

AGENDA ITEM 1 H
Consent Item

MEMORANDUM

DATE: March 7, 2019

TO: El Dorado County Transit Authority

FROM: Maria Harris, Human Resources Manager

SUBJECT: Revised Salary Schedules 2012-2017 Pursuant to California Public Employee's Retirement System (CalPERS) Audit Review Findings Recommendation

REQUESTED ACTION:
BY MOTION,

Adopt Resolution No. 19-03 Approving the Salary Schedules for years 2012-2017 as required under the California Code of Regulations Section 570.5 and Government Codes Sections 20636, 20636.1 and 7522.34(a)

BACKGROUND

El Dorado Transit was selected for review as part of the CalPERS Board of Administration approved audit plan. The Office of Audit Services (OFAS) performed a cycle of review on member payrates reported to CalPERS. The objective of the review was to ensure that increases to member payrates were granted and reported to CalPERS in compliance with the Public Employee's Retirement Law (PERL). The review period was from July 1, 2012 through June 30, 2017.

The salary schedules for Fiscal Years (FY's) 2012/2013, 2013/2014, 2014/2015, 2015/2016, and 2016/2017 are included for adoption. Adoption by Resolution is the requested action.

DISCUSSION

Pursuant to the findings of the CalPERS Audit Review El Dorado Transit is required to revise salary schedules for FY's 2012/2013, 2013/2014, 2014/2015, 2015/2016 and 2016/2017 to be in compliance with the California Code of Regulations and PERL Government Codes. A copy of the final report is attached for reference. The revised salary schedules include the time base of Hourly and Monthly Payrates; changes identified in red bold lettering.

Salary Schedule Resolution No. 19-03 (Attached)

The Salary Schedule for FY's 2012-2017 incorporate required changes pursuant to the findings and must be board approved.

FISCAL IMPACT

N/A

EL DORADO COUNTY TRANSIT AUTHORITY

Objective and Scope			
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CalPERS ID	Job Number	Contract Date	Classification
1035606509	3P17-063	August 6, 1994	Miscellaneous

The objective of our review was to determine whether increases to member payrates were granted to members and reported to CalPERS in compliance with the Public Employees’ Retirement Law (PERL). Reporting active member payrates correctly is a necessary precursor to correctly calculating member benefits at retirement. Specifically, incorrect reporting could cause the following: miscalculation of a member’s service credit, miscalculation of a member’s retirement allowance, delays in processing a member’s retirement benefits, inaccurate retirement estimates, incorrect payment of benefits, or hardship to retired members due to a reduction in benefits.

Payrates must be reported to CalPERS in accordance with Government Code sections 20636, 20636.1, 7522.34(a), and corresponding sections of the California Code of Regulations (CCR) section 570.5. Specifically, payrate is deemed as the normal monthly rate of pay or base pay of the member paid pursuant to a publicly available pay schedule for services rendered on a full-time basis during normal working hours. The publicly available pay schedules must meet criteria listed in CCR section 570.5. Payrates cannot include additional compensation such as special compensation, must be correctly calculated, must be accurately reported for the period earned, and cannot be granted or awarded to a member in connection with or anticipation of separation from employment.

The review was limited to the examination of a sample of active and/or retired employee records for the period July 1, 2012, to June 30, 2017. Unless otherwise specified, the Office of Audit Services (OFAS) did not review the Agency’s compliance with the PERL with regard to any areas outside the scope described herein, including, but not limited to, reported earnings, special compensation, payroll information, member contributions, membership enrollment, or employment after retirement.

Results in Brief			
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	Area	Exception	Observation
1	Pay Schedule	Effective Date / Time Base	The Agency did not maintain pay schedules in compliance with the Government Code and CCR. Specifically, the pay schedule for Unrepresented and Management Personnel did not include an effective date and a time base for monthly and hourly payrates as required by CCR section 570.5.
2	Payrates	Additional Compensation	The Agency reported payrates that included additional compensation. Specifically, one sampled part-time employee who retired in December 2016 had longevity pay included with hourly base payrate in amounts of .53 and .56 cents. This incorrect reporting resulted in an increase to the employee’s payrate that was not in compliance with Government Code section 20636.

EL DORADO COUNTY TRANSIT AUTHORITY

Criteria

Under Government Code sections 20636, 20636.1 and 7522.34(a), payrate is deemed as the normal monthly rate of pay or base pay of the member paid in cash to similarly situated members of the same group or class of employment for services rendered on a full-time basis during normal work hours, pursuant to a publicly available pay schedule.

Per CCR Section 570.5, a pay schedule, among other things, must:

- Be duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws;
- Identify the position title for every employee position;
- Show the payrate as a single amount or multiple amounts within a range for each identified position;
- Indicate the time base such as hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
- Be posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
- Indicate an effective date and date of any revisions;
- Be retained by the employer and available for public inspection for not less than five years; and
- Not reference another document in lieu of disclosing the payrate.

Recommendation

The Agency should ensure reported payrates are granted and reported to CalPERS in compliance with the PERL. The Agency should work with the CalPERS Employer Account Management Division to identify and make adjustments, if necessary, to any impacted active and retired member accounts pursuant to Government Code Section 20160.

Government Codes: § 20120, § 20121, § 20122, § 20160

Conclusion

OFAS limited this review to the areas specified in the objective and scope section of this report. Sample testing procedures provide reasonable, but not absolute, assurance that the Agency complied with the specific provisions of the PERL and CalPERS contract that were subject to this review. The results outlined in this report are based on information made available or otherwise obtained at the time this report was prepared. This report does not constitute a final determination with regard to the results noted within the report. The appropriate CalPERS divisions will notify the Agency of the final determinations and provide appeal rights, if applicable, at that time.

Summarized Response

The Agency agreed with the Observations noted in the report.

**EL DORADO COUNTY TRANSIT AUTHORITY
RESOLUTION NO. 19-03**

RESOLUTION OF THE BOARD OF DIRECTORS OF THE EL DORADO COUNTY
TRANSIT AUTHORITY ADOPTING THE FISCAL YEARS 2012/2013, 2013/2014,
2014/2015, 2015/2016, and 2016/2017 SALARY SCHEDULE FOR REGULAR AND EXTRA
HELP EMPLOYEES

WHEREAS, Payrates must be reported to the California Public Employee's Retirement System in accordance with California Code of Regulations 570.5 in addition to Government Code Sections 20636, 20636.1 and 7522.34(a); and

WHEREAS, pursuant to the California Code of Regulation section 570.5, Requirement for Publicly Available Pay Schedule; (1) Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws; (2) Identifies the position title for every employee position; (3) Shows the payrate for each identified position; (4) Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually; (5) Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website; (6) Indicate an effective date and date of any revisions; (7) Be retained by the employer and available for public inspection for not less than five years; and (8) Does not reference another document in lieu of disclosing the payrate; and

WHEREAS, the attached salary schedules for fiscal years 2012/2013, 2013/2014, 2014/2015, 2015/2016, and 2016/2017 have been revised to include the time base of Hourly and Monthly Payrates; and

WHEREAS, the revised salary schedules are compliant with the California Code of Regulation Section 570.5 and Government Code Sections 20636, 20636.1 and 7522.34(a).

NOW, THEREFORE, BE IT RESOLVED, that the following attached revised salary schedules have been approved and authorized by the Board of Directors of the El Dorado County Transit Authority.

PASSED AND ADOPTED BY THE GOVERNING BOARD OF THE EL DORADO COUNTY TRANSIT AUTHORITY at a regular meeting of said Board held on the 7th day of March 2019, by the following vote of said Board:

AYES: NOES: ABSTAIN: ABSENT:

Mark Acuna, Chairperson

ATTEST:

Megan Wilcher, Secretary to the Board

EI Dorado County Transit Authority
ADOPTED SALARY SCHEDULE FOR FISCAL YEAR 2012/13

