



October 24, 2017

Total Compensation Study Final Report

El Dorado County Transit Authority

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October 24, 2017

Mindy Jackson
Executive Director
El Dorado County Transit Authority
6565 Commerce Way
Diamond Springs, CA 95619

Dear Ms. Jackson:

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

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

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

Very truly yours,



Georg S. Krammer
Chief Executive Officer



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EXECUTIVE SUMMARY

Background

In March 2017, Koff & Associates (“K&A”) conducted a comprehensive Total Compensation Study for El Dorado County Transit Authority (EDCTA). All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

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

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

Summary of Findings

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

- **The EDCTA’s base salaries, overall, in comparison to the market median are 20.5% below the market.**
- **The EDCTA’s total compensation, overall, in comparison to the market median is 8.8% below the market.**
- **The EDCTA’s benefits package** puts the EDCTA in a more competitive position compared to the market and, therefore, salary decisions should be based on total compensation versus base salary market results.
- K&A considers a classification falling within 5% of the median to be competitive.

STUDY PROCESS

Benchmark Classifications

The study included 19 classifications, and of those, 16 classifications were selected in order to collect salary and benefits data within the defined labor market. Classifications that we would expect to provide a sufficient sample for analysis were selected as “benchmarks” to use as the basis to build the compensation plan. Benchmark classifications are those classifications that are compared to the market, and these classifications are used as a means of anchoring the EDCTA’s



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

The benchmark classifications are listed in Table 1.

Table 1. Benchmark Classification

Classification Title
1. Administrative Coordinator
2. Custodian
3. Equipment Technician II
4. Executive Director
5. Finance Manager
6. Fiscal Technician II
7. Human Resources Manager
8. Maintenance and Facilities Supervisor
9. Maintenance Technician
10. Office Assistant II
11. Operations Manager
12. Planning and Marketing Manager
13. Safety Coordinator
14. Transit Dispatcher
15. Transit Operations Supervisor
16. Transit Operator

Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. In developing the list of potential comparator agencies, Agency selection is based on the following factors:

- 1. Organizational type and structure** – It is generally recommended that agencies of a similar size and providing similar services to that of the EDCTA be used as comparators.



When it comes to technical classes, the size of an organization is not as critical, as these classes perform fairly similar work. The difference in size of an organization becomes more important when comparing classes at the management level. The scope of work and responsibility for management becomes much larger as an organization grows. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility all grow with larger organizations. When it is difficult to find agencies that are similarly sized, it is important to get a good balance of smaller and larger agencies.

2. **Similarity of population, staff, and operational budgets** – These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of services.
3. **Scope of services provided** – For the majority of classifications, it is important to select agencies providing similar services. Organizations providing the same services are ideal for comparators and most comparator agencies surveyed provide similar services to the EDCTA.
4. **Labor market and geographic location** – In the reality that is today's labor market, many agencies are in competition for the same pool of qualified employees. No longer do individuals necessarily live in the communities they serve. The geographic labor market area, where the EDCTA may be recruiting from or losing employees to, was taken into consideration when selecting comparator organizations. Furthermore, by selecting employers within a geographic proximity to the EDCTA, the resulting labor market data generally reflects the region's cost of living, housing costs, growth rate, and other demographic characteristics to the same extent as competing employers to the EDCTA.

All factors mentioned should be considered in selecting the group of comparator agencies. EDCTA determined that the agencies from the 2014 total compensation study, excluding the two larger agencies of Sacramento Regional Transit District and Riverside Transit Agency, were an accurate reflection of their market competitors, and the ten (10) agencies used in the 2017 study are listed in Table 2.

Table 2. Comparator Agencies

Agency
1. Amador Regional Transit
2. Central Contra Costa Transit Authority
3. City of Folsom
4. City of Norwalk (Norwalk Transportation District)
5. County of Placer
6. Gold Coast Transit District



Agency
7. Golden Empire Transit District
8. Mendocino Transit Authority
9. San Joaquin Regional Transit Authority
10. Santa Cruz Metropolitan Transit District

Salary and Benefits Data

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

1. Monthly Base Salary

The top of the salary range and/or control point. All figures are presented on a monthly basis.

2. Employee Retirement

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

- **PERS Formula:** The service retirement formula for the agency's Classic plan.
- **Enhanced Formula Cost:** The baseline PERS formula is 2%@55. There is typically a cost to the employer for offering a formula with a higher benefit than the baseline formula. For each enhanced formula, the cost to the employer is based on a percentage range calculated by PERS. K&A took the midpoint of the range and multiplied the percentage by the top monthly salary to calculate the cost of the enhanced formula. The percentage value for each enhanced formula is:
 - 2.5%@55: midpoint of range = 4.95%
 - 2.7%@55: midpoint of range = 8.05%
 - 3%@60: midpoint of range = 9.80%
- **Employer Paid Member Contribution:** The amount of the employee's contribution to PERS that is paid by the employer (Employer Paid Member Contribution).
- **Single Highest Year:** The period for determining the average monthly pay rate when calculating retirement benefits. The base period is 36 highest paid consecutive months. When final compensation is based on a shorter period of time, such as 12 months' highest paid consecutive months, there is a cost to the employer. Similar to the enhanced formula, the cost to the employer is based on a percentage range



calculated by PERS. K&A took the midpoint of the range (1.35%) and multiplied the percentage by the top monthly salary to calculate the cost of the final compensation.

- **Social Security:** If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally-determined maximum contribution of \$657.20 per month was reported.
- **Other:** Any other retirement contributions made by the employer.

3. Deferred Compensation

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

4. Insurances

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

- Cafeteria/Flexible Benefit Plan
- Medical
- Dental
- Vision
- Life and Accidental Death and Dismemberment (“AD&D”) Insurances
- Long-Term Disability Insurance
- Short-Term Disability Insurance
- Other

5. Leaves

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

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



6. Auto Allowance

This category includes either the provision of an auto allowance or the provision of an auto for personal use only. If a vehicle is provided to any classification for commuting and other personal use, the average monthly rate is estimated at \$450. Mileage reimbursement is not included.

7. Other

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

All of the benefit elements are negotiated benefits provided to all employees in the classification. As such, they represent an ongoing cost for which an agency must budget. Other benefit costs, such as sick leave, tuition reimbursement, and reimbursable mileage are usage-based and cannot be quantified on an overall classification basis but are individual employee-based.

Data Collection

Data was collected during the months of July and August 2017, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

Matching Methodology

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

When K&A researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable matches may not be made that are 100% equivalent to the classifications at the EDCTA. Therefore, K&A does not match based upon job titles, which can often be misleading, but rather analyze class descriptions before a comparable match is determined.

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

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



- Independence of action/responsibility;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

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

When an appropriate match is not identified for one classification, K&A often uses the designation "hybrid" which can be functional or represent a span in scope of responsibility. A "functional hybrid" means that the job of one classification at the EDCTA is performed by two or more classifications at the same level within a comparator agency; in these instances, the higher salary level of matched classes is used. A "span of responsibility hybrid" means that the comparator agency has one class that is "bigger" in scope and responsibility and one class that is "smaller," where the EDCTA's class falls in the middle; in these instances the average of the matched class salaries is used.

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

Data Spreadsheets

For each benchmark classification, there are three information pages and these are presented in the listed Appendix:

- Top Monthly and Total Monthly analyses sorted by Top Monthly – Appendix II-A
 - These data sheets are organized in the following manner from left to right:
 - Rank – this is the ranking for each agency's base salary from high to low in the full array of data; EDCTA's ranking and salary are shaded.
 - Comparator Agency
 - Classification title of the job match for each comparator agency
 - Top Monthly Salary (base salary)
 - Benefits Package – cost of the benefits provided for the classification by the agency (from information presented in Appendix II-C)
 - Total Monthly Compensation – this amount is derived by adding the Top Monthly Salary to the Benefits Package
 - Salary Effective Data



- Date of Next Salary Increase
- Amount of Next Salary Increase
- Top Monthly and Total Monthly analyses sorted by Total Monthly – Appendix II-B
 - These data sheets are organized in the same manner as Appendix II-A, but are sorted on the Total Monthly Compensation
- Benefits Detail (Monthly Equivalent Values) – Appendix II-C

Summary Results Section- The average (mean) and median (midpoint) of the comparator agencies are reported for both top monthly salary and total monthly analyses in this section. The % above or below that the EDCTA is compared to the average and median is also reported.

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

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

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

MARKET COMPENSATION FINDINGS

The following table represents a summary of the market top monthly (base) salary and total compensation (base salary plus benefits [retirement, insurance, leaves, and allowances]) findings. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top monthly salary market median and total compensation market median is listed. The table is sorted in alphabetical order consistent the organization of the data sheets in Appendices II-A and II-B.

Table 3. Market Compensation Results Summary

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
Administrative Coordinator	6	-2.8%	-2.5%
Custodian	8	-25.2%	-5.9%



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Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
Equipment Technician II	10	-14.0%	2.7%
Executive Director	8	-29.0%	-23.3%
Finance Manager	8	-25.5%	-18.9%
Fiscal Technician II	8	-27.5%	-14.0%
Human Resources Manager	8	-15.6%	-12.4%
Maintenance and Facilities Supervisor	9	-27.1%	-19.3%
Maintenance Technician	8	-33.3%	-18.5%
Office Assistant II	9	-12.3%	-2.0%
Operations Manager	9	-20.8%	-10.9%
Planning and Marketing Manager	4	-33.9%	-12.6%
Safety Coordinator	4	-33.1%	-20.2%
Transit Dispatcher	7	-16.2%	11.7%
Transit Operations Supervisor	9	-4.1%	-2.4%
Transit Operator	10	-7.4%	7.9%

Base Salary

Top monthly salary market results show that no classification is paid above the market median.

Top monthly salary market results show that all classifications are paid below the market median:

- Two (2) classifications are paid below the market median by less than 5%;
- One (1) classification is paid below the market median by more than 5% and less than 10%;
- Two (2) classifications are paid below the market median by more than 10% and less than 15%;
- Two (2) classifications are paid below the market median by more than 15% and less than 20%; and
- Six (6) classifications are paid below the market median by more than 20% and less than 30%.



- Three (3) classifications are paid below the market median by more than 20%.

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

Total Compensation

Total compensation market results show that three (3) classifications are paid above the market median:

- One (1) classification is paid above the market median by less than 5%;
- One (1) classification is paid above the market median by more than 5% and less than 10%; and
- One (1) classification is paid above the market median by more than 10% and less than 15%.

Total compensation market results show that (thirteen) 13 classifications are paid below the market median:

- Three (3) classifications are paid below the market median by less than 5%;
- One (1) classifications are paid below the market median by more than 5% and less than 10%;
- Four (4) classifications are paid below the market median by more than 10% and less than 15%;
- Three (3) classifications are paid below the market median by more than 15% and less than 20%; and
- Two (2) classifications are paid below the market median by more than 20%.

Overall, the differences between market base salaries and total compensation indicate that the EDCTA's benefits package puts the EDCTA at a more competitive advantage. Further analysis indicates that, on average, classifications are 20.5% below the market median for base salaries, while that figure changes to 8.8% below the market median for total compensation, which is a 11.7% difference (i.e., the EDCTA "gains" a 11.7% competitive advantage when taking benefits into consideration).

Benefits

The market benefits data reveals the major contributing factors that give the EDCTA a competitive advantage is the EDCTA's contribution to health and dental insurances, and its use of a single highest year formula for its retirement system.



INTERNAL SALARY RELATIONSHIPS

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

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

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

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

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

For the purposes of this study, K&A utilized market data to develop the salary recommendations for all of the benchmarked classifications, and used internal equity principles to make the salary recommendations for three (3) classifications that were not benchmarked. For the non-benchmarked classifications, internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and "worth" to the EDCTA. Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for EDCTA management to carefully review these internal relationships and determine if they are still appropriate given the current market data.



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

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

RECOMMENDATIONS

Pay Philosophy

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

Proposed Salary Structure

Currently, the EDCTA has a salary structure with ranges that are approximately 2.5% apart from one another. Each salary range has seven steps with 5% between each step. Appendix III contains an updated salary range structure using the same design as the current structure.

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

Proposed Salary Range Placements

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

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



K&A also modified the current internal alignment in certain instances where it seemed warranted based on market-supported groupings and/or compaction issues.

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

Options for Implementation

While the EDCTA may be interested in bringing all salaries to the market median, in most cases this goal may not be reached with a single adjustment. In this case, one option is to use a phased implementation approach. Normally, if the compensation implementation program must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost of living increase). If a class falls within 5% of the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5% (or in this case, more than 20%) below the market median, a higher percentage change may be initially warranted to reduce the disparity.

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

Table 4. Three-Year Implementation Proposal

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

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

Please note that typically, for those classes that had a market disparity of 0 to 4.99%, we recommend a 0% increase in the first year and an adjustment in the second year. Depending upon the EDCTA's financial situation, which will have to be reviewed before each further adjustment is made, all market disparity adjustments are intended to be completed by the third



year. The EDCTA may also consider a similar implementation plan over a longer period of time, like a five-year implementation plan.

Another option is to move employees into the salary range that is recommended for each class based on this market study and to the step within the new range that is closest to their current compensation. If employees' current salaries are significantly below market so that their current compensation falls below the bottom of the newly recommended range, then larger adjustments would be needed to move those employees at least to the bottom of the new salary range.

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

When classifications are over market, K&A typically recommends Y-rating employees whose current pay exceeds the maximum of the recommended range until the market numbers "catch up" with their current salary. To Y-rate an employee means to keep the employee's salary frozen and to provide no salary increases (including no cost of living adjustments) until the employee's current salary is within the recommended salary range. This will result in no immediate loss of income, but will delay any future increases until the incumbent's salary is within the salary range.

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

- **"Grandfathering" of salary ranges:** This means that the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they separate from employment with EDCTA. Any new-hires would be paid within the newly established salary range.
- **Single-incumbent classes:** If a class only has one incumbent, an option would be to wait until the person separates from employment with EDCTA and then adjust the salary range for the class according to the market.
- **Recent hires:** Some employees who have recently been hired may still be at one of the lower steps within their current salary range. So, even if the top of their current salary range is above market, the incumbents are currently still paid below the market maximum because they are not at the top of their current salary range. In this case, an immediate salary range adjustment could be made to bring the salary range within the market. This would bring the affected incumbents either to the top of the market range or very close to it, but they would not technically be Y-rated or lose any pay.

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



USING THE MARKET DATA AS A TOOL

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

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

Respectfully submitted by,
Koff & Associates

A handwritten signature in blue ink, reading "Georg S. Krammer".

Georg S. Krammer
Chief Executive Officer



Appendix I

Results Summary

**El Dorado County Transit Authority - Results Summary
September 2017**

Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches				
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below					
Administrative Coordinator	\$ 4,894	\$ 5,056	-3.3%	\$ 5,030	-2.8%	\$ 7,820	\$ 7,935	-1.5%	\$ 8,018	-2.5%	6				
Custodian	\$ 2,843	\$ 3,366	-18.4%	\$ 3,560	-25.2%	\$ 5,488	\$ 5,690	-3.7%	\$ 5,810	-5.9%	8				
Equipment Technician II	\$ 4,774	\$ 5,356	-12.2%	\$ 5,441	-14.0%	\$ 7,684	\$ 7,790	-1.4%	\$ 7,474	2.7%	10				
Executive Director	\$ 10,346	\$ 12,591	-21.7%	\$ 13,346	-29.0%	\$ 15,212	\$ 16,963	-11.5%	\$ 18,758	-23.3%	8				
Finance Manager	\$ 7,264	\$ 9,420	-29.7%	\$ 9,119	-25.5%	\$ 11,329	\$ 13,297	-17.4%	\$ 13,470	-18.9%	8				
Fiscal Technician II	\$ 3,919	\$ 4,803	-22.6%	\$ 4,995	-27.5%	\$ 6,711	\$ 7,427	-10.7%	\$ 7,653	-14.0%	8				
Human Resources Manager	\$ 7,445	\$ 9,030	-21.3%	\$ 8,607	-15.6%	\$ 11,542	\$ 12,579	-9.0%	\$ 12,977	-12.4%	8				
Maintenance and Facilities Supervisor	\$ 5,866	\$ 7,166	-22.2%	\$ 7,458	-27.1%	\$ 8,925	\$ 10,363	-16.1%	\$ 10,648	-19.3%	9				
Maintenance Technician	\$ 3,550	\$ 4,576	-28.9%	\$ 4,731	-33.3%	\$ 6,292	\$ 7,260	-15.4%	\$ 7,455	-18.5%	8				
Office Assistant II	\$ 3,464	\$ 3,856	-11.3%	\$ 3,890	-12.3%	\$ 6,194	\$ 6,272	-1.3%	\$ 6,319	-2.0%	9				
Operations Manager	\$ 8,217	\$ 9,771	-18.9%	\$ 9,930	-20.8%	\$ 12,449	\$ 13,542	-8.8%	\$ 13,805	-10.9%	9				
Planning and Marketing Manager	\$ 6,111	\$ 8,242	-34.9%	\$ 8,183	-33.9%	\$ 9,973	\$ 11,150	-11.8%	\$ 11,227	-12.6%	4				
Safety Coordinator	\$ 5,269	\$ 6,687	-26.9%	\$ 7,011	-33.1%	\$ 8,247	\$ 9,471	-14.8%	\$ 9,916	-20.2%	4				
Transit Dispatcher	\$ 3,463	\$ 3,982	-15.0%	\$ 4,023	-16.2%	\$ 6,192	\$ 6,257	-1.0%	\$ 5,466	11.7%	7				
Transit Operations Supervisor	\$ 5,536	\$ 5,817	-5.1%	\$ 5,762	-4.1%	\$ 8,550	\$ 8,425	1.5%	\$ 8,751	-2.4%	9				
Transit Operator	\$ 3,979	\$ 4,171	-4.8%	\$ 4,274	-7.4%	\$ 7,267	\$ 6,510	10.4%	\$ 6,690	7.9%	10				
AVERAGE:		-18.6%		AVERAGE:		-20.5%		AVERAGE:		-7.0%		AVERAGE:		-8.8%	
MEDIAN:		-20.1%		MEDIAN:		-23.0%		MEDIAN:		-8.9%		MEDIAN:		-11.7%	



Appendix II - A

Market Compensation Findings
Top and Total Monthly Sorted by Top Monthly

El Dorado County Transit Authority - Market Compensation Data (Sorted by Top Monthly Salary)
September 2017

Administrative Coordinator								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Administrative Assistant	\$ 5,957	\$ 3,091	\$ 9,048	7/1/2017	unknown	unknown
2	City of Norwalk	Administrative Secretary	\$ 5,390	\$ 1,658	\$ 7,048	7/1/2017	unknown	unknown
3	Santa Cruz METRO	Administrative Assistant/Supervisor	\$ 5,351	\$ 3,864	\$ 9,215	6/15/2017	unknown	unknown
4	El Dorado County Transit Authority	Administrative Coordinator	\$ 4,894	\$ 2,926	\$ 7,820	6/2/2017	unknown	unknown
5	San Joaquin Regional Transit District	Administrative Assistant	\$ 4,710	\$ 2,887	\$ 7,597	10/21/2016	unknown	unknown
6	County of Placer	Administrative Secretary	\$ 4,670	\$ 3,768	\$ 8,438	6/24/2017	7/6/2018	3.00%
7	Golden Empire Transit	Executive Assistant	\$ 4,259	\$ 2,003	\$ 6,262	4/1/2014	unknown	unknown
8	Gold Coast Transit District	N/C						
9	Central Contra Costa Transit Authority	N/C						
10	Mendocino Transit Authority	N/C						
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,056	\$ 7,935
% El Dorado County Transit Authority Above/Below	-3.3%	-1.5%
Median of Comparators	\$ 5,030	\$ 8,018
% El Dorado County Transit Authority Above/Below	-2.8%	-2.5%
Number of Matches	6	6

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (Sorted by Top Monthly Salary)
September 2017

Custodian								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Cruz METRO	Custodial Services Worker II	\$ 4,080	\$ 3,593	\$ 7,673	6/15/2017	unknown	unknown
2	Central Contra Costa Transit Authority	Custodian	\$ 3,742	\$ 2,661	\$ 6,403	7/1/2017	unknown	unknown
3	Gold Coast Transit District	Service Worker II	\$ 3,614	\$ 1,965	\$ 5,579	7/2/2017	unknown	unknown
4	County of Placer	Custodian II	\$ 3,609	\$ 3,535	\$ 7,144	6/24/2017	7/6/2018	3.00%
5	Mendocino Transit Authority ¹	[Cleaner/ Shelter Maintenance Cleaner]	\$ 3,510	\$ 1,324	\$ 4,834	7/1/2017	unknown	unknown
6	San Joaquin Regional Transit District ²	[Custodian/ Utility Worker]	\$ 3,429	\$ 2,611	\$ 6,040	7/1/2016	unknown	unknown
7	El Dorado County Transit Authority	Custodian	\$ 2,843	\$ 2,645	\$ 5,488	6/2/2017	unknown	unknown
8	Amador Regional Transit	Facilities - Vehicle Maintenance Technician	\$ 2,576	\$ 1,249	\$ 3,825	6/19/2013	unknown	unknown
9	Golden Empire Transit	Janitor	\$ 2,370	\$ 1,651	\$ 4,021	4/1/2017	4/1/2018	2.5%
10	City of Norwalk	N/C						
11	City of Folsom	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,366	\$ 5,690
% El Dorado County Transit Authority Above/Below	-18.4%	-3.7%
Median of Comparators	\$ 3,560	\$ 5,810
% El Dorado County Transit Authority Above/Below	-25.2%	-5.9%
Number of Matches	8	8

N/C - Non Comparator

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

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

El Dorado County Transit Authority - Market Compensation Data (Sorted by Top Monthly Salary)
September 2017

Equipment Technician II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Mechanic II	\$ 6,105	\$ 3,126	\$ 9,231	7/1/2017	unknown	unknown
2	City of Norwalk	Mechanic	\$ 5,791	\$ 1,705	\$ 7,496	7/1/2017	unknown	unknown
3	Central Contra Costa Transit Authority	Mechanic IV	\$ 5,720	\$ 1,443	\$ 7,163	2/1/2017	2/1/2018	3.00%
4	Santa Cruz METRO	FM Mechanic II	\$ 5,602	\$ 3,734	\$ 9,336	6/15/2017	unknown	unknown
5	County of Placer	Master Automotive Mechanic	\$ 5,599	\$ 3,972	\$ 9,572	6/24/2017	7/6/2018	3.00%
6	Mendocino Transit Authority	Mechanic	\$ 5,283	\$ 1,476	\$ 6,759	7/1/2017	unknown	unknown
7	Gold Coast Transit District	Mechanic II	\$ 5,167	\$ 2,285	\$ 7,452	7/2/2017	unknown	unknown
8	Golden Empire Transit	Mechanic B	\$ 4,838	\$ 2,217	\$ 7,055	4/1/2017	4/1/2018	2.5%
9	San Joaquin Regional Transit District	Mechanic A	\$ 4,798	\$ 2,906	\$ 7,704	7/1/2016	unknown	unknown
10	El Dorado County Transit Authority	Equipment Technician II	\$ 4,774	\$ 2,910	\$ 7,684	6/2/2017	unknown	unknown
11	Amador Regional Transit	Mechanic	\$ 4,652	\$ 1,480	\$ 6,133	6/19/2013	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,356	\$ 7,790
% El Dorado County Transit Authority Above/Below	-12.2%	-1.4%
Median of Comparators	\$ 5,441	\$ 7,474
% El Dorado County Transit Authority Above/Below	-14.0%	2.7%
Number of Matches	10	10

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (Sorted by Top Monthly Salary)
September 2017

Executive Director								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Cruz METRO ⁵	[General Manager / Chief Operations Officer]	\$ 15,896	\$ 7,025	\$ 22,921	6/23/2017	unknown	unknown
2	Central Contra Costa Transit Authority ¹	[General Manager/ Director of Transportation]	\$ 15,403	\$ 4,365	\$ 19,768	unknown	unknown	unknown
3	San Joaquin Regional Transit District ⁴	[General Manager / Director of Facilities]	\$ 14,495	\$ 5,053	\$ 19,548	unknown	unknown	unknown
4	Gold Coast Transit District ²	[General Manager/ Director, Transit Operations]	\$ 13,722	\$ 6,228	\$ 19,950	7/5/2017	unknown	unknown
5	City of Norwalk	Director of Transportation	\$ 12,970	\$ 4,998	\$ 17,968	7/1/2017	unknown	unknown
6	Golden Empire Transit ³	[Chief Executive Officer/ Deputy Chief Executive Officer]	\$ 10,360	\$ 3,285	\$ 13,645	4/1/2014	unknown	unknown
7	El Dorado County Transit Authority	Executive Director	\$ 10,346	\$ 4,866	\$ 15,212	11/29/2014	unknown	unknown
8	Mendocino Transit Authority	General Manager	\$ 10,080	\$ 2,194	\$ 12,274	7/1/2017	unknown	unknown
9	Amador Regional Transit	General Manager	\$ 7,799	\$ 1,831	\$ 9,630	unknown	unknown	unknown
10	County of Placer	N/C						
11	City of Folsom	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 12,591	\$ 16,963
% El Dorado County Transit Authority Above/Below	-21.7%	-11.5%
Median of Comparators	\$ 13,346	\$ 18,758
% El Dorado County Transit Authority Above/Below	-29.0%	-23.3%
Number of Matches	8	8

N/C - Non Comparator

1 - Central Contra Costa Transit Authority: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

2 - Gold Coast Transit District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

3 - Golden Empire Transit: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

4 - San Joaquin Regional Transit District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

5 - Santa Cruz METRO: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

El Dorado County Transit Authority - Market Compensation Data (Sorted by Top Monthly Salary)
September 2017

Finance Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Transit Authority	Senior Manager of Accounting	\$ 12,872	\$ 3,408	\$ 16,280	7/1/2017	unknown	unknown
2	Santa Cruz METRO	Assistant Finance Manager	\$ 10,055	\$ 5,240	\$ 15,295	6/23/2017	unknown	unknown
3	San Joaquin Regional Transit District	Accounting Manager	\$ 9,456	\$ 3,909	\$ 13,365	10/21/2016	unknown	unknown
4	City of Folsom	Revenue/ Disbursement Supervisor	\$ 9,184	\$ 4,554	\$ 13,738	7/2/2017	unknown	unknown
5	County of Placer	Administrative and Fiscal Operations Manager	\$ 9,053	\$ 4,522	\$ 13,576	6/24/2017	unknown	unknown
6	City of Norwalk ¹	[Controller-Deputy Treasurer/ Senior Accountant]	\$ 8,939	\$ 3,578	\$ 12,517	7/1/2017	unknown	unknown
7	Gold Coast Transit District ²	[Accounting/ Finance Manager]	\$ 8,520	\$ 3,163	\$ 11,683	7/5/2017	unknown	unknown
8	Golden Empire Transit	Controller	\$ 7,285	\$ 2,639	\$ 9,924	4/1/2014	unknown	unknown
9	El Dorado County Transit Authority	Finance Manager	\$ 7,264	\$ 4,065	\$ 11,329	6/2/2017	unknown	unknown
10	Mendocino Transit Authority	N/C						
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,420	\$ 13,297
% El Dorado County Transit Authority Above/Below	-29.7%	-17.4%
Median of Comparators	\$ 9,119	\$ 13,470
% El Dorado County Transit Authority Above/Below	-25.5%	-18.9%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Norwalk: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

2 - Gold Coast Transit District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

El Dorado County Transit Authority - Market Compensation Data (Sorted by Top Monthly Salary)
September 2017

Fiscal Technician II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Accounting Technician II	\$ 5,537	\$ 2,993	\$ 8,530	7/1/2017	unknown	unknown
2	Central Contra Costa Transit Authority	Payroll Specialist	\$ 5,486	\$ 2,803	\$ 8,289	7/1/2017	unknown	unknown
3	Mendocino Transit Authority	Finance & Personnel Assistant	\$ 5,294	\$ 1,477	\$ 6,771	7/1/2017	unknown	unknown
4	City of Norwalk	Account Clerk III	\$ 5,191	\$ 1,635	\$ 6,826	7/1/2017	unknown	unknown
5	Santa Cruz METRO	Accounting Technician	\$ 4,800	\$ 3,746	\$ 8,546	6/15/2017	unknown	unknown
6	San Joaquin Regional Transit District	Accounting Technician	\$ 4,710	\$ 2,887	\$ 7,596	10/21/2016	unknown	unknown
7	County of Placer	Account Clerk - Journey	\$ 4,073	\$ 3,637	\$ 7,709	6/24/2017	7/6/2018	3.00%
8	El Dorado County Transit Authority	Fiscal Technician II	\$ 3,919	\$ 2,792	\$ 6,711	6/2/2017	unknown	unknown
9	Golden Empire Transit	Account Clerk II	\$ 3,337	\$ 1,809	\$ 5,146	4/1/2014	unknown	unknown
10	Gold Coast Transit District	N/C						
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,803	\$ 7,427
% El Dorado County Transit Authority Above/Below	-22.6%	-10.7%
Median of Comparators	\$ 4,995	\$ 7,653
% El Dorado County Transit Authority Above/Below	-27.5%	-14.0%
Number of Matches	8	8

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (Sorted by Top Monthly Salary)
September 2017

Human Resources Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Transit Authority	Senior Manager of Human Resources	\$ 12,872	\$ 3,408	\$ 16,280	7/1/2017	unknown	unknown
2	San Joaquin Regional Transit District	Human Resources Manager	\$ 9,456	\$ 3,909	\$ 13,365	10/21/2016	unknown	unknown
3	City of Folsom	Senior Management Analyst	\$ 9,184	\$ 3,731	\$ 12,915	7/2/2017	unknown	unknown
4	Santa Cruz METRO	Assistant Human Resources Manager	\$ 8,694	\$ 4,932	\$ 13,626	6/23/2017	unknown	unknown
5	Gold Coast Transit District	Human Resources and Risk Manager	\$ 8,520	\$ 3,163	\$ 11,683	7/5/2017	unknown	unknown
6	County of Placer	Senior Personnel Analyst	\$ 8,443	\$ 4,597	\$ 13,040	6/24/2017	7/6/2018	3.00%
7	Golden Empire Transit	Human Resources Manager	\$ 8,031	\$ 2,796	\$ 10,827	4/1/2014	unknown	unknown
8	El Dorado County Transit Authority	Human Resources Manager	\$ 7,445	\$ 4,097	\$ 11,542	6/2/2017	unknown	unknown
9	City of Norwalk	Senior Human Resources Analyst	\$ 7,041	\$ 1,853	\$ 8,894	7/1/2017	unknown	unknown
10	Mendocino Transit Authority	N/C						
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,030	\$ 12,579
% El Dorado County Transit Authority Above/Below	-21.3%	-9.0%
Median of Comparators	\$ 8,607	\$ 12,977
% El Dorado County Transit Authority Above/Below	-15.6%	-12.4%
Number of Matches	8	8

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (Sorted by Top Monthly Salary)
September 2017

Maintenance and Facilities Supervisor								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Norwalk ¹	[Fleet Maintenance Manager/ Lead Equipment Mechanic]	\$ 8,460	\$ 3,493	\$ 11,953	7/1/2017	unknown	unknown
2	Gold Coast Transit District	Maintenance Supervisor	\$ 8,023	\$ 2,974	\$ 10,997	7/5/2017	unknown	unknown
3	San Joaquin Regional Transit District ³	[Maintenance Supervisor/ Facilities Supervisor]	\$ 7,565	\$ 3,502	\$ 11,067	10/21/2016	unknown	unknown
4	Santa Cruz METRO	Fleet Maintenance Supervisor	\$ 7,563	\$ 4,335	\$ 11,898	6/15/2017	unknown	unknown
5	Central Contra Costa Transit Authority	Facility Superintendent	\$ 7,458	\$ 2,965	\$ 10,423	7/1/2017	unknown	unknown
6	City of Folsom	Lead Senior Mechanic	\$ 6,896	\$ 3,311	\$ 10,207	7/1/2017	unknown	unknown
7	County of Placer	Mechanic - Supervising	\$ 6,482	\$ 4,166	\$ 10,648	6/24/2017	7/6/2018	3.00%
8	Golden Empire Transit ²	[Vehicle Maintenance Supervisor/ Maintenance Manager]	\$ 6,187	\$ 2,408	\$ 8,595	4/1/2014	unknown	unknown
9	El Dorado County Transit Authority	Maintenance and Facilities Supervisor	\$ 5,866	\$ 3,060	\$ 8,925	6/2/2017	unknown	unknown
10	Amador Regional Transit	Maintenance and Facilities Manager	\$ 5,862	\$ 1,615	\$ 7,477	6/19/2013	unknown	unknown
11	Mendocino Transit Authority	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,166	\$ 10,363
% El Dorado County Transit Authority Above/Below	-22.2%	-16.1%
Median of Comparators	\$ 7,458	\$ 10,648
% El Dorado County Transit Authority Above/Below	-27.1%	-19.3%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Norwalk: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

2 - Golden Empire Transit: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

3 - San Joaquin Regional Transit District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

El Dorado County Transit Authority - Market Compensation Data (Sorted by Top Monthly Salary)
September 2017

Maintenance Technician								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Norwalk ¹	[Storekeeper II / Maintenance Worker II]	\$ 5,390	\$ 1,658	\$ 7,048	7/1/2017	unknown	unknown
2	City of Folsom	Maintenance Worker II	\$ 5,023	\$ 2,872	\$ 7,895	7/1/2017	unknown	unknown
3	Central Contra Costa Transit Authority	Senior Facility Worker	\$ 4,986	\$ 2,762	\$ 7,748	7/1/2017	unknown	unknown
4	Santa Cruz METRO	Facilities Maintenance Worker II	\$ 4,900	\$ 3,768	\$ 8,668	6/15/2017	unknown	unknown
5	County of Placer	Storekeeper - Senior	\$ 4,563	\$ 3,744	\$ 8,307	6/24/2017	7/6/2018	3.00%
6	San Joaquin Regional Transit District	Facilities Maintenance Technician B	\$ 4,352	\$ 2,810	\$ 7,162	7/1/2016	unknown	unknown
7	Gold Coast Transit District	Material Specialist	\$ 4,212	\$ 2,088	\$ 6,300	7/2/2017	unknown	unknown
8	El Dorado County Transit Authority	Maintenance Technician	\$ 3,550	\$ 2,742	\$ 6,292	6/2/2017	unknown	unknown
9	Golden Empire Transit	Maintenance Technician	\$ 3,179	\$ 1,775	\$ 4,954	4/1/2014	unknown	unknown
10	Mendocino Transit Authority	N/C						
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,576	\$ 7,260
% El Dorado County Transit Authority Above/Below	-28.9%	-15.4%
Median of Comparators	\$ 4,731	\$ 7,455
% El Dorado County Transit Authority Above/Below	-33.3%	-18.5%
Number of Matches	8	8

N/C - Non Comparator

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

El Dorado County Transit Authority - Market Compensation Data (Sorted by Top Monthly Salary)
September 2017

Office Assistant II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Transit Authority	Administrative Assistant II	\$ 4,986	\$ 2,762	\$ 7,748	7/1/2017	unknown	unknown
2	City of Norwalk	Office Assistant II	\$ 4,399	\$ 1,541	\$ 5,940	7/1/2017	unknown	unknown
3	San Joaquin Regional Transit District	Office Assistant II	\$ 4,369	\$ 2,814	\$ 7,183	10/21/2016	unknown	unknown
4	Santa Cruz METRO	Administrative Clerk I	\$ 3,950	\$ 3,565	\$ 7,516	6/15/2017	unknown	unknown
5	Gold Coast Transit District	Customer Service Assistant	\$ 3,890	\$ 2,022	\$ 5,911	7/2/2017	unknown	unknown
6	City of Folsom	Office Assistant II	\$ 3,746	\$ 2,573	\$ 6,319	7/1/2017	unknown	unknown
7	County of Placer	Administrative Clerk - Journey	\$ 3,609	\$ 3,535	\$ 7,144	6/24/2017	7/6/2018	3.00%
8	El Dorado County Transit Authority	Office Assistant II	\$ 3,464	\$ 2,730	\$ 6,194	6/2/2017	unknown	unknown
9	Mendocino Transit Authority	Bilingual Receptionist	\$ 3,264	\$ 1,303	\$ 4,567	7/1/2017	unknown	unknown
10	Golden Empire Transit	Receptionist/Clerk	\$ 2,491	\$ 1,631	\$ 4,121	4/1/2014	unknown	unknown
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,856	\$ 6,272
% El Dorado County Transit Authority Above/Below	-11.3%	-1.3%
Median of Comparators	\$ 3,890	\$ 6,319
% El Dorado County Transit Authority Above/Below	-12.3%	-2.0%
Number of Matches	9	9

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (Sorted by Top Monthly Salary)
September 2017

Operations Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Cruz METRO	Operations Manager	\$ 11,558	\$ 5,581	\$ 17,139	6/23/2017	unknown	unknown
2	Gold Coast Transit District	Director, Transit Operations	\$ 11,098	\$ 3,741	\$ 14,838	7/5/2017	unknown	unknown
3	City of Folsom	Public Works/Utilities Section Manager	\$ 10,998	\$ 4,891	\$ 15,890	7/1/2017	unknown	unknown
4	Central Contra Costa Transit Authority ¹	[Senior Manager Transportation / Manager Transportation]	\$ 10,607	\$ 3,222	\$ 13,829	7/1/2017	unknown	unknown
5	City of Norwalk	Manager of Transit Operations	\$ 9,930	\$ 3,753	\$ 13,683	7/1/2017	unknown	unknown
6	San Joaquin Regional Transit District ⁴	[Maintenance Superintendent / Transportation Superintendent]	\$ 9,456	\$ 3,909	\$ 13,365	10/21/2016	unknown	unknown
7	County of Placer ²	[Public Works Manager/ Transportation Systems Supervisor - Senior]	\$ 9,249	\$ 4,556	\$ 13,805	6/24/2017	unknown	unknown
8	El Dorado County Transit Authority	Operations Manager	\$ 8,217	\$ 4,232	\$ 12,449	6/2/2017	unknown	unknown
9	Mendocino Transit Authority	Operations Manager	\$ 8,103	\$ 1,718	\$ 9,821	7/1/2017	unknown	unknown
10	Golden Empire Transit ³	[Operations Manager / Maintenance Manager]	\$ 6,939	\$ 2,566	\$ 9,505	4/1/2014	unknown	unknown
11	Amador Regional Transit	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 9,771	\$ 13,542
% El Dorado County Transit Authority Above/Below	-18.9%	-8.8%
Median of Comparators	\$ 9,930	\$ 13,805
% El Dorado County Transit Authority Above/Below	-20.8%	-10.9%
Number of Matches	9	9

N/C - Non Comparator

1 - Central Contra Costa Transit Authority: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

2 - County of Placer: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

3 - Golden Empire Transit: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

4 - San Joaquin Regional Transit District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

El Dorado County Transit Authority - Market Compensation Data (Sorted by Top Monthly Salary)
September 2017

Planning and Marketing Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Joaquin Regional Transit District	Marketing Manager	\$ 9,456	\$ 3,909	\$ 13,365	10/21/2016	unknown	unknown
2	Central Contra Costa Transit Authority	Planning Manager	\$ 8,342	\$ 3,037	\$ 11,379	7/1/2017	unknown	unknown
3	Gold Coast Transit District	Communications and Marketing Manager	\$ 8,023	\$ 3,051	\$ 11,074	7/5/2017	unknown	unknown
4	Mendocino Transit Authority	Marketing & Planning Manager	\$ 7,148	\$ 1,636	\$ 8,784	7/1/2017	unknown	unknown
5	El Dorado County Transit Authority	Planning and Marketing Manager	\$ 6,111	\$ 3,862	\$ 9,973	6/2/2017	unknown	unknown
6	County of Placer	N/C						
7	Amador Regional Transit	N/C						
8	Golden Empire Transit	N/C						
9	City of Folsom	N/C						
10	City of Norwalk	N/C						
11	Santa Cruz METRO	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,242	\$ 11,150
% El Dorado County Transit Authority Above/Below	-34.9%	-11.8%
Median of Comparators	\$ 8,183	\$ 11,227
% El Dorado County Transit Authority Above/Below	-33.9%	-12.6%
Number of Matches	4	4

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (Sorted by Top Monthly Salary)
September 2017

Safety Coordinator								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Gold Coast Transit District	Operations and Safety Training Officer	\$ 8,023	\$ 2,974	\$ 10,997	7/5/2017	unknown	unknown
2	Santa Cruz METRO	Safety and Training Coordinator	\$ 7,032	\$ 4,222	\$ 11,254	6/15/2017	unknown	unknown
3	City of Norwalk	Transit Safety & Training Coordinator	\$ 6,989	\$ 1,847	\$ 8,836	7/1/2017	unknown	unknown
4	El Dorado County Transit Authority	Safety Coordinator	\$ 5,269	\$ 2,978	\$ 8,247	6/2/2017	unknown	unknown
5	Golden Empire Transit ¹	[Safety and Training Coordinator/ Manager of Safety and Training]	\$ 4,702	\$ 2,096	\$ 6,798	4/1/2014	unknown	unknown
6	County of Placer	N/C						
7	Amador Regional Transit	N/C						
8	City of Folsom	N/C						
9	Mendocino Transit Authority	N/C						
10	San Joaquin Regional Transit District	N/C						
11	Central Contra Costa Transit Authority	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,687	\$ 9,471
% El Dorado County Transit Authority Above/Below	-26.9%	-14.8%
Median of Comparators	\$ 7,011	\$ 9,916
% El Dorado County Transit Authority Above/Below	-33.1%	-20.2%
Number of Matches	4	4

N/C - Non Comparator

1 - Golden Empire Transit: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

El Dorado County Transit Authority - Market Compensation Data (Sorted by Top Monthly Salary)
September 2017

Transit Dispatcher								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Transit Scheduler	\$ 4,784	\$ 2,816	\$ 7,600	7/1/2017	unknown	unknown
2	County of Placer	Administrative Dispatcher	\$ 4,387	\$ 3,706	\$ 8,093	6/24/2017	7/6/2018	3.00%
3	City of Norwalk	Dispatcher	\$ 4,025	\$ 1,441	\$ 5,466	7/1/2017	unknown	unknown
4	Santa Cruz METRO	Dispatcher	\$ 4,023	\$ 3,449	\$ 7,472	unknown	unknown	unknown
5	Mendocino Transit Authority	Dispatcher	\$ 3,876	\$ 1,355	\$ 5,231	7/1/2017	unknown	unknown
6	El Dorado County Transit Authority	Transit Dispatcher	\$ 3,463	\$ 2,730	\$ 6,192	6/2/2017	unknown	unknown
7	Amador Regional Transit	Dispatcher	\$ 3,442	\$ 1,345	\$ 4,788	6/19/2013	unknown	unknown
8	Golden Empire Transit	Dispatcher	\$ 3,337	\$ 1,809	\$ 5,146	4/1/2014	unknown	unknown
9	San Joaquin Regional Transit District	N/C						
10	Gold Coast Transit District	N/C						
11	Central Contra Costa Transit Authority	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,982	\$ 6,257
% El Dorado County Transit Authority Above/Below	-15.0%	-1.0%
Median of Comparators	\$ 4,023	\$ 5,466
% El Dorado County Transit Authority Above/Below	-16.2%	11.7%
Number of Matches	7	7

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (Sorted by Top Monthly Salary)
September 2017

Transit Operations Supervisor								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Gold Coast Transit District	Transit Supervisor	\$ 7,583	\$ 2,879	\$ 10,461	7/5/2017	unknown	unknown
2	San Joaquin Regional Transit District	Transportation Supervisor	\$ 7,565	\$ 3,502	\$ 11,067	10/21/2016	unknown	unknown
3	Santa Cruz METRO	Transit Supervisor	\$ 6,327	\$ 4,072	\$ 10,398	6/15/2017	unknown	unknown
4	Central Contra Costa Transit Authority	Transit Supervisor	\$ 6,240	\$ 2,511	\$ 8,751	unknown	unknown	unknown
5	City of Norwalk	Transit Operations Supervisor	\$ 5,762	\$ 1,702	\$ 7,464	7/1/2017	unknown	unknown
6	El Dorado County Transit Authority	Transit Operations Supervisor	\$ 5,536	\$ 3,015	\$ 8,550	6/2/2017	unknown	unknown
7	County of Placer	Transportation Supervisor	\$ 5,198	\$ 3,884	\$ 9,082	6/24/2017	7/6/2018	3.00%
8	Mendocino Transit Authority	Operations Supervisor	\$ 5,060	\$ 1,457	\$ 6,516	7/1/2017	unknown	unknown
9	Golden Empire Transit	Transportation Supervisor	\$ 4,472	\$ 2,047	\$ 6,519	4/1/2014	unknown	unknown
10	Amador Regional Transit	Operations Supervisor	\$ 4,143	\$ 1,424	\$ 5,567	6/19/2013	unknown	unknown
11	City of Folsom	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,817	\$ 8,425
% El Dorado County Transit Authority Above/Below	-5.1%	1.5%
Median of Comparators	\$ 5,762	\$ 8,751
% El Dorado County Transit Authority Above/Below	-4.1%	-2.4%
Number of Matches	9	9

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (Sorted by Top Monthly Salary)
September 2017

Transit Operator								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Norwalk	Coach Operator	\$ 5,029	\$ 1,616	\$ 6,645	7/1/2017	unknown	unknown
2	Central Contra Costa Transit Authority	Bus Operator	\$ 4,940	\$ 2,458	\$ 7,398	1/15/2017	1/14/2018	3.00%
3	Gold Coast Transit District	Bus Operator	\$ 4,448	\$ 2,137	\$ 6,585	7/2/2017	unknown	unknown
4	City of Folsom	Transit Bus Driver	\$ 4,338	\$ 2,712	\$ 7,050	7/1/2017	unknown	unknown
5	San Joaquin Regional Transit District	Coach Operator	\$ 4,316	\$ 2,802	\$ 7,118	7/1/2016	unknown	unknown
6	Golden Empire Transit	Driver	\$ 4,233	\$ 2,079	\$ 6,311	4/1/2017	4/1/2018	2.5%
7	Santa Cruz METRO	Bus Operator	\$ 3,994	\$ 3,444	\$ 7,438	unknown	unknown	unknown
8	El Dorado County Transit Authority	Transit Operator	\$ 3,979	\$ 3,289	\$ 7,267	6/2/2017	unknown	unknown
9	Mendocino Transit Authority	Transit Vehicle Operator	\$ 3,727	\$ 1,343	\$ 5,070	7/1/2017	unknown	unknown
10	Amador Regional Transit	Driver	\$ 3,409	\$ 1,342	\$ 4,751	unknown	unknown	unknown
11	County of Placer	Bus Driver II	\$ 3,274	\$ 3,461	\$ 6,735	6/24/2017	7/6/2018	3.00%

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,171	\$ 6,510
% El Dorado County Transit Authority Above/Below	-4.8%	10.4%
Median of Comparators	\$ 4,274	\$ 6,690
% El Dorado County Transit Authority Above/Below	-7.4%	7.9%
Number of Matches	10	10

N/C - Non Comparator

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Appendix II - B

Market Compensation Findings
Top and Total Monthly Sorted by Total Monthly

El Dorado County Transit Authority - Market Compensation Data (Sorted by Total Monthly Compensation)
September 2017

Administrative Coordinator								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Cruz METRO	Administrative Assistant/Supervisor	\$ 5,351	\$ 3,864	\$ 9,215	6/15/2017	unknown	unknown
2	City of Folsom	Administrative Assistant	\$ 5,957	\$ 3,091	\$ 9,048	7/1/2017	unknown	unknown
3	County of Placer	Administrative Secretary	\$ 4,670	\$ 3,768	\$ 8,438	6/24/2017	7/6/2018	3.00%
4	El Dorado County Transit Authority	Administrative Coordinator	\$ 4,894	\$ 2,926	\$ 7,820	6/2/2017	unknown	unknown
5	San Joaquin Regional Transit District	Administrative Assistant	\$ 4,710	\$ 2,887	\$ 7,597	10/21/2016	unknown	unknown
6	City of Norwalk	Administrative Secretary	\$ 5,390	\$ 1,658	\$ 7,048	7/1/2017	unknown	unknown
7	Golden Empire Transit	Executive Assistant	\$ 4,259	\$ 2,003	\$ 6,262	4/1/2014	unknown	unknown
8	Gold Coast Transit District	N/C						
9	Mendocino Transit Authority	N/C						
10	Central Contra Costa Transit Authority	N/C						
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,056	\$ 7,935
% El Dorado County Transit Authority Above/Below	-3.3%	-1.5%
Median of Comparators	\$ 5,030	\$ 8,018
% El Dorado County Transit Authority Above/Below	-2.8%	-2.5%
Number of Matches	6	6

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (Sorted by Total Monthly Compensation)
September 2017

Custodian								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Cruz METRO	Custodial Services Worker II	\$ 4,080	\$ 3,593	\$ 7,673	6/15/2017	unknown	unknown
2	County of Placer	Custodian II	\$ 3,609	\$ 3,535	\$ 7,144	6/24/2017	7/6/2018	3.00%
3	Central Contra Costa Transit Authority	Custodian	\$ 3,742	\$ 2,661	\$ 6,403	7/1/2017	unknown	unknown
4	San Joaquin Regional Transit District ²	[Custodian/ Utility Worker]	\$ 3,429	\$ 2,611	\$ 6,040	7/1/2016	unknown	unknown
5	Gold Coast Transit District	Service Worker II	\$ 3,614	\$ 1,965	\$ 5,579	7/2/2017	unknown	unknown
6	El Dorado County Transit Authority	Custodian	\$ 2,843	\$ 2,645	\$ 5,488	6/2/2017	unknown	unknown
7	Mendocino Transit Authority ¹	[Cleaner/ Shelter Maintenance Cleaner]	\$ 3,510	\$ 1,324	\$ 4,834	7/1/2017	unknown	unknown
8	Golden Empire Transit	Janitor	\$ 2,370	\$ 1,651	\$ 4,021	4/1/2017	4/1/2018	2.5%
9	Amador Regional Transit	Facilities - Vehicle Maintenance Technician	\$ 2,576	\$ 1,249	\$ 3,825	6/19/2013	unknown	unknown
10	City of Norwalk	N/C						
11	City of Folsom	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,366	\$ 5,690
% El Dorado County Transit Authority Above/Below	-18.4%	-3.7%
Median of Comparators	\$ 3,560	\$ 5,810
% El Dorado County Transit Authority Above/Below	-25.2%	-5.9%
Number of Matches	8	8

N/C - Non Comparator

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

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

**El Dorado County Transit Authority - Market Compensation Data (Sorted by Total Monthly Compensation)
September 2017**

Equipment Technician II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Placer	Master Automotive Mechanic	\$ 5,599	\$ 3,972	\$ 9,572	6/24/2017	7/6/2018	3.00%
2	Santa Cruz METRO	FM Mechanic II	\$ 5,602	\$ 3,734	\$ 9,336	6/15/2017	unknown	unknown
3	City of Folsom	Mechanic II	\$ 6,105	\$ 3,126	\$ 9,231	7/1/2017	unknown	unknown
4	San Joaquin Regional Transit District	Mechanic A	\$ 4,798	\$ 2,906	\$ 7,704	7/1/2016	unknown	unknown
5	El Dorado County Transit Authority	Equipment Technician II	\$ 4,774	\$ 2,910	\$ 7,684	6/2/2017	unknown	unknown
6	City of Norwalk	Mechanic	\$ 5,791	\$ 1,705	\$ 7,496	7/1/2017	unknown	unknown
7	Gold Coast Transit District	Mechanic II	\$ 5,167	\$ 2,285	\$ 7,452	7/2/2017	unknown	unknown
8	Central Contra Costa Transit Authority	Mechanic IV	\$ 5,720	\$ 1,443	\$ 7,163	2/1/2017	2/1/2018	3.00%
9	Golden Empire Transit	Mechanic B	\$ 4,838	\$ 2,217	\$ 7,055	4/1/2017	4/1/2018	2.5%
10	Mendocino Transit Authority	Mechanic	\$ 5,283	\$ 1,476	\$ 6,759	7/1/2017	unknown	unknown
11	Amador Regional Transit	Mechanic	\$ 4,652	\$ 1,480	\$ 6,133	6/19/2013	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,356	\$ 7,790
% El Dorado County Transit Authority Above/Below	-12.2%	-1.4%
Median of Comparators	\$ 5,441	\$ 7,474
% El Dorado County Transit Authority Above/Below	-14.0%	2.7%
Number of Matches	10	10

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (Sorted by Total Monthly Compensation)
September 2017

Executive Director								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Cruz METRO ⁵	[General Manager / Chief Operations Officer]	\$ 15,896	\$ 7,025	\$ 22,921	6/23/2017	unknown	unknown
2	Gold Coast Transit District ²	[General Manager/ Director, Transit Operations]	\$ 13,722	\$ 6,228	\$ 19,950	7/5/2017	unknown	unknown
3	Central Contra Costa Transit Authority ¹	[General Manager/ Director of Transportation]	\$ 15,403	\$ 4,365	\$ 19,768	unknown	unknown	unknown
4	San Joaquin Regional Transit District ⁴	[General Manager / Director of Facilities]	\$ 14,495	\$ 5,053	\$ 19,548	unknown	unknown	unknown
5	City of Norwalk	Director of Transportation	\$ 12,970	\$ 4,998	\$ 17,968	7/1/2017	unknown	unknown
6	El Dorado County Transit Authority	Executive Director	\$ 10,346	\$ 4,866	\$ 15,212	11/29/2014	unknown	unknown
7	Golden Empire Transit ³	[Chief Executive Officer/ Deputy Chief Executive Officer]	\$ 10,360	\$ 3,285	\$ 13,645	4/1/2014	unknown	unknown
8	Mendocino Transit Authority	General Manager	\$ 10,080	\$ 2,194	\$ 12,274	7/1/2017	unknown	unknown
9	Amador Regional Transit	General Manager	\$ 7,799	\$ 1,831	\$ 9,630	unknown	unknown	unknown
10	County of Placer	N/C						
11	City of Folsom	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 12,591	\$ 16,963
% El Dorado County Transit Authority Above/Below	-21.7%	-11.5%
Median of Comparators	\$ 13,346	\$ 18,758
% El Dorado County Transit Authority Above/Below	-29.0%	-23.3%
Number of Matches	8	8

N/C - Non Comparator

1 - Central Contra Costa Transit Authority: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

2 - Gold Coast Transit District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

3 - Golden Empire Transit: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

4 - San Joaquin Regional Transit District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

5 - Santa Cruz METRO: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

El Dorado County Transit Authority - Market Compensation Data (Sorted by Total Monthly Compensation)
September 2017

Finance Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Transit Authority	Senior Manager of Accounting	\$ 12,872	\$ 3,408	\$ 16,280	7/1/2017	unknown	unknown
2	Santa Cruz METRO	Assistant Finance Manager	\$ 10,055	\$ 5,240	\$ 15,295	6/23/2017	unknown	unknown
3	City of Folsom	Revenue/ Disbursement Supervisor	\$ 9,184	\$ 4,554	\$ 13,738	7/2/2017	unknown	unknown
4	County of Placer	Administrative and Fiscal Operations Manager	\$ 9,053	\$ 4,522	\$ 13,576	6/24/2017	unknown	unknown
5	San Joaquin Regional Transit District	Accounting Manager	\$ 9,456	\$ 3,909	\$ 13,365	10/21/2016	unknown	unknown
6	City of Norwalk ¹	[Controller-Deputy Treasurer/ Senior Accountant]	\$ 8,939	\$ 3,578	\$ 12,517	7/1/2017	unknown	unknown
7	Gold Coast Transit District ²	[Accounting/ Finance Manager]	\$ 8,520	\$ 3,163	\$ 11,683	7/5/2017	unknown	unknown
8	El Dorado County Transit Authority	Finance Manager	\$ 7,264	\$ 4,065	\$ 11,329	6/2/2017	unknown	unknown
9	Golden Empire Transit	Controller	\$ 7,285	\$ 2,639	\$ 9,924	4/1/2014	unknown	unknown
10	Mendocino Transit Authority	N/C						
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,420	\$ 13,297
% El Dorado County Transit Authority Above/Below	-29.7%	-17.4%
Median of Comparators	\$ 9,119	\$ 13,470
% El Dorado County Transit Authority Above/Below	-25.5%	-18.9%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Norwalk: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

2 - Gold Coast Transit District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

El Dorado County Transit Authority - Market Compensation Data (Sorted by Total Monthly Compensation)
September 2017

Fiscal Technician II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Cruz METRO	Accounting Technician	\$ 4,800	\$ 3,746	\$ 8,546	6/15/2017	unknown	unknown
2	City of Folsom	Accounting Technician II	\$ 5,537	\$ 2,993	\$ 8,530	7/1/2017	unknown	unknown
3	Central Contra Costa Transit Authority	Payroll Specialist	\$ 5,486	\$ 2,803	\$ 8,289	7/1/2017	unknown	unknown
4	County of Placer	Account Clerk - Journey	\$ 4,073	\$ 3,637	\$ 7,709	6/24/2017	7/6/2018	3.00%
5	San Joaquin Regional Transit District	Accounting Technician	\$ 4,710	\$ 2,887	\$ 7,596	10/21/2016	unknown	unknown
6	City of Norwalk	Account Clerk III	\$ 5,191	\$ 1,635	\$ 6,826	7/1/2017	unknown	unknown
7	Mendocino Transit Authority	Finance & Personnel Assistant	\$ 5,294	\$ 1,477	\$ 6,771	7/1/2017	unknown	unknown
8	El Dorado County Transit Authority	Fiscal Technician II	\$ 3,919	\$ 2,792	\$ 6,711	6/2/2017	unknown	unknown
9	Golden Empire Transit	Account Clerk II	\$ 3,337	\$ 1,809	\$ 5,146	4/1/2014	unknown	unknown
10	Gold Coast Transit District	N/C						
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,803	\$ 7,427
% El Dorado County Transit Authority Above/Below	-22.6%	-10.7%
Median of Comparators	\$ 4,995	\$ 7,653
% El Dorado County Transit Authority Above/Below	-27.5%	-14.0%
Number of Matches	8	8

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (Sorted by Total Monthly Compensation)
September 2017

Human Resources Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Transit Authority	Senior Manager of Human Resources	\$ 12,872	\$ 3,408	\$ 16,280	7/1/2017	unknown	unknown
2	Santa Cruz METRO	Assistant Human Resources Manager	\$ 8,694	\$ 4,932	\$ 13,626	6/23/2017	unknown	unknown
3	San Joaquin Regional Transit District	Human Resources Manager	\$ 9,456	\$ 3,909	\$ 13,365	10/21/2016	unknown	unknown
4	County of Placer	Senior Personnel Analyst	\$ 8,443	\$ 4,597	\$ 13,040	6/24/2017	7/6/2018	3.00%
5	City of Folsom	Senior Management Analyst	\$ 9,184	\$ 3,731	\$ 12,915	7/2/2017	unknown	unknown
6	Gold Coast Transit District	Human Resources and Risk Manager	\$ 8,520	\$ 3,163	\$ 11,683	7/5/2017	unknown	unknown
7	El Dorado County Transit Authority	Human Resources Manager	\$ 7,445	\$ 4,097	\$ 11,542	6/2/2017	unknown	unknown
8	Golden Empire Transit	Human Resources Manager	\$ 8,031	\$ 2,796	\$ 10,827	4/1/2014	unknown	unknown
9	City of Norwalk	Senior Human Resources Analyst	\$ 7,041	\$ 1,853	\$ 8,894	7/1/2017	unknown	unknown
10	Mendocino Transit Authority	N/C						
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,030	\$ 12,579
% El Dorado County Transit Authority Above/Below	-21.3%	-9.0%
Median of Comparators	\$ 8,607	\$ 12,977
% El Dorado County Transit Authority Above/Below	-15.6%	-12.4%
Number of Matches	8	8

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (Sorted by Total Monthly Compensation)
September 2017

Maintenance and Facilities Supervisor								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Norwalk ¹	[Fleet Maintenance Manager/ Lead Equipment Mechanic]	\$ 8,460	\$ 3,493	\$ 11,953	7/1/2017	unknown	unknown
2	Santa Cruz METRO	Fleet Maintenance Supervisor	\$ 7,563	\$ 4,335	\$ 11,898	6/15/2017	unknown	unknown
3	San Joaquin Regional Transit District ³	[Maintenance Supervisor/ Facilities Supervisor]	\$ 7,565	\$ 3,502	\$ 11,067	10/21/2016	unknown	unknown
4	Gold Coast Transit District	Maintenance Supervisor	\$ 8,023	\$ 2,974	\$ 10,997	7/5/2017	unknown	unknown
5	County of Placer	Mechanic - Supervising	\$ 6,482	\$ 4,166	\$ 10,648	6/24/2017	7/6/2018	3.00%
6	Central Contra Costa Transit Authority	Facility Superintendent	\$ 7,458	\$ 2,965	\$ 10,423	7/1/2017	unknown	unknown
7	City of Folsom	Lead Senior Mechanic	\$ 6,896	\$ 3,311	\$ 10,207	7/1/2017	unknown	unknown
8	El Dorado County Transit Authority	Maintenance and Facilities Supervisor	\$ 5,866	\$ 3,060	\$ 8,925	6/2/2017	unknown	unknown
9	Golden Empire Transit ²	[Vehicle Maintenance Supervisor/ Maintenance Manager]	\$ 6,187	\$ 2,408	\$ 8,595	4/1/2014	unknown	unknown
10	Amador Regional Transit	Maintenance and Facilities Manager	\$ 5,862	\$ 1,615	\$ 7,477	6/19/2013	unknown	unknown
11	Mendocino Transit Authority	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,166	\$ 10,363
% El Dorado County Transit Authority Above/Below	-22.2%	-16.1%
Median of Comparators	\$ 7,458	\$ 10,648
% El Dorado County Transit Authority Above/Below	-27.1%	-19.3%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Norwalk: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

2 - Golden Empire Transit: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

3 - San Joaquin Regional Transit District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

El Dorado County Transit Authority - Market Compensation Data (Sorted by Total Monthly Compensation)
September 2017

Maintenance Technician								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Cruz METRO	Facilities Maintenance Worker II	\$ 4,900	\$ 3,768	\$ 8,668	6/15/2017	unknown	unknown
2	County of Placer	Storekeeper - Senior	\$ 4,563	\$ 3,744	\$ 8,307	6/24/2017	7/6/2018	3.00%
3	City of Folsom	Maintenance Worker II	\$ 5,023	\$ 2,872	\$ 7,895	7/1/2017	unknown	unknown
4	Central Contra Costa Transit Authority	Senior Facility Worker	\$ 4,986	\$ 2,762	\$ 7,748	7/1/2017	unknown	unknown
5	San Joaquin Regional Transit District	Facilities Maintenance Technician B	\$ 4,352	\$ 2,810	\$ 7,162	7/1/2016	unknown	unknown
6	City of Norwalk ¹	[Storekeeper II / Maintenance Worker II]	\$ 5,390	\$ 1,658	\$ 7,048	7/1/2017	unknown	unknown
7	Gold Coast Transit District	Material Specialist	\$ 4,212	\$ 2,088	\$ 6,300	7/2/2017	unknown	unknown
8	El Dorado County Transit Authority	Maintenance Technician	\$ 3,550	\$ 2,742	\$ 6,292	6/2/2017	unknown	unknown
9	Golden Empire Transit	Maintenance Technician	\$ 3,179	\$ 1,775	\$ 4,954	4/1/2014	unknown	unknown
10	Mendocino Transit Authority	N/C						
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,576	\$ 7,260
% El Dorado County Transit Authority Above/Below	-28.9%	-15.4%
Median of Comparators	\$ 4,731	\$ 7,455
% El Dorado County Transit Authority Above/Below	-33.3%	-18.5%
Number of Matches	8	8

N/C - Non Comparator

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

El Dorado County Transit Authority - Market Compensation Data (Sorted by Total Monthly Compensation)
September 2017

Office Assistant II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Transit Authority	Administrative Assistant II	\$ 4,986	\$ 2,762	\$ 7,748	7/1/2017	unknown	unknown
2	Santa Cruz METRO	Administrative Clerk I	\$ 3,950	\$ 3,565	\$ 7,516	6/15/2017	unknown	unknown
3	San Joaquin Regional Transit District	Office Assistant II	\$ 4,369	\$ 2,814	\$ 7,183	10/21/2016	unknown	unknown
4	County of Placer	Administrative Clerk - Journey	\$ 3,609	\$ 3,535	\$ 7,144	6/24/2017	7/6/2018	3.00%
5	City of Folsom	Office Assistant II	\$ 3,746	\$ 2,573	\$ 6,319	7/1/2017	unknown	unknown
6	El Dorado County Transit Authority	Office Assistant II	\$ 3,464	\$ 2,730	\$ 6,194	6/2/2017	unknown	unknown
7	City of Norwalk	Office Assistant II	\$ 4,399	\$ 1,541	\$ 5,940	7/1/2017	unknown	unknown
8	Gold Coast Transit District	Customer Service Assistant	\$ 3,890	\$ 2,022	\$ 5,911	7/2/2017	unknown	unknown
9	Mendocino Transit Authority	Bilingual Receptionist	\$ 3,264	\$ 1,303	\$ 4,567	7/1/2017	unknown	unknown
10	Golden Empire Transit	Receptionist/Clerk	\$ 2,491	\$ 1,631	\$ 4,121	4/1/2014	unknown	unknown
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,856	\$ 6,272
% El Dorado County Transit Authority Above/Below	-11.3%	-1.3%
Median of Comparators	\$ 3,890	\$ 6,319
% El Dorado County Transit Authority Above/Below	-12.3%	-2.0%
Number of Matches	9	9

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (Sorted by Total Monthly Compensation)
September 2017

Operations Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Cruz METRO	Operations Manager	\$ 11,558	\$ 5,581	\$ 17,139	6/23/2017	unknown	unknown
2	City of Folsom	Public Works/Utilities Section Manager	\$ 10,998	\$ 4,891	\$ 15,890	7/1/2017	unknown	unknown
3	Gold Coast Transit District	Director, Transit Operations	\$ 11,098	\$ 3,741	\$ 14,838	7/5/2017	unknown	unknown
4	Central Contra Costa Transit Authority ¹	[Senior Manager Transportation / Manager Transportation]	\$ 10,607	\$ 3,222	\$ 13,829	7/1/2017	unknown	unknown
5	County of Placer ²	[Public Works Manager/ Transportation Systems Supervisor - Senior]	\$ 9,249	\$ 4,556	\$ 13,805	6/24/2017	unknown	unknown
6	City of Norwalk	Manager of Transit Operations	\$ 9,930	\$ 3,753	\$ 13,683	7/1/2017	unknown	unknown
7	San Joaquin Regional Transit District ⁴	[Maintenance Superintendent / Transportation Superintendent]	\$ 9,456	\$ 3,909	\$ 13,365	10/21/2016	unknown	unknown
8	El Dorado County Transit Authority	Operations Manager	\$ 8,217	\$ 4,232	\$ 12,449	6/2/2017	unknown	unknown
9	Mendocino Transit Authority	Operations Manager	\$ 8,103	\$ 1,718	\$ 9,821	7/1/2017	unknown	unknown
10	Golden Empire Transit ³	[Operations Manager / Maintenance Manager]	\$ 6,939	\$ 2,566	\$ 9,505	4/1/2014	unknown	unknown
11	Amador Regional Transit	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,771	\$ 13,542
% El Dorado County Transit Authority Above/Below	-18.9%	-8.8%
Median of Comparators	\$ 9,930	\$ 13,805
% El Dorado County Transit Authority Above/Below	-20.8%	-10.9%
Number of Matches	9	9

N/C - Non Comparator

1 - Central Contra Costa Transit Authority: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

2 - County of Placer: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

3 - Golden Empire Transit: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

4 - San Joaquin Regional Transit District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

El Dorado County Transit Authority - Market Compensation Data (Sorted by Total Monthly Compensation)
September 2017

Planning and Marketing Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Joaquin Regional Transit District	Marketing Manager	\$ 9,456	\$ 3,909	\$ 13,365	10/21/2016	unknown	unknown
2	Central Contra Costa Transit Authority	Planning Manager	\$ 8,342	\$ 3,037	\$ 11,379	7/1/2017	unknown	unknown
3	Gold Coast Transit District	Communications and Marketing Manager	\$ 8,023	\$ 3,051	\$ 11,074	7/5/2017	unknown	unknown
4	El Dorado County Transit Authority	Planning and Marketing Manager	\$ 6,111	\$ 3,862	\$ 9,973	6/2/2017	unknown	unknown
5	Mendocino Transit Authority	Marketing & Planning Manager	\$ 7,148	\$ 1,636	\$ 8,784	7/1/2017	unknown	unknown
6	County of Placer	N/C						
7	Amador Regional Transit	N/C						
8	Golden Empire Transit	N/C						
9	City of Folsom	N/C						
10	City of Norwalk	N/C						
11	Santa Cruz METRO	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,242	\$ 11,150
% El Dorado County Transit Authority Above/Below	-34.9%	-11.8%
Median of Comparators	\$ 8,183	\$ 11,227
% El Dorado County Transit Authority Above/Below	-33.9%	-12.6%
Number of Matches	4	4

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (Sorted by Total Monthly Compensation)
September 2017

Safety Coordinator								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Cruz METRO	Safety and Training Coordinator	\$ 7,032	\$ 4,222	\$ 11,254	6/15/2017	unknown	unknown
2	Gold Coast Transit District	Operations and Safety Training Officer	\$ 8,023	\$ 2,974	\$ 10,997	7/5/2017	unknown	unknown
3	City of Norwalk	Transit Safety & Training Coordinator	\$ 6,989	\$ 1,847	\$ 8,836	7/1/2017	unknown	unknown
4	El Dorado County Transit Authority	Safety Coordinator	\$ 5,269	\$ 2,978	\$ 8,247	6/2/2017	unknown	unknown
5	Golden Empire Transit ¹	[Safety and Training Coordinator/ Manager of Safety and Training]	\$ 4,702	\$ 2,096	\$ 6,798	4/1/2014	unknown	unknown
6	County of Placer	N/C						
7	Amador Regional Transit	N/C						
8	City of Folsom	N/C						
9	Mendocino Transit Authority	N/C						
10	San Joaquin Regional Transit District	N/C						
11	Central Contra Costa Transit Authority	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,687	\$ 9,471
% El Dorado County Transit Authority Above/Below	-26.9%	-14.8%
Median of Comparators	\$ 7,011	\$ 9,916
% El Dorado County Transit Authority Above/Below	-33.1%	-20.2%
Number of Matches	4	4

N/C - Non Comparator

1 - Golden Empire Transit: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

El Dorado County Transit Authority - Market Compensation Data (Sorted by Total Monthly Compensation)
September 2017

Transit Dispatcher								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Placer	Administrative Dispatcher	\$ 4,387	\$ 3,706	\$ 8,093	6/24/2017	7/6/2018	3.00%
2	City of Folsom	Transit Scheduler	\$ 4,784	\$ 2,816	\$ 7,600	7/1/2017	unknown	unknown
3	Santa Cruz METRO	Dispatcher	\$ 4,023	\$ 3,449	\$ 7,472	unknown	unknown	unknown
4	El Dorado County Transit Authority	Transit Dispatcher	\$ 3,463	\$ 2,730	\$ 6,192	6/2/2017	unknown	unknown
5	City of Norwalk	Dispatcher	\$ 4,025	\$ 1,441	\$ 5,466	7/1/2017	unknown	unknown
6	Mendocino Transit Authority	Dispatcher	\$ 3,876	\$ 1,355	\$ 5,231	7/1/2017	unknown	unknown
7	Golden Empire Transit	Dispatcher	\$ 3,337	\$ 1,809	\$ 5,146	4/1/2014	unknown	unknown
8	Amador Regional Transit	Dispatcher	\$ 3,442	\$ 1,345	\$ 4,788	6/19/2013	unknown	unknown
9	San Joaquin Regional Transit District	N/C						
10	Gold Coast Transit District	N/C						
11	Central Contra Costa Transit Authority	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,982	\$ 6,257
% El Dorado County Transit Authority Above/Below	-15.0%	-1.0%
Median of Comparators	\$ 4,023	\$ 5,466
% El Dorado County Transit Authority Above/Below	-16.2%	11.7%
Number of Matches	7	7

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (Sorted by Total Monthly Compensation)
September 2017

Transit Operations Supervisor								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Joaquin Regional Transit District	Transportation Supervisor	\$ 7,565	\$ 3,502	\$ 11,067	10/21/2016	unknown	unknown
2	Gold Coast Transit District	Transit Supervisor	\$ 7,583	\$ 2,879	\$ 10,461	7/5/2017	unknown	unknown
3	Santa Cruz METRO	Transit Supervisor	\$ 6,327	\$ 4,072	\$ 10,398	6/15/2017	unknown	unknown
4	County of Placer	Transportation Supervisor	\$ 5,198	\$ 3,884	\$ 9,082	6/24/2017	7/6/2018	3.00%
5	Central Contra Costa Transit Authority	Transit Supervisor	\$ 6,240	\$ 2,511	\$ 8,751	unknown	unknown	unknown
6	El Dorado County Transit Authority	Transit Operations Supervisor	\$ 5,536	\$ 3,015	\$ 8,550	6/2/2017	unknown	unknown
7	City of Norwalk	Transit Operations Supervisor	\$ 5,762	\$ 1,702	\$ 7,464	7/1/2017	unknown	unknown
8	Golden Empire Transit	Transportation Supervisor	\$ 4,472	\$ 2,047	\$ 6,519	4/1/2014	unknown	unknown
9	Mendocino Transit Authority	Operations Supervisor	\$ 5,060	\$ 1,457	\$ 6,516	7/1/2017	unknown	unknown
10	Amador Regional Transit	Operations Supervisor	\$ 4,143	\$ 1,424	\$ 5,567	6/19/2013	unknown	unknown
11	City of Folsom	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,817	\$ 8,425
% El Dorado County Transit Authority Above/Below	-5.1%	1.5%
Median of Comparators	\$ 5,762	\$ 8,751
% El Dorado County Transit Authority Above/Below	-4.1%	-2.4%
Number of Matches	9	9

N/C - Non Comparator

El Dorado County Transit Authority - Market Compensation Data (Sorted by Total Monthly Compensation)
September 2017

Transit Operator								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Cruz METRO	Bus Operator	\$ 3,994	\$ 3,444	\$ 7,438	unknown	unknown	unknown
2	Central Contra Costa Transit Authority	Bus Operator	\$ 4,940	\$ 2,458	\$ 7,398	1/15/2017	1/14/2018	3.00%
3	El Dorado County Transit Authority	Transit Operator	\$ 3,979	\$ 3,289	\$ 7,267	6/2/2017	unknown	unknown
4	San Joaquin Regional Transit District	Coach Operator	\$ 4,316	\$ 2,802	\$ 7,118	7/1/2016	unknown	unknown
5	City of Folsom	Transit Bus Driver	\$ 4,338	\$ 2,712	\$ 7,050	7/1/2017	unknown	unknown
6	County of Placer	Bus Driver II	\$ 3,274	\$ 3,461	\$ 6,735	6/24/2017	7/6/2018	3.00%
7	City of Norwalk	Coach Operator	\$ 5,029	\$ 1,616	\$ 6,645	7/1/2017	unknown	unknown
8	Gold Coast Transit District	Bus Operator	\$ 4,448	\$ 2,137	\$ 6,585	7/2/2017	unknown	unknown
9	Golden Empire Transit	Driver	\$ 4,233	\$ 2,079	\$ 6,311	4/1/2017	4/1/2018	2.5%
10	Mendocino Transit Authority	Transit Vehicle Operator	\$ 3,727	\$ 1,343	\$ 5,070	7/1/2017	unknown	unknown
11	Amador Regional Transit	Driver	\$ 3,409	\$ 1,342	\$ 4,751	unknown	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,171	\$ 6,510
% El Dorado County Transit Authority Above/Below	-4.8%	10.4%
Median of Comparators	\$ 4,274	\$ 6,690
% El Dorado County Transit Authority Above/Below	-7.4%	7.9%
Number of Matches	10	10

N/C - Non Comparator

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Appendix II - C

Benefits Detail Sheets

**El Dorado County Transit Authority - Benefits Detail
September 2017**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Folsom	City of Norwalk	County of Placer	Gold Coast Transit District	Golden Empire Transit	Mendocino Transit Authority	San Joaquin Regional Transit District	Santa Cruz METRO
Benchmark/ Comparator Agency Match		Administrative Coordinator	N/C	N/C	Administrative Assistant	Administrative Secretary	Administrative Secretary	N/C	Executive Assistant	N/C	Administrative Assistant	Administrative Assistant/Supervisor
	Top Monthly Salary	\$ 4,894			\$ 5,957	\$ 5,390	\$ 4,670		\$ 4,259		\$ 4,710	\$ 5,351
Retirement	Classic	2%@55			2%@55	2%@55	2%@55				2.5%@55	2.5%@55
	Enhanced Formula Cost										\$ 233	\$ 265
	ER Paid Member Contrib											
	Single Highest Year	\$ 66										\$ 72
	Social Security				\$ 369		\$ 290		\$ 264		\$ 292	
	Deferred Compensation								\$ 25			
	Other Ret.								\$ 256			
Insurance	Cafeteria						\$ 234					
	Health	\$ 1,996			\$ 1,506	\$ 900	\$ 2,684		\$ 1,043		\$ 1,716	\$ 2,531
	Dental	\$ 231			\$ 160	\$ 111	\$ 50		\$ 19		\$ 139	\$ 157
	Vision	\$ 17			\$ 22	\$ 13	\$ 7		\$ 19		\$ 18	\$ 27
	Life	\$ 10			\$ 7	\$ 21	\$ 1		\$ 21			\$ 8
	LTD	\$ 55			\$ 35	\$ 54			\$ 12			\$ 42
	STD/SDI				\$ 51							
	Other Ins.											
Leaves	Vacation ¹	\$ 288			\$ 642	\$ 311	\$ 269		\$ 246		\$ 272	\$ 597
	Holidays	\$ 264			\$ 298	\$ 249	\$ 234		\$ 98		\$ 217	\$ 165
	Admin Leave											
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 2,926	\$ 0	\$ 0	\$ 3,091	\$ 1,658	\$ 3,768	\$ 0	\$ 2,003	\$ 0	\$ 2,887	\$ 3,864

N/C - Non Comparator

1 - City of Folsom: The City provides Annual Leave vs. separate vacation and sick leave benefits.

**El Dorado County Transit Authority - Benefits Detail
September 2017**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Folsom	City of Norwalk	County of Placer	Gold Coast Transit District	Golden Empire Transit	Mendocino Transit Authority	San Joaquin Regional Transit District	Santa Cruz METRO
Benchmark/ Comparator Agency Match		Custodian	Facilities - Vehicle Maintenance Technician	Custodian	N/C	N/C	Custodian II	Service Worker II	Janitor	[Cleaner/ Shelter Maintenance Cleaner]	[Custodian/ Utility Worker]	Custodial Services Worker II
	Top Monthly Salary	\$ 2,843	\$ 2,576	\$ 3,742			\$ 3,609	\$ 3,614	\$ 2,370	\$ 3,510	\$ 3,429	\$ 4,080
Retirement	Classic	2%@55	2%@55	2%@60			2%@55	2.7%@55		2%@60	2.5%@55	2.5%@55
	Enhanced Formula Cost			\$ -114				\$ 291		\$ -107	\$ 170	\$ 202
	ER Paid Member Contrib							\$ 72				
	Single Highest Year	\$ 38										\$ 55
	Social Security						\$ 224		\$ 147		\$ 213	
	Deferred Compensation								\$ 25	\$ 70		
	Other Ret.								\$ 142			
Insurance	Cafeteria			\$ 889			\$ 180					
	Health	\$ 1,996	\$ 903	\$ 1,287			\$ 2,684	\$ 1,219	\$ 1,043	\$ 910	\$ 1,716	\$ 2,531
	Dental	\$ 231	\$ 50	\$ 179			\$ 50		\$ 19	\$ 47	\$ 139	\$ 157
	Vision	\$ 17	\$ 8				\$ 7		\$ 19	\$ 5	\$ 18	\$ 27
	Life	\$ 10		\$ 32			\$ 1	\$ 9	\$ 12	\$ 12		\$ 8
	LTD	\$ 32						\$ 13	\$ 6			\$ 32
	STD/SDI											
	Other Ins.									\$ 50		
Leaves	Vacation	\$ 167	\$ 178	\$ 216			\$ 208	\$ 181	\$ 137	\$ 203	\$ 198	\$ 455
	Holidays	\$ 153	\$ 109	\$ 173			\$ 180	\$ 181	\$ 100	\$ 135	\$ 158	\$ 126
	Admin Leave											
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 2,645	\$ 1,249	\$ 2,661	\$ 0	\$ 0	\$ 3,535	\$ 1,965	\$ 1,651	\$ 1,324	\$ 2,611	\$ 3,593

**El Dorado County Transit Authority - Benefits Detail
September 2017**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Folsom	City of Norwalk	County of Placer	Gold Coast Transit District	Golden Empire Transit	Mendocino Transit Authority	San Joaquin Regional Transit District	Santa Cruz METRO
Benchmark/ Comparator Agency Match		Equipment Technician II	Mechanic	Mechanic IV	Mechanic II	Mechanic	Master Automotive Mechanic	Mechanic II	Mechanic B	Mechanic	Mechanic A	FM Mechanic II
	Top Monthly Salary	\$ 4,774	\$ 4,652	\$ 5,720	\$ 6,105	\$ 5,791	\$ 5,599	\$ 5,167	\$ 4,838	\$ 5,283	\$ 4,798	\$ 5,602
Retirement	Classic	2%@55	2%@55	2%@60	2%@55	2%@55	2%@55	2.7%@55		2%@60	2.5%@55	2.5%@55
	Enhanced Formula Cost			\$ -174				\$ 416		\$ -161	\$ 238	\$ 277
	ER Paid Member Contrib							\$ 103				
	Single Highest Year	\$ 64										\$ 76
	Social Security				\$ 379		\$ 347		\$ 300		\$ 297	
	Deferred Compensation								\$ 25	\$ 106		
	Other Ret.								\$ 290			
Insurance	Cafeteria						\$ 280					
	Health	\$ 1,996	\$ 903	\$ 975	\$ 1,506	\$ 900	\$ 2,684	\$ 1,219	\$ 1,043	\$ 910	\$ 1,716	\$ 2,531
	Dental	\$ 231	\$ 50		\$ 160	\$ 111	\$ 50		\$ 19	\$ 47	\$ 139	\$ 157
	Vision	\$ 17	\$ 8		\$ 22	\$ 13	\$ 7		\$ 19	\$ 5	\$ 18	\$ 27
	Life	\$ 10		\$ 48	\$ 7	\$ 22	\$ 1	\$ 12	\$ 24	\$ 12		\$ 8
	LTD	\$ 54			\$ 36	\$ 58		\$ 18	\$ 13			\$ 44
	STD/SDI				\$ 52							
	Other Ins.									\$ 50		
Leaves	Vacation ¹	\$ 280	\$ 322	\$ 330	\$ 658	\$ 334	\$ 323	\$ 258	\$ 279	\$ 305	\$ 277	\$ 442
	Holidays	\$ 257	\$ 197	\$ 264	\$ 305	\$ 267	\$ 280	\$ 258	\$ 205	\$ 203	\$ 221	\$ 172
	Admin Leave											
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 2,910	\$ 1,480	\$ 1,443	\$ 3,126	\$ 1,705	\$ 3,972	\$ 2,285	\$ 2,217	\$ 1,476	\$ 2,906	\$ 3,734

N/C - Non Comparator

1 - City of Folsom: The City provides Annual Leave vs. separate vacation and sick leave benefits.

**El Dorado County Transit Authority - Benefits Detail
September 2017**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Folsom	City of Norwalk	County of Placer	Gold Coast Transit District	Golden Empire Transit	Mendocino Transit Authority	San Joaquin Regional Transit District	Santa Cruz METRO
Benchmark/ Comparator Agency Match		Executive Director	General Manager	[General Manager/ Director of Transportation]	N/C	Director of Transportation	N/C	[General Manager/ Director, Transit Operations]	[Chief Executive Officer/ Deputy Chief Executive Officer]	General Manager	[General Manager / Director of Facilities]	[General Manager / Chief Operations Officer]
	Top Monthly Salary	\$ 10,346	\$ 7,799	\$ 15,403		\$ 12,970		\$ 13,722	\$ 10,360	\$ 10,080	\$ 14,495	\$ 15,896
Retirement	Classic	2%@55	2%@55	2%@60		2%@55		2.7%@55			2.5%@55	2.5%@55
	Enhanced Formula Cost			\$ -470				\$ 1,105			\$ 718	\$ 787
	ER Paid Member Contrib							\$ 274				
	Single Highest Year	\$ 140										\$ 215
	Social Security							\$ 642			\$ 657	
	Deferred Compensation	\$ 33				\$ 519		\$ 1,500	\$ 25	\$ 202		
	Other Ret.							\$ 622				
Insurance	Cafeteria			\$ 889								
	Health	\$ 1,996	\$ 903	\$ 1,287		\$ 1,861		\$ 1,241	\$ 1,043	\$ 910	\$ 1,716	\$ 2,762
	Dental	\$ 231	\$ 50	\$ 179		\$ 111		\$ 19	\$ 19	\$ 47	\$ 139	\$ 157
	Vision	\$ 17	\$ 8			\$ 30			\$ 19	\$ 5	\$ 18	\$ 27
	Life	\$ 26		\$ 130		\$ 50		\$ 36	\$ 51	\$ 12		\$ 17
	LTD	\$ 117				\$ 131		\$ 35	\$ 27			\$ 124
	STD/SDI											
	Other Ins.	\$ 500								\$ 50		
Leaves	Vacation	\$ 802	\$ 540	\$ 889		\$ 748		\$ 686	\$ 598	\$ 582	\$ 836	\$ 1,162
	Holidays	\$ 607	\$ 330	\$ 711		\$ 599		\$ 686	\$ 239	\$ 388	\$ 669	\$ 1,162
	Admin Leave	\$ 398				\$ 499		\$ 264				\$ 214
Allow	Auto			\$ 750		\$ 450		\$ 400			\$ 300	\$ 400
	Uniform											
Benefit Package Total		\$ 4,866	\$ 1,831	\$ 4,365	\$ 0	\$ 4,998	\$ 0	\$ 6,228	\$ 3,285	\$ 2,194	\$ 5,053	\$ 7,025

**El Dorado County Transit Authority - Benefits Detail
September 2017**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Folsom	City of Norwalk	County of Placer	Gold Coast Transit District	Golden Empire Transit	Mendocino Transit Authority	San Joaquin Regional Transit District	Santa Cruz METRO
Benchmark/ Comparator Agency Match		Finance Manager	N/C	Senior Manager of Accounting	Revenue/ Disbursement Supervisor	[Controller-Deputy Treasurer/ Senior Accountant]	Administrative and Fiscal Operations Manager	[Accounting/ Finance Manager]	Controller	N/C	Accounting Manager	Assistant Finance Manager
	Top Monthly Salary	\$ 7,264		\$ 12,872	\$ 9,184	\$ 8,939	\$ 9,053	\$ 8,520	\$ 7,285		\$ 9,456	\$ 10,055
Retirement	Classic	2%@55		2%@60	2%@55	2%@55	2%@55	2.7%@55			2.5%@55	2.5%@55
	Enhanced Formula Cost			\$ -393				\$ 686			\$ 468	\$ 498
	ER Paid Member Contrib							\$ 170				
	Single Highest Year	\$ 98										\$ 136
	Social Security				\$ 569		\$ 561		\$ 452		\$ 586	
	Deferred Compensation	\$ 33			\$ 459	\$ 179	\$ 63		\$ 25			
	Other Ret.								\$ 437			
Insurance	Cafeteria			\$ 889			\$ 175					
	Health	\$ 1,996		\$ 1,287	\$ 1,399	\$ 1,861	\$ 2,684	\$ 1,241	\$ 1,043		\$ 1,716	\$ 2,762
	Dental	\$ 231		\$ 179	\$ 166	\$ 111	\$ 50		\$ 19		\$ 139	\$ 157
	Vision	\$ 17			\$ 22	\$ 30	\$ 7		\$ 19		\$ 18	\$ 27
	Life	\$ 10		\$ 109	\$ 11	\$ 35	\$ 8	\$ 20	\$ 36			\$ 17
	LTD	\$ 82			\$ 54	\$ 90		\$ 30	\$ 20			\$ 78
	STD/SDI				\$ 62							
	Other Ins.	\$ 500										
Leaves	Vacation ¹	\$ 427		\$ 743	\$ 990	\$ 516	\$ 522	\$ 426	\$ 420		\$ 546	\$ 696
	Holidays	\$ 391		\$ 594	\$ 468	\$ 413	\$ 453	\$ 426	\$ 168		\$ 436	\$ 735
	Admin Leave	\$ 279			\$ 353	\$ 344		\$ 164				\$ 135
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 4,065	\$ 0	\$ 3,408	\$ 4,554	\$ 3,578	\$ 4,522	\$ 3,163	\$ 2,639	\$ 0	\$ 3,909	\$ 5,240

N/C - Non Comparator

1 - City of Folsom: The City provides Annual Leave vs. separate vacation and sick leave benefits.

**El Dorado County Transit Authority - Benefits Detail
September 2017**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Folsom	City of Norwalk	County of Placer	Gold Coast Transit District	Golden Empire Transit	Mendocino Transit Authority	San Joaquin Regional Transit District	Santa Cruz METRO
Benchmark/ Comparator Agency Match		Fiscal Technician II	N/C	Payroll Specialist	Accounting Technician II	Account Clerk III	Account Clerk - Journey	N/C	Account Clerk II	Finance & Personnel Assistant	Accounting Technician	Accounting Technician
	Top Monthly Salary	\$ 3,919		\$ 5,486	\$ 5,537	\$ 5,191	\$ 4,073		\$ 3,337	\$ 5,294	\$ 4,710	\$ 4,800
Retirement	Classic	2%@55		2%@60	2%@55	2%@55	2%@55			2%@60	2.5%@55	2.5%@55
	Enhanced Formula Cost			\$ -167						\$ -161	\$ 233	\$ 238
	ER Paid Member Contrib											
	Single Highest Year	\$ 53										\$ 65
	Social Security				\$ 343		\$ 253		\$ 207		\$ 292	
	Deferred Compensation								\$ 25	\$ 106		
	Other Ret.								\$ 200			
Insurance	Cafeteria			\$ 889			\$ 204					
	Health	\$ 1,996		\$ 1,287	\$ 1,506	\$ 900	\$ 2,684		\$ 1,043	\$ 910	\$ 1,716	\$ 2,531
	Dental	\$ 231		\$ 179	\$ 160	\$ 111	\$ 50		\$ 19	\$ 47	\$ 139	\$ 157
	Vision	\$ 17			\$ 22	\$ 13	\$ 7		\$ 19	\$ 5	\$ 18	\$ 27
	Life	\$ 10		\$ 46	\$ 7	\$ 20	\$ 1		\$ 16	\$ 12		\$ 8
	LTD	\$ 44			\$ 33	\$ 52			\$ 9			\$ 37
	STD/SDI				\$ 48							
	Other Ins.									\$ 50		
Leaves	Vacation ¹	\$ 230		\$ 317	\$ 597	\$ 299	\$ 235		\$ 193	\$ 305	\$ 272	\$ 535
	Holidays	\$ 211		\$ 253	\$ 277	\$ 240	\$ 204		\$ 77	\$ 204	\$ 217	\$ 148
	Admin Leave											
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 2,792	\$ 0	\$ 2,803	\$ 2,993	\$ 1,635	\$ 3,637	\$ 0	\$ 1,809	\$ 1,477	\$ 2,887	\$ 3,746

N/C - Non Comparator

1 - City of Folsom: The City provides Annual Leave vs. separate vacation and sick leave benefits.

**El Dorado County Transit Authority - Benefits Detail
September 2017**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Folsom	City of Norwalk	County of Placer	Gold Coast Transit District	Golden Empire Transit	Mendocino Transit Authority	San Joaquin Regional Transit District	Santa Cruz METRO
Benchmark/ Comparator Agency Match		Human Resources Manager	N/C	Senior Manager of Human Resources	Senior Management Analyst	Senior Human Resources Analyst	Senior Personnel Analyst	Human Resources and Risk Manager	Human Resources Manager	N/C	Human Resources Manager	Assistant Human Resources Manager
	Top Monthly Salary	\$ 7,445		\$ 12,872	\$ 9,184	\$ 7,041	\$ 8,443	\$ 8,520	\$ 8,031		\$ 9,456	\$ 8,694
Retirement	Classic	2%@55		2%@60	2%@55	2%@55	2%@55	2.7%@55			2.5%@55	2.5%@55
	Enhanced Formula Cost			\$ -393				\$ 686			\$ 468	\$ 430
	ER Paid Member Contrib							\$ 170				
	Single Highest Year	\$ 101										\$ 117
	Social Security				\$ 569		\$ 523		\$ 498		\$ 586	
	Deferred Compensation	\$ 33							\$ 25			
	Other Ret.								\$ 482			
Insurance	Cafeteria			\$ 889			\$ 422					
	Health	\$ 1,996		\$ 1,287	\$ 1,399	\$ 900	\$ 2,684	\$ 1,241	\$ 1,043		\$ 1,716	\$ 2,762
	Dental	\$ 231		\$ 179	\$ 166	\$ 111	\$ 50		\$ 19		\$ 139	\$ 157
	Vision	\$ 17			\$ 22	\$ 13	\$ 7		\$ 19		\$ 18	\$ 27
	Life	\$ 10		\$ 109		\$ 27	\$ 1	\$ 20	\$ 40			\$ 17
	LTD	\$ 84			\$ 54	\$ 71		\$ 30	\$ 22			\$ 68
	STD/SDI				\$ 62							
	Other Ins.	\$ 500										
Leaves	Vacation	\$ 437		\$ 743	\$ 990	\$ 406	\$ 487	\$ 426	\$ 463		\$ 546	\$ 602
	Holidays	\$ 401		\$ 594	\$ 468	\$ 325	\$ 422	\$ 426	\$ 185		\$ 436	\$ 635
	Admin Leave	\$ 286						\$ 164				\$ 117
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 4,097	\$ 0	\$ 3,408	\$ 3,731	\$ 1,853	\$ 4,597	\$ 3,163	\$ 2,796	\$ 0	\$ 3,909	\$ 4,932

**El Dorado County Transit Authority - Benefits Detail
September 2017**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Folsom	City of Norwalk	County of Placer	Gold Coast Transit District	Golden Empire Transit	Mendocino Transit Authority	San Joaquin Regional Transit District	Santa Cruz METRO
Benchmark/ Comparator Agency Match		Maintenance and Facilities Supervisor	Maintenance and Facilities Manager	Facility Superintendent	Lead Senior Mechanic	[Fleet Maintenance Manager/ Lead Equipment Mechanic]	Mechanic - Supervising	Maintenance Supervisor	[Vehicle Maintenance Supervisor/ Maintenance Manager]	N/C	[Maintenance Supervisor/ Facilities Supervisor]	Fleet Maintenance Supervisor
	Top Monthly Salary	\$ 5,866	\$ 5,862	\$ 7,458	\$ 6,896	\$ 8,460	\$ 6,482	\$ 8,023	\$ 6,187		\$ 7,565	\$ 7,563
Retirement	Classic	2%@55	2%@55	2%@60	2%@55	2%@55	2%@55	2.7%@55			2.5%@55	2.5%@55
	Enhanced Formula Cost			\$ -227				\$ 646			\$ 374	\$ 374
	ER Paid Member Contrib							\$ 160				
	Single Highest Year	\$ 79										\$ 102
	Social Security				\$ 428		\$ 402		\$ 384		\$ 469	
	Deferred Compensation					\$ 169			\$ 25			
	Other Ret.								\$ 371			
Insurance	Cafeteria			\$ 889			\$ 324					
	Health	\$ 1,996	\$ 903	\$ 1,287	\$ 1,506	\$ 1,861	\$ 2,684	\$ 1,241	\$ 1,043		\$ 1,716	\$ 2,531
	Dental	\$ 231	\$ 50	\$ 179	\$ 160	\$ 111	\$ 50		\$ 19		\$ 139	\$ 157
	Vision	\$ 17	\$ 8		\$ 22	\$ 30	\$ 7		\$ 19		\$ 18	\$ 27
	Life	\$ 10		\$ 63	\$ 7	\$ 33	\$ 1	\$ 19	\$ 30			\$ 8
	LTD	\$ 66			\$ 41	\$ 85		\$ 28	\$ 17			\$ 59
	STD/SDI				\$ 59							
	Other Ins.											
Leaves	Vacation ¹	\$ 345	\$ 406	\$ 430	\$ 743	\$ 488	\$ 374	\$ 401	\$ 357		\$ 436	\$ 844
	Holidays	\$ 316	\$ 248	\$ 344	\$ 345	\$ 390	\$ 324	\$ 401	\$ 143		\$ 349	\$ 233
	Admin Leave					\$ 325		\$ 77				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,060	\$ 1,615	\$ 2,965	\$ 3,311	\$ 3,493	\$ 4,166	\$ 2,974	\$ 2,408	\$ 0	\$ 3,502	\$ 4,335

N/C - Non Comparator

1 - City of Folsom: The City provides Annual Leave vs. separate vacation and sick leave benefits.

**El Dorado County Transit Authority - Benefits Detail
September 2017**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Folsom	City of Norwalk	County of Placer	Gold Coast Transit District	Golden Empire Transit	Mendocino Transit Authority	San Joaquin Regional Transit District	Santa Cruz METRO
Benchmark/ Comparator Agency Match		Maintenance Technician	N/C	Senior Facility Worker	Maintenance Worker II	[Storekeeper II / Maintenance Worker II]	Storekeeper - Senior	Material Specialist	Maintenance Technician	N/C	Facilities Maintenance Technician B	Facilities Maintenance Worker II
	Top Monthly Salary	\$ 3,550		\$ 4,986	\$ 5,023	\$ 5,390	\$ 4,563	\$ 4,212	\$ 3,179		\$ 4,352	\$ 4,900
Retirement	Classic	2%@55		2%@60	2%@55	2%@55	2%@55	2.7%@55			2.5%@55	2.5%@55
	Enhanced Formula Cost			\$ -152				\$ 339			\$ 215	\$ 243
	ER Paid Member Contrib							\$ 84				
	Single Highest Year	\$ 48										\$ 66
	Social Security				\$ 311		\$ 283		\$ 197		\$ 270	
	Deferred Compensation								\$ 25			
	Other Ret.								\$ 191			
Insurance	Cafeteria			\$ 889			\$ 228					
	Health	\$ 1,996		\$ 1,287	\$ 1,506	\$ 900	\$ 2,684	\$ 1,219	\$ 1,043		\$ 1,716	\$ 2,531
	Dental	\$ 231		\$ 179	\$ 160	\$ 111	\$ 50		\$ 19		\$ 139	\$ 157
	Vision	\$ 17			\$ 22	\$ 13	\$ 7		\$ 19		\$ 18	\$ 27
	Life	\$ 10		\$ 42	\$ 7	\$ 21	\$ 1	\$ 10	\$ 16			\$ 8
	LTD	\$ 40			\$ 30	\$ 54		\$ 15	\$ 9			\$ 38
	STD/SDI				\$ 43							
	Other Ins.											
Leaves	Vacation	\$ 209		\$ 288	\$ 541	\$ 311	\$ 263	\$ 211	\$ 183		\$ 251	\$ 547
	Holidays	\$ 191		\$ 230	\$ 251	\$ 249	\$ 228	\$ 211	\$ 73		\$ 201	\$ 151
	Admin Leave											
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 2,742	\$ 0	\$ 2,762	\$ 2,872	\$ 1,658	\$ 3,744	\$ 2,088	\$ 1,775	\$ 0	\$ 2,810	\$ 3,768

**El Dorado County Transit Authority - Benefits Detail
September 2017**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Folsom	City of Norwalk	County of Placer	Gold Coast Transit District	Golden Empire Transit	Mendocino Transit Authority	San Joaquin Regional Transit District	Santa Cruz METRO
Benchmark/ Comparator Agency Match		Office Assistant II	N/C	Administrative Assistant II	Office Assistant II	Office Assistant II	Administrative Clerk - Journey	Customer Service Assistant	Receptionist/Clerk	Bilingual Receptionist	Office Assistant II	Administrative Clerk I
	Top Monthly Salary	\$ 3,464		\$ 4,986	\$ 3,746	\$ 4,399	\$ 3,609	\$ 3,890	\$ 2,491	\$ 3,264	\$ 4,369	\$ 3,950
Retirement	Classic	2%@55		2%@60	2%@55	2%@55	2%@55	2.7%@55		2%@60	2.5%@55	2.5%@55
	Enhanced Formula Cost			\$ -152				\$ 313		\$ -100	\$ 216	\$ 196
	ER Paid Member Contrib							\$ 78				
	Single Highest Year	\$ 47										\$ 53
	Social Security				\$ 232		\$ 224		\$ 154		\$ 271	
	Deferred Compensation								\$ 25	\$ 65		
	Other Ret.								\$ 149			
Insurance	Cafeteria			\$ 889			\$ 180					
	Health	\$ 1,996		\$ 1,287	\$ 1,506	\$ 900	\$ 2,684	\$ 1,219	\$ 1,043	\$ 910	\$ 1,716	\$ 2,531
	Dental	\$ 231		\$ 179	\$ 160	\$ 111	\$ 50		\$ 19	\$ 47	\$ 139	\$ 157
	Vision	\$ 17			\$ 22	\$ 13	\$ 7		\$ 19	\$ 5	\$ 18	\$ 27
	Life	\$ 10		\$ 42	\$ 7	\$ 17	\$ 1	\$ 9	\$ 12	\$ 12		\$ 8
	LTD	\$ 39			\$ 22	\$ 44		\$ 14	\$ 7			\$ 31
	STD/SDI				\$ 32							
	Other Ins.									\$ 50		
Leaves	Vacation ¹	\$ 204		\$ 288	\$ 404	\$ 254	\$ 208	\$ 194	\$ 144	\$ 188	\$ 252	\$ 441
	Holidays	\$ 187		\$ 230	\$ 187	\$ 203	\$ 180	\$ 194	\$ 57	\$ 126	\$ 202	\$ 122
	Admin Leave											
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 2,730	\$ 0	\$ 2,762	\$ 2,573	\$ 1,541	\$ 3,535	\$ 2,022	\$ 1,631	\$ 1,303	\$ 2,814	\$ 3,565

N/C - Non Comparator

1 - City of Folsom: The City provides Annual Leave vs. separate vacation and sick leave benefits.

**El Dorado County Transit Authority - Benefits Detail
September 2017**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Folsom	City of Norwalk	County of Placer	Gold Coast Transit District	Golden Empire Transit	Mendocino Transit Authority	San Joaquin Regional Transit District	Santa Cruz METRO
Benchmark/ Comparator Agency Match		Operations Manager	N/C	[Senior Manager Transportation / Manager Transportation]	Public Works/Utilities Section Manager	Manager of Transit Operations	[Public Works Manager/ Transportation Systems Supervisor - Senior]	Director, Transit Operations	[Operations Manager / Maintenance Manager]	Operations Manager	[Maintenance Superintendent/ Transportation Superintendent]	Operations Manager
	Top Monthly Salary	\$ 8,217		\$ 10,607	\$ 10,998	\$ 9,930	\$ 9,249	\$ 11,098	\$ 6,939	\$ 8,103	\$ 9,456	\$ 11,558
Retirement	Classic	2%@55		2%@60	2%@55	2%@55	2%@55	2.7%@55		2%@60	2.5%@55	2.5%@55
	Enhanced Formula Cost			\$ -324				\$ 893		\$ -247	\$ 468	\$ 572
	ER Paid Member Contrib							\$ 222				
	Single Highest Year	\$ 111										\$ 156
	Social Security				\$ 657		\$ 573		\$ 430		\$ 586	
	Deferred Compensation	\$ 33			\$ 250	\$ 199	\$ 63		\$ 25	\$ 162		
	Other Ret.								\$ 416			
Insurance	Cafeteria			\$ 889			\$ 175					
	Health	\$ 1,996		\$ 1,287	\$ 1,506	\$ 1,861	\$ 2,684	\$ 1,241	\$ 1,043	\$ 910	\$ 1,716	\$ 2,762
	Dental	\$ 231		\$ 179	\$ 160	\$ 111	\$ 50		\$ 19	\$ 47	\$ 139	\$ 157
	Vision	\$ 17			\$ 22	\$ 30	\$ 7		\$ 19	\$ 5	\$ 18	\$ 27
	Life	\$ 10		\$ 90	\$ 11	\$ 38	\$ 8	\$ 26	\$ 34	\$ 12		\$ 17
	LTD	\$ 93			\$ 65	\$ 100		\$ 35	\$ 19			\$ 90
	STD/SDI				\$ 62							
	Other Ins.	\$ 500								\$ 50		
Leaves	Vacation ¹	\$ 483		\$ 612	\$ 1,185	\$ 573	\$ 534	\$ 555	\$ 400	\$ 467	\$ 546	\$ 800
	Holidays	\$ 442		\$ 490	\$ 550	\$ 458	\$ 462	\$ 555	\$ 160	\$ 312	\$ 436	\$ 845
	Admin Leave	\$ 316			\$ 423	\$ 382		\$ 213				\$ 156
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 4,232	\$ 0	\$ 3,222	\$ 4,891	\$ 3,753	\$ 4,556	\$ 3,741	\$ 2,566	\$ 1,718	\$ 3,909	\$ 5,581

N/C - Non Comparator

1 - City of Folsom: The City provides Annual Leave vs. separate vacation and sick leave benefits.

**El Dorado County Transit Authority - Benefits Detail
September 2017**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Folsom	City of Norwalk	County of Placer	Gold Coast Transit District	Golden Empire Transit	Mendocino Transit Authority	San Joaquin Regional Transit District	Santa Cruz METRO
Benchmark/ Comparator Agency Match		Planning and Marketing Manager	N/C	Planning Manager	N/C	N/C	N/C	Communications and Marketing Manager	N/C	Marketing & Planning Manager	Marketing Manager	N/C
	Top Monthly Salary	\$ 6,111		\$ 8,342				\$ 8,023		\$ 7,148	\$ 9,456	
Retirement	Classic	2%@55		2%@60				2.7%@55		2%@60	2.5%@55	
	Enhanced Formula Cost			\$ -254				\$ 646		\$ -218	\$ 468	
	ER Paid Member Contrib							\$ 160				
	Single Highest Year	\$ 83										
	Social Security										\$ 586	
	Deferred Compensation	\$ 33								\$ 143		
	Other Ret.											
Insurance	Cafeteria			\$ 889								
	Health	\$ 1,996		\$ 1,287				\$ 1,241		\$ 910	\$ 1,716	
	Dental	\$ 231		\$ 179						\$ 47	\$ 139	
	Vision	\$ 17								\$ 5	\$ 18	
	Life	\$ 10		\$ 71				\$ 19		\$ 12		
	LTD	\$ 69						\$ 28				
	STD/SDI											
	Other Ins.	\$ 500								\$ 50		
Leaves	Vacation	\$ 359		\$ 481				\$ 401		\$ 412	\$ 546	
	Holidays	\$ 329		\$ 385				\$ 401		\$ 275	\$ 436	
	Admin Leave	\$ 235						\$ 154				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,862	\$ 0	\$ 3,037	\$ 0	\$ 0	\$ 0	\$ 3,051	\$ 0	\$ 1,636	\$ 3,909	\$ 0

**El Dorado County Transit Authority - Benefits Detail
September 2017**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Folsom	City of Norwalk	County of Placer	Gold Coast Transit District	Golden Empire Transit	Mendocino Transit Authority	San Joaquin Regional Transit District	Santa Cruz METRO
Benchmark/ Comparator Agency Match		Safety Coordinator	N/C	N/C	N/C	Transit Safety & Training Coordinator	N/C	Operations and Safety Training Officer	[Safety and Training Coordinator/ Manager of Safety and Training]	N/C	N/C	Safety and Training Coordinator
	Top Monthly Salary	\$ 5,269				\$ 6,989		\$ 8,023	\$ 4,702			\$ 7,032
Retirement	Classic	2%@55				2%@55		2.7%@55				2.5%@55
	Enhanced Formula Cost							\$ 646				\$ 348
	ER Paid Member Contrib							\$ 160				
	Single Highest Year	\$ 71										\$ 95
	Social Security								\$ 292			
	Deferred Compensation								\$ 25			
	Other Ret.								\$ 282			
Insurance	Cafeteria											
	Health	\$ 1,996				\$ 900		\$ 1,241	\$ 1,043			\$ 2,531
	Dental	\$ 231				\$ 111			\$ 19			\$ 157
	Vision	\$ 17				\$ 13			\$ 19			\$ 27
	Life	\$ 10				\$ 27		\$ 19	\$ 23			\$ 8
	LTD	\$ 60				\$ 71		\$ 28	\$ 13			\$ 55
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 310				\$ 403		\$ 401	\$ 271			\$ 784
	Holidays	\$ 284				\$ 323		\$ 401	\$ 109			\$ 216
	Admin Leave							\$ 77				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 2,978	\$ 0	\$ 0	\$ 0	\$ 1,847	\$ 0	\$ 2,974	\$ 2,096	\$ 0	\$ 0	\$ 4,222

**El Dorado County Transit Authority - Benefits Detail
September 2017**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Folsom	City of Norwalk	County of Placer	Gold Coast Transit District	Golden Empire Transit	Mendocino Transit Authority	San Joaquin Regional Transit District	Santa Cruz METRO
Benchmark/ Comparator Agency Match		Transit Dispatcher	Dispatcher	N/C	Transit Scheduler	Dispatcher	Administrative Dispatcher	N/C	Dispatcher	Dispatcher	N/C	Dispatcher
	Top Monthly Salary	\$ 3,463	\$ 3,442		\$ 4,784	\$ 4,025	\$ 4,387		\$ 3,337	\$ 3,876		\$ 4,023
Retirement	Classic	2%@55	2%@55		2%@55	2%@55	2%@55			2%@60		2.5%@55
	Enhanced Formula Cost									\$ -118		\$ 199
	ER Paid Member Contrib											
	Single Highest Year	\$ 47										\$ 54
	Social Security				\$ 297		\$ 272		\$ 207			
	Deferred Compensation								\$ 25	\$ 78		
	Other Ret.								\$ 200			
Insurance	Cafeteria						\$ 219					
	Health	\$ 1,996	\$ 903		\$ 1,506	\$ 900	\$ 2,684		\$ 1,043	\$ 910		\$ 2,531
	Dental	\$ 231	\$ 50		\$ 160	\$ 111	\$ 50		\$ 19	\$ 47		\$ 157
	Vision	\$ 17	\$ 8		\$ 22	\$ 13	\$ 7		\$ 19	\$ 5		\$ 27
	Life	\$ 10			\$ 7		\$ 1		\$ 16	\$ 12		\$ 8
	LTD	\$ 39			\$ 28				\$ 9			\$ 31
	STD/SDI				\$ 41							
	Other Ins.									\$ 50		
Leaves	Vacation ¹	\$ 203	\$ 238		\$ 516	\$ 232	\$ 253		\$ 193	\$ 224		\$ 317
	Holidays	\$ 186	\$ 146		\$ 239	\$ 186	\$ 219		\$ 77	\$ 149		\$ 124
	Admin Leave											
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 2,730	\$ 1,345	\$ 0	\$ 2,816	\$ 1,441	\$ 3,706	\$ 0	\$ 1,809	\$ 1,355	\$ 0	\$ 3,449

N/C - Non Comparator

1 - City of Folsom: The City provides Annual Leave vs. separate vacation and sick leave benefits.

**El Dorado County Transit Authority - Benefits Detail
September 2017**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Folsom	City of Norwalk	County of Placer	Gold Coast Transit District	Golden Empire Transit	Mendocino Transit Authority	San Joaquin Regional Transit District	Santa Cruz METRO
Benchmark/ Comparator Agency Match		Transit Operations Supervisor	Operations Supervisor	Transit Supervisor	N/C	Transit Operations Supervisor	Transportation Supervisor	Transit Supervisor	Transportation Supervisor	Operations Supervisor	Transportation Supervisor	Transit Supervisor
	Top Monthly Salary	\$ 5,536	\$ 4,143	\$ 6,240		\$ 5,762	\$ 5,198	\$ 7,583	\$ 4,472	\$ 5,060	\$ 7,565	\$ 6,327
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@55	2.7%@55		2%@60	2.5%@55	2.5%@55
	Enhanced Formula Cost			\$ -190				\$ 610		\$ -154	\$ 374	\$ 313
	ER Paid Member Contrib							\$ 152				
	Single Highest Year	\$ 75										\$ 85
	Social Security						\$ 322		\$ 277		\$ 469	
	Deferred Compensation								\$ 25	\$ 101		
	Other Ret.								\$ 268			
Insurance	Cafeteria			\$ 1,026			\$ 260					
	Health	\$ 1,996	\$ 903	\$ 975		\$ 900	\$ 2,684	\$ 1,241	\$ 1,043	\$ 910	\$ 1,716	\$ 2,531
	Dental	\$ 231	\$ 50			\$ 111	\$ 50		\$ 19	\$ 47	\$ 139	\$ 157
	Vision	\$ 17	\$ 8			\$ 13	\$ 7		\$ 19	\$ 5	\$ 18	\$ 27
	Life	\$ 10		\$ 53		\$ 22	\$ 1	\$ 18	\$ 22	\$ 12		\$ 8
	LTD	\$ 63				\$ 58		\$ 27	\$ 12			\$ 49
	STD/SDI											
	Other Ins.									\$ 50		
Leaves	Vacation	\$ 325	\$ 287	\$ 360		\$ 332	\$ 300	\$ 379	\$ 258	\$ 292	\$ 436	\$ 706
	Holidays	\$ 298	\$ 175	\$ 288		\$ 266	\$ 260	\$ 379	\$ 103	\$ 195	\$ 349	\$ 195
	Admin Leave							\$ 73				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,015	\$ 1,424	\$ 2,511	\$ 0	\$ 1,702	\$ 3,884	\$ 2,879	\$ 2,047	\$ 1,457	\$ 3,502	\$ 4,072

**El Dorado County Transit Authority - Benefits Detail
September 2017**

Agency		El Dorado County Transit Authority	Amador Regional Transit	Central Contra Costa Transit Authority	City of Folsom	City of Norwalk	County of Placer	Gold Coast Transit District	Golden Empire Transit	Mendocino Transit Authority	San Joaquin Regional Transit District	Santa Cruz METRO
Benchmark/ Comparator Agency Match		Transit Operator	Driver	Bus Operator	Transit Bus Driver	Coach Operator	Bus Driver II	Bus Operator	Driver	Transit Vehicle Operator	Coach Operator	Bus Operator
	Top Monthly Salary	\$ 3,979	\$ 3,409	\$ 4,940	\$ 4,338	\$ 5,029	\$ 3,274	\$ 4,448	\$ 4,233	\$ 3,727	\$ 4,316	\$ 3,994
Retirement	Classic	2%@55	2%@55	2%@60	2%@55	2%@55	2%@55	2.7%@55		2%@60	2.5%@55	2.5%@55
	Enhanced Formula Cost			\$ -151				\$ 358		\$ -114	\$ 214	\$ 198
	ER Paid Member Contrib							\$ 89				
	Single Highest Year	\$ 54										\$ 54
	Social Security				\$ 269		\$ 203		\$ 262		\$ 268	
	Deferred Compensation								\$ 25	\$ 75		
	Other Ret.								\$ 254			
Insurance	Cafeteria			\$ 1,079			\$ 164					
	Health	\$ 2,471	\$ 903	\$ 975	\$ 1,506	\$ 900	\$ 2,684	\$ 1,219	\$ 1,043	\$ 910	\$ 1,716	\$ 2,531
	Dental	\$ 231	\$ 50		\$ 160	\$ 111	\$ 50		\$ 19	\$ 47	\$ 139	\$ 157
	Vision	\$ 17	\$ 8		\$ 22	\$ 13	\$ 7		\$ 19	\$ 5	\$ 18	\$ 27
	Life	\$ 5		\$ 42	\$ 7	\$ 19	\$ 1	\$ 11	\$ 21	\$ 12		\$ 8
	LTD	\$ 45			\$ 26	\$ 51		\$ 16	\$ 11			\$ 31
	STD/SDI				\$ 37							
	Other Ins.									\$ 50		
Leaves	Vacation ¹	\$ 233	\$ 236	\$ 285	\$ 468	\$ 290	\$ 189	\$ 222	\$ 244	\$ 215	\$ 249	\$ 315
	Holidays	\$ 233	\$ 144	\$ 228	\$ 217	\$ 232	\$ 164	\$ 222	\$ 179	\$ 143	\$ 199	\$ 123
	Admin Leave											
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,289	\$ 1,342	\$ 2,458	\$ 2,712	\$ 1,616	\$ 3,461	\$ 2,137	\$ 2,079	\$ 1,343	\$ 2,802	\$ 3,444

N/C - Non Comparator

1 - City of Folsom: The City provides Annual Leave vs. separate vacation and sick leave benefits.

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Appendix III

Proposed Salary Range Schedule

El Dorado County Transit Authority
Proposed Salary Plan
October 2017

Salary Range	Annually							Monthly						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	22,618	23,749	24,936	26,183	27,492	28,867	30,310	1,885	1,979	2,078	2,182	2,291	2,406	2,526
2	23,183	24,342	25,560	26,838	28,179	29,588	31,068	1,932	2,029	2,130	2,236	2,348	2,466	2,589
3	23,763	24,951	26,199	27,508	28,884	30,328	31,844	1,980	2,079	2,183	2,292	2,407	2,527	2,654
4	24,357	25,575	26,853	28,196	29,606	31,086	32,641	2,030	2,131	2,238	2,350	2,467	2,591	2,720
5	24,966	26,214	27,525	28,901	30,346	31,863	33,457	2,080	2,185	2,294	2,408	2,529	2,655	2,788
6	25,590	26,869	28,213	29,624	31,105	32,660	34,293	2,132	2,239	2,351	2,469	2,592	2,722	2,858
7	26,230	27,541	28,918	30,364	31,882	33,477	35,150	2,186	2,295	2,410	2,530	2,657	2,790	2,929
8	26,885	28,230	29,641	31,123	32,679	34,313	36,029	2,240	2,352	2,470	2,594	2,723	2,859	3,002
9	27,558	28,935	30,382	31,901	33,496	35,171	36,930	2,296	2,411	2,532	2,658	2,791	2,931	3,077
10	28,247	29,659	31,142	32,699	34,334	36,051	37,853	2,354	2,472	2,595	2,725	2,861	3,004	3,154
11	28,953	30,400	31,920	33,516	35,192	36,952	38,799	2,413	2,533	2,660	2,793	2,933	3,079	3,233
12	29,677	31,160	32,718	34,354	36,072	37,876	39,769	2,473	2,597	2,727	2,863	3,006	3,156	3,314
13	30,418	31,939	33,536	35,213	36,974	38,822	40,764	2,535	2,662	2,795	2,934	3,081	3,235	3,397
14	31,179	32,738	34,375	36,093	37,898	39,793	41,783	2,598	2,728	2,865	3,008	3,158	3,316	3,482
15	31,958	33,556	35,234	36,996	38,846	40,788	42,827	2,663	2,796	2,936	3,083	3,237	3,399	3,569
16	32,757	34,395	36,115	37,921	39,817	41,808	43,898	2,730	2,866	3,010	3,160	3,318	3,484	3,658
17	33,576	35,255	37,018	38,869	40,812	42,853	44,995	2,798	2,938	3,085	3,239	3,401	3,571	3,750
18	34,416	36,136	37,943	39,840	41,832	43,924	46,120	2,868	3,011	3,162	3,320	3,486	3,660	3,843
19	35,276	37,040	38,892	40,836	42,878	45,022	47,273	2,940	3,087	3,241	3,403	3,573	3,752	3,939
20	36,158	37,966	39,864	41,857	43,950	46,148	48,455	3,013	3,164	3,322	3,488	3,663	3,846	4,038
21	37,062	38,915	40,861	42,904	45,049	47,301	49,666	3,088	3,243	3,405	3,575	3,754	3,942	4,139
22	37,988	39,888	41,882	43,976	46,175	48,484	50,908	3,166	3,324	3,490	3,665	3,848	4,040	4,242
23	38,938	40,885	42,929	45,076	47,330	49,696	52,181	3,245	3,407	3,577	3,756	3,944	4,141	4,348
24	39,912	41,907	44,003	46,203	48,513	50,938	53,485	3,326	3,492	3,667	3,850	4,043	4,245	4,457
25	40,909	42,955	45,103	47,358	49,726	52,212	54,823	3,409	3,580	3,759	3,946	4,144	4,351	4,569
26	41,932	44,029	46,230	48,542	50,969	53,517	56,193	3,494	3,669	3,853	4,045	4,247	4,460	4,683
27	42,980	45,129	47,386	49,755	52,243	54,855	57,598	3,582	3,761	3,949	4,146	4,354	4,571	4,800
28	44,055	46,258	48,571	50,999	53,549	56,227	59,038	3,671	3,855	4,048	4,250	4,462	4,686	4,920
29	45,156	47,414	49,785	52,274	54,888	57,632	60,514	3,763	3,951	4,149	4,356	4,574	4,803	5,043
30	46,285	48,599	51,029	53,581	56,260	59,073	62,027	3,857	4,050	4,252	4,465	4,688	4,923	5,169
31	47,442	49,814	52,305	54,920	57,666	60,550	63,577	3,954	4,151	4,359	4,577	4,806	5,046	5,298
32	48,628	51,060	53,613	56,293	59,108	62,064	65,167	4,052	4,255	4,468	4,691	4,926	5,172	5,431
33	49,844	52,336	54,953	57,701	60,586	63,615	66,796	4,154	4,361	4,579	4,808	5,049	5,301	5,566
34	51,090	53,645	56,327	59,143	62,101	65,206	68,466	4,258	4,470	4,694	4,929	5,175	5,434	5,705
35	52,367	54,986	57,735	60,622	63,653	66,836	70,177	4,364	4,582	4,811	5,052	5,304	5,570	5,848

**El Dorado County Transit Authority
Proposed Salary Plan
October 2017**

Salary Range	Annually							Monthly						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
36	53,677	56,361	59,179	62,137	65,244	68,507	71,932	4,473	4,697	4,932	5,178	5,437	5,709	5,994
37	55,019	57,770	60,658	63,691	66,875	70,219	73,730	4,585	4,814	5,055	5,308	5,573	5,852	6,144
38	56,394	59,214	62,174	65,283	68,547	71,975	75,573	4,700	4,934	5,181	5,440	5,712	5,998	6,298
39	57,804	60,694	63,729	66,915	70,261	73,774	77,463	4,817	5,058	5,311	5,576	5,855	6,148	6,455
40	59,249	62,211	65,322	68,588	72,018	75,618	79,399	4,937	5,184	5,444	5,716	6,001	6,302	6,617
41	60,730	63,767	66,955	70,303	73,818	77,509	81,384	5,061	5,314	5,580	5,859	6,151	6,459	6,782
42	62,248	65,361	68,629	72,060	75,663	79,447	83,419	5,187	5,447	5,719	6,005	6,305	6,621	6,952
43	63,805	66,995	70,345	73,862	77,555	81,433	85,504	5,317	5,583	5,862	6,155	6,463	6,786	7,125
44	65,400	68,670	72,103	75,708	79,494	83,469	87,642	5,450	5,722	6,009	6,309	6,624	6,956	7,304
45	67,035	70,387	73,906	77,601	81,481	85,555	89,833	5,586	5,866	6,159	6,467	6,790	7,130	7,486
46	68,711	72,146	75,754	79,541	83,518	87,694	92,079	5,726	6,012	6,313	6,628	6,960	7,308	7,673
47	70,428	73,950	77,647	81,530	85,606	89,887	94,381	5,869	6,162	6,471	6,794	7,134	7,491	7,865
48	72,189	75,799	79,589	83,568	87,746	92,134	96,740	6,016	6,317	6,632	6,964	7,312	7,678	8,062
49	73,994	77,694	81,578	85,657	89,940	94,437	99,159	6,166	6,474	6,798	7,138	7,495	7,870	8,263
50	75,844	79,636	83,618	87,799	92,189	96,798	101,638	6,320	6,636	6,968	7,317	7,682	8,066	8,470
51	77,740	81,627	85,708	89,994	94,493	99,218	104,179	6,478	6,802	7,142	7,499	7,874	8,268	8,682
52	79,683	83,667	87,851	92,243	96,856	101,698	106,783	6,640	6,972	7,321	7,687	8,071	8,475	8,899
53	81,675	85,759	90,047	94,550	99,277	104,241	109,453	6,806	7,147	7,504	7,879	8,273	8,687	9,121
54	83,717	87,903	92,298	96,913	101,759	106,847	112,189	6,976	7,325	7,692	8,076	8,480	8,904	9,349
55	85,810	90,101	94,606	99,336	104,303	109,518	114,994	7,151	7,508	7,884	8,278	8,692	9,127	9,583
56	87,955	92,353	96,971	101,819	106,910	112,256	117,869	7,330	7,696	8,081	8,485	8,909	9,355	9,822
57	90,154	94,662	99,395	104,365	109,583	115,062	120,815	7,513	7,889	8,283	8,697	9,132	9,589	10,068
58	92,408	97,029	101,880	106,974	112,323	117,939	123,836	7,701	8,086	8,490	8,915	9,360	9,828	10,320
59	94,718	99,454	104,427	109,648	115,131	120,887	126,932	7,893	8,288	8,702	9,137	9,594	10,074	10,578
60	97,086	101,941	107,038	112,390	118,009	123,910	130,105	8,091	8,495	8,920	9,366	9,834	10,326	10,842
61	99,514	104,489	109,714	115,199	120,959	127,007	133,358	8,293	8,707	9,143	9,600	10,080	10,584	11,113
62	102,001	107,101	112,457	118,079	123,983	130,183	136,692	8,500	8,925	9,371	9,840	10,332	10,849	11,391
63	104,551	109,779	115,268	121,031	127,083	133,437	140,109	8,713	9,148	9,606	10,086	10,590	11,120	11,676
64	107,165	112,523	118,150	124,057	130,260	136,773	143,612	8,930	9,377	9,846	10,338	10,855	11,398	11,968
65	109,844	115,337	121,103	127,159	133,517	140,192	147,202	9,154	9,611	10,092	10,597	11,126	11,683	12,267
66	112,590	118,220	124,131	130,338	136,854	143,697	150,882	9,383	9,852	10,344	10,861	11,405	11,975	12,573
67	115,405	121,175	127,234	133,596	140,276	147,290	154,654	9,617	10,098	10,603	11,133	11,690	12,274	12,888
68	118,290	124,205	130,415	136,936	143,783	150,972	158,520	9,858	10,350	10,868	11,411	11,982	12,581	13,210
69	121,248	127,310	133,675	140,359	147,377	154,746	162,483	10,104	10,609	11,140	11,697	12,281	12,896	13,540
70	124,279	130,493	137,017	143,868	151,062	158,615	166,545	10,357	10,874	11,418	11,989	12,588	13,218	13,879

**El Dorado County Transit Authority
Proposed Salary Plan
October 2017**

Salary Range	Annually							Monthly						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
71	127,386	133,755	140,443	147,465	154,838	162,580	170,709	10,615	11,146	11,704	12,289	12,903	13,548	14,226
72	130,570	137,099	143,954	151,152	158,709	166,645	174,977	10,881	11,425	11,996	12,596	13,226	13,887	14,581
73	133,835	140,526	147,553	154,930	162,677	170,811	179,351	11,153	11,711	12,296	12,911	13,556	14,234	14,946
74	137,181	144,040	151,242	158,804	166,744	175,081	183,835	11,432	12,003	12,603	13,234	13,895	14,590	15,320
75	140,610	147,641	155,023	162,774	170,912	179,458	188,431	11,718	12,303	12,919	13,564	14,243	14,955	15,703
76	144,125	151,332	158,898	166,843	175,185	183,944	193,142	12,010	12,611	13,242	13,904	14,599	15,329	16,095
77	147,728	155,115	162,871	171,014	179,565	188,543	197,970	12,311	12,926	13,573	14,251	14,964	15,712	16,498
78	151,422	158,993	166,942	175,289	184,054	193,257	202,920	12,618	13,249	13,912	14,607	15,338	16,105	16,910
79	155,207	162,968	171,116	179,672	188,655	198,088	207,992	12,934	13,581	14,260	14,973	15,721	16,507	17,333
80	159,087	167,042	175,394	184,164	193,372	203,040	213,192	13,257	13,920	14,616	15,347	16,114	16,920	17,766
81	163,065	171,218	179,779	188,768	198,206	208,116	218,522	13,589	14,268	14,982	15,731	16,517	17,343	18,210
82	167,141	175,498	184,273	193,487	203,161	213,319	223,985	13,928	14,625	15,356	16,124	16,930	17,777	18,665
83	171,320	179,886	188,880	198,324	208,240	218,652	229,585	14,277	14,990	15,740	16,527	17,353	18,221	19,132
84	175,603	184,383	193,602	203,282	213,446	224,118	235,324	14,634	15,365	16,133	16,940	17,787	18,677	19,610
85	179,993	188,992	198,442	208,364	218,782	229,721	241,208	14,999	15,749	16,537	17,364	18,232	19,143	20,101
86	184,493	193,717	203,403	213,573	224,252	235,464	247,238	15,374	16,143	16,950	17,798	18,688	19,622	20,603
87	189,105	198,560	208,488	218,913	229,858	241,351	253,419	15,759	16,547	17,374	18,243	19,155	20,113	21,118
88	193,833	203,524	213,700	224,385	235,605	247,385	259,754	16,153	16,960	17,808	18,699	19,634	20,615	21,646
89	198,678	208,612	219,043	229,995	241,495	253,569	266,248	16,557	17,384	18,254	19,166	20,125	21,131	22,187
90	203,645	213,828	224,519	235,745	247,532	259,909	272,904	16,970	17,819	18,710	19,645	20,628	21,659	22,742
91	208,736	219,173	230,132	241,639	253,720	266,406	279,727	17,395	18,264	19,178	20,137	21,143	22,201	23,311
92	213,955	224,653	235,885	247,679	260,063	273,067	286,720	17,830	18,721	19,657	20,640	21,672	22,756	23,893
93	219,304	230,269	241,782	253,871	266,565	279,893	293,888	18,275	19,189	20,149	21,156	22,214	23,324	24,491
94	224,786	236,026	247,827	260,218	273,229	286,891	301,235	18,732	19,669	20,652	21,685	22,769	23,908	25,103
95	230,406	241,926	254,023	266,724	280,060	294,063	308,766	19,200	20,161	21,169	22,227	23,338	24,505	25,731
96	236,166	247,974	260,373	273,392	287,061	301,414	316,485	19,681	20,665	21,698	22,783	23,922	25,118	26,374
97	242,070	254,174	266,882	280,227	294,238	308,950	324,397	20,173	21,181	22,240	23,352	24,520	25,746	27,033
98	248,122	260,528	273,555	287,232	301,594	316,674	332,507	20,677	21,711	22,796	23,936	25,133	26,389	27,709
99	254,325	267,041	280,393	294,413	309,134	324,590	340,820	21,194	22,253	23,366	24,534	25,761	27,049	28,402
100	260,683	273,717	287,403	301,773	316,862	332,705	349,340	21,724	22,810	23,950	25,148	26,405	27,725	29,112



Appendix IV

Salary Range Placement Recommendations
Based on Total Monthly (Total Compensation)

El Dorado County Transit Authority
Final Salary Range Placement Recommendations - Total Compensation
October 2017

Class Title	Current Top Monthly	% from Total Monthly Market Median	Market Placement	Proposed Range	Proposed Maximum Top Step	Percent Diff. from Current Agency Top Step	Rationale
Executive Director	\$10,346	-23.3%	\$12,757	67	\$12,888	24.6%	Market and range placement.
Finance Manager	\$7,264	-18.9%	\$8,637	51	\$8,682	19.5%	Market and range placement.
Human Resources Manager	\$7,445	-12.4%	\$8,368	49	\$8,263	11.0%	Market and range placement.
Planning and Marketing Manager	\$6,111	-12.6%	\$6,881	42	\$6,952	13.8%	Market and range placement.
Operations Manager	\$8,217	-10.9%	\$9,113	53	\$9,121	11.0%	Market and range placement
Transit Operations Supervisor	\$5,536	-2.4%	\$5,669	34	\$5,705	3.1%	Market and range placement
Transit Dispatcher	\$3,463	11.7%	\$3,058	16	\$3,658	5.6%	Internal alignment; align 2.5% above Office Assistant II
Transit Operator	\$3,979	7.9%	\$3,665	16	\$3,658	-8.1%	Market and range placement; y-rate
Maintenance and Facilities Supervisor	\$5,866	-19.3%	\$6,998	37	\$6,144	4.7%	Internal alignment; 25% above Equipment Technician II
Equipment Technician II	\$4,774	2.7%	\$4,645	27	\$4,800	0.5%	Market and range placement
Equipment Technician I	\$4,116	Not a Benchmark		23	\$4,348	5.6%	Internal alignment 10% below Equipment Technician II
Maintenance Technician	\$3,550	-18.5%	\$4,207	22	\$4,242	19.5%	Market and range placement.
Custodian	\$2,843	-5.9%	\$3,011	8	\$3,002	5.6%	Market and range placement.
Safety Coordinator	\$5,269	-20.2%	\$6,333	38	\$6,298	19.5%	Market and range placement.
Administrative Coordinator	\$4,894	-2.5%	\$5,016	29	\$5,043	3.0%	Market and range placement.
Fiscal Technician II (re-title)	\$3,919	-14.0%	\$4,468	24	\$4,457	13.7%	Market and range placement
Fiscal Technician I (New Class)		Not a Benchmark		20	\$4,038		Internal alignment 10% below Fiscal Technician II
Office Assistant II	\$3,464	-2.0%	\$3,533	15	\$3,569	3.0%	Market and range placement.
Office Assistant I (no current salary level)		Not a Benchmark		11	\$3,233		Internal alignment 10% below Office Assistant II

Average: 9.2%

Legend for columns:

Column 1 - Classification Title.

Column 2 - Current top monthly salary

Column 3 - Displays the percentage difference from the Top Monthly salary and the total compensation results; non benchmark classes been identified in this section

Column 4 - Market placement displays the market value.

Column 5 - Proposed new range

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

Column 7 - This percentage expresses the difference between EDCTA's current salaries and the proposed salaries; where the percentage is preceded by a negative sign (-), this is the percentage EDCTA's alary would need to be decreased to reach the market median; where no sign is placed in front of the percentage, this means the salary would need to be increased by that amount to reach the market median

Column 8 - The rationale explains the reason for the proposed salary range recommendation; either market placement or internal alignment with another benchmarked classification.

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