	Benefit
Teamsters	The employer will contribute eighty-five percent (85%) of the employee only total premium amount for full coverage under the Select 500 Plan up to the fixed amounts specified below, not to exceed an increase of six percent (6%) per year. In the event that the employee only total premium amount for a year exceeds six percent (6%), the employee wage withholdings shall increase as necessary to equal the total premium contribution amount due to the Trust. Dependent coverage shall be available under the plan; however, the District will not make any employer contribution toward that coverage beyond its contribution for the employee only coverage.
Unrepresented	For non-bargaining employees, employer pays 100% of premium for medical, dental, vision, life insurance 50K, life insurance spouse 5K, life insurance child 2K, short term disability; For dependent coverage, employer pays 45% and employee pays 55% of medical premiums.

Medical Premiums - 2022

Medical Premiums
Per Month (\$)
Employee Group #1
Administrative Employees

	<u>Total</u>	<u>CCCTA</u>	<u>Employee</u>	<u>Cafeteria Plan</u>	<u>Net Employee</u>
Kaiser*	\$857.06	\$303.56	\$553.50	\$594.88	\$0.00
Kaiser+1	\$1,714.12	\$607.12	\$1,107.00	\$920.92	\$186.08
Kaiser+2	\$2,228.36	\$789.26	\$1,439.10	\$1,321.92	\$117.18
PERS Platinum*	\$1,057.01	\$392.42	\$664.59	\$594.88	\$69.71
PERS Platinum+1	\$2,114.02	\$784.84	\$1,329.18	\$920.92	\$408.26
PERS Platinum+2	\$2,748.23	\$1,020.29	\$1,727.94	\$1,321.92	\$406.02
PERS Gold*	\$701.23	\$270.71	\$430.52	\$594.88	\$0.00
PERS Gold+1	\$1,402.46	\$541.42	\$861.04	\$920.92	\$0.00
PERS Gold+2	\$1,823.20	\$703.85	\$1,119.35	\$1,321.92	\$0.00
Anthem HMO Select*	\$1,015.81	\$270.71	\$745.10	\$594.88	\$150.22
Anthem HMO Select+1	\$2,031.62	\$541.42	\$1,490.20	\$920.92	\$569.28
Anthem HMO Select+2	\$2,641.11	\$703.85	\$1,937.26	\$1,321.92	\$615.34
Anthem HMO Traditional*	\$1,304.00	\$494.86	\$809.14	\$594.88	\$214.26
Anthem HMO Traditional+1	\$2,608.00	\$989.71	\$1,618.29	\$920.92	\$697.37
Anthem HMO Traditional+2	\$3,390.40	\$1,286.63	\$2,103.77	\$1,321.92	\$781.85
Healthnet*	\$1,153.00	\$450.78	\$702.22	\$594.88	\$107.34
Healthnet +1	\$2,306.00	\$901.55	\$1,404.45	\$920.92	\$483.53
Healthnet +2	\$2,997.80	\$1,172.12	\$1,825.68	\$1,321.92	\$503.76
Western Health Adv*	\$741.26	\$383.51	\$357.75	\$594.88	\$0.00
Western Health Adv+1	\$1,482.52	\$767.01	\$715.51	\$920.92	\$0.00
Western Health Adv+2	\$1,927.28	\$997.12	\$930.16	\$1,321.92	\$0.00
Blue Shield Access*	\$1,116.01	\$392.42	\$723.59	\$594.88	\$128.71
Blue Shield Access+1	\$2,232.02	\$786.84	\$1,445.18	\$920.92	\$524.26
Blue Shield Access+2	\$2,901.63	\$1,020.29	\$1,881.34	\$1,321.92	\$559.42
Blue Shield Trio	\$898.54	\$303.56	\$594.98	\$594.88	\$0.10
Blue Shield Trio+1	\$1,797.08	\$607.12	\$1,189.96	\$920.92	\$269.04
Blue Shield Trio+2	\$2,336.20	\$789.26	\$1,546.94	\$1,321.92	\$225.02

Employees who do not elect medical coverage and complete a Certification Form receive \$200.00 per month in Cafeteria Plan Contributions.

This amount can be used to purchase vacation, Vision Services Plan benefits or at the end of the calendar year it can be cashed out.

* =Employee Only

+1=Employee plus One Dependent

+2=Employee plus Two or more Dependents (also known as Family Coverage)

The monthly Employee premium is deducted semi-monthly from paychecks in two equal amounts

**2022 Medical Premiums
Per Month (\$)
Employee Group #2
ATU/ Operators**

	<u>Total</u>	<u>CCCTA</u>	<u>Employee</u>	<u>Cafeteria Plan</u>	<u>Net Employee</u>
Kaiser*	\$857.06	\$235.34	\$621.72	\$670.53	\$0.00
Kaiser+1	\$1,714.12	\$470.67	\$1,243.45	\$1,148.46	\$94.99
Kaiser+2	\$2,228.36	\$611.87	\$1,616.49	\$1,518.67	\$97.82
PERS Platinum*	\$1,057.01	\$308.08	\$748.93	\$670.53	\$78.40
PERS Platinum+1	\$2,114.02	\$616.16	\$1,497.86	\$1,148.46	\$349.40
PERS Platinum+2	\$2,748.23	\$801.01	\$1,947.22	\$1,518.67	\$428.55
PERS Gold*	\$701.23	\$233.59	\$467.64	\$670.53	\$0.00
PERS Gold+1	\$1,402.46	\$467.18	\$935.28	\$1,148.46	\$0.00
PERS Gold+2	\$1,823.20	\$607.34	\$1,215.86	\$1,518.67	\$0.00
Anthem HMO Select*	\$1,015.81	\$233.59	\$782.22	\$670.53	\$111.69
Anthem HMO Select+1	\$2,031.62	\$467.18	\$1,564.44	\$1,148.46	\$415.98
Anthem HMO Select+2	\$2,641.11	\$607.34	\$2,033.77	\$1,518.67	\$515.10
Anthem HMO Traditional*	\$1,304.00	\$374.92	\$929.08	\$670.53	\$258.55
Anthem HMO Traditional+1	\$2,608.00	\$749.83	\$1,858.17	\$1,148.46	\$709.71
Anthem HMO Traditional+2	\$3,390.40	\$974.78	\$2,415.62	\$1,518.67	\$896.95
Healthnet*	\$1,153.00	\$450.78	\$702.22	\$670.53	\$31.69
Healthnet +1	\$2,306.00	\$901.55	\$1,404.45	\$1,148.46	\$255.99
Healthnet +2	\$2,997.80	\$1,172.12	\$1,825.68	\$1,518.67	\$307.01
Western Health Adv*	\$741.26	\$383.51	\$357.75	\$670.53	\$0.00
Western Health Adv+1	\$1,482.52	\$767.01	\$715.51	\$1,148.46	\$0.00
Western Health Adv+2	\$1,927.28	\$997.12	\$930.16	\$1,518.67	\$0.00
Blue Shield Access*	\$1,116.01	\$308.08	\$807.93	\$670.53	\$137.40
Blue Shield Access+1	\$2,232.02	\$616.16	\$1,615.86	\$1,148.46	\$467.40
Blue Shield Access+2	\$2,901.63	\$801.01	\$2,100.62	\$1,518.67	\$581.95
Blue Shield Trio	\$898.54	\$235.34	\$663.20	\$670.53	\$0.00
Blue Shield Trio+1	\$1,797.08	\$470.67	\$1,326.41	\$1,148.46	\$177.95
Blue Shield Trio+2	\$2,336.20	\$611.87	\$1,724.33	\$1,518.67	\$205.66

Employees who do not elect medical coverage and complete a Certification Form receive \$50.00 per month in Cafeteria Plan Contributions.

This amount can be used to purchase vacation, Vision Services Plan benefits or at the end of the calendar year it can be cashed out.

* =Employee Only

+1=Employee plus One Dependent

+2=Employee plus Two or more Dependents (also known as Family Coverage)

The monthly Employee premium is deducted semi-monthly from paychecks in two equal amounts

**2022 Medical Premiums
Per Month (\$)
Employee Group #3
Teamsters Local 856/Transit Supervisors**

	<u>Total</u>	<u>CCCTA</u>	<u>Employee</u>	<u>Cafeteria Plan</u>	<u>Net Employee</u>
Kaiser*	\$857.06	\$254.15	\$602.91	\$650.41	\$0.00
Kaiser+1	\$1,714.12	\$508.30	\$1,205.82	\$1,108.19	\$97.63
Kaiser+2	\$2,228.36	\$660.79	\$1,567.57	\$1,466.33	\$101.24
PERS Platinum*	\$1,057.01	\$308.08	\$748.93	\$650.41	\$98.52
PERS Platinum+1	\$2,114.02	\$616.55	\$1,497.47	\$1,108.19	\$389.28
PERS Platinum+2	\$2,748.23	\$801.01	\$1,947.22	\$1,466.33	\$480.89
PERS Gold*	\$701.23	\$226.58	\$474.65	\$650.41	\$0.00
PERS Gold+1	\$1,402.46	\$453.16	\$949.30	\$1,108.19	\$0.00
PERS Gold+2	\$1,823.20	\$589.11	\$1,234.09	\$1,466.33	\$0.00
Anthem HMO Select*	\$1,015.81	\$226.58	\$789.23	\$650.41	\$138.82
Anthem HMO Select+1	\$2,031.62	\$453.16	\$1,578.46	\$1,108.19	\$470.27
Anthem HMO Select+2	\$2,641.11	\$589.11	\$2,052.00	\$1,466.33	\$585.67
Anthem HMO Traditional*	\$1,304.00	\$374.92	\$929.08	\$650.41	\$278.67
Anthem HMO Traditional+1	\$2,608.00	\$749.83	\$1,858.17	\$1,108.19	\$749.98
Anthem HMO Traditional+2	\$3,390.40	\$974.78	\$2,415.62	\$1,466.33	\$949.29
Healthnet*	\$1,153.00	\$450.78	\$702.22	\$650.41	\$51.81
Healthnet +1	\$2,306.00	\$901.55	\$1,404.45	\$1,108.19	\$296.26
Healthnet +2	\$2,997.80	\$1,172.12	\$1,825.68	\$1,466.33	\$359.35
Western Health Adv*	\$741.26	\$383.51	\$357.75	\$650.41	\$0.00
Western Health Adv+1	\$1,482.52	\$767.01	\$715.51	\$1,108.19	\$0.00
Western Health Adv+2	\$1,927.28	\$997.12	\$930.16	\$1,466.33	\$0.00
Blue Shield Access*	\$1,116.01	\$308.08	\$807.93	\$650.41	\$157.52
Blue Shield Access+1	\$2,232.02	\$616.55	\$1,615.47	\$1,108.19	\$507.28
Blue Shield Access+2	\$2,901.63	\$801.01	\$2,100.62	\$1,466.33	\$634.29
Blue Shield Trio	\$898.54	\$254.15	\$644.39	\$650.41	\$0.00
Blue Shield Trio+1	\$1,797.08	\$508.30	\$1,288.78	\$1,108.19	\$180.59
Blue Shield Trio+2	\$2,336.20	\$660.79	\$1,675.41	\$1,466.33	\$209.08

Employees who do not elect medical coverage and complete a Certification Form receive \$50.00 per month in Cafeteria Plan Contributions.

This amount can be used to purchase vacation, Vision Services Plan benefits or at the end of the calendar year it can be cashed out.

* =Employee Only

+1=Employee plus One Dependent

+2=Employee plus Two or more Dependents (also known as Family Coverage)

The monthly Employee premium is deducted semi-monthly from paychecks in two equal amounts

Vacation Accruals by Years of Service

Amador County Transit

Bargaining Unit	Benefit
Employees Association	Years 1-5 10 days; Years 6-15 15 days; Over 16 years 17 days per year
Unrep	Years 1-5 10 days; Years 5-8 15 days; Years 9-12 20 days; Years 13-15 25 days; 15+ years 30 days per year

Central Contra Costa

Bargaining Unit	Benefit
ATU	First year of service - 1 week; 2-5 years of service - 2 weeks; 6-14 years of service - 3 weeks; 15-19 years of service - 4 weeks; 20+ years of service - 5 weeks
IAMAW	One year's service - 1 week; Two years' service - 2 weeks; Five years' service - 3 weeks; Fifteen years' service - 4 weeks; Twenty years' service - 5 weeks
Teamsters	Year of hire - 1 day per month; Year 2-4 - 12 days; Years 5-9 - 15 days; Years 10-14 - 18 days; Years 15 or more - 20 days
Administrative	Year of hire 8 hours per month; Year 3 - 10 hours per month; Year 8 - 12 hours per month; Year 13+ - 13.33 hours per month

City of Roseville

Bargaining Unit	Benefit
IUOE Local 39	Years 1-4 - 12 days; Years 5-9 - 14 days; Years 10-14 - 16 days; Year's 15-19 - 18 days; 20+ years - 20 days
Management & Confidential	- 20 days

Gold Coast Transit

Bargaining Unit	Benefit
SEIU Admin Support	Less than 3 years - 6-2/3 hours per month; 3 but less than 5 - 8 hours per month; 5 but less than 7 - 8-2/3 hours per month; 7 but less than 9 - 9-1/3 hours per month; 9 but less than 10 - 10 hours per month; 10 but less than 11 - 10-2/3 hours per month; 11 but less than 12 - 11-1/3 hours per month; 12 but less than 13 - 12 hours per month; 13 but less than 14 - 12-2/3 hours per month; 14 but less than 15 - 13-1/3 hours per month; 15 or more years - 14 hours per month
SEIU Bus Operators	
SEIU Mechanical	
Teamsters - Supervisors	
Non-Rep	

Mendocino Transit

Bargaining Unit	Benefit
Teamsters	All employees, after six months of continuous employment, shall be entitled to a vacation based upon the accrual rate of one hour for every 26.00 paid hours (10 days per year). All employees, after four years of continuous employment, shall be entitled to a vacation based upon an accrual rate of one hour for every 17.33 paid hours (15 days per year). All employees, after seven years of continuous employment, shall be entitled to vacation based upon an accrual of one hour for every 13.00 paid hours (20 days per year).
Unrepresented	

Monterey-Salinas Transit

Bargaining Unit	Benefit
ATU	(1) During the first 1,040 hours of time worked-no accrual. (2) From 1,041 to 2,080 hours worked - 4.31 hours per pay period. (3) From 2,081 to 6,240 hours worked - 5.08 hours per pay period. (4) From 6,241 to 10,400 hours worked - 5.85 hours per pay period. (5) From 10,401 to 22,880 hours worked - 7.38 hours per pay period. (6) After 22,881 to 35,360 hours worked - 8.92 hours per pay period. (7) After 35,360 hours worked - 10.46 hours per pay period.
MSTEA	Initially fourteen (14) days (Exempt); fifteen (15) days (Non-exempt); After 1 year nineteen (19) days (Exempt); twenty (20) days (Non-exempt); After 5 years twenty-four (24) days (Exempt); twenty-five (25) days (Non-exempt); After 10 years twenty-nine (29) days (Exempt); thirty (30) days (Non-exempt); After 15 years thirty-four (34) days after fifteen years (Exempt); thirty-five (35) days (Non-exempt).

Placer County Transit

Bargaining Unit	Benefit
General	Accruals by service hours: 0 to 4,160 = 10 days; 4,161 to 8,320 = 12 days; 8,321 to 18,720 = 15 days;
Management	18,721 to 39,520 = 20 days; 39,521 or more = 25 days

El Dorado County Transit Authority
Additional Benefits - Appendix V
June 2022

Sacramento Regional Transit	
Bargaining Unit	Benefit
ATU - Elk Grove	91 days to 4 years - 5 days; 4-6 years - 10 days; 6 years to retirement - 15 days
ATU	1 year - 10 days; 5 years - 15 days; 10 years - 20 days; 16 years - 25 days; 30 years - 30 days
AFSCME - Admin Tech	1 – 3 years - 80 hours; 4 - 9 years - 120 hours; 10-14 years - 160 hours; 15-24 years - 200 hours; 25 & over years 240 hours
AFSCME - Supervisors	1 – 3 years - 80 hours; 4 - 9 years - 120 hours; 10-14 years - 160 hours; 15-24 years - 200 hours; 25 & over years 240 hours
IBEW	1 and 2 Year - 5 Days; 3 and 4 Years - 10 Days; 5-9 Years - 15 Days; 10-16 Years - 20 Days; 17-26 Years - 25 Days; 27 Years + Over - 30 Days
Management & Confidential	1 – 3 years - 80 hours; 4 - 9 years - 120 hours; 10-14 years - 160 hours; 15-24 years - 200 hours; 25 & over years 240 hours
San Joaquin Regional Transit District	
Bargaining Unit	Benefit
ATU	1 year-2 years - 5 working days; 2 years-5 years - 10 working days; 5 years-10 years - 15 working days; 10 years -5 years - 20 working days ; 15 years-25 years - 25 working days; 25 years + - 30 working days
Unrepresented	Date of Hire through the 4th year - 80 hours; 5th year through 9th year - 120 hours; 10th year through 14th year - 160 hours; 15th year through 24th year - 200 hours; 25th year and thereafter 240 hours
Tahoe Transportation District	
Bargaining Unit	Benefit
Teamsters	Years 1 through 2 - 5 Days Annually (1.538 hours/pay period); Years 3 through 8 - 10 Days Annually (3.077 hours/pay period); Years 9 through 18 - 15 Days Annually (4.615 hours/pay period); Years 19 and above - 20 Days Annually (6.154 hours/pay period)
Unrepresented	Years 1-5 0.05769 120 hours; Years 6-10 0.07692 160 hours; Year 11+ 0.09615 200 hours