REVISED

JOB CLASSIFICATION	STEPS	SALARY STEPS						
		1	2	3	4	5	6	7
ACCOUNTING TECHNICIAN - UR	Hourly	13.81	14.50	15.23	15.99	16.79	17.63	18.51
	Monthly	2,393.73	2,513.51	2,639.35	2,771.43	2,910.09	3,055.69	3,208.57
CUSTODIAN - UR	Hourly	10.99	11.54	12.12	12.72	13.36	14.03	14.73
	Monthly	1,904.93	2,000.27	2,100.28	2,205.32	2,315.73	2,431.52	2,553.20
EQUIPMENT MECHANIC I - UR	Hourly	16.79	17.63	18.51	19.44	20.41	21.43	22.50
	Monthly	2,910.27	3,055.87	3,208.75	3,369.25	3,537.73	3,714.71	3,900.52
EQUIPMENT MECHANIC II - UR	Hourly	20.06	21.06	22.11	23.22	24.38	25.60	26.88
	Monthly	3,476.30	3,650.23	3,832.75	4,024.45	4,225.69	4,436.99	4,658.85
EXECUTIVE DIRECTOR - UR / C / M	Hourly							50.99
	Monthly							8,838.27
FISCAL ADMINISTRATION MANAGER - UR / C / M	Hourly	20.18	21.19	22.25	23.36	24.53	25.76	27.05
	Monthly	3,497.87	3,672.76	3,856.49	4,049.41	4,252.04	4,464.72	4,687.97
HUMAN RESOURCES / ADMINISTRATIVE SERVICES MANAGER - UR / C / M	Hourly	21.40	22.47	23.59	24.77	26.01	27.31	28.68
	Monthly	3,709.33	3,894.80	4,089.63	4,294.16	4,508.92	4,734.43	4,971.20
INFORMATION TECHNOLOGY ANALYST - UR	Hourly	18.00	18.90	19.85	20.84	21.89	22.98	24.13
	Monthly	3,120.40	3,276.52	3,440.49	3,612.61	3,793.40	3,983.20	4,182.36
MAINTENANCE TECHNICIAN - UR	Hourly	11.86	12.45	13.08	13.73	14.42	15.14	15.90
	Monthly	2,055.73	2,158.52	2,266.51	2,379.87	2,498.95	2,623.92	2,755.13
OFFICE ASSISTANT II - UR / C	Hourly	11.93	12.52	13.15	13.81	14.50	15.22	15.99
	Monthly	2,067.09	2,170.48	2,279.16	2,393.21	2,512.99	2,638.65	2,770.73
OFFICE ASSISTANT II BILINGUAL - UR / C	Hourly	12.93	13.52	14.15	14.81	15.50	16.22	16.99
	Monthly	2,240.42	2,343.81	2,452.49	2,566.55	2,686.32	2,811.99	2,944.07
OPERATIONS MANAGER - UR / C / M	Hourly	27.18	28.54	29.97	31.47	33.04	34.69	36.43
	Monthly	4,711.20	4,946.76	5,194.11	5,453.93	5,726.76	6,013.11	6,313.84
PLANNING & MARKETING MANAGER - UR / C / M	Hourly	18.11	19.02	19.97	20.97	22.02	23.12	24.27
	Monthly	3,139.07	3,296.11	3,460.95	3,634.11	3,815.93	4,006.77	4,207.15
SR EQUIPMENT MECHANIC - UR	Hourly	23.00	24.15	25.36	26.63	27.96	29.36	30.83
	Monthly	3,986.78	4,186.17	4,395.56	4,615.35	4,846.23	5,088.55	5,343.00
TRANSIT DISPATCHER - UR	Hourly	14.03	14.73	15.47	16.24	17.06	17.91	18.81
	Monthly	2,431.87	2,553.55	2,681.29	2,815.45	2,956.37	3,104.23	3,259.53
TRANSIT SCHEDULER - UR	Hourly	14.74	15.47	16.25	17.06	17.91	18.81	19.75
	Monthly	2,554.20	2,681.99	2,816.15	2,957.07	3,104.92	3,260.23	3,423.33
TRANSPORTATION SUPERVISOR - UR	Hourly	17.55	18.42	19.35	20.31	21.33	22.40	23.52
	Monthly	3,041.31	3,193.49	3,353.31	3,521.09	3,697.20	3,882.15	4,076.28
TRANSIT DRIVER - FULL TIME - R	Hourly	13.46	14.13	14.84	15.58	16.36	17.18	18.04
	Monthly	2,333.07	2,449.72	2,572.27	2,700.88	2,836.08	2,978.04	3,127.11
TRANSIT DRIVER - PART TIME - R	Hourly	13.46	14.13	14.84	15.58	16.36	17.18	18.04
	Monthly	2,333.07	2,449.72	2,572.27	2,700.88	2,836.08	2,978.04	3,127.11
EXTRA HELP TRANSIT DISPATCHER	Hourly	14.03	14.73	15.47	16.24	17.06	17.91	18.81
	Monthly	2,431.87	2,553.55	2,681.29	2,815.45	2,956.37	3,104.23	3,259.53
EXTRA HELP TRANSIT DRIVER	Hourly	13.46	14.13	14.84				
	Monthly	2,333.07	2,449.72	2,572.27				
EXTRA HELP TRANSIT DRIVER with CalPERS BENEFITS	Hourly	12.52	13.15	13.80				
	Monthly	2,170.13	2,278.64	2,392.69				

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

El Dorado County Transit Authority
ADOPTED SALARY SCHEDULE FOR FISCAL YEAR 2013/14

REVISED

JOB CLASSIFICATION	STEPS	1	2	3	4	5	6	7
ACCOUNTING TECHNICIAN - UR	Hourly	15.16	15.92	16.71	17.55	18.43	19.35	20.32
	Monthly	2,627.73	2,759.12	2,897.09	3,042.00	3,194.19	3,354.00	3,521.79
CUSTODIAN - UR	Hourly	12.07	12.67	13.31	13.97	14.67	15.41	16.18
	Monthly	2,092.13	2,196.83	2,306.72	2,422.16	2,543.32	2,670.55	2,804.19
EQUIPMENT MECHANIC I - UR	Hourly	18.44	19.36	20.33	21.35	22.42	23.54	24.71
	Monthly	3,196.27	3,356.08	3,524.04	3,700.32	3,885.44	4,079.75	4,283.76
EQUIPMENT MECHANIC II - UR	Hourly	22.02	23.12	24.28	25.49	26.77	28.11	29.51
	Monthly	3,816.80	4,007.64	4,208.19	4,418.61	4,639.61	4,871.71	5,115.41
EXECUTIVE DIRECTOR - CONTRACT	Hourly							56.85
	Monthly							9,854.00
FISCAL ADMINISTRATION MANAGER - UR / C / M	Hourly	21.59	22.67	23.80	25.00	26.25	27.56	28.94
	Monthly	3,742.27	3,929.47	4,126.03	4,332.47	4,549.13	4,776.72	5,015.57
HUMAN RESOURCES / ADMINISTRATIVE SERVICES MANAGER - UR / C / M	Hourly	22.90	24.05	25.25	26.51	27.84	29.23	30.69
	Monthly	3,969.33	4,167.80	4,376.32	4,595.24	4,825.08	5,066.36	5,319.77
INFORMATION TECHNOLOGY ANALYST - UR	Hourly	19.76	20.75	21.79	22.88	24.02	25.22	26.48
	Monthly	3,425.07	3,596.32	3,776.24	3,965.17	4,163.47	4,371.64	4,590.39
MAINTENANCE TECHNICIAN - UR	Hourly	13.02	13.67	14.36	15.07	15.83	16.62	17.45
	Monthly	2,256.80	2,369.64	2,488.20	2,612.65	2,743.35	2,880.63	3,024.67
OFFICE ASSISTANT II - UR / C	Hourly	13.10	13.76	14.44	15.17	15.93	16.72	17.56
	Monthly	2,270.67	2,384.20	2,503.45	2,628.77	2,760.33	2,898.48	3,043.56
OFFICE ASSISTANT II BILINGUAL - UR / C	Hourly	14.10	14.76	15.44	16.17	16.93	17.72	18.56
	Monthly	2,444.00	2,557.53	2,676.79	2,802.11	2,933.67	3,071.81	3,216.89
OPERATIONS MANAGER - UR / C / M	Hourly	29.08	30.53	32.06	33.67	35.35	37.12	38.97
	Monthly	5,040.53	5,292.56	5,557.24	5,835.27	6,127.16	6,433.61	6,755.32
PLANNING & MARKETING MANAGER - UR / C / M	Hourly	19.38	20.35	21.37	22.44	23.56	24.74	25.97
	Monthly	3,359.20	3,527.16	3,703.61	3,888.91	4,083.39	4,287.57	4,501.99
SR EQUIPMENT MECHANIC - UR	Hourly	25.25	26.51	27.84	29.23	30.69	32.23	33.84
	Monthly	4,376.67	4,595.59	4,825.43	5,066.71	5,320.12	5,586.19	5,865.60
TRANSIT DISPATCHER - UR	Hourly	15.40	16.17	16.98	17.83	18.72	19.66	20.64
	Monthly	2,669.33	2,802.80	2,943.03	3,090.19	3,244.80	3,407.04	3,577.43
TRANSIT SCHEDULER - UR	Hourly	16.18	16.99	17.84	18.73	19.67	20.65	21.69
	Monthly	2,804.53	2,944.76	3,092.09	3,246.71	3,409.12	3,579.68	3,758.73
TRANSPORTATION SUPERVISOR - UR	Hourly	19.27	20.23	21.25	22.31	23.43	24.60	25.83
	Monthly	3,340.13	3,507.23	3,682.64	3,866.89	4,060.33	4,263.48	4,476.68
TRANSIT DRIVER - FULL TIME - R	Hourly	13.46	14.13	14.84	15.58	16.36	17.18	18.04
	Monthly	2,333.07	2,449.72	2,572.27	2,700.88	2,836.08	2,978.04	3,127.11
TRANSIT DRIVER - PART TIME - R	Hourly	13.46	14.13	14.84	15.58	16.36	17.18	18.04
	Monthly	2,333.07	2,449.72	2,572.27	2,700.88	2,836.08	2,978.04	3,127.11
EXTRA HELP TRANSIT DISPATCHER	Hourly	14.03	14.73	15.47	16.24	17.06	17.91	18.81
	Monthly	2,431.87	2,553.55	2,681.29	2,815.45	2,956.37	3,104.23	3,259.53
EXTRA HELP TRANSIT DRIVER	Hourly	13.46	14.13	14.84				
	Monthly	2,333.07	2,449.72	2,572.27				
EXTRA HELP TRANSIT DRIVER with CalPERS BENEFITS	Hourly	12.52	13.15	13.80				
	Monthly	2,170.13	2,278.64	2,392.69				

UR = Unrepresented
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El Dorado County Transit Authority
ADOPTED SALARY SCHEDULE FOR FISCAL YEAR 2014/2015

REVISED

JOB CLASSIFICATION	STEPS	1	2	3	4	5	6	7
ACCOUNTING TECHNICIAN - UR	Hourly	16.64	17.47	18.35	19.26	20.23	21.24	22.30
	Monthly	2,884.27	3,028.48	3,179.97	3,339.09	3,506.19	3,681.60	3,865.68
CUSTODIAN - UR	Hourly	12.08	12.68	13.32	13.99	14.69	15.42	16.19
	Monthly	2,093.87	2,198.56	2,308.63	2,424.07	2,545.40	2,672.80	2,806.44
EQUIPMENT MECHANIC I - UR	Hourly	17.49	18.37	19.28	20.25	21.26	22.33	23.44
	Monthly	3,031.60	3,183.27	3,342.56	3,509.83	3,685.41	3,869.84	4,063.45
EQUIPMENT MECHANIC I - UR - Grandfathered	Hourly	18.44	19.36	20.33	21.35	22.42	23.54	24.71
	Monthly	3,196.27	3,356.08	3,524.04	3,700.32	3,885.44	4,079.75	4,283.76
EQUIPMENT MECHANIC II - UR	Hourly	20.28	21.29	22.36	23.48	24.65	25.88	27.18
	Monthly	3,515.20	3,690.96	3,875.56	4,069.35	4,272.84	4,486.56	4,711.03
EQUIPMENT MECHANIC II - UR - Y Rated	Hourly							29.51
	Monthly							5,115.07
EXECUTIVE DIRECTOR - CONTRACT	Hourly							56.85
	Monthly							9,854.00
FISCAL ADMINISTRATION MANAGER - UR / C / M	Hourly	30.85	32.39	34.01	35.71	37.50	39.38	41.34
	Monthly	5,347.33	5,614.79	5,895.59	6,190.43	6,500.00	6,825.00	7,166.29
HUMAN RESOURCES / ADMINISTRATIVE	Hourly	31.63	33.21	34.87	36.62	38.45	40.37	42.39
	Monthly	5,482.53	5,756.75	6,044.65	6,346.95	6,664.32	6,997.64	7,347.60
INFORMATION TECHNOLOGY ANALYST - UR	Hourly	27.27	28.63	30.07	31.57	33.15	34.81	36.55
	Monthly	4,726.80	4,963.23	5,211.44	5,472.13	5,745.83	6,033.21	6,334.99
MAINTENANCE TECHNICIAN - UR	Hourly	15.08	15.83	16.63	17.46	18.33	19.25	20.21
	Monthly	2,613.87	2,744.56	2,881.84	3,026.05	3,177.37	3,336.32	3,503.24
OFFICE ASSISTANT II - UR / C	Hourly	14.71	15.45	16.22	17.03	17.88	18.78	19.72
	Monthly	2,549.73	2,677.31	2,811.29	2,951.87	3,099.55	3,254.68	3,417.44
OFFICE ASSISTANT II BILINGUAL - UR / C	Hourly	15.71	16.45	17.22	18.03	18.88	19.78	20.72
	Monthly	2,723.07	2,850.64	2,984.63	3,125.20	3,272.88	3,428.01	3,590.77
OPERATIONS MANAGER - UR / C / M	Hourly	34.91	36.66	38.49	40.41	42.44	44.56	46.79
	Monthly	6,051.07	6,353.71	6,671.43	7,005.09	7,355.40	7,723.21	8,109.40
PLANNING & MARKETING MANAGER - UR / C / M	Hourly	25.96	27.26	28.62	30.05	31.56	33.13	34.79
	Monthly	4,499.73	4,724.72	4,960.97	5,209.19	5,469.71	5,743.23	6,030.44
SR EQUIPMENT MECHANIC - UR	Hourly	23.52	24.70	25.93	27.23	28.59	30.02	31.52
	Monthly	4,076.80	4,280.64	4,494.71	4,719.52	4,955.60	5,203.47	5,463.64
SR EQUIPMENT MECHANIC - UR - Grandfathered	Hourly	25.25	26.51	27.84	29.23	30.69	32.23	33.84
	Monthly	4,376.67	4,595.59	4,825.43	5,066.71	5,320.12	5,586.19	5,865.60
TRANSIT DISPATCHER - UR	Hourly	14.71	15.45	16.22	17.03	17.88	18.78	19.72
	Monthly	2,549.73	2,677.31	2,811.29	2,951.87	3,099.55	3,254.68	3,417.44
TRANSIT DISPATCHER - UR - Grandfathered	Hourly	15.40	16.17	16.98	17.83	18.72	19.66	20.64
	Monthly	2,669.33	2,802.80	2,943.03	3,090.19	3,244.80	3,407.04	3,577.43
TRANSIT DISPATCHER - UR - Y Rated	Hourly							20.64
	Monthly							3,577.60
TRANSIT SCHEDULER - UR	Hourly	17.06	17.91	18.81	19.75	20.74	21.78	22.86
	Monthly	2,957.07	3,104.92	3,260.23	3,423.33	3,594.59	3,774.33	3,963.09
TRANSPORTATION SUPERVISOR - UR	Hourly	23.52	24.70	25.93	27.23	28.59	30.02	31.52
	Monthly	4,076.80	4,280.64	4,494.71	4,719.52	4,955.60	5,203.47	5,463.64

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El Dorado County Transit Authority
ADOPTED SALARY SCHEDULE FOR FISCAL YEAR 2015/16

REVISED

JOB CLASSIFICATION	SALARY STEPS							
	1	2	3	4	5	6	7	
ACCOUNTING TECHNICIAN - UR	Hourly Monthly	16.64 2,884.27	17.47 3,028.48	18.35 3,179.97	19.26 3,339.09	20.23 3,506.19	21.24 3,681.60	22.30 3,865.68
ACCOUNTING TECHNICIAN - UR	Hourly Monthly	16.64 2,884.27	17.47 3,028.48	18.35 3,179.97	19.26 3,339.09	20.23 3,506.19	21.24 3,681.60	22.30 3,865.68
EQUIPMENT MECHANIC I - UR	Hourly Monthly	17.49 3,031.60	18.37 3,183.27	19.28 3,342.56	20.25 3,509.83	21.26 3,685.41	22.33 3,869.84	23.44 4,063.45
EQUIPMENT MECHANIC I - UR - Grandfathered	Hourly Monthly	18.44 3,196.27	19.36 3,356.08	20.33 3,524.04	21.35 3,700.32	22.42 3,885.44	23.54 4,079.75	24.71 4,283.76
EQUIPMENT MECHANIC II - UR	Hourly Monthly	20.28 3,515.20	21.29 3,690.96	22.36 3,875.56	23.48 4,069.35	24.65 4,272.84	25.88 4,486.56	27.18 4,711.03
EQUIPMENT MECHANIC II - UR - Y Rated	Hourly Monthly							29.51 5,115.07
EXECUTIVE DIRECTOR - CONTRACT	Hourly Monthly							59.70 10,348.00
FISCAL ADMINISTRATION MANAGER - UR / C / M	Hourly Monthly	30.85 5,347.33	32.39 5,614.79	34.01 5,895.59	35.71 6,190.43	37.50 6,500.00	39.38 6,825.00	41.34 7,166.29
HUMAN RESOURCES / ADMINISTRATIVE SERVICES MANAGER - UR / C / M	Hourly Monthly	31.63 5,482.53	33.21 5,756.75	34.87 6,044.65	36.62 6,346.95	38.45 6,664.32	40.37 6,997.64	42.39 7,347.60
INFORMATION TECHNOLOGY ANALYST - UR	Hourly Monthly	27.27 4,726.80	28.63 4,963.23	30.07 5,211.44	31.57 5,472.13	33.15 5,745.83	34.81 6,033.21	36.55 6,334.99
MAINTENANCE CUSTODIAN - UR	Hourly Monthly	12.08 2,093.87	12.68 2,198.56	13.32 2,308.63	13.99 2,424.07	14.69 2,545.40	15.42 2,672.80	16.19 2,806.44
MAINTENANCE TECHNICIAN - UR	Hourly Monthly	15.08 2,613.87	15.83 2,744.56	16.63 2,881.84	17.46 3,026.05	18.33 3,177.37	19.25 3,336.32	20.21 3,503.24
OFFICE ASSISTANT II - UR / C	Hourly Monthly	14.71 2,549.73	15.45 2,677.31	16.22 2,811.29	17.03 2,951.87	17.88 3,099.55	18.78 3,254.68	19.72 3,417.44
OFFICE ASSISTANT II BILINGUAL - UR / C	Hourly Monthly	15.71 2,723.07	16.45 2,850.64	17.22 2,984.63	18.03 3,125.20	18.88 3,272.88	19.78 3,428.01	20.72 3,590.77
OPERATIONS MANAGER - UR / C / M	Hourly Monthly	34.91 6,051.07	36.66 6,353.71	38.49 6,671.43	40.41 7,005.09	42.44 7,355.40	44.56 7,723.21	46.79 8,109.40
OPERATIONS SUPERVISOR - UR	Hourly Monthly	23.52 4,076.80	24.70 4,280.64	25.93 4,494.71	27.23 4,719.52	28.59 4,955.60	30.02 5,203.47	31.52 5,463.64
PLANNING & MARKETING MANAGER - UR / C / M	Hourly Monthly	25.96 4,499.73	27.26 4,724.72	28.62 4,960.97	30.05 5,209.19	31.56 5,469.71	33.13 5,743.23	34.79 6,030.44
SR EQUIPMENT MECHANIC - UR	Hourly Monthly	23.52 4,076.80	24.70 4,280.64	25.93 4,494.71	27.23 4,719.52	28.59 4,955.60	30.02 5,203.47	31.52 5,463.64
SR EQUIPMENT MECHANIC - UR - Grandfathered	Hourly Monthly	25.25 4,376.67	26.51 4,595.59	27.84 4,825.43	29.23 5,066.71	30.69 5,320.12	32.23 5,586.19	33.84 5,865.60
TRANSIT DISPATCHER - UR	Hourly Monthly	14.71 2,549.73	15.45 2,677.31	16.22 2,811.29	17.03 2,951.87	17.88 3,099.55	18.78 3,254.68	19.72 3,417.44
TRANSIT DISPATCHER - UR - Grandfathered	Hourly Monthly	15.40 2,669.33	16.17 2,802.80	16.98 2,943.03	17.83 3,090.19	18.72 3,244.80	19.66 3,407.04	20.64 3,577.43
TRANSIT DISPATCHER - UR - Y Rated	Hourly Monthly							20.64 3,577.60
* TRANSIT DRIVER - FULL TIME - R	Hourly Monthly	15.83 2,743.87	16.63 2,882.53	17.46 3,026.75	18.33 3,177.20	19.25 3,336.15	20.21 3,503.07	21.22 3,678.31
* TRANSIT DRIVER - PART TIME - R	Hourly Monthly	15.83 2,743.87	16.63 2,882.53	17.46 3,026.75	18.33 3,177.20	19.25 3,336.15	20.21 3,503.07	21.22 3,678.31
EXTRA HELP TRANSIT DISPATCHER	Hourly Monthly	14.03 2,431.87	14.73 2,553.55	15.47 2,681.29	16.24 2,815.45	17.06 2,956.37	17.91 3,104.23	18.81 3,259.53

El Dorado County Transit Authority
ADOPTED SALARY SCHEDULE FOR FISCAL YEAR 2015/16

REVISED

JOB CLASSIFICATION

SALARY STEPS

1 2 3 4 5 6 7

EXTRA HELP TRANSIT DRIVER	Hourly	15.83	16.63	17.46			
	Monthly	2,743.87	2,882.53	3,026.75			
EXTRA HELP TRANSIT DRIVER with CalPERS BENEFITS	Hourly	14.72	15.46	16.23			
	Monthly	2,551.47	2,679.04	2,813.03			

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

Unrepresented and Management; Adopted June 4, 2015: Resolution 15-13
* Represented; Board Ratified June 4, 2015

EI Dorado County Transit Authority
ADOPTED SALARY SCHEDULE FOR FISCAL YEAR 2016/17

REVISED

JOB CLASSIFICATION	SALARY STEPS							
		1	2	3	4	5	6	7
ACCOUNTING TECHNICIAN - UR	Hourly	16.87	17.71	18.60	19.53	20.51	21.53	22.61
	Monthly	2,924.13	3,070.43	3,224.00	3,385.20	3,554.55	3,732.39	3,919.07
ADMINISTRATIVE ANALYST - UR	Hourly	21.06	22.12	23.23	24.39	25.61	26.89	28.23
	Monthly	3,650.40	3,834.13	4,025.84	4,227.25	4,438.72	4,660.76	4,893.89
EQUIPMENT MECHANIC I - UR	Hourly	17.72	18.61	19.54	20.51	21.54	22.62	23.75
	Monthly	3,071.47	3,225.04	3,386.41	3,555.76	3,733.60	3,920.28	4,116.32
EQUIPMENT MECHANIC I - UR - Grandfathered	Hourly	18.44	19.36	20.33	21.35	22.42	23.54	24.71
	Monthly	3,196.27	3,356.08	3,524.04	3,700.32	3,885.44	4,079.75	4,283.76
EQUIPMENT MECHANIC II - UR	Hourly	20.55	21.58	22.66	23.79	24.98	26.23	27.54
	Monthly	3,562.00	3,740.19	3,927.21	4,123.60	4,329.87	4,546.36	4,773.77
EQUIPMENT MECHANIC II - UR - Y Rated	Hourly							29.51
	Monthly							5,115.07
EXECUTIVE DIRECTOR - CONTRACT	Hourly							59.70
	Monthly							10,348.00
FISCAL ADMINISTRATION MANAGER - UR / C / M	Hourly	31.27	32.83	34.48	36.20	38.01	39.91	41.91
	Monthly	5,420.13	5,691.23	5,975.84	6,274.67	6,588.40	6,917.91	7,264.40
HUMAN RESOURCES / ADMINISTRATIVE SERVICES MANAGER - UR / C / M	Hourly	32.05	33.65	35.34	37.10	38.96	40.91	42.95
	Monthly	5,555.33	5,833.19	6,124.91	6,431.19	6,752.89	7,090.55	7,445.19
INFORMATION TECHNOLOGY ANALYST - UR	Hourly	27.64	29.02	30.47	31.99	33.59	35.27	37.03
	Monthly	4,790.93	5,030.48	5,282.16	5,544.93	5,822.27	6,113.47	6,419.23
MAINTENANCE CUSTODIAN - UR	Hourly	12.23	12.85	13.49	14.17	14.88	15.62	16.40
	Monthly	2,119.87	2,227.33	2,338.79	2,455.79	2,578.68	2,707.64	2,843.19
MAINTENANCE TECHNICIAN - UR	Hourly	15.28	16.04	16.85	17.69	18.58	19.50	20.48
	Monthly	2,648.53	2,780.96	2,920.15	3,066.27	3,219.67	3,380.69	3,549.87
OFFICE ASSISTANT II - UR / C	Hourly	14.91	15.66	16.44	17.26	18.13	19.03	19.98
	Monthly	2,584.40	2,713.71	2,849.43	2,991.91	3,141.67	3,298.88	3,463.89
OFFICE ASSISTANT II BILINGUAL - UR / C	Hourly	15.91	16.66	17.44	18.26	19.13	20.03	20.98
	Monthly	2,757.73	2,887.04	3,022.76	3,165.24	3,315.00	3,472.21	3,637.23
OPERATIONS MANAGER - UR / C / M	Hourly	35.38	37.15	39.00	40.95	43.00	45.15	47.41
	Monthly	6,132.53	6,439.16	6,760.00	7,098.00	7,452.99	7,825.65	8,217.04
OPERATIONS SUPERVISOR - UR	Hourly	23.83	25.02	26.27	27.59	28.97	30.42	31.94
	Monthly	4,130.53	4,337.15	4,554.16	4,781.92	5,021.12	5,272.28	5,535.92
PLANNING & MARKETING MANAGER - UR / C / M	Hourly	26.30	27.62	29.00	30.45	31.98	33.58	35.26
	Monthly	4,558.67	4,786.60	5,025.97	5,277.31	5,543.20	5,820.36	6,111.39
SAFETY COORDINATOR - UR	Hourly	22.68	23.82	25.01	26.26	27.57	28.95	30.40
	Monthly	3,931.20	4,128.80	4,335.24	4,552.08	4,778.80	5,017.83	5,268.81
SR EQUIPMENT MECHANIC - UR	Hourly	23.83	25.02	26.27	27.59	28.97	30.42	31.94
	Monthly	4,130.53	4,337.15	4,554.16	4,781.92	5,021.12	5,272.28	5,535.92
SR EQUIPMENT MECHANIC - UR - Grandfathered	Hourly	25.25	26.51	27.84	29.23	30.69	32.23	33.84
	Monthly	4,376.67	4,595.59	4,825.43	5,066.71	5,320.12	5,586.19	5,865.60
TRANSIT DISPATCHER - UR	Hourly	14.91	15.65	16.43	17.26	18.12	19.02	19.98
	Monthly	2,584.40	2,712.67	2,848.39	2,990.87	3,140.45	3,297.49	3,462.51
TRANSIT DISPATCHER - UR - Grandfathered	Hourly	15.40	16.17	16.98	17.83	18.72	19.66	20.64
	Monthly	2,669.33	2,802.80	2,943.03	3,090.19	3,244.80	3,407.04	3,577.43
TRANSIT DISPATCHER - UR - Y Rated	Hourly							20.64
	Monthly							3,577.60
* TRANSIT DRIVER - FULL TIME - R	Hourly	16.63	17.46	18.33	19.25	20.21	21.22	22.28
	Monthly	2,882.53	3,026.75	3,177.20	3,336.15	3,503.07	3,678.31	3,862.39

EI Dorado County Transit Authority
ADOPTED SALARY SCHEDULE FOR FISCAL YEAR 2016/17

REVISED

EI Dorado County Transit Authority
JOB CLASSIFICATION

SALARY STEPS

1 2 3 4 5 6 7

* TRANSIT DRIVER - PART TIME - R	Hourly	16.63	17.46	18.33	19.25	20.21	21.22	22.28
	Monthly	2,882.53	3,026.75	3,177.20	3,336.15	3,503.07	3,678.31	3,862.39
EXTRA HELP TRANSIT DRIVER	Hourly	16.63	17.46	18.33				
	Monthly	2,882.53	3,026.75	3,177.20				

UR = Unrepresented

R = Represented

C = Confidential

M = Management

Unrepresented and Management; Adopted: