

**EL DORADO COUNTY TRANSIT AUTHORITY
RESOLUTION NO. 25-17**

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

WHEREAS, Article 3.10 of the El Dorado County Transit Authority Personnel Policies and Procedures Manual provides that a salary schedule shall be established by Resolution of the Board of Directors of the El Dorado County Transit Authority; and

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

WHEREAS, the attached revised salary schedule for fiscal year 2025/2026 incorporates a three percent (3%) cost-of-living adjustment to the base hourly rates for all unrepresented and management employees, excluding the Executive Director classification; and

WHEREAS, as a best practice, implementing a modest cost-of-living adjustment helps ensure that unrepresented and management employee salaries remain competitive and equitable in the periods between formal Compensation and Benefit Studies.

WHEREAS, the Salary Structure is a comprehensive arrangement of data that is vital in establishing internal equity within the job classifications of the El Dorado County Transit Authority; and

WHEREAS, the Salary Structure also enables the El Dorado County Transit Authority to establish pay ranges based on market studies including the Consumer Price Index which analyzes cost of living adjustments; and

WHEREAS, it is appropriate to make certain adjustments in the salary to reflect general inflationary trends and aligns with industry standards for maintaining pay equity across all classification during interim years.

NOW, THEREFORE BE IT RESOLVED AS FOLLOWS:

1. The salary schedule by classification attached hereto as Exhibit A and salary structure hereto as Exhibit B for the unrepresented and management employees of the Authority is hereby approved and will be effective June 28, 2025, following adoption of this resolution. The schedule for the Transit Operator classification is separately addressed in the Memorandum of Understanding between the Authority and the Transit Operators Bargaining Unit.

2. Incumbents (excluding the Executive Director and Transit Operator positions) shall be moved into the recommended salary schedule at a step closest to, but not less than their current compensation level, effective ~~the first full pay period of the fiscal year 2025/26;~~ June 28, 2025.

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

PASSED AND ADOPTED BY THE GOVERNING BOARD OF THE EL DORADO COUNTY TRANSIT AUTHORITY at a regular meeting of said Board held on the 5th day of June 2025, by the following vote of said Board:

AYES:

NOES:

ABSTAIN:

ABSENT:

David Yarbrough, Chairperson

ATTEST:

Megan Wilcher, Secretary to the Board