

AGENDA ITEM 2 C
Action Item

MEMORANDUM

DATE: June 6, 2024
TO: El Dorado County Transit Authority
FROM: Maria Harris, Human Resources Manager
SUBJECT: 2024 Compensation and Benefit Study Final Report

REQUESTED ACTION:
BY MOTION,

Receive and file the Final Report of the Total Compensation and Benefit Study, El Dorado County Transit Authority, May 2024 prepared by Ralph Andersen & Associates

BACKGROUND

To ensure fair and competitive compensation for our valued employees, El Dorado County Transit Authority (El Dorado Transit) regularly engages a reputable consulting firm to conduct thorough compensation analyses. These studies help staff assess how our wages and benefits compare against industry standards, ensuring we remain attractive to potential hires and retain our skilled workforce.

Following a competitive solicitation, El Dorado Transit selected Ralph Anderson & Associates to update our compensation strategies based on current market data. This commitment reflects our ongoing dedication to maintaining a financially responsible yet competitive pay and benefits package that meets the needs of both our employees and the agency. El Dorado Transit's last compensation and classification study was received by the Board in August 2022.

October 20, 2023 El Dorado Transit published a Request for Proposal for the study.

December 14, 2023 El Dorado Transit awarded the contract for services to Ralph Andersen & Associates for the study.

March 5, 2024 El Dorado Transit selected final comparator agencies in agreement with representatives of the Operating Engineers Local No. 3 bargaining unit.

DISCUSSION

In the attached document, you will find the comprehensive report generated for El Dorado Transit. The primary objective was to examine the wages and benefits landscape of the job market and contrast it with what our agency currently offers.

Today, Doug Johnson from Ralph Anderson & Associates will be walking us through the findings of the Final Report of the Compensation and Benefits Study for El Dorado County Transit Authority, May 2024 for consideration.



Final Report of the Compensation and Benefit Study

El Dorado County Transit Authority

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SECTION I PROJECT OVERVIEW

Ralph Andersen & Associates was retained by the El Dorado County Transit Authority to conduct a Compensation Study involving all Authority job classifications. This report presents the results of the study through the following sections:

- Section I – Project Overview
- Section II – Compensation Methodologies
- Section III – Compensation Survey Findings
- Section IV – Salary Range Recommendations and Implementation
- Appendices – Detailed recommendations and market data.

The methodologies described in this report are similar to those used for any public or private employer, with a customized approach to fit the location and nature of services of the El Dorado County Transit Authority.

EFFECTIVE COMPENSATION PLANS

The Authority's compensation plan is one of the most important elements in its human resources system. Combining a sound compensation system with an effective classification system contributes to the overall effectiveness of an organization. In broad terms, the Authority's compensation plan should:

- Ensure that the Authority can attract and retain well-qualified employees by anchoring the compensation plan to the salary and benefit practices of comparable employers
- Provide a defensible and rational basis for compensating employees
- Allow flexibility and adaptability for making Authority compensation decisions based on changing market conditions
- Recognize the Authority's responsibility as a public agency in establishing a pay plan that is consistent with public practices.

Policy decisions resulting from the compensation study will ultimately balance the above goals with the Authority's ability to pay and other budget priorities.

STUDY OBJECTIVES

Based on the identified needs of the Authority, this study was designed to achieve the following objectives:

- Select comparable employers to facilitate a custom market survey
- Collect and analyze salary and benefit data to understand market compensation trends
- Analyze the market data and document comparisons with the Authority's compensation plan
- Conduct an analysis of internal salary relationships including vertical (compaction) and horizontal pay relationships among similar jobs
- Develop salary range recommendations using market survey benchmarks and internal alignments.

The primary objective of the compensation survey and subsequent analysis is to identify compensation trends in the labor market and recommend adjustments to the Authority's salary ranges to best fit those trends.

SECTION II COMPENSATION METHODOLOGIES

This section provides an overview of the methodologies that have been used to conduct the compensation analyses and develop specific recommendations. Specific methods and systems presented include:

- Why Market Surveys?
- Labor Market Survey Agencies
- Labor Market Position
- Market Data Collection Process
- Point of Comparison.

All methodologies used by *Ralph Andersen & Associates* are consistent with established professional standards and methodologies of compensation.

WHY MARKET SURVEYS?

Compensation surveys are an effective tool for compensation professionals to utilize in assessing an employer's competitiveness with labor conditions and market practices. Survey data is necessary because labor markets are constantly changing in response to the availability of skills/experience and fluctuations in economic conditions. These changes can vary among regions and across industries and employer types. Thus, an effective survey will provide data that closely reflects market conditions that the employer is competing against. Survey data is important for the following reasons:

- Detailed data allows an employer to anticipate changing market conditions and understand what peer employers are doing with respect to compensation.
- Market data allows an employer to be deliberate in making compensation related decisions by reducing guesses or reliance on indexes that may not reflect real market conditions.
- Survey data can provide defensibility and transparency for employees and other stakeholders.

At a minimum, survey data can help an employer reduce undesired employee turnover and optimize the ability to hire employees when filling vacant positions. The use of labor market data is a common practice in both public and private employers.

LABOR MARKET SURVEY AGENCIES

One of the most important policy components of a compensation plan is a definition of the labor market within which the Authority must compete. There are typically five important criteria utilized in identifying those employers that comprise an agency's labor market. They are:

- **Historical Practices** — Over time, an employer will develop some level of continuity regarding labor market comparables for the purposes of conducting compensation surveys. There may be a strong history of surveying a specific set of employers either by agreement or by practice. In some instances, survey agencies can be more formally defined by policy documents or memorandums of understanding. Survey agencies can be specifically identified, or they can be defined by characteristics such as size or proximity. Historical practices are an important consideration if for no other reason than deviating from historical practices typically requires sufficient reasoning.
- **Nature of Services Provided** — In order to ensure comparable jobs are found when conducting a market survey, it is important to utilize employers that provide similar services to the El Dorado County Transit

Authority. Employers who provide similar services are most likely to compete with one another for employees and may have similar organizational and operational characteristics. This factor typically eliminates the use of private sector employers since few comparable jobs exist within these types of employers. The optimal agencies to use in this survey include special districts, cities, and counties.

- **Geographic Proximity** — Geographic proximity of potential employers is one of the most important factors utilized in identifying an organization’s labor market. This factor is particularly useful because it identifies those employers that directly compete with the El Dorado County Transit Authority to recruit and retain personnel. If a sufficient number of comparable agencies exist within close proximity to the Authority, the defined geographic area may be confined to a reasonable commuting distance.
- **Employer Size** — As a rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. The size of the survey agencies can most easily be measured by expenditures and revenues and similar characteristics.
- **Economic Similarity** — Ideally, the selection of survey agencies should have a balance of economically similar agencies with a mix of equal, lower, and higher living and labor cost areas. For economic similarity, Ralph Andersen & Associates relies on indexes published by the Economic Research Institute (ERI). Using these indexes, Authority locations with an index higher than 100 are in a higher cost of living/labor cost area while cities below 100 are in a lower cost of living/labor area. While living costs can vary significantly, labor costs will generally be similar over a wide geographic region. Overall differences of less than five percent are not significant. Economic indexes are less relevant if the survey agencies are within reasonable commuting distance.

As a starting point, the consultants considered potential agencies identified through the above analysis including transit agencies within California with staffed bus operations. This resulted in a potential list of 24 agencies. This list was then analyzed to prioritize closer proximity agencies that were most similar in size. The result of this analysis essentially validates the ten survey agencies used in 2022 and are provided in the table below.

Survey Agency	Driving Distance	Total Revenues	Total Expenditures	ERI COL	ERI Wage
El Dorado County Transit Authority	0	\$6.4 Mil	\$8.2 Mil	100.0	100.0
Amador Transit	28	\$1.9 Mil	\$2.2 Mil	N/A	N/A
Placer County	29	\$10.5 Bil	\$10.5 Bil	96.3	100.1
Roseville	36	\$698.4 Mil	\$684.3 Mil	96.4	100.1
Sacramento Regional Transit System	42	\$231.3 Mil	\$258.3 Mil	103.1	100.2
Tahoe Transportation District	69	\$12.8 Mil	\$11.9 Mil	N/A	N/A
San Joaquin Regional Transit District	85	\$55.6 Mil	\$43.2 Mil	95.1	98.7
Mendocino Transit Authority	205	\$7.4 Mil	\$7.0 Mil	89.3	92.5
Monterey-Salinas Transit District	227	\$64.3 Mil	\$49.7 Mil	125.0	104.0
Golden Empire Transit District	315	\$34.0 Mil	\$41.8 Mil	94.0	98.1
Gold Coast Transit District	435	\$36.5 Mil	\$34.2 Mil	113.1	99.6

Distance - Google Maps

Cost of Living/Wage Index - Economic Research Institute; Jan 2024

Revenues/Expenditures - CA State Controller; 2022

While revenues and expenditures are shown for Placer County and the city of Roseville, these figures are not comparable in that they incorporate much broader services than transit operations. For the special districts listed in the table, all but one of these agencies are larger than the Authority. When relative cost of living is compared, the survey agencies are relatively balanced with two agencies having similar living costs, three having higher costs, and three having lower costs (ERI cost of living indexes are not available for two locations). Differences in the relative wage index are insignificant for most agencies.

MARKET DATA COLLECTION PROCESS

To ensure reliability and completeness, survey data was collected according to a structured methodology. In conducting the compensation survey, the following specific steps were taken:

- Survey employers were contacted to confirm participation and to request background information including current salary schedules, job descriptions, benefit information, position control documents, and organizational charts
- Source documents were analyzed for each survey agency in order to determine comparability issues and obtain salary/benefit data
- Follow-up discussions were conducted by e-mail and telephone to verify and clarify the data to ensure accuracy and comparability
- Further research and review of issues was completed based on comments and questions from Authority representatives.

Throughout the data collection process, careful efforts were made to document the full range of duties and requirements of all job classes as compared to the Authority's corresponding survey jobs.

When conducting labor market surveys, one of the most important objectives is to ensure that the labor market data is sufficiently comparable to Authority jobs while also serving as a strong indicator of market trends. Since the purpose of the labor market analysis is to identify general wage trends with other agencies, broad comparability guidelines are used when collecting data. If the comparability guidelines are too narrow, then insufficient market data will be found.

Common comparability criteria include similar core functional duties, education/skill requirements, certifications, level of duties, resource responsibility, and scope of supervisory and management duties. It is not as critical for all job duties to be the same or for the number of employees in those jobs to be the same. Furthermore, it is not essential that comparable market jobs use the same equipment, have the same workload, or work in an identical facility. While *Ralph Andersen & Associates* has been careful not to include outlier job comparisons, there will be some variability in the job matches. In some instances, a comparable market job may exceed the responsibilities and duties of the Authority's job and in other cases, the market job may perform duties at a slightly lower level. Overall, the market comparabilities are intended to provide a balanced indication of market trends (matches that are a mix of higher, lower, similar roles and responsibilities).

The survey data contains job matches that are sufficiently comparable based on the professional judgment of *Ralph Andersen & Associates*. Wherever possible, job matches are supported by documentation received from the survey agencies. While job descriptions served as a starting point for all comparability assessments, they were not the sole source of information used to establish job matches. Job descriptions can be unreliable (particularly if they are outdated), not every agency has the same level of detail in their job descriptions, and many agencies may not have the same philosophy in establishing minimum qualifications.

The term "No Comparable Class" has been used to indicate instances where 1) a job does not exist within the survey agency, 2) the level of responsibilities/duties are not sufficiently comparable, or 3) the comparable job duties are spread among several job classifications, none of which are an adequate job match to the survey job.

SURVEY JOB CLASSIFICATIONS & MARKET BENCHMARKS

The compensation survey was initiated by surveying 17 job titles. The data was then refined into 15 benchmark jobs that have been used to update the Authority's compensation plan. These benchmarks represent the best data in the survey as well as necessary data points to cover every major job family in the Authority's classification

plan. This ensures that market data can be used to anchor the Authority's compensation plan to the labor market and also gives flexibility to evaluate and/or maintain important internal relationships between Authority job classifications. This is discussed more in Section IV of this report.

POINT OF COMPARISON

When comparing Authority salaries with market agencies, it is important to establish a consistent point of comparison. Since all the survey agencies used in the market study utilize a variety of pay range structures, a critical review was needed to find the best salary range reference point. In all instances, the range maximum (excluding narrowly used performance maximums) has been used as the primary comparison point. This essentially serves as the range control point since employees will progress through the salary range to the range maximum over a relatively short period of time. Salary range comparisons do not include additional performance-based portions of the pay range nor do they include longevity payments (these are included in the benefits analysis).

SECTION III COMPENSATION FINDINGS

This section of the report documents the key findings and observations resulting from the consultant’s compensation survey and data analyses. The focus of the compensation analysis is to identify significant differences in the pay practices of the Authority as compared to the survey agencies.

LABOR MARKET POSITION

Depending on the policy objectives as well as recruitment and retention needs, most public agencies will establish a market position between around median (50th percentile). Establishing a labor market position will primarily be driven by an organization’s recruitment and retention objectives. Anchoring a pay plan to a the median places the Authority at the middle of the labor market which will meet reasonable recruitment and retention standards.

Important elements to consider when deciding on a market position include the following:

- Historical practices
- Recruitment and retention/turnover objectives to ensure optimal and efficient service delivery
- The Authority’s ability to sustain and pay for compensation and benefits
- Priority of compensation versus other expenditures
- Comparability of the survey agencies (size, cost of living differences, etc.)
- The mix of salary and benefits in providing a total compensation package for employees.

The recommendations contained in this report anchor the Authority’s compensation plan to the labor market median (50th percentile).

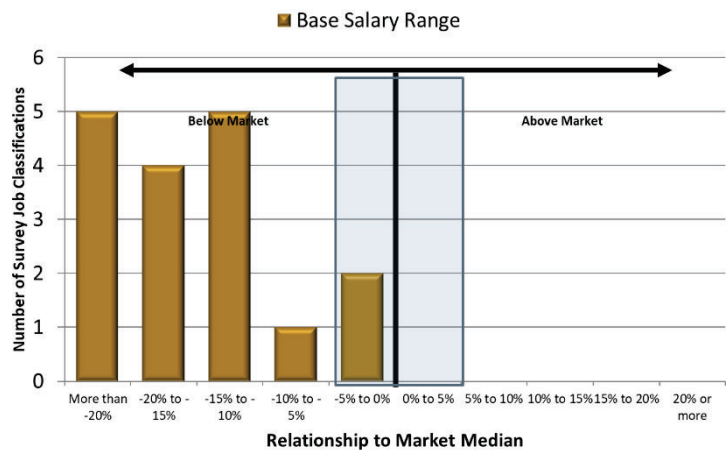
BASE SALARY SURVEY RESULTS

As a starting point, the consultants analyzed base salary ranges (excluding benefits) between the Authority and the survey agencies. Survey agency data is captured by referencing the statistical median of the survey sample in order to identify market trends. A summary of the salary survey is shown in the following graph for the 28 benchmark job classifications. The graphs show the 28 survey jobs and their percentage market deviation to the median in 5% increments.

As shown in the graph:

- 5 jobs are more than 20% below median
- 4 jobs are 15% to 20% below median
- 5 jobs are 10% to 15% below median
- 1 job is 5% to 10% below median
- 2 jobs are within 5% of median
- No jobs are above median

The graph shows just the base salary range using a range maximum to range maximum comparison to the survey agencies. While base salary is the major component of total employee compensation, it is also important to include and analyze the impact of benefits. This is provided later in this report.



The following table provides a detailed summary of the market survey for the 17 survey jobs (see Appendix A for data sheets) and includes:

- The job title surveyed
- The Authority’s current salary range maximum
- The number of observations (matches), not including Authority data
- The median of comparable range maximums for comparable jobs
- The percentage deviation between the Authority’s current salary range maximum and the median of market range maximums (negative numbers show a position below the median and positive numbers show a position above the statistic)
- The percentile rank of the survey job compared to the market comparables.

Class Title	Range Max	# of Obs.	Market Median	% +/- Median	Market Mean	% +/- Mean	Percentile
Administrative Coordinator	5,756	9	6,928	-20.4%	6,816	-18.4%	17
Custodian	3,782	10	4,469	-18.2%	4,395	-16.2%	7
Dispatch Supervisor	5,087	6	7,474	-46.9%	7,695	-51.3%	0
Equipment Technician II	5,900	10	6,752	-14.4%	6,470	-9.7%	25
Executive Director	13,660	8	19,481	-42.6%	19,143	-40.1%	25
Finance Manager	9,667	9	11,128	-15.1%	11,815	-22.2%	10
Fiscal Technician II	5,346	9	5,518	-3.2%	5,677	-6.2%	36
Human Resources Manager	9,202	9	12,584	-36.8%	12,202	-32.6%	2
Maintenance And Facilities Supervisor	7,188	9	8,396	-16.8%	8,731	-21.5%	0
Maintenance Technician	4,843	8	5,738	-18.5%	5,844	-20.7%	5
Office Assistant II	4,176	10	4,618	-10.6%	4,562	-9.3%	10
Operations Manager	10,157	10	10,924	-7.5%	10,982	-8.1%	37
Planning & Marketing Manager	8,336	3	10,033	-20.4%	11,572	-38.8%	0
Safety Coordinator	7,552	7	8,333	-10.3%	8,229	-9.0%	20
Transit Dispatcher	4,387	8	4,483	-2.2%	4,715	-7.5%	40
Transit Operations Supervisor	6,353	10	7,292	-14.8%	7,688	-21.0%	14
Transit Operator	4,678	9	5,265	-12.6%	5,145	-10.0%	22
Average		8		-18.3%		-20.1%	16

Detailed base salary data sheets are provided in Appendix A.

TOTAL COMPENSATION ANALYSIS (BENEFITS)

The purpose of the labor market total compensation analysis is to determine whether the Authority’s benefits significantly improve or worsen the Authority’s market position. This is determined by analyzing the market relationship of base salary comparisons and then adding benefit categories to determine changes in market position.

The total compensation survey included common benefits available to all employees and focused on the employer cost of these benefits. The benefits utilized as part of the total compensation analysis included:

- Cash benefits paid by the employer
 - Longevity pay (pay for years of experience beyond the normal salary range progression)
 - Deferred compensation (employer paid contributions including matching contributions)
 - Other cash contributions (typically flex benefits)
 - Specialty benefits such as education incentive and uniform allowance

- Pension contributions (classic tier) made by the employer on behalf of the employee (EPMC) which reduces the defined employee contribution
- Pension contributions (classic tier) made by the employee towards the employer rate beyond the defined employee rate (this is a net reduction in pay and is shown as a negative value)
- Insurance benefits paid by the employer
 - Medical, the maximum EE+2 (family) contribution made by the employer excluding rarely used plans
 - Dental, the maximum EE+2 (family) contribution made by the employer
 - Vision, the maximum premium contribution or annual reimbursement for vision benefits.
- Retirement benefits paid by the employer
 - The employer retirement contribution including both normal cost and unfunded liabilities

While classic tier retirement contributions have been analyzed, their importance in a total compensation analysis is limited due to the following:

- Retirement benefit comparisons are based on comparisons of the classic retirement tier available to new employees who qualify (retirement tiers in effect as of December 2012); it is not appropriate to compare the cost and benefits of closed tiers that are not available to new employees.
- Most of the retirement costs incurred by the Authority (and the survey agencies) are based on Unfunded Actuarial Liabilities (UAL) and actuarial demographics of which the Authority has little control.
- Many Authority employees are in the PEPRA tier which generally incur the same costs and benefits for the Authority and the survey agencies (thus, no significant differences will be measured if included in the total compensation analysis).

Using the above categories, the total compensation analysis started with a macro-level analysis to determine if the Authority's benefits have a significant impact on its labor market position. This analysis is conducted by utilizing three snapshots of data: 1) base salary, 2) base salary plus cash benefits, and 3) base salary plus cash benefits plus insurance benefits. The results of this analysis are the following:

- The average labor median market position when base salary ranges are compared is 18.0% below median. For purposes of the total compensation analysis, it is not important what this number is as much as how this relative market position shifts as benefits are introduced into the analysis.
- When cash benefits are cumulatively added to base salary, the Authority's market position shifts to 11.0% below market median (a gain of 7.0% in market position). This is due to the Authority's longevity benefits which only exists in half the survey agencies.
- When insurance benefits are cumulatively added to base salary and cash benefits, the Authority's market position for non-sworn jobs shifts to 0.3% below market median (a 10.7% gain in market position). This is a result of higher Authority insurance contributions compared to the market. On average, the Authority's maximum insurance contribution is almost \$1,000 higher per month than the market average. It should be noted that the analysis of insurance benefits did not consider qualitative differences in deductibles, co-pays, or other employee costs. Generally, differences in employer contributions will either reflect differences in these qualitative factors, or more commonly, differences in the employee's share of total premium costs. However, given that the Authority has fewer than 100 employees, the rate setting for insurance benefits may be different compared to larger employers.
- When employer retirement costs are cumulatively added to base salary, cash benefits, and insurance benefits, the Authority's market position shifts to 6.1% below market median (a loss of 5.8% in market position). This is due to a lower required employer retirement contribution rate for classic members compared to the survey agencies. This difference is likely due to demographic differences in tiers since the Authority's benefit formula of 2@55 is similar to most agencies.

Overall, the Authority gains 17.7% in market position when only cash and insurance benefits are considered. The Authority gains 12.0% in market position when all benefit categories, including employer retirement, are considered. This is a significant change and confirms that the Authority’s benefits are generally better than the survey agencies.

The following table provides a detailed summary of the market survey for the 17 survey jobs where sufficient job matches were available (see Appendix B for data sheets) and includes:

- The job title surveyed
- The number of observations (matches), not including Authority data
- The percentage relationship of the median using base salary range maximums
- The percentage relationship of the median using base salary + cash benefit comparisons
- The percentage relationship of the median using base salary + cash benefit + insurance benefit comparisons

Class Title	# of Obs.	Base	Base + Cash	Base + Cash + Insurance	Total Comp (Cash + Ins. + Ret.)
Administrative Coordinator	9	-20.4%	-23.4%	-0.7%	-10.6%
Custodian	10	-18.2%	-14.1%	6.0%	-0.2%
Dispatch Supervisor	6	-46.9%	-43.4%	-9.2%	-16.2%
Equipment Technician II	10	-14.4%	-8.2%	4.5%	0.9%
Executive Director	8	-42.6%	-38.7%	-26.3%	-29.1%
Finance Manager	9	-15.1%	-0.8%	1.1%	-3.9%
Fiscal Technician II	9	-3.2%	3.3%	8.2%	1.2%
Human Resources Manager	9	-36.8%	-20.0%	-12.8%	-25.0%
Maintenance And Facilities Supervisor	9	-16.8%	-9.0%	-3.1%	-6.4%
Maintenance Technician	8	-18.5%	-11.6%	0.1%	-6.4%
Office Assistant II	10	-10.6%	-2.3%	6.4%	-0.6%
Operations Manager	10	-7.5%	3.3%	10.1%	0.0%
Planning & Marketing Manager	3	-20.4%	-4.4%	-2.7%	-7.2%
Safety Coordinator	7	-10.3%	-2.6%	0.8%	-2.7%
Transit Dispatcher	8	-2.2%	3.7%	11.5%	8.2%
Transit Operations Supervisor	10	-14.8%	-12.7%	5.6%	-2.1%
Transit Operator	7	-7.7%	-5.4%	-4.4%	-2.9%
Average		-18.0%	-11.0%	-0.3%	-6.1%

SURVEY FINDINGS SUMMARY

The survey findings indicate that the Authority’s compensation plan (when base salary and benefits are compared) is below the median of the labor market, on average. Detailed total compensation data sheets are provided in Appendix B.

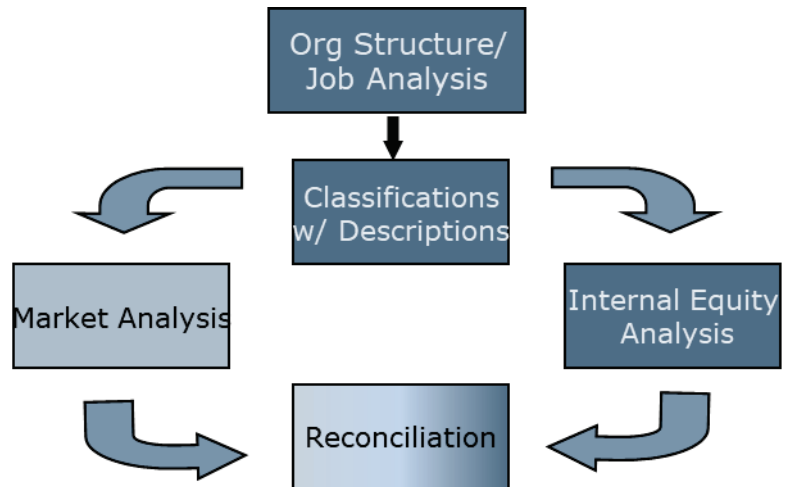
Every reasonable effort has been made to obtain accurate salary and benefit data from the participating survey agencies using source documents and information provided by each agency’s human resources department.

Note: The compensation survey represents data collected in April of 2024 and does NOT include market increases or benefit changes that may have occurred since that time or future changes for the 2024-25 fiscal year. Any adjustments made using this data only applies to the 2023-24 fiscal year.

SECTION IV SALARY RANGE RECOMMENDATIONS

This section of the Compensation Report utilizes the results of the market survey to build a new compensation plan for the Authority's job classifications. Our analysis and recommendations provide salary range adjustments based on a combination of the market survey and a detailed analysis of internal salary relationships (with knowledge garnered from the classification study). As shown in the graphic below, compensation plans are developed using a balance of market data and internal relationships to best position the Authority in the market for recruitment and retention purposes while capturing the Authority's unique classification structure.

As a starting point, salary range recommendations are developed by analyzing the salary survey data to determine benchmark job classifications. Benchmark job classifications are jobs that anchor the Authority's compensation plan to the labor market. Initial analyses of the labor market data and development of the compensation plan will typically start with more benchmarks than those ultimately used in salary range recommendations developed for this report. The process for selecting benchmark survey data includes the following factors:



- Only the best, most statistically sound, and abundant survey data is considered for benchmarking. Small sample sizes, data samples with significant skewing or variability, and data samples that have an unbalanced sampling of the survey agencies will not be considered.
- Authority job classifications with a large number of incumbents are ideal benchmarks, as long as the survey data is statistically sound.
- As shown in the graphic above, compensation plans involve a balancing of external market data with internal salary/equity relationships within the Authority. It is not necessary to obtain market data to establish salary ranges for all Authority job classifications.

In some instances, the unique job duties and organization structures of Authority job classifications may not be comparable to any jobs in the seven survey agencies. As described below, there are analytical determinations that can be made to “slot” non-benchmark jobs into the Authority's salary plan by using internal relationships with other classifications.

Salary ranges for non-benchmark job have been determined using internal relationship guidelines based on an assessment of similarities and differences in job role, responsibility, autonomy, and qualifications within job classification series and related job families (accounting, information technology, field operations, etc.). Based on our analysis of differences in compensable factors, internal relationship ties are established in 5% increments. In most cases, these increments align with current differentials between job classifications. In addition to the above guidelines, additional consideration is given to historical pay relationships.

Once the initial salary range recommendations are developed, horizontal equity relationships are analyzed within related job families. This process does not distort or ignore valid market relationships, but captures and maintains important equity relationships within the organization. This will typically align with current pay practices.

Appendix C contains recommended salary range adjustments for each Authority job classification using the market median market options (base salary, total comp deviation). The salary ranges have been developed using the benchmarking and internal relationship process described previously. Appendix C contains the following:

- Recommended job classification from the classification study
- Current job classification
- Current monthly salary range maximum
- The market deviation to the desired market position (median) for benchmark jobs (shown as a +/- percentage)
- The recommended monthly salary range maximum
- The percent change between the recommended range maximum and the current range maximum
- The recommended internal alignment/salary setting rationale.

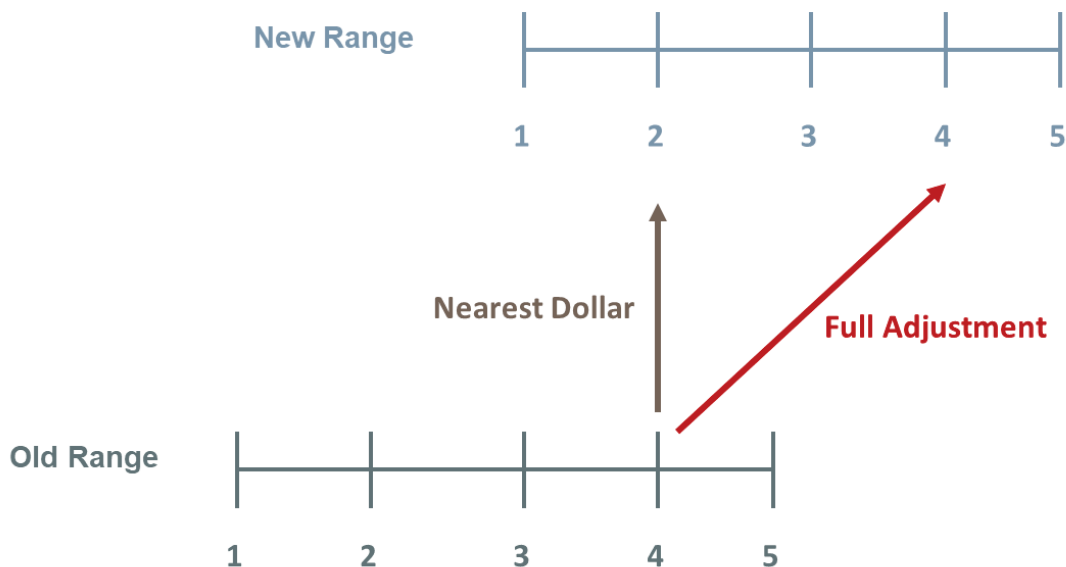
The internal alignment/salary setting rationale identifies benchmark job classifications, equity relationships (same as another job class), and internal relationship differentials (expressed in 5% increments). This column contains the building blocks for the proposed salary ranges.

The market deviation used to develop the salary range recommendations is based on a comparison of base salary as shown in the summary table presented earlier in this report.

The salary range recommendations provided in Appendix C are salary **range** adjustments and are not meant to indicate proposed salary adjustments for individual employees. Salary adjustments for employees (timing and magnitude) would be based on the implementation strategy determined by the Authority.

IMPLEMENTATION

Implementation of salary range adjustments based on the market survey results are typically completed through equity adjustments outside of normal annual cost-of-living adjustments (COLA). Appendix C provides the equity adjustments for each Authority job classification. These adjustments would be made to each salary range, however, employee salaries would typically not be adjusted the same amount. While one option for implementation would preserve employee step placement in their salary range, most agencies will implement salary range adjustments by adjusting the salary range and then placing employee salaries into the nearest equal to or higher range step. This is shown graphically below.



APPENDIX A
SURVEY DATASHEETS – BASE SALARY

**El Dorado County Transit Authority
Draft Labor Market Summary**

Class Title	Range Max	# of Obs.	Market Median	% +/- Median	Market Mean	% +/- Mean	Percentile
Administrative Coordinator	5,756	9	6,928	-20.4%	6,816	-18.4%	17
Custodian	3,782	10	4,469	-18.2%	4,395	-16.2%	7
Dispatch Supervisor	5,087	6	7,474	-46.9%	7,695	-51.3%	0
Equipment Technician II	5,900	10	6,752	-14.4%	6,470	-9.7%	25
Executive Director	13,660	8	19,481	-42.6%	19,143	-40.1%	25
Finance Manager	9,667	9	11,128	-15.1%	11,815	-22.2%	10
Fiscal Technician II	5,346	9	5,518	-3.2%	5,677	-6.2%	36
Human Resources Manager	9,202	9	12,584	-36.8%	12,202	-32.6%	2
Maintenance And Facilities Supervisor	7,188	9	8,396	-16.8%	8,731	-21.5%	0
Maintenance Technician	4,843	8	5,738	-18.5%	5,844	-20.7%	5
Office Assistant II	4,176	10	4,618	-10.6%	4,562	-9.3%	10
Operations Manager	10,157	10	10,924	-7.5%	10,982	-8.1%	37
Planning & Marketing Manager	8,336	3	10,033	-20.4%	11,572	-38.8%	0
Safety Coordinator	7,552	7	8,333	-10.3%	8,229	-9.0%	20
Transit Dispatcher	4,387	8	4,483	-2.2%	4,715	-7.5%	40
Transit Operations Supervisor	6,353	10	7,292	-14.8%	7,688	-21.0%	14
Transit Operator	4,678	9	5,265	-12.6%	5,145	-10.0%	22
Average		8		-18.3%		-20.1%	16

EXPLANATION OF SURVEY DATA SHEETS

Survey Class	Title of the survey classification.
Agency	Name of survey agency from which compensation data was collected.
Comparable Class Title	Comparable title of matching class in each survey agency. The phrase "No Comparable Class" is used when a survey agency does not have the job or if there is a significant difference in qualifications or scope of duties.
Monthly Minimum	This is the monthly starting salary for positions in the class.
Monthly Control Point or Maximum	This is the monthly top step or range maximum for those agencies that use the range maximum as the control point. Control point salaries are used if the agency's range structure utilizes a mid-point or similar reference point. By definition, the range control point is that point in the salary range that most employees attain through tenure, assuming satisfactory performance. The control point is also used as the market "anchoring point" of the salary range. Range maximums do not include longevity, merit, or performance based pay.
Authority Rank	This is the range relative to the market with 1 being the highest salary in the market.
Coefficient of Variance	This is a statistical measure of variability and reliability. If this number is above 30%, the data may not be reliable.
Number of Obs.	The total number of data observations (not including the Authority's salary). If this number is less than six, insufficient data is available for statistical analysis.
Mean	This is the average of the survey data. This statistic is subject to data skewing by data anomalies and is not as reliable as the median.
Median	This statistic represents the middle of the labor market. As such, half of the data is above the median and half is below the median.
Percentiles	This measurement is similar to the median except a different percentage of data is above a specific point in the ranking and the balance of data is below this point (i.e., for the 75th percentile, 25% of the data is above this point and 75% is below). The percentiles are calculated using an Excel spreadsheet function. Since there are different methods for computing percentiles, the function methodology used by Excel may not be the same as other spreadsheet programs or manual calculation methods.
Percent Above/Below	This percentage represents the difference between the market statistic to the left of the percentage and the Authority's salary. Specifically, it is the percentage increase/decrease needed to move the Authority's salary to the market. For convenience, below market relations are shown as negative values and above market relations are shown as positive values. The following formula is used to calculate $\frac{(\text{Authority's Salary} - \text{Market})}{\text{Authority's Salary}}$ It is important that the Authority's salary be in the denominator of any percentage formula.
Percentile Rank	This is the percentile that corresponds to the Authority's salary if it is placed into the market data.

**EL DORADO COUNTY TRANSIT AUTHORITY
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Administrative Coordinator

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Joaquin Regional Transit District	Executive & Board Support Specialist II	\$ 5,849	\$ 7,896	35.0%
Tahoe Transportation District	Executive Assistant/Clerk of the Board	\$ 5,820	\$ 7,659	31.6%
Roseville	Executive Assistant	\$ 5,687	\$ 7,621	34.0%
Gold Coast Transit District	Office Coordinator/Executive Assistant	\$ 5,104	\$ 7,148	40.0%
Monterey-Salinas Transit District	Executive Assistant/Clerk to the Board	\$ 4,948	\$ 6,928	40.0%
Mendocino Transit Authority	Executive Assistant	\$ 5,411	\$ 6,907	27.6%
Sacramento Regional Transit System	Administrative Assistant II	\$ 4,568	\$ 6,395	40.0%
<i>El Dorado County Transit Authority</i>	<i>Administrative Coordinator</i>	<i>\$ 4,295</i>	<i>\$ 5,756</i>	<i>34.0%</i>
Placer County	Administrative Assistant	\$ 4,333	\$ 5,415	25.0%
Golden Empire Transit District	Executive Assistant	\$ 3,640	\$ 5,373	47.6%
Amador Transit	No Comparable Class			
El Dorado County Transit Authority Rank		8/10		
Coefficient of Variance		14%	Market	Percent
Number of Observations		9	Value	+/-
Labor Market Mean			\$ 6,816	-18.41%
Labor Market Median			\$ 6,928	-20.36%
25th Percentile			\$ 6,395	-11.10%
75th Percentile			\$ 7,621	-32.40%
Percentile Rank			17	

**EL DORADO COUNTY TRANSIT AUTHORITY
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Custodian

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monterey-Salinas Transit District	Facilities Technician I	\$ 4,413	\$ 5,356	21.4%
Roseville	Custodian	\$ 3,352	\$ 4,716	40.7%
Gold Coast Transit District	Service Worker II	\$ 3,553	\$ 4,625	30.1%
San Joaquin Regional Transit District	Utility Worker	\$ 4,120	\$ 4,578	11.1%
Golden Empire Transit District	Service B	\$ 3,865	\$ 4,559	17.9%
Mendocino Transit Authority	Cleaner	\$ 3,113	\$ 4,380	40.7%
Placer County	Custodian II	\$ 3,482	\$ 4,354	25.0%
Tahoe Transportation District	Facilities Maintenance Technician II		\$ 4,056	
Sacramento Regional Transit System	Facilities Service Worker	\$ 3,205	\$ 4,006	25.0%
<i>El Dorado County Transit Authority</i>	<i>Custodian</i>	<i>\$ 2,822</i>	<i>\$ 3,782</i>	<i>34.0%</i>
Amador Transit	Facilities Maintenance		\$ 3,319	
El Dorado County Transit Authority Rank		10/11	Market Value	Percent +/-
Coefficient of Variance		12%		
Number of Observations		10		
Labor Market Mean			\$ 4,395	-16.20%
Labor Market Median			\$ 4,469	-18.18%
25th Percentile			\$ 4,131	-9.21%
75th Percentile			\$ 4,613	-21.97%
Percentile Rank			7	

**EL DORADO COUNTY TRANSIT AUTHORITY
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Dispatch Supervisor

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Sacramento Regional Transit System	Transportation Supervisor	\$ 7,238	\$ 10,135	40.0%
Monterey-Salinas Transit District	Communications Systems Supervisor	\$ 5,882	\$ 8,235	40.0%
Tahoe Transportation District	Operations Supervisor	\$ 5,966	\$ 7,851	31.6%
Mendocino Transit Authority	Operations Supervisor	\$ 4,831	\$ 7,098	46.9%
Golden Empire Transit District	Dispatch Supervisor	\$ 5,547	\$ 6,587	18.8%
Placer County	Transportation Supervisor	\$ 5,016	\$ 6,268	25.0%
<i>El Dorado County Transit Authority</i>	<i>Dispatch Supervisor</i>	<i>\$ 3,796</i>	<i>\$ 5,087</i>	<i>34.0%</i>
Amador Transit	No Comparable Class			
Gold Coast Transit District	No Comparable Class			
Roseville	No Comparable Class			
San Joaquin Regional Transit District	No Comparable Class			
El Dorado County Transit Authority Rank		7/7		
Coefficient of Variance		18%	Market	Percent
Number of Observations		6	Value	+/-
Labor Market Mean			\$ 7,695	-51.28%
Labor Market Median			\$ 7,474	-46.93%
25th Percentile			\$ 6,715	-31.99%
75th Percentile			\$ 8,139	-59.99%
Percentile Rank			0	

**EL DORADO COUNTY TRANSIT AUTHORITY
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Equipment Technician II

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monterey-Salinas Transit District	Mechanic B	\$ 6,382	\$ 7,743	21.3%
Roseville	Mechanic II	\$ 5,223	\$ 7,349	40.7%
Mendocino Transit Authority	Mechanic	\$ 5,382	\$ 6,866	27.6%
Golden Empire Transit District	Mechanic B	\$ 6,119	\$ 6,812	11.3%
Sacramento Regional Transit System	Mechanic A	\$ 5,403	\$ 6,753	25.0%
Placer County	Master Automotive Mechanic	\$ 5,406	\$ 6,751	24.9%
Gold Coast Transit District	Mechanic II	\$ 5,028	\$ 6,420	27.7%
<i>El Dorado County Transit Authority</i>	<i>Equipment Technician II</i>	<i>\$ 4,403</i>	<i>\$ 5,900</i>	<i>34.0%</i>
Amador Transit	Mechanic	\$ 4,063	\$ 5,210	28.2%
San Joaquin Regional Transit District	Mechanic B		\$ 5,704	
Tahoe Transportation District	Maintenance Technician (Mechanic B)		\$ 5,096	
El Dorado County Transit Authority Rank		8/11		
Coefficient of Variance		14%	Market	Percent
Number of Observations		10	Value	+/-
Labor Market Mean			\$ 6,470	-9.67%
Labor Market Median			\$ 6,752	-14.44%
25th Percentile			\$ 5,883	0.28%
75th Percentile			\$ 6,852	-16.14%
Percentile Rank			25	

**EL DORADO COUNTY TRANSIT AUTHORITY
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Executive Director

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Sacramento Regional Transit System	General Manager		\$ 34,298	
San Joaquin Regional Transit District	Chief Executive Officer		\$ 23,433	
Monterey-Salinas Transit District	General Manager		\$ 22,500	
Golden Empire Transit District	Chief Executive Officer		\$ 20,104	
Gold Coast Transit District	General Manager	\$ 13,462	\$ 18,858	40.1%
Tahoe Transportation District	District Manager	\$ 11,061	\$ 14,555	31.6%
<i>El Dorado County Transit Authority</i>	<i>Executive Director</i>	<i>\$ 10,194</i>	<i>\$ 13,660</i>	<i>34.0%</i>
Mendocino Transit Authority	Executive Director	\$ 8,746	\$ 11,163	27.6%
Amador Transit	General Manager		\$ 8,234	
Placer County	No Comparable Class			
Roseville	No Comparable Class			
El Dorado County Transit Authority Rank		7/9		
Coefficient of Variance		43%	Market Value	Percent +/-
Number of Observations		8		
Labor Market Mean			\$ 19,143	-40.14%
Labor Market Median			\$ 19,481	-42.61%
25th Percentile			\$ 13,707	-0.34%
75th Percentile			\$ 22,733	-66.42%
Percentile Rank			25	

**EL DORADO COUNTY TRANSIT AUTHORITY
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Finance Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Golden Empire Transit District	Chief Financial Officer	\$ 8,493	\$ 15,427	81.6%
Roseville	Finance Manager	\$ 10,886	\$ 14,588	34.0%
Tahoe Transportation District	Chief Financial Officer	\$ 9,776	\$ 12,864	31.6%
Sacramento Regional Transit System	Manager, Accounting	\$ 8,225	\$ 11,512	40.0%
Placer County	Administrative and Fiscal Operations Manager	\$ 8,911	\$ 11,128	24.9%
Monterey-Salinas Transit District	Finance Manager	\$ 7,911	\$ 11,075	40.0%
San Joaquin Regional Transit District	Finance Manager	\$ 7,917	\$ 10,833	36.8%
Gold Coast Transit District	Finance Manager	\$ 7,007	\$ 9,829	40.3%
<i>El Dorado County Transit Authority</i>	<i>Finance Manager</i>	<i>\$ 7,214</i>	<i>\$ 9,667</i>	<i>34.0%</i>
Mendocino Transit Authority	Chief Financial Officer	\$ 6,887	\$ 9,083	31.9%
Amador Transit	No Comparable Class			
El Dorado County Transit Authority Rank		9/10		
Coefficient of Variance		18%	Market	Percent
Number of Observations		9	Value	+/-
Labor Market Mean			\$ 11,815	-22.22%
Labor Market Median			\$ 11,128	-15.11%
25th Percentile			\$ 10,833	-12.07%
75th Percentile			\$ 12,864	-33.07%
Percentile Rank			10	

**EL DORADO COUNTY TRANSIT AUTHORITY
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Fiscal Technician II

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Gold Coast Transit District	Revenue Specialist	\$ 5,104	\$ 7,148	40.0%
San Joaquin Regional Transit District	Accounts Payable Specialist II	\$ 4,575	\$ 6,728	47.1%
Mendocino Transit Authority	Finance Assistant	\$ 5,103	\$ 6,725	31.8%
Tahoe Transportation District	Fiscal Specialist	\$ 4,222	\$ 5,556	31.6%
Roseville	Finance Clerk II	\$ 3,922	\$ 5,518	40.7%
Monterey-Salinas Transit District	Accounting Assistant	\$ 3,866	\$ 5,412	40.0%
<i>El Dorado County Transit Authority</i>	<i>Fiscal Technician II</i>	<i>\$ 3,988</i>	<i>\$ 5,346</i>	<i>34.1%</i>
Placer County	Accounting Assistant - Journey	\$ 3,929	\$ 4,909	24.9%
Sacramento Regional Transit System	Accounts Payable Clerk	\$ 3,871	\$ 4,593	18.7%
Golden Empire Transit District	Account Clerk II	\$ 3,467	\$ 4,507	30.0%
Amador Transit	No Comparable Class			
El Dorado County Transit Authority Rank		7/10		
Coefficient of Variance		17%	Market	Percent
Number of Observations		9	Value	+/-
Labor Market Mean			\$ 5,677	-6.20%
Labor Market Median			\$ 5,518	-3.22%
25th Percentile			\$ 4,909	8.17%
75th Percentile			\$ 6,725	-25.80%
Percentile Rank			36	

**EL DORADO COUNTY TRANSIT AUTHORITY
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Human Resources Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Golden Empire Transit District	Director of Human Resources	\$ 8,493	\$ 15,427	81.6%
Monterey-Salinas Transit District	Director of Human Resources/Risk Mgmt	\$ 10,639	\$ 14,895	40.0%
Sacramento Regional Transit System	Senior Manager Pension & Retirement Srvcs	\$ 9,579	\$ 13,415	40.0%
Placer County	Human Resources Manager	\$ 10,140	\$ 12,664	24.9%
Roseville	Human Resources Manager	\$ 9,390	\$ 12,584	34.0%
Tahoe Transportation District	Human Resources/Risk Manager	\$ 8,430	\$ 11,093	31.6%
San Joaquin Regional Transit District	Human Resources Manager	\$ 7,917	\$ 10,833	36.8%
Gold Coast Transit District	Human Resources & Risk Manager	\$ 7,007	\$ 9,829	40.3%
<i>El Dorado County Transit Authority</i>	<i>Human Resources Manager</i>	<i>\$ 6,866</i>	<i>\$ 9,202</i>	<i>34.0%</i>
Mendocino Transit Authority	Human Resources Director	\$ 6,887	\$ 9,083	31.9%
Amador Transit	No Comparable Class			
El Dorado County Transit Authority Rank		9/10		
Coefficient of Variance		18%	Market	Percent
Number of Observations		9	Value	+/-
Labor Market Mean			\$ 12,202	-32.61%
Labor Market Median			\$ 12,584	-36.75%
25th Percentile			\$ 10,833	-17.73%
75th Percentile			\$ 13,415	-45.78%
Percentile Rank			2	

**EL DORADO COUNTY TRANSIT AUTHORITY
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Maintenance And Facilities Supervisor

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Sacramento Regional Transit System	Maintenance Supervisor - Bus	\$ 7,637	\$ 10,689	40.0%
Mendocino Transit Authority	Maintenance Manager	\$ 7,805	\$ 10,296	31.9%
Roseville	Facilities Supervisor	\$ 6,980	\$ 9,354	34.0%
San Joaquin Regional Transit District	[Maintenance Supervisor/ Facilities Supervisor]	\$ 5,833	\$ 8,750	50.0%
Placer County	Mechanic Supervising	\$ 6,722	\$ 8,396	24.9%
Monterey-Salinas Transit District	Fleet Supervisor	\$ 5,739	\$ 8,034	40.0%
Tahoe Transportation District	Fleet & Facilities Supervisor	\$ 5,966	\$ 7,851	31.6%
Golden Empire Transit District	Vehicle Maintenance Supervisor	\$ 6,067	\$ 7,800	28.6%
Gold Coast Transit District	Maintenance Supervisor	\$ 6,098	\$ 7,413	21.6%
<i>El Dorado County Transit Authority</i>	<i>Maintenance And Facilities Supervisor</i>	<i>\$ 5,365</i>	<i>\$ 7,188</i>	<i>34.0%</i>
Amador Transit	No Comparable Class			
El Dorado County Transit Authority Rank		10/10		
Coefficient of Variance		13%	Market	Percent
Number of Observations		9	Value	+/-
Labor Market Mean			\$ 8,731	-21.47%
Labor Market Median			\$ 8,396	-16.81%
25th Percentile			\$ 7,851	-9.22%
75th Percentile			\$ 9,354	-30.13%
Percentile Rank			0	

**EL DORADO COUNTY TRANSIT AUTHORITY
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Maintenance Technician

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Roseville	Building Maintenance Worker II	\$ 4,870	\$ 6,853	40.7%
Sacramento Regional Transit System	Facilities Maintenance Mechanic	\$ 5,403	\$ 6,753	25.0%
Monterey-Salinas Transit District	Facilities Technician II	\$ 5,099	\$ 6,209	21.8%
Golden Empire Transit District	Utility Worker	\$ 5,079	\$ 5,772	13.7%
San Joaquin Regional Transit District	Facilities Technician B		\$ 5,704	
Placer County	Equipment Service Worker II	\$ 4,552	\$ 5,682	24.8%
Gold Coast Transit District	Maintenance Material Specialist	\$ 3,938	\$ 5,030	27.7%
<i>El Dorado County Transit Authority</i>	<i>Maintenance Technician</i>	<i>\$ 3,614</i>	<i>\$ 4,843</i>	<i>34.0%</i>
Tahoe Transportation District	Parts Technician		\$ 4,749	
Amador Transit	No Comparable Class			
Mendocino Transit Authority	No Comparable Class			
El Dorado County Transit Authority Rank		8/9		
Coefficient of Variance		13%	Market Value	Percent +/-
Number of Observations		8		
Labor Market Mean			\$ 5,844	-20.67%
Labor Market Median			\$ 5,738	-18.48%
25th Percentile			\$ 5,519	-13.96%
75th Percentile			\$ 6,345	-31.01%
Percentile Rank			5	

**EL DORADO COUNTY TRANSIT AUTHORITY
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Office Assistant II

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Mendocino Transit Authority	Office Assistant	\$ 4,590	\$ 5,859	27.6%
Roseville	Office Assistant II	\$ 3,484	\$ 4,903	40.7%
San Joaquin Regional Transit District	Administrative Assistant	\$ 3,268	\$ 4,710	44.1%
Monterey-Salinas Transit District	Customer Service Representative	\$ 3,333	\$ 4,667	40.0%
Gold Coast Transit District	Customer Service Assistant	\$ 3,642	\$ 4,644	27.5%
Sacramento Regional Transit System	Customer Service Representative	\$ 3,871	\$ 4,593	18.7%
Placer County	Administrative Clerk - Journey	\$ 3,482	\$ 4,354	25.0%
Golden Empire Transit District	Receptionist	\$ 3,467	\$ 4,333	25.0%
Tahoe Transportation District	Office Assistant	\$ 3,218	\$ 4,235	31.6%
<i>El Dorado County Transit Authority</i>	<i>Office Assistant II</i>	<i>\$ 3,117</i>	<i>\$ 4,176</i>	<i>34.0%</i>
Amador Transit	TC Clerk/MM Assistant		\$ 3,326	
El Dorado County Transit Authority Rank		10/11		
Coefficient of Variance		14%	Market Value	Percent +/-
Number of Observations		10		
Labor Market Mean			\$ 4,562	-9.25%
Labor Market Median			\$ 4,618	-10.60%
25th Percentile			\$ 4,339	-3.89%
75th Percentile			\$ 4,699	-12.52%
Percentile Rank			10	

**EL DORADO COUNTY TRANSIT AUTHORITY
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Operations Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Roseville	Alternative Transportation Manager	\$ 11,047	\$ 14,803	34.0%
San Joaquin Regional Transit District	Transportation Superintendent	\$ 11,250	\$ 14,167	25.9%
Sacramento Regional Transit System	Transportation Superintendent - Bus	\$ 8,556	\$ 11,976	40.0%
Monterey-Salinas Transit District	Transportation Manager	\$ 8,312	\$ 11,636	40.0%
Gold Coast Transit District	Operations Manager	\$ 8,067	\$ 11,289	39.9%
Tahoe Transportation District	Operations General Manager	\$ 8,024	\$ 10,558	31.6%
<i>El Dorado County Transit Authority</i>	<i>Operations Manager</i>	<i>\$ 7,580</i>	<i>\$ 10,157</i>	<i>34.0%</i>
Mendocino Transit Authority	Operations Manager	\$ 7,576	\$ 9,996	31.9%
Golden Empire Transit District	Operations Manager	\$ 7,973	\$ 9,707	21.7%
Placer County	Transportation Systems Supervisor - Senior	\$ 7,606	\$ 9,499	24.9%
Amador Transit	Maintenance Manager		\$ 6,189	
El Dorado County Transit Authority Rank		7/11		
Coefficient of Variance		22%	Market	Percent
Number of Observations		10	Value	+/-
Labor Market Mean			\$ 10,982	-8.12%
Labor Market Median			\$ 10,924	-7.55%
25th Percentile			\$ 9,779	3.72%
75th Percentile			\$ 11,891	-17.07%
Percentile Rank			37	

**EL DORADO COUNTY TRANSIT AUTHORITY
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Planning & Marketing Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Golden Empire Transit District	Director of Marketing	\$ 8,493	\$ 15,427	81.6%
Monterey-Salinas Transit District	Planning Manager	\$ 7,167	\$ 10,033	40.0%
Gold Coast Transit District	Communications and Marketing Manager	\$ 6,618	\$ 9,256	39.9%
<i>El Dorado County Transit Authority</i>	<i>Planning & Marketing Manager</i>	<i>\$ 6,221</i>	<i>\$ 8,336</i>	<i>34.0%</i>
Amador Transit	No Comparable Class			
Mendocino Transit Authority	No Comparable Class			
Placer County	No Comparable Class			
Roseville	No Comparable Class			
Sacramento Regional Transit System	No Comparable Class			
San Joaquin Regional Transit District	No Comparable Class			
Tahoe Transportation District	No Comparable Class			
El Dorado County Transit Authority Rank		4/4		
Coefficient of Variance		29%	Market	Percent
Number of Observations		3	Value	+/-
Labor Market Mean			\$ 11,572	-38.82%
Labor Market Median			\$ 10,033	-20.36%
25th Percentile			\$ 9,645	-15.70%
75th Percentile			\$ 12,730	-52.71%
Percentile Rank			0	

**EL DORADO COUNTY TRANSIT AUTHORITY
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Safety Coordinator

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Placer County	Safety Officer	\$ 7,907	\$ 9,877	24.9%
Roseville	Safety Coordinator	\$ 7,235	\$ 9,696	34.0%
Sacramento Regional Transit System	Safety Specialist II	\$ 6,345	\$ 8,880	40.0%
San Joaquin Regional Transit District	Safety and Security Administrator	\$ 6,250	\$ 8,333	33.3%
Monterey-Salinas Transit District	Safety/Training Officer	\$ 5,739	\$ 8,034	40.0%
<i>El Dorado County Transit Authority</i>	<i>Safety Coordinator</i>	<i>\$ 5,635</i>	<i>\$ 7,552</i>	<i>34.0%</i>
Gold Coast Transit District	Operations Safety & Training Supervisor	\$ 6,098	\$ 7,413	21.6%
Golden Empire Transit District	Safety and Training Coordinator	\$ 3,640	\$ 5,373	47.6%
Amador Transit	No Comparable Class			
Mendocino Transit Authority	No Comparable Class			
Tahoe Transportation District	No Comparable Class			
El Dorado County Transit Authority Rank		6/8		
Coefficient of Variance		19%	Market Value	Percent +/-
Number of Observations		7		
Labor Market Mean			\$ 8,229	-8.97%
Labor Market Median			\$ 8,333	-10.35%
25th Percentile			\$ 7,723	-2.27%
75th Percentile			\$ 9,288	-22.99%
Percentile Rank			20	

**EL DORADO COUNTY TRANSIT AUTHORITY
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Transit Dispatcher

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monterey-Salinas Transit District	Communication Systems Specialist	\$ 4,595	\$ 6,433	40.0%
Mendocino Transit Authority	Dispatcher	\$ 4,027	\$ 5,358	33.1%
Placer County	Administrative Dispatcher	\$ 4,235	\$ 5,288	24.9%
Golden Empire Transit District	Dispatcher I/II	\$ 3,467	\$ 4,507	30.0%
Sacramento Regional Transit System	Elk Grove Dispatcher	\$ 3,862	\$ 4,460	15.5%
<i>El Dorado County Transit Authority</i>	<i>Transit Dispatcher</i>	<i>\$ 3,274</i>	<i>\$ 4,387</i>	<i>34.0%</i>
Tahoe Transportation District	Transit Dispatcher		\$ 4,056	
Amador Transit	Dispatcher	\$ 3,167	\$ 3,853	21.7%
San Joaquin Regional Transit District	Dispatcher	\$ 3,013	\$ 3,767	25.0%
Gold Coast Transit District	No Comparable Class			
Roseville	No Comparable Class			
El Dorado County Transit Authority Rank		6/9		
Coefficient of Variance		19%	Market	Percent
Number of Observations		8	Value	+/-
Labor Market Mean			\$ 4,715	-7.48%
Labor Market Median			\$ 4,483	-2.19%
25th Percentile			\$ 4,005	8.70%
75th Percentile			\$ 5,305	-20.94%
Percentile Rank			40	

**EL DORADO COUNTY TRANSIT AUTHORITY
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Transit Operations Supervisor

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Roseville	Transit Operations Supervisor	\$ 7,959	\$ 10,666	34.0%
Sacramento Regional Transit System	Transportation Supervisor	\$ 7,238	\$ 10,135	40.0%
San Joaquin Regional Transit District	Transportation Supervisor	\$ 5,833	\$ 8,750	50.0%
Tahoe Transportation District	Operations Supervisor	\$ 5,966	\$ 7,851	31.6%
Monterey-Salinas Transit District	Operations Supervisor	\$ 5,329	\$ 7,485	40.5%
Mendocino Transit Authority	Operations Supervisor	\$ 4,831	\$ 7,098	46.9%
Gold Coast Transit District	Operations Supervisor	\$ 5,689	\$ 6,915	21.6%
Golden Empire Transit District	Transportation Supervisor	\$ 5,547	\$ 6,587	18.8%
<i>El Dorado County Transit Authority</i>	<i>Transit Operations Supervisor</i>	<i>\$ 4,741</i>	<i>\$ 6,353</i>	<i>34.0%</i>
Placer County	Transportation Supervisor	\$ 5,016	\$ 6,268	25.0%
Amador Transit	Operations Supervisor		\$ 5,124	
El Dorado County Transit Authority Rank		9/11		
Coefficient of Variance		22%	Market Value	Percent +/-
Number of Observations		10		
Labor Market Mean			\$ 7,688	-21.01%
Labor Market Median			\$ 7,292	-14.78%
25th Percentile			\$ 6,669	-4.97%
75th Percentile			\$ 8,525	-34.19%
Percentile Rank			14	

**EL DORADO COUNTY TRANSIT AUTHORITY
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Transit Operator

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Sacramento Regional Transit System	Bus Operator	\$ 4,332	\$ 6,188	42.9%
Monterey-Salinas Transit District	Coach Operator	\$ 4,857	\$ 5,912	21.7%
San Joaquin Regional Transit District	Bus Operator	\$ 3,686	\$ 5,265	42.9%
Placer County	Bus Driver II	\$ 4,035	\$ 5,041	24.9%
Mendocino Transit Authority	Transit Vehicle Operator	\$ 4,020	\$ 4,805	19.5%
<i>El Dorado County Transit Authority</i>	<i>Transit Operator</i>	<i>\$ 3,491</i>	<i>\$ 4,678</i>	<i>34.0%</i>
Amador Transit	Bus Operator	\$ 2,976	\$ 3,817	28.2%
Tahoe Transportation District	Bus Operator	\$ 3,467	\$ 4,333	25.0%
Gold Coast Transit District	Bus Operator	\$ 4,020	\$ 5,481	36.4%
Golden Empire Transit District	Operator	\$ 3,553	\$ 5,460	53.7%
Roseville	No Comparable Class			
El Dorado County Transit Authority Rank		8/10		
Coefficient of Variance		15%	Market	Percent
Number of Observations		9	Value	+/-
Labor Market Mean			\$ 5,145	-9.98%
Labor Market Median			\$ 5,265	-12.55%
25th Percentile			\$ 4,805	-2.71%
75th Percentile			\$ 5,481	-17.16%
Percentile Rank			22	

APPENDIX B
SURVEY DATASHEETS – TOTAL COMPENSATION

**El Dorado County Transit Authority
Labor Market Summary - Median Total Compensation**

Class Title	# of Obs.	Base	Base + Cash	Base + Cash + Insurance	Total Comp (Cash + Ins. + Ret.)
Administrative Coordinator	9	-20.4%	-23.4%	-0.7%	-10.6%
Custodian	10	-18.2%	-14.1%	6.0%	-0.2%
Dispatch Supervisor	6	-46.9%	-43.4%	-9.2%	-16.2%
Equipment Technician II	10	-14.4%	-8.2%	4.5%	0.9%
Executive Director	8	-42.6%	-38.7%	-26.3%	-29.1%
Finance Manager	9	-15.1%	-0.8%	1.1%	-3.9%
Fiscal Technician II	9	-3.2%	3.3%	8.2%	1.2%
Human Resources Manager	9	-36.8%	-20.0%	-12.8%	-25.0%
Maintenance And Facilities Supervisor	9	-16.8%	-9.0%	-3.1%	-6.4%
Maintenance Technician	8	-18.5%	-11.6%	0.1%	-6.4%
Office Assistant II	10	-10.6%	-2.3%	6.4%	-0.6%
Operations Manager	10	-7.5%	3.3%	10.1%	0.0%
Planning & Marketing Manager	3	-20.4%	-4.4%	-2.7%	-7.2%
Safety Coordinator	7	-10.3%	-2.6%	0.8%	-2.7%
Transit Dispatcher	8	-2.2%	3.7%	11.5%	8.2%
Transit Operations Supervisor	10	-14.8%	-12.7%	5.6%	-2.1%
Transit Operator	7	-7.7%	-5.4%	-4.4%	-2.9%
Average		-18.0%	-11.0%	-0.3%	-6.1%

Key to Headers on Benefit Data Sheets

Survey Class - The Authority's survey job title

Survey Agency - The survey agencies used in the survey sorted alphabetically

Comparable Class - The job title determined to be comparable to the Authority's job classification

Range Max. - The maximum (top step) monthly base salary (not including longevity or performance pay)

Long. - Longevity pay; additional base salary for years of service, the maximum level in monthly dollars

Uniform - Uniform allowance; ongoing payment for uniform replacement and maintenance (monthly)

Education Inc. - Education incentive for up to a BA/BS degree (monthly)

Other - Other cash such as additional flex/cafeteria benefits (monthly)

Def. Comp. - Deferred Compensation; employer paid deferred compensation contributions (including matching contributions); monthly dollars

EPMC/ER to EE Ret. - Retirement contributions paid by the employer on behalf of employee minus employee contributions paid by employee toward employer rate (for classic tier, in effect December 2012)

Base + Cash - The cumulative total of Base Salary and Cash Benefits

Health - The maximum monthly health insurance benefit paid by the employer for EE+2 (family) coverage, not including rarely used plans

Dental - The maximum monthly dental insurance benefit paid by the employer for EE+2 (family) coverage, not including rarely used plans

Vision - The maximum monthly vision benefit paid by the employer for EE+2 (if applicable), not including rarely used plans

Base + Cash + Ins. - The cumulative total of Base Salary, Cash Benefits, and Insurance Benefits

Emp. Ret. - The monthly cost of Employer Retirement (normal cost and unfunded actuarial liability) for classic tier (in effect December 2012)

Ret. Form. - The retirement formula for the classic tier (in effect December 2012)

Base + Cash + Ins. + Ret. - The cumulative total of Base Salary, Cash Benefits, Insurance Benefits, and Retirement Benefits

Leave Benefits - Monthly hours of maximum vacation accrual, holidays, sick days, and admin/mgmt leave including a total of all leave

**El Dorado County Transit Authority
Administrative Coordinator**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits				
			Long.	Uniform	Educ. Inc.	Other	Def. Comp.	EE to ER/ER to EE Ret.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Amador Transit	No Comparable Class												
Gold Coast Transit District	Office Coordinator/Executive Assistant	\$7,148	\$429					\$143	\$7,719	\$1,900	inc	inc	\$9,619
Golden Empire Transit District	Executive Assistant	\$5,373		\$15		\$50	\$75		\$5,513	\$2,284	\$67	\$17	\$7,881
Mendocino Transit Authority	Executive Assistant	\$6,907	\$347				\$380		\$7,634	\$1,773	\$49	\$17	\$9,474
Monterey-Salinas Transit District	Executive Assistant/Clerk to the Board	\$6,928	\$69						\$6,997	\$3,135			\$10,132
Placer County	Administrative Assistant	\$5,415		\$63					\$5,478	\$2,798	\$50	\$7	\$8,332
Roseville	Executive Assistant	\$7,621	\$381				\$229		\$8,231	\$2,265	inc	inc	\$10,496
Sacramento Regional Transit System	Administrative Assistant II	\$6,395							\$6,395	\$2,520	\$172	\$15	\$9,102
San Joaquin Regional Transit District	Executive & Board Support Specialist II	\$7,896							\$7,896	\$2,390	\$145	\$24	\$10,455
Tahoe Transportation District	Executive Assistant/Clerk of the Board	\$7,659							\$7,659	\$1,320	\$95	\$21	\$9,096
El Dorado County Transit Authority	Administrative Coordinator	\$5,756	\$432						\$6,188	\$3,216	inc	inc	\$9,404
	Average	\$6,816							\$7,058				\$9,398
	% +/-	-18.4%							-14.1%				0.1%
	Median	\$6,928							\$7,634				\$9,474
	% +/-	-20.4%							-23.4%				-0.7%

Median Gain/Loss

-3.0%

22.6%

**El Dorado County Transit Authority
Administrative Coordinator**

Survey Agency	Comparable Class	Retirement Benefits			Leave Benefits (Hrs Mo)				
		Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Amador Transit	No Comparable Class								
Gold Coast Transit District	Office Coordinator/Executive Assistant	\$1,724	2.7@55	\$11,343	8	6		14	28
Golden Empire Transit District	Executive Assistant	\$322		\$8,203	7	7		20	34
Mendocino Transit Authority	Executive Assistant	\$698	2@60	\$10,171	7	9		13	29
Monterey-Salinas Transit District	Executive Assistant/Clerk to the Board	\$1,219	2@55	\$11,351	9			23	32
Placer County	Administrative Assistant	\$1,900	2@55	\$10,232	9	8		17	34
Roseville	Executive Assistant	\$2,728	2.7@55	\$13,224	8	8	4	13	33
Sacramento Regional Transit System	Administrative Assistant II	\$2,761	2.5@60	\$11,862	8	8		20	36
San Joaquin Regional Transit District	Executive & Board Support Specialist II	\$790		\$11,244	8	8		20	36
Tahoe Transportation District	Executive Assistant/Clerk of the Board	\$919		\$10,015	8	2		13	23
El Dorado County Transit Authority	Administrative Coordinator	\$763	2@55	\$10,167	9	8		13	31
	Average			\$10,850					31.7
	% +/-			-6.7%					-3.0%
	Median			\$11,244					33.1
	% +/-			-10.6%					-7.5%

-9.8%

**El Dorado County Transit Authority
Custodian**

Survey Agency	Comparable Class	Range Max.	Cash Supplements							Insurance Benefits				
			Long.	Uniform	Educ. Inc.	Other	Def. Comp.	EE to ER/ER to EE Ret.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Amador Transit	Facilities Maintenance	\$3,319	\$498	\$8						\$3,826	\$800	\$40	\$7	\$4,672
Gold Coast Transit District	Service Worker II	\$4,625	\$277	\$17				\$92		\$5,011	\$1,900	inc	inc	\$6,911
Golden Empire Transit District	Service B	\$4,559		\$15		\$50	\$75			\$4,698	\$1,425	inc		\$6,123
Mendocino Transit Authority	Cleaner	\$4,380	\$347				\$241			\$4,968	\$1,755	\$47	\$6	\$6,775
Monterey-Salinas Transit District	Facilities Technician I	\$5,356		\$21						\$5,377	\$3,135			\$8,512
Placer County	Custodian II	\$4,354		\$29						\$4,383	\$2,798	\$50	\$7	\$7,238
Roseville	Custodian	\$4,716	\$236				\$141			\$5,093	\$2,265	inc	inc	\$7,358
Sacramento Regional Transit System	Facilities Service Worker	\$4,006								\$4,006	\$2,520	\$172	\$15	\$6,712
San Joaquin Regional Transit District	Utility Worker	\$4,578								\$4,578	\$2,390	\$145	\$24	\$7,137
Tahoe Transportation District	Facilities Maintenance Technician II	\$4,056					\$122			\$4,178	\$619	inc	inc	\$4,796
El Dorado County Transit Authority	Custodian	\$3,782	\$284							\$4,066	\$3,216	inc	inc	\$7,282
	Average	\$4,395								\$4,612				\$6,624
	% +/-	-16.2%								-13.4%				9.0%
	Median	\$4,469								\$4,638				\$6,843
	% +/-	-18.2%								-14.1%				6.0%

Median Gain/Loss

4.1%

20.1%

**El Dorado County Transit Authority
Custodian**

Survey Agency	Comparable Class	Retirement Benefits			Leave Benefits (Hrs Mo)				
		Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Amador Transit	Facilities Maintenance	\$393	2@55	\$5,065	7	8		11	27
Gold Coast Transit District	Service Worker II	\$1,115	2.7@55	\$8,027	8	6		14	28
Golden Empire Transit District	Service B	\$274		\$6,397	7	7		20	34
Mendocino Transit Authority	Cleaner	\$442	2@60	\$7,217	7	9		13	29
Monterey-Salinas Transit District	Facilities Technician I	\$943	2@55	\$9,454	9			23	31
Placer County	Custodian II	\$1,528	2@55	\$8,766	9	8		17	34
Roseville	Custodian	\$1,688	2.7@55	\$9,047	8	8	4	13	33
Sacramento Regional Transit System	Facilities Service Worker	\$1,296	2.5@60	\$8,009	8	8		20	36
San Joaquin Regional Transit District	Utility Worker	\$458		\$7,594	8	8		20	36
Tahoe Transportation District	Facilities Maintenance Technician II	\$487		\$5,283	8	2		13	23
El Dorado County Transit Authority	Custodian	\$501	2@55	\$7,783	9	8		13	31
	Average			\$7,486					31.1
	% +/-			3.8%					-1.1%
	Median			\$7,801					32.2
	% +/-			-0.2%					-4.6%

-6.3%

**El Dorado County Transit Authority
Dispatch Supervisor**

Survey Agency	Comparable Class	Range Max.	Cash Supplements							Insurance Benefits			
			Long.	Uniform	Educ. Inc.	Other	Def. Comp.	EE to ER/ER to EE Ret.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Amador Transit	No Comparable Class												
Gold Coast Transit District	No Comparable Class												
Golden Empire Transit District	Dispatch Supervisor	\$6,587		\$15		\$50	\$75		\$6,726	\$2,284	\$67	\$17	\$9,094
Mendocino Transit Authority	Operations Supervisor	\$7,098	\$347				\$390		\$7,835	\$1,773	\$49	\$17	\$9,675
Monterey-Salinas Transit District	Communications Systems Supervisor	\$8,235	\$82						\$8,317	\$3,135			\$11,452
Placer County	Transportation Supervisor	\$6,268		\$29					\$6,297	\$2,798	\$50	\$7	\$9,152
Roseville	No Comparable Class												
Sacramento Regional Transit System	Transportation Supervisor	\$10,135							\$10,135	\$2,520	\$172	\$15	\$12,841
San Joaquin Regional Transit District	No Comparable Class												
Tahoe Transportation District	Operations Supervisor	\$7,851							\$7,851	\$1,320	\$95	\$21	\$9,287
El Dorado County Transit Authority	Dispatch Supervisor	\$5,087	\$382						\$5,469	\$3,216	inc	inc	\$8,685
	Average	\$7,695							\$7,860				\$10,250
	% +/-	-51.3%							-43.7%				-18.0%
	Median	\$7,474							\$7,843				\$9,481
	% +/-	-46.9%							-43.4%				-9.2%

Median Gain/Loss

3.5%

34.2%

**El Dorado County Transit Authority
Dispatch Supervisor**

Survey Agency	Comparable Class	Retirement Benefits			Leave Benefits (Hrs Mo)				
		Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Amador Transit	No Comparable Class								
Gold Coast Transit District	No Comparable Class								
Golden Empire Transit District	Dispatch Supervisor	\$395		\$9,489	7	7		20	34
Mendocino Transit Authority	Operations Supervisor	\$717	2@60	\$10,392	7	9		13	29
Monterey-Salinas Transit District	Communications Systems Supervisor	\$1,449	2@55	\$12,901	9		5	23	37
Placer County	Transportation Supervisor	\$2,199	2@55	\$11,351	9	8		17	34
Roseville	No Comparable Class								
Sacramento Regional Transit System	Transportation Supervisor	\$4,375	2.5@60	\$17,217	8	8		20	36
San Joaquin Regional Transit District	No Comparable Class								
Tahoe Transportation District	Operations Supervisor	\$942		\$10,229	8	2		13	23
El Dorado County Transit Authority	Dispatch Supervisor	\$675	2@55	\$9,359	9	8		13	31
	Average			\$11,930					32.1
	% +/-			-27.5%					-4.4%
	Median			\$10,872					33.9
	% +/-			-16.2%					-10.2%

-7.0%

**El Dorado County Transit Authority
Equipment Technician II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements							Insurance Benefits				
			Long.	Uniform	Educ. Inc.	Other	Def. Comp.	EE to ER/ER to EE Ret.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Amador Transit	Mechanic	\$5,210	\$782	\$8						\$6,000	\$800	\$40	\$7	\$6,847
Gold Coast Transit District	Mechanic II	\$6,420	\$385	\$17				\$128		\$6,951	\$1,900	inc	inc	\$8,851
Golden Empire Transit District	Mechanic B	\$6,812		\$15		\$50	\$75			\$6,952	\$1,425	inc		\$8,377
Mendocino Transit Authority	Mechanic	\$6,866	\$347				\$378			\$7,590	\$1,755	\$47	\$6	\$9,397
Monterey-Salinas Transit District	Mechanic B	\$7,743		\$21						\$7,764	\$3,135			\$10,899
Placer County	Master Automotive Mechanic	\$6,751		\$29						\$6,780	\$2,798	\$50	\$7	\$9,635
Roseville	Mechanic II	\$7,349	\$367					\$220		\$7,937	\$2,265	inc	inc	\$10,202
Sacramento Regional Transit System	Mechanic A	\$6,753								\$6,753	\$2,520	\$172	\$15	\$9,460
San Joaquin Regional Transit District	Mechanic B	\$5,704								\$5,704	\$2,390	\$145	\$24	\$8,263
Tahoe Transportation District	Maintenance Technician (Mechanic B)	\$5,096						\$153		\$5,249	\$619	inc	inc	\$5,868
El Dorado County Transit Authority	Equipment Technician II	\$5,900	\$443							\$6,343	\$3,216	inc	inc	\$9,559
	Average	\$6,470								\$6,768				\$8,780
	% +/-	-9.7%								-6.7%				8.2%
	Median	\$6,752								\$6,865				\$9,124
	% +/-	-14.4%								-8.2%				4.5%

Median Gain/Loss

6.2%

12.8%

**El Dorado County Transit Authority
Equipment Technician II**

Survey Agency	Comparable Class	Retirement Benefits			Leave Benefits (Hrs Mo)				
		Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Amador Transit	Mechanic	\$617	2@55	\$7,464	7	8		11	27
Gold Coast Transit District	Mechanic II	\$1,549	2.7@55	\$10,399	8	6		14	28
Golden Empire Transit District	Mechanic B	\$409		\$8,785	7	7		20	34
Mendocino Transit Authority	Mechanic	\$693	2@60	\$10,091	7	9		13	29
Monterey-Salinas Transit District	Mechanic B	\$1,363	2@55	\$12,261	9			23	31
Placer County	Master Automotive Mechanic	\$2,369	2@55	\$12,004	9	8		17	34
Roseville	Mechanic II	\$2,631	2.7@55	\$12,833	8	8	4	13	33
Sacramento Regional Transit System	Mechanic A	\$2,185	2.5@60	\$11,645	8	8		20	36
San Joaquin Regional Transit District	Mechanic B	\$570		\$8,834	8	8		20	36
Tahoe Transportation District	Maintenance Technician (Mechanic B)	\$612		\$6,479	8	2		13	23
El Dorado County Transit Authority	Equipment Technician II	\$782	2@55	\$10,341	9	8		13	31
	Average			\$10,080					31.1
	% +/-			2.5%					-1.1%
	Median			\$10,245					32.2
	% +/-			0.9%					-4.6%

-3.6%

**El Dorado County Transit Authority
Executive Director**

Survey Agency	Comparable Class	Range Max.	Cash Supplements							Insurance Benefits				
			Long.	Uniform	Educ. Inc.	Other	Def. Comp.	EE to ER/ER to EE Ret.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Amador Transit	General Manager	\$8,234	\$1,235	\$8						\$9,477	\$1,624	\$51	\$9	\$11,161
Gold Coast Transit District	General Manager	\$18,858	\$1,131					\$2,542	\$377	\$22,908	\$1,900	inc	inc	\$24,808
Golden Empire Transit District	Chief Executive Officer	\$20,104		\$15		\$50	\$75			\$20,244	\$2,284	\$67	\$17	\$22,612
Mendocino Transit Authority	Executive Director	\$11,163					\$614			\$11,777	\$1,773	\$49	\$17	\$13,617
Monterey-Salinas Transit District	General Manager	\$22,500	\$225			\$133	\$958			\$23,817	\$3,135			\$26,952
Placer County	No Comparable Class													
Roseville	No Comparable Class													
Sacramento Regional Transit System	General Manager	\$34,298								\$34,298	\$2,520	\$172	\$15	\$37,005
San Joaquin Regional Transit District	Chief Executive Officer	\$23,433					\$1,500			\$24,933	\$2,390	\$145	\$24	\$27,491
Tahoe Transportation District	District Manager	\$14,555								\$14,555	\$1,320	\$95	\$21	\$15,991
El Dorado County Transit Authority	Executive Director	\$13,660	\$1,366			\$500	\$33			\$15,559	\$3,216	inc	inc	\$18,776
	Average	\$19,143								\$20,251				\$22,455
	% +/-	-40.1%								-30.2%				-19.6%
	Median	\$19,481								\$21,576				\$23,710
	% +/-	-42.6%								-38.7%				-26.3%

Median Gain/Loss

3.9%

12.4%

**El Dorado County Transit Authority
Executive Director**

Survey Agency	Comparable Class	Retirement Benefits			Leave Benefits (Hrs Mo)				
		Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Amador Transit	General Manager	\$975	2@55	\$12,136	7	8		11	27
Gold Coast Transit District	General Manager	\$4,549	2.7@55	\$29,357	8	6		13	27
Golden Empire Transit District	Chief Executive Officer	\$1,206		\$23,818	7	7		20	34
Mendocino Transit Authority	Executive Director	\$1,127	2@60	\$14,744	7	9		13	29
Monterey-Salinas Transit District	General Manager	\$3,960	2@55	\$30,912	9		5	23	37
Placer County	No Comparable Class								
Roseville	No Comparable Class								
Sacramento Regional Transit System	General Manager	\$14,807	2.5@60	\$51,811	8	8		20	36
San Joaquin Regional Transit District	Chief Executive Officer	\$2,343		\$29,835	8	8		20	36
Tahoe Transportation District	District Manager	\$1,747		\$17,738	8	2		13	23
El Dorado County Transit Authority	Executive Director	\$1,811	2@55	\$20,587	9	8	7	13	37
	Average			\$26,294					31.1
	% +/-			-27.7%					16.9%
	Median			\$26,587					31.3
	% +/-			-29.1%					16.6%

-2.9%

**El Dorado County Transit Authority
Finance Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements							Insurance Benefits				
			Long.	Uniform	Educ. Inc.	Other	Def. Comp.	EE to ER/ER to EE Ret.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Amador Transit	No Comparable Class													
Gold Coast Transit District	Finance Manager	\$9,829	\$590						\$197	\$10,616	\$1,900	inc	inc	\$12,516
Golden Empire Transit District	Chief Financial Officer	\$15,427		\$15			\$50	\$75		\$15,566	\$2,284	\$67	\$17	\$17,934
Mendocino Transit Authority	Chief Financial Officer	\$9,083	\$347					\$500		\$9,929	\$1,773	\$49	\$17	\$11,769
Monterey-Salinas Transit District	Finance Manager	\$11,075	\$111							\$11,186	\$3,135			\$14,321
Placer County	Administrative and Fiscal Operations Manager	\$11,128						\$125		\$11,253	\$2,798	\$50	\$7	\$14,108
Roseville	Finance Manager	\$14,588	\$729					\$438		\$15,755	\$2,265	inc	inc	\$18,020
Sacramento Regional Transit System	Manager, Accounting	\$11,512								\$11,512	\$2,520	\$172	\$15	\$14,219
San Joaquin Regional Transit District	Finance Manager	\$10,833								\$10,833	\$2,390	\$145	\$24	\$13,392
Tahoe Transportation District	Chief Financial Officer	\$12,864								\$12,864	\$1,320	\$95	\$21	\$14,301
El Dorado County Transit Authority	Finance Manager	\$9,667	\$967				\$500	\$33		\$11,167	\$3,216	inc	inc	\$14,383
	Average	\$11,815								\$12,168				\$14,509
	% +/-	-22.2%								-9.0%				-0.9%
	Median	\$11,128								\$11,253				\$14,219
	% +/-	-15.1%								-0.8%				1.1%

Median Gain/Loss

14.3%

1.9%

**El Dorado County Transit Authority
Finance Manager**

Survey Agency	Comparable Class	Retirement Benefits			Leave Benefits (Hrs Mo)				
		Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Amador Transit	No Comparable Class								
Gold Coast Transit District	Finance Manager	\$2,371	2.7@55	\$14,886	8	6		14	28
Golden Empire Transit District	Chief Financial Officer	\$926		\$18,860	7	7		20	34
Mendocino Transit Authority	Chief Financial Officer	\$917	2@60	\$12,686	7	9		13	29
Monterey-Salinas Transit District	Finance Manager	\$1,949	2@55	\$16,270	9		5	23	37
Placer County	Administrative and Fiscal Operations Manager	\$3,905	2@55	\$18,013	9	8	8	17	42
Roseville	Finance Manager	\$5,223	2.7@55	\$23,243	8	8	8	13	38
Sacramento Regional Transit System	Manager, Accounting	\$4,970	2.5@60	\$19,188	8	8		20	36
San Joaquin Regional Transit District	Finance Manager	\$1,083		\$14,476	8	8		20	36
Tahoe Transportation District	Chief Financial Officer	\$1,544		\$15,845	8	2		13	23
El Dorado County Transit Authority	Finance Manager	\$1,282	2@55	\$15,665	9	8	7	13	37
	Average			\$17,052					33.6
	% +/-			-8.9%					10.2%
	Median			\$16,270					36.0
	% +/-			-3.9%					3.9%

-5.0%

**El Dorado County Transit Authority
Fiscal Technician II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements							Insurance Benefits			
			Long.	Uniform	Educ. Inc.	Other	Def. Comp.	EE to ER/ER to EE Ret.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Amador Transit	No Comparable Class												
Gold Coast Transit District	Revenue Specialist	\$7,148	\$429					\$143	\$7,719	\$1,900	inc	inc	\$9,619
Golden Empire Transit District	Account Clerk II	\$4,507		\$15		\$50	\$75		\$4,646	\$2,284	\$67	\$17	\$7,014
Mendocino Transit Authority	Finance Assistant	\$6,725	\$347				\$370		\$7,442	\$1,773	\$49	\$17	\$9,282
Monterey-Salinas Transit District	Accounting Assistant	\$5,412	\$54						\$5,466	\$3,135			\$8,601
Placer County	Accounting Assistant - Journey	\$4,909		\$63					\$4,972	\$2,798	\$50	\$7	\$7,826
Roseville	Finance Clerk II	\$5,518	\$276					\$166	\$5,959	\$2,265	inc	inc	\$8,224
Sacramento Regional Transit System	Accounts Payable Clerk	\$4,593						-\$138	\$4,456	\$2,520	\$172	\$15	\$7,162
San Joaquin Regional Transit District	Accounts Payable Specialist II	\$6,728							\$6,728	\$2,390	\$145	\$24	\$9,287
Tahoe Transportation District	Fiscal Specialist	\$5,556							\$5,556	\$1,320	\$95	\$21	\$6,993
El Dorado County Transit Authority	Fiscal Technician II	\$5,346	\$401						\$5,747	\$3,216	inc	inc	\$8,963
	Average	\$5,677							\$5,883				\$8,223
	% +/-	-6.2%							-2.4%				8.3%
	Median	\$5,518							\$5,556				\$8,224
	% +/-	-3.2%							3.3%				8.2%

Median Gain/Loss

6.5%

4.9%

**El Dorado County Transit Authority
Fiscal Technician II**

Survey Agency	Comparable Class	Retirement Benefits			Leave Benefits (Hrs Mo)				
		Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Amador Transit	No Comparable Class								
Gold Coast Transit District	Revenue Specialist	\$1,724	2.7@55	\$11,343	8	6		14	28
Golden Empire Transit District	Account Clerk II	\$270		\$7,285	7	7		20	34
Mendocino Transit Authority	Finance Assistant	\$679	2@60	\$9,961	7	9		13	29
Monterey-Salinas Transit District	Accounting Assistant	\$952	2@55	\$9,553	9			23	32
Placer County	Accounting Assistant - Journey	\$1,723	2@55	\$9,549	9	8		17	34
Roseville	Finance Clerk II	\$1,975	2.7@55	\$10,200	8	8	4	13	33
Sacramento Regional Transit System	Accounts Payable Clerk	\$1,408	2.5@60	\$8,570	8	8		20	36
San Joaquin Regional Transit District	Accounts Payable Specialist II	\$673		\$9,960	8	8		20	36
Tahoe Transportation District	Fiscal Specialist	\$667		\$7,660	8	2		13	23
El Dorado County Transit Authority	Fiscal Technician II	\$709	2@55	\$9,672	9	8		13	31
	Average			\$9,342					31.7
	% +/-			3.4%					-2.8%
	Median			\$9,553					33.1
	% +/-			1.2%					-7.5%

-7.0%

**El Dorado County Transit Authority
Human Resources Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements							Insurance Benefits				
			Long.	Uniform	Educ. Inc.	Other	Def. Comp.	EE to ER/ER to EE Ret.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Amador Transit	No Comparable Class													
Gold Coast Transit District	Human Resources & Risk Manager	\$9,829	\$590						\$197	\$10,616	\$1,900	inc	inc	\$12,516
Golden Empire Transit District	Director of Human Resources	\$15,427		\$15			\$50	\$75		\$15,566	\$2,284	\$67	\$17	\$17,934
Mendocino Transit Authority	Human Resources Director	\$9,083	\$347					\$500		\$9,929	\$1,773	\$49	\$17	\$11,769
Monterey-Salinas Transit District	Director of Human Resources/Risk Mgmt	\$14,895	\$149							\$15,044	\$3,135			\$18,178
Placer County	Human Resources Manager	\$12,664						\$125		\$12,789	\$2,798	\$50	\$7	\$15,644
Roseville	Human Resources Manager	\$12,584	\$629					\$378		\$13,591	\$2,265	inc	inc	\$15,856
Sacramento Regional Transit System	Senior Manager Pension & Retirement Svcs	\$13,415								\$13,415	\$2,520	\$172	\$15	\$16,122
San Joaquin Regional Transit District	Human Resources Manager	\$10,833								\$10,833	\$2,390	\$145	\$24	\$13,392
Tahoe Transportation District	Human Resources/Risk Manager	\$11,093								\$11,093	\$1,320	\$95	\$21	\$12,529
El Dorado County Transit Authority	Human Resources Manager	\$9,202	\$920				\$500	\$33		\$10,656	\$3,216	inc	inc	\$13,872
	Average	\$12,202								\$12,542				\$14,882
	% +/-	-32.6%								-17.7%				-7.3%
	Median	\$12,584								\$12,789				\$15,644
	% +/-	-36.8%								-20.0%				-12.8%

Median Gain/Loss

16.7%

7.2%

**El Dorado County Transit Authority
Human Resources Manager**

Survey Agency	Comparable Class	Retirement Benefits			Leave Benefits (Hrs Mo)				
		Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Amador Transit	No Comparable Class								
Gold Coast Transit District	Human Resources & Risk Manager	\$2,371	2.7@55	\$14,886	8	6		14	28
Golden Empire Transit District	Director of Human Resources	\$926		\$18,860	7	7		20	34
Mendocino Transit Authority	Human Resources Director	\$917	2@60	\$12,686	7	9		13	29
Monterey-Salinas Transit District	Director of Human Resources/Risk Mgmt	\$2,621	2@55	\$20,800	9		5	23	37
Placer County	Human Resources Manager	\$4,444	2@55	\$20,088	9	8	8	17	42
Roseville	Human Resources Manager	\$4,505	2.7@55	\$20,361	8	8	8	13	38
Sacramento Regional Transit System	Senior Manager Pension & Retirement Svcs	\$5,791	2.5@60	\$21,913	8	8		20	36
San Joaquin Regional Transit District	Human Resources Manager	\$1,083		\$14,476	8	8		20	36
Tahoe Transportation District	Human Resources/Risk Manager	\$1,331		\$13,861	8	2		13	23
El Dorado County Transit Authority	Human Resources Manager	\$1,220	2@55	\$15,092	9	8	7	13	37
	Average			\$17,548					33.6
	% +/-			-16.3%					10.2%
	Median			\$18,860					36.0
	% +/-			-25.0%					3.9%

-12.2%

**El Dorado County Transit Authority
Maintenance And Facilities Supervisor**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits				
			Long.	Uniform	Educ. Inc.	Other	Def. Comp.	EE to ER/ER to EE Ret.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Amador Transit	No Comparable Class												
Gold Coast Transit District	Maintenance Supervisor	\$7,413	\$445	\$19				\$148	\$8,024	\$1,729	inc	inc	\$9,753
Golden Empire Transit District	Vehicle Maintenance Supervisor	\$7,800		\$15		\$50	\$75		\$7,940	\$2,284	\$67	\$17	\$10,308
Mendocino Transit Authority	Maintenance Manager	\$10,296	\$347				\$566		\$11,209	\$1,773	\$49	\$17	\$13,049
Monterey-Salinas Transit District	Fleet Supervisor	\$8,034	\$80						\$8,114	\$3,135			\$11,249
Placer County	Mechanic Supervising	\$8,396		\$29					\$8,425	\$2,798	\$50	\$7	\$11,280
Roseville	Facilities Supervisor	\$9,354	\$468				\$281		\$10,102	\$2,265	inc	inc	\$12,367
Sacramento Regional Transit System	Maintenance Supervisor - Bus	\$10,689							\$10,689	\$2,520	\$172	\$15	\$13,396
San Joaquin Regional Transit District	[Maintenance Supervisor/ Facilities Supervisor]	\$8,750							\$8,750	\$2,390	\$145	\$24	\$11,309
Tahoe Transportation District	Fleet & Facilities Supervisor	\$7,851							\$7,851	\$1,320	\$95	\$21	\$9,287
El Dorado County Transit Authority	Maintenance And Facilities Supervisor	\$7,188	\$539						\$7,727	\$3,216	inc	inc	\$10,943
	Average	\$8,731							\$9,012				\$11,333
	% +/-	-21.5%							-16.6%				-3.6%
	Median	\$8,396							\$8,425				\$11,280
	% +/-	-16.8%							-9.0%				-3.1%

Median Gain/Loss

7.8%

6.0%

**El Dorado County Transit Authority
Maintenance And Facilities Supervisor**

Survey Agency	Comparable Class	Retirement Benefits			Leave Benefits (Hrs Mo)				
		Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Amador Transit	No Comparable Class								
Gold Coast Transit District	Maintenance Supervisor	\$1,788	2.7@55	\$11,541	8	6		14	28
Golden Empire Transit District	Vehicle Maintenance Supervisor	\$468		\$10,776	7	7		20	34
Mendocino Transit Authority	Maintenance Manager	\$1,040	2@60	\$14,089	7	9		13	29
Monterey-Salinas Transit District	Fleet Supervisor	\$1,414	2@55	\$12,663	9		5	23	37
Placer County	Mechanic Supervising	\$2,946	2@55	\$14,226	9	8		17	34
Roseville	Facilities Supervisor	\$3,349	2.7@55	\$15,716	8	8	8	13	38
Sacramento Regional Transit System	Maintenance Supervisor - Bus	\$4,615	2.5@60	\$18,011	8	8		20	36
San Joaquin Regional Transit District	[Maintenance Supervisor/ Facilities Supervisor]	\$875		\$12,184	8	8		20	36
Tahoe Transportation District	Fleet & Facilities Supervisor	\$942		\$10,229	8	2		13	23
El Dorado County Transit Authority	Maintenance And Facilities Supervisor	\$953	2@55	\$11,897	9	8		13	31
	Average			\$13,270					32.7
	% +/-			-11.5%					-6.2%
	Median			\$12,663					34.0
	% +/-			-6.4%					-10.4%

-3.4%

**El Dorado County Transit Authority
Maintenance Technician**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits				
			Long.	Uniform	Educ. Inc.	Other	Def. Comp.	EE to ER/ER to EE Ret.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Amador Transit	No Comparable Class												
Gold Coast Transit District	Maintenance Material Specialist	\$5,030	\$302	\$17				\$101	\$5,449	\$1,900	inc	inc	\$7,349
Golden Empire Transit District	Utility Worker	\$5,772		\$15		\$50	\$75		\$5,912	\$1,425	inc		\$7,337
Mendocino Transit Authority	No Comparable Class												
Monterey-Salinas Transit District	Facilities Technician II	\$6,209		\$21					\$6,230	\$3,135			\$9,365
Placer County	Equipment Service Worker II	\$5,682		\$29					\$5,711	\$2,798	\$50	\$7	\$8,566
Roseville	Building Maintenance Worker II	\$6,853	\$343					\$206	\$7,401	\$2,265	inc	inc	\$9,666
Sacramento Regional Transit System	Facilities Maintenance Mechanic	\$6,753							\$6,753	\$2,520	\$172	\$15	\$9,460
San Joaquin Regional Transit District	Facilities Technician B	\$5,704							\$5,704	\$2,390	\$145	\$24	\$8,263
Tahoe Transportation District	Parts Technician	\$4,749						\$142	\$4,892	\$619	inc	inc	\$5,511
El Dorado County Transit Authority	Maintenance Technician	\$4,843	\$363						\$5,206	\$3,216	inc	inc	\$8,423
	Average	\$5,844							\$6,007				\$8,190
	% +/-	-20.7%							-15.4%				2.8%
	Median	\$5,738							\$5,811				\$8,415
	% +/-	-18.5%							-11.6%				0.1%

Median Gain/Loss

6.9%

11.7%

**El Dorado County Transit Authority
Maintenance Technician**

Survey Agency	Comparable Class	Retirement Benefits			Leave Benefits (Hrs Mo)				
		Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Amador Transit	No Comparable Class								
Gold Coast Transit District	Maintenance Material Specialist	\$1,213	2.7@55	\$8,562	8	6		14	28
Golden Empire Transit District	Utility Worker	\$346		\$7,683	7	7		20	34
Mendocino Transit Authority	No Comparable Class								
Monterey-Salinas Transit District	Facilities Technician II	\$1,093	2@55	\$10,457	9			23	31
Placer County	Equipment Service Worker II	\$1,994	2@55	\$10,560	9	8		17	34
Roseville	Building Maintenance Worker II	\$2,453	2.7@55	\$12,120	8	8	4	13	33
Sacramento Regional Transit System	Facilities Maintenance Mechanic	\$2,185	2.5@60	\$11,645	8	8		20	36
San Joaquin Regional Transit District	Facilities Technician B	\$570		\$8,834	8	8		20	36
Tahoe Transportation District	Parts Technician	\$570		\$6,081	8	2		13	23
El Dorado County Transit Authority	Maintenance Technician	\$642	2@55	\$9,065	9	8		13	31
	Average			\$9,493					32.0
	% +/-			-4.7%					-3.9%
	Median			\$9,646					33.5
	% +/-			-6.4%					-8.7%

-6.5%

**El Dorado County Transit Authority
Office Assistant II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements							Insurance Benefits				
			Long.	Uniform	Educ. Inc.	Other	Def. Comp.	EE to ER/ER to EE Ret.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Amador Transit	TC Clerk/MM Assistant	\$3,326	\$499	\$8						\$3,834	\$800	\$40	\$7	\$4,680
Gold Coast Transit District	Customer Service Assistant	\$4,644	\$279	\$17				\$93		\$5,032	\$1,900	inc	inc	\$6,932
Golden Empire Transit District	Receptionist	\$4,333		\$15		\$50	\$75			\$4,473	\$2,284	\$67	\$17	\$6,841
Mendocino Transit Authority	Office Assistant	\$5,859	\$347				\$322			\$6,528	\$1,773	\$49	\$17	\$8,367
Monterey-Salinas Transit District	Customer Service Representative	\$4,667	\$47							\$4,713	\$3,135			\$7,848
Placer County	Administrative Clerk - Journey	\$4,354		\$63						\$4,417	\$2,798	\$50	\$7	\$7,271
Roseville	Office Assistant II	\$4,903	\$245				\$147			\$5,295	\$2,265	inc	inc	\$7,560
Sacramento Regional Transit System	Customer Service Representative	\$4,593							-\$138	\$4,456	\$2,520	\$172	\$15	\$7,162
San Joaquin Regional Transit District	Administrative Assistant	\$4,710								\$4,710	\$2,390	\$145	\$24	\$7,269
Tahoe Transportation District	Office Assistant	\$4,235								\$4,235	\$1,320	\$95	\$21	\$5,671
El Dorado County Transit Authority	Office Assistant II	\$4,176	\$313							\$4,489	\$3,216	inc	inc	\$7,706
	Average	\$4,562								\$4,769				\$6,960
	% +/-	-9.3%								-6.2%				9.7%
	Median	\$4,618								\$4,591				\$7,215
	% +/-	-10.6%								-2.3%				6.4%

Median Gain/Loss

8.3%

8.6%

**El Dorado County Transit Authority
Office Assistant II**

Survey Agency	Comparable Class	Retirement Benefits			Leave Benefits (Hrs Mo)				
		Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Amador Transit	TC Clerk/MM Assistant	\$394	2@55	\$5,074	7	8		11	27
Gold Coast Transit District	Customer Service Assistant	\$1,120	2.7@55	\$8,052	8	6		14	28
Golden Empire Transit District	Receptionist	\$260		\$7,101	7	7		20	34
Mendocino Transit Authority	Office Assistant	\$592	2@60	\$8,959	7	9		13	29
Monterey-Salinas Transit District	Customer Service Representative	\$821	2@55	\$8,670	9			23	32
Placer County	Administrative Clerk - Journey	\$1,528	2@55	\$8,799	9	8		17	34
Roseville	Office Assistant II	\$1,755	2.7@55	\$9,316	8	8	4	13	33
Sacramento Regional Transit System	Customer Service Representative	\$1,408	2.5@60	\$8,570	8	8		20	36
San Joaquin Regional Transit District	Administrative Assistant	\$471		\$7,740	8	8		20	36
Tahoe Transportation District	Office Assistant	\$508		\$6,179	8	2		13	23
El Dorado County Transit Authority	Office Assistant II	\$554	2@55	\$8,259	9	8		13	31
	Average			\$7,846					31.2
	% +/-			5.0%					-1.2%
	Median			\$8,311					32.5
	% +/-			-0.6%					-5.7%

-7.0%

**El Dorado County Transit Authority
Operations Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements							Insurance Benefits				
			Long.	Uniform	Educ. Inc.	Other	Def. Comp.	EE to ER/ER to EE Ret.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Amador Transit	Maintenance Manager	\$6,189	\$928	\$8						\$7,125	\$1,624	\$51	\$9	\$8,809
Gold Coast Transit District	Operations Manager	\$11,289	\$677					\$226		\$12,192	\$1,900	inc	inc	\$14,092
Golden Empire Transit District	Operations Manager	\$9,707		\$15		\$50	\$75			\$9,846	\$2,284	\$67	\$17	\$12,214
Mendocino Transit Authority	Operations Manager	\$9,996	\$347					\$550		\$10,893	\$1,773	\$49	\$17	\$12,732
Monterey-Salinas Transit District	Transportation Manager	\$11,636	\$116							\$11,752	\$3,135			\$14,887
Placer County	Transportation Systems Supervisor - Senior	\$9,499		\$29						\$9,528	\$2,798	\$50	\$7	\$12,383
Roseville	Alternative Transportation Manager	\$14,803	\$740					\$444		\$15,987	\$2,265	inc	inc	\$18,252
Sacramento Regional Transit System	Transportation Superintendent - Bus	\$11,976								\$11,976	\$2,520	\$172	\$15	\$14,683
San Joaquin Regional Transit District	Transportation Superintendent	\$14,167								\$14,167	\$2,390	\$145	\$24	\$16,726
Tahoe Transportation District	Operations General Manager	\$10,558								\$10,558	\$1,320	\$95	\$21	\$11,995
El Dorado County Transit Authority	Operations Manager	\$10,157	\$1,016			\$500	\$33			\$11,706	\$3,216	inc	inc	\$14,922
	Average	\$10,982								\$11,402				\$13,677
	% +/-	-8.1%								2.6%				8.3%
	Median	\$10,924								\$11,322				\$13,412
	% +/-	-7.5%								3.3%				10.1%
									Median Gain/Loss	10.8%				6.8%

**El Dorado County Transit Authority
Operations Manager**

Survey Agency	Comparable Class	Retirement Benefits			Leave Benefits (Hrs Mo)				
		Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Amador Transit	Maintenance Manager	\$733	2@55	\$9,541	7	8		11	27
Gold Coast Transit District	Operations Manager	\$2,723	2.7@55	\$16,815	8	6		14	28
Golden Empire Transit District	Operations Manager	\$582		\$12,797	7	7		20	34
Mendocino Transit Authority	Operations Manager	\$1,010	2@60	\$13,742	7	9		13	29
Monterey-Salinas Transit District	Transportation Manager	\$2,048	2@55	\$16,935	9		5	23	37
Placer County	Transportation Systems Supervisor - Senior	\$3,333	2@55	\$15,716	9	8		17	34
Roseville	Alternative Transportation Manager	\$5,299	2.7@55	\$23,552	8	8	8	13	38
Sacramento Regional Transit System	Transportation Superintendent - Bus	\$5,170	2.5@60	\$19,853	8	8		20	36
San Joaquin Regional Transit District	Transportation Superintendent	\$1,417		\$18,142	8	8		20	36
Tahoe Transportation District	Operations General Manager	\$1,267		\$13,262	8	2		13	23
El Dorado County Transit Authority	Operations Manager	\$1,347	2@55	\$16,269	9	8	7	13	37
	Average			\$16,035					32.1
	% +/-			1.4%					14.2%
	Median			\$16,266					33.9
	% +/-			0.0%					9.4%

-10.1%

**El Dorado County Transit Authority
Planning & Marketing Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements							Insurance Benefits			
			Long.	Uniform	Educ. Inc.	Other	Def. Comp.	EE to ER/ER to EE Ret.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Amador Transit	No Comparable Class												
Gold Coast Transit District	Communications and Marketing Manager	\$9,256	\$555					\$185	\$9,996	\$1,900	inc	inc	\$11,896
Golden Empire Transit District	Director of Marketing	\$15,427		\$15		\$50	\$75		\$15,566	\$2,284	\$67	\$17	\$17,934
Mendocino Transit Authority	No Comparable Class												
Monterey-Salinas Transit District	Planning Manager	\$10,033	\$100						\$10,134	\$3,135			\$13,269
Placer County	No Comparable Class												
Roseville	No Comparable Class												
Sacramento Regional Transit System	No Comparable Class												
San Joaquin Regional Transit District	No Comparable Class												
Tahoe Transportation District	No Comparable Class												
El Dorado County Transit Authority	Planning & Marketing Manager	\$8,336	\$834			\$500	\$33		\$9,703	\$3,216	inc	inc	\$12,919
	Average	\$11,572							\$11,899				\$14,366
	% +/-	-38.8%							-22.6%				-11.2%
	Median	\$10,033							\$10,134				\$13,269
	% +/-	-20.4%							-4.4%				-2.7%

Median Gain/Loss

15.9%

1.7%

**El Dorado County Transit Authority
Planning & Marketing Manager**

Survey Agency	Comparable Class	Retirement Benefits			Leave Benefits (Hrs Mo)				
		Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Amador Transit	No Comparable Class								
Gold Coast Transit District	Communications and Marketing Manager	\$2,233	2.7@55	\$14,129	8	6		14	28
Golden Empire Transit District	Director of Marketing	\$926		\$18,860	7	7		20	34
Mendocino Transit Authority	No Comparable Class								
Monterey-Salinas Transit District	Planning Manager	\$1,766	2@55	\$15,034	9		5	23	37
Placer County	No Comparable Class								
Roseville	No Comparable Class								
Sacramento Regional Transit System	No Comparable Class								
San Joaquin Regional Transit District	No Comparable Class								
Tahoe Transportation District	No Comparable Class								
El Dorado County Transit Authority	Planning & Marketing Manager	\$1,105	2@55	\$14,025	9	8	7	13	37
	Average			\$16,008					32.8
	% +/-			-14.1%					12.3%
	Median			\$15,034					33.8
	% +/-			-7.2%					9.7%

-4.5%

**El Dorado County Transit Authority
Safety Coordinator**

Survey Agency	Comparable Class	Range Max.	Cash Supplements							Insurance Benefits				
			Long.	Uniform	Educ. Inc.	Other	Def. Comp.	EE to ER/ER to EE Ret.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Amador Transit	No Comparable Class													
Gold Coast Transit District	Operations Safety & Training Supervisor	\$7,413	\$445	\$19				\$148	\$8,024	\$1,729	inc	inc	\$9,753	
Golden Empire Transit District	Safety and Training Coordinator	\$5,373		\$15		\$50	\$75		\$5,513	\$2,284	\$67	\$17	\$7,881	
Mendocino Transit Authority	No Comparable Class													
Monterey-Salinas Transit District	Safety/Training Officer	\$8,034	\$80						\$8,114	\$3,135			\$11,249	
Placer County	Safety Officer	\$9,877					\$125		\$10,002	\$2,798	\$50	\$7	\$12,857	
Roseville	Safety Coordinator	\$9,696	\$485				\$291		\$10,472	\$2,265	inc	inc	\$12,737	
Sacramento Regional Transit System	Safety Specialist II	\$8,880							\$8,880	\$2,520	\$172	\$15	\$11,587	
San Joaquin Regional Transit District	Safety and Security Administrator	\$8,333							\$8,333	\$2,390	\$145	\$24	\$10,892	
Tahoe Transportation District	No Comparable Class													
El Dorado County Transit Authority	Safety Coordinator	\$7,552	\$566						\$8,118	\$3,216	inc	inc	\$11,335	
	Average	\$8,229							\$8,477				\$10,994	
	% +/-	-9.0%							-4.4%				3.0%	
	Median	\$8,333							\$8,333				\$11,249	
	% +/-	-10.3%							-2.6%				0.8%	

Median Gain/Loss 7.7% 3.4%

**El Dorado County Transit Authority
Safety Coordinator**

Survey Agency	Comparable Class	Retirement Benefits			Leave Benefits (Hrs Mo)				
		Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Amador Transit	No Comparable Class								
Gold Coast Transit District	Operations Safety & Training Supervisor	\$1,788	2.7@55	\$11,541	8	6		14	28
Golden Empire Transit District	Safety and Training Coordinator	\$322		\$8,203	7	7		20	34
Mendocino Transit Authority	No Comparable Class								
Monterey-Salinas Transit District	Safety/Training Officer	\$1,414	2@55	\$12,663	9		5	23	37
Placer County	Safety Officer	\$3,466	2@55	\$16,323	9	8	8	17	42
Roseville	Safety Coordinator	\$3,471	2.7@55	\$16,208	8	8	8	13	38
Sacramento Regional Transit System	Safety Specialist II	\$3,833	2.5@60	\$15,420	8	8		20	36
San Joaquin Regional Transit District	Safety and Security Administrator	\$833		\$11,726	8	8		20	36
Tahoe Transportation District	No Comparable Class								
El Dorado County Transit Authority	Safety Coordinator	\$1,001	2@55	\$12,336	9	8		13	31
	Average			\$13,155					35.8
	% +/-			-6.6%					-16.3%
	Median			\$12,663					36.3
	% +/-			-2.7%					-18.0%

-3.4%

**El Dorado County Transit Authority
Transit Dispatcher**

Survey Agency	Comparable Class	Range Max.	Cash Supplements							Insurance Benefits				
			Long.	Uniform	Educ. Inc.	Other	Def. Comp.	EE to ER/ER to EE Ret.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Amador Transit	Dispatcher	\$3,853	\$578	\$8						\$4,440	\$800	\$40	\$7	\$5,286
Gold Coast Transit District	No Comparable Class													
Golden Empire Transit District	Dispatcher I/II	\$4,507		\$15		\$50	\$75			\$4,646	\$2,284	\$67	\$17	\$7,014
Mendocino Transit Authority	Dispatcher	\$5,358	\$347				\$295			\$5,999	\$1,755	\$47	\$6	\$7,806
Monterey-Salinas Transit District	Communication Systems Specialist	\$6,433	\$64							\$6,497	\$3,135			\$9,632
Placer County	Administrative Dispatcher	\$5,288		\$29						\$5,317	\$2,798	\$50	\$7	\$8,172
Roseville	No Comparable Class													
Sacramento Regional Transit System	Elk Grove Dispatcher	\$4,460							-\$134	\$4,326	\$2,520	\$172	\$15	\$7,033
San Joaquin Regional Transit District	Dispatcher	\$3,767								\$3,767	\$2,390	\$145	\$24	\$6,326
Tahoe Transportation District	Transit Dispatcher	\$4,056						\$122		\$4,178	\$619	inc	inc	\$4,796
El Dorado County Transit Authority	Transit Dispatcher	\$4,387	\$329							\$4,716	\$3,216	inc	inc	\$7,932
	Average	\$4,715								\$4,896				\$7,008
	% +/-	-7.5%								-3.8%				11.6%
	Median	\$4,483								\$4,543				\$7,023
	% +/-	-2.2%								3.7%				11.5%

Median Gain/Loss

5.9%

7.8%

**El Dorado County Transit Authority
Transit Dispatcher**

Survey Agency	Comparable Class	Retirement Benefits			Leave Benefits (Hrs Mo)				
		Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Amador Transit	Dispatcher	\$456	2@55	\$5,743	7	8		11	27
Gold Coast Transit District	No Comparable Class								
Golden Empire Transit District	Dispatcher I/II	\$270		\$7,285	7	7		20	34
Mendocino Transit Authority	Dispatcher	\$541	2@60	\$8,348	7	9		13	29
Monterey-Salinas Transit District	Communication Systems Specialist	\$1,132	2@55	\$10,765	9			23	32
Placer County	Administrative Dispatcher	\$1,856	2@55	\$10,027	9	8		17	34
Roseville	No Comparable Class								
Sacramento Regional Transit System	Elk Grove Dispatcher	\$1,367	2.5@60	\$8,400	8	8		20	36
San Joaquin Regional Transit District	Dispatcher	\$377		\$6,702	8	8		20	36
Tahoe Transportation District	Transit Dispatcher	\$487		\$5,283	8	2		13	23
El Dorado County Transit Authority	Transit Dispatcher	\$582	2@55	\$8,514	9	8		13	31
	Average			\$7,819					31.3
	% +/-			8.2%					-1.7%
	Median			\$7,816					32.9
	% +/-			8.2%					-6.9%

-3.3%

**El Dorado County Transit Authority
Transit Operations Supervisor**

Survey Agency	Comparable Class	Range Max.	Cash Supplements							Insurance Benefits				
			Long.	Uniform	Educ. Inc.	Other	Def. Comp.	EE to ER/ER to EE Ret.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Amador Transit	Operations Supervisor	\$5,124	\$769	\$8						\$5,901	\$1,624	\$51	\$9	\$7,584
Gold Coast Transit District	Operations Supervisor	\$6,915	\$415	\$19				\$138		\$7,486	\$1,729	inc	inc	\$9,215
Golden Empire Transit District	Transportation Supervisor	\$6,587		\$15		\$50	\$75			\$6,726	\$2,284	\$67	\$17	\$9,094
Mendocino Transit Authority	Operations Supervisor	\$7,098	\$347					\$390		\$7,835	\$1,773	\$49	\$17	\$9,675
Monterey-Salinas Transit District	Operations Supervisor	\$7,485	\$75							\$7,560	\$3,135			\$10,695
Placer County	Transportation Supervisor	\$6,268		\$29						\$6,297	\$2,798	\$50	\$7	\$9,152
Roseville	Transit Operations Supervisor	\$10,666	\$533					\$320		\$11,519	\$2,265	inc	inc	\$13,784
Sacramento Regional Transit System	Transportation Supervisor	\$10,135								\$10,135	\$2,520	\$172	\$15	\$12,841
San Joaquin Regional Transit District	Transportation Supervisor	\$8,750								\$8,750	\$2,390	\$145	\$24	\$11,309
Tahoe Transportation District	Operations Supervisor	\$7,851								\$7,851	\$1,320	\$95	\$21	\$9,287
El Dorado County Transit Authority	Transit Operations Supervisor	\$6,353	\$476							\$6,829	\$3,216	inc	inc	\$10,046
	Average	\$7,688								\$8,006				\$10,264
	% +/-	-21.0%								-17.2%				-2.2%
	Median	\$7,292								\$7,698				\$9,481
	% +/-	-14.8%								-12.7%				5.6%

Median Gain/Loss

2.1%

18.3%

**El Dorado County Transit Authority
Transit Operations Supervisor**

Survey Agency	Comparable Class	Retirement Benefits			Leave Benefits (Hrs Mo)				
		Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Amador Transit	Operations Supervisor	\$607	2@55	\$8,191	7	8		11	27
Gold Coast Transit District	Operations Supervisor	\$1,668	2.7@55	\$10,883	8	6		14	28
Golden Empire Transit District	Transportation Supervisor	\$395		\$9,489	7	7		20	34
Mendocino Transit Authority	Operations Supervisor	\$717	2@60	\$10,392	7	9		13	29
Monterey-Salinas Transit District	Operations Supervisor	\$1,317	2@55	\$12,013	9		5	23	37
Placer County	Transportation Supervisor	\$2,199	2@55	\$11,351	9	8		17	34
Roseville	Transit Operations Supervisor	\$3,818	2.7@55	\$17,603	8	8	8	13	38
Sacramento Regional Transit System	Transportation Supervisor	\$4,375	2.5@60	\$17,217	8	8		20	36
San Joaquin Regional Transit District	Transportation Supervisor	\$875		\$12,184	8	8		20	36
Tahoe Transportation District	Operations Supervisor	\$942		\$10,229	8	2		13	23
El Dorado County Transit Authority	Transit Operations Supervisor	\$842	2@55	\$10,888	9	8		13	31
	Average			\$11,955					32.1
	% +/-			-9.8%					-4.3%
	Median			\$11,117					33.9
	% +/-			-2.1%					-10.2%

-7.7%

**El Dorado County Transit Authority
Transit Operator**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits				
			Long.	Uniform	Educ. Inc.	Other	Def. Comp.	EE to ER/ER to EE Ret.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Amador Transit	Bus Operator	\$3,817	\$573	\$8					\$4,398	\$800	\$40	\$7	\$5,245
Mendocino Transit Authority	Transit Vehicle Operator	\$4,805	\$347				\$264		\$5,416	\$1,755	\$47	\$6	\$7,223
Monterey-Salinas Transit District	Coach Operator	\$5,912		\$40					\$5,952	\$3,135			\$9,087
Placer County	Bus Driver II	\$5,041		\$29					\$5,070	\$2,798	\$50	\$7	\$7,924
Sacramento Regional Transit System	Bus Operator	\$6,188						-\$186	\$6,002	\$2,520	\$172	\$15	\$8,709
San Joaquin Regional Transit District	Bus Operator	\$5,265		\$40					\$5,305	\$2,390	\$145	\$24	\$7,864
Tahoe Transportation District	Bus Operator	\$4,333					\$130		\$4,463	\$619	inc	inc	\$5,082
El Dorado County Transit Authority	Transit Operator	\$4,678	\$351	\$4					\$5,033	\$2,499			\$7,532
	Average	\$5,052							\$5,229				\$7,305
	% +/-	-8.0%							-3.9%				3.0%
	Median	\$5,041							\$5,305				\$7,864
	% +/-	-7.7%							-5.4%				-4.4%

Median Gain/Loss 2.3%

1.0%

**El Dorado County Transit Authority
Transit Operator**

Survey Agency	Comparable Class	Retirement Benefits			Leave Benefits (Hrs Mo)				
		Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Amador Transit	Bus Operator	\$452	2@55	\$5,696	7	8		11	27
Mendocino Transit Authority	Transit Vehicle Operator	\$485	2@60	\$7,708	7	9		13	29
Monterey-Salinas Transit District	Coach Operator	\$1,041	2@55	\$10,127	9			23	31
Placer County	Bus Driver II	\$1,769	2@55	\$9,693	9	8		17	34
Sacramento Regional Transit System	Bus Operator	\$1,897	2.5@60	\$10,606	8	8		20	36
San Joaquin Regional Transit District	Bus Operator	\$527		\$8,390	8	8		20	36
Tahoe Transportation District	Bus Operator	\$520		\$5,602	8	2		13	23
El Dorado County Transit Authority	Transit Operator	\$620	2@55	\$8,153	9	8		13	31
	Average			\$8,260					30.9
	% +/-			-1.3%					-0.2%
	Median			\$8,390					31.3
	% +/-			-2.9%					-1.8%

1.5%

APPENDIX C

SALARY RANGE RECOMMENDATIONS

El Dorado Transit
Salary Recommendations
Option 1 - Benchmark Classes set to Market Median (50th Percentile) Base Salary

Line	Classification Job Title	Current Range Max	Market Deviation	Recomm. Range Max	Percent Change	Internal Alignment/Salary Setting Rationale
1	Executive Director	\$ 13,660	-42.6%	\$ 19,481	42.6%	Benchmark; set to market
2	Planning & Marketing Manager	\$ 8,336	-20.4%	\$ 10,033	20.4%	Benchmark; set to market
3	Safety Coordinator	\$ 7,552	-10.3%	\$ 8,333	10.3%	Benchmark; set to market
4						
5	Finance Manager	\$ 9,667	-15.1%	\$ 11,128	15.1%	Benchmark; set to market
6	Fiscal Technician II	\$ 5,346	-3.2%	\$ 5,518	3.2%	Benchmark; set to market
7	Fiscal Technician I	\$ 4,609		\$ 4,798	4.1%	Approx. 15% below Fiscal Technician II
8						
9	Administrative Coordinator	\$ 5,756	-20.4%	\$ 6,928	20.4%	Benchmark; set to market
10	Office Assistant II	\$ 4,176	-10.6%	\$ 4,618	10.6%	Benchmark; set to market
11	Office Assistant I	\$ 3,782		\$ 4,199	11.0%	Approx. 10% below Office Assistant II
12						
13	Human Resources Manager	\$ 9,202		\$ 10,598	15.2%	Approx. 5% below Finance Manager
14						
15	Maintenance And Facilities Supervisor	\$ 7,188	-16.8%	\$ 8,396	16.8%	Benchmark; set to market
16	Equipment Technician II	\$ 5,900	-14.4%	\$ 6,752	14.4%	Benchmark; set to market
17	Equipment Technician I	\$ 5,346		\$ 6,138	14.8%	Approx. 10% below Equipment Technician II
18	Maintenance Technician	\$ 4,843	-18.5%	\$ 5,738	18.5%	Benchmark; set to market
19	Custodian	\$ 3,782	-18.2%	\$ 4,469	18.2%	Benchmark; set to market
20						
21	Operations Manager	\$ 10,157	-7.5%	\$ 10,924	7.5%	Benchmark; set to market
22	Transit Operations Supervisor	\$ 6,353	-14.8%	\$ 7,292	14.8%	Benchmark; set to market
23	Dispatch Supervisor	\$ 5,087		\$ 7,292	43.3%	Same as Transit Operations Supervisor
24	Transit Dispatcher	\$ 4,387	-2.2%	\$ 4,483	2.2%	Benchmark; set to market
25	Transit Operator	\$ 4,678	-12.6%	\$ 5,265	12.6%	Benchmark; set to market

El Dorado Transit
Salary Recommendations
Option 2 - Benchmark Classes set to Market Median (50th Percentile) Base+Cash

Line	Classification Job Title	Current Range Max	Market Deviation	Recomm. Range Max	Percent Change	Internal Alignment/Salary Setting Rationale
1	Executive Director	\$ 13,660	-38.7%	\$ 18,942	38.7%	Benchmark; set to market
2	Planning & Marketing Manager	\$ 8,336	-4.4%	\$ 8,706	4.4%	Benchmark; set to market
3	Safety Coordinator	\$ 7,552	-2.6%	\$ 7,752	2.6%	Benchmark; set to market
4						
5	Finance Manager	\$ 9,667	-0.8%	\$ 9,741	0.8%	Benchmark; set to market
6	Fiscal Technician II	\$ 5,346	+3.3%	\$ 5,346	0.0%	Benchmark; set to market; SCS*
7	Fiscal Technician I	\$ 4,609		\$ 4,649	0.9%	Approx. 15% below Fiscal Technician II
8						
9	Administrative Coordinator	\$ 5,756	-23.4%	\$ 7,101	23.4%	Benchmark; set to market
10	Office Assistant II	\$ 4,176	-2.3%	\$ 4,271	2.3%	Benchmark; set to market
11	Office Assistant I	\$ 3,782		\$ 3,883	2.7%	Approx. 10% below Office Assistant II
12						
13	Human Resources Manager	\$ 9,202		\$ 9,278	0.8%	Approx. 5% below Finance Manager
14						
15	Maintenance And Facilities Supervisor	\$ 7,188	-9.0%	\$ 7,837	9.0%	Benchmark; set to market
16	Equipment Technician II	\$ 5,900	-8.2%	\$ 6,386	8.2%	Benchmark; set to market
17	Equipment Technician I	\$ 5,346		\$ 5,806	8.6%	Approx. 10% below Equipment Technician II
18	Maintenance Technician	\$ 4,843	-11.6%	\$ 5,406	11.6%	Benchmark; set to market
19	Custodian	\$ 3,782	-14.1%	\$ 4,314	14.1%	Benchmark; set to market
20						
21	Operations Manager	\$ 10,157	+3.3%	\$ 10,157	0.0%	Benchmark; set to market; SCS*
22	Transit Operations Supervisor	\$ 6,353	-12.7%	\$ 7,161	12.7%	Benchmark; set to market
23	Dispatch Supervisor	\$ 5,087		\$ 7,161	40.8%	Same as Transit Operations Supervisor
24	Transit Dispatcher	\$ 4,387	+3.7%	\$ 4,387	0.0%	Benchmark; set to market; SCS*
25	Transit Operator	\$ 4,678	-5.4%	\$ 4,931	5.4%	Benchmark; set to market

El Dorado Transit
Salary Recommendations
Option 3 - Benchmark Classes set to Market Median (50th Percentile) Total Compensation

Line	Classification Job Title	Current Range Max	Market Deviation	Recomm. Range Max	Percent Change	Internal Alignment/Salary Setting Rationale
1	Executive Director	\$ 13,660	-29.1%	\$ 17,641	29.1%	Benchmark; set to market
2	Planning & Marketing Manager	\$ 8,336	-7.2%	\$ 8,936	7.2%	Benchmark; set to market
3	Safety Coordinator	\$ 7,552	-2.7%	\$ 7,752	2.7%	Benchmark; set to market
4						
5	Finance Manager	\$ 9,667	-3.9%	\$ 10,040	3.9%	Benchmark; set to market
6	Fiscal Technician II	\$ 5,346	+1.2%	\$ 5,346	0.0%	Benchmark; set to market; SCS*
7	Fiscal Technician I	\$ 4,609		\$ 4,649	0.9%	Approx. 15% below Fiscal Technician II
8						
9	Administrative Coordinator	\$ 5,756	-10.6%	\$ 6,366	10.6%	Benchmark; set to market
10	Office Assistant II	\$ 4,176	-0.6%	\$ 4,202	0.6%	Benchmark; set to market
11	Office Assistant I	\$ 3,782		\$ 3,820	1.0%	Approx. 10% below Office Assistant II
12						
13	Human Resources Manager	\$ 9,202		\$ 9,562	3.9%	Approx. 5% below Finance Manager
14						
15	Maintenance And Facilities Supervisor	\$ 7,188	-6.4%	\$ 7,651	6.4%	Benchmark; set to market
16	Equipment Technician II	\$ 5,900	+0.9%	\$ 5,900	0.0%	Benchmark; set to market; SCS*
17	Equipment Technician I	\$ 5,346		\$ 5,364	0.3%	Approx. 10% below Equipment Technician II
18	Maintenance Technician	\$ 4,843	-6.4%	\$ 5,153	6.4%	Benchmark; set to market
19	Custodian	\$ 3,782	-0.2%	\$ 3,791	0.2%	Benchmark; set to market
20						
21	Operations Manager	\$ 10,157	+0.0%	\$ 10,157	0.0%	Benchmark; set to market; SCS*
22	Transit Operations Supervisor	\$ 6,353	-2.1%	\$ 6,487	2.1%	Benchmark; set to market
23	Dispatch Supervisor	\$ 5,087	-16.2%	\$ 5,909	16.2%	Benchmark; set to market
24	Transit Dispatcher	\$ 4,387	+8.2%	\$ 4,387	0.0%	Benchmark; set to market; SCS*
25	Transit Operator	\$ 4,678	-2.9%	\$ 4,814	2.9%	Benchmark; set to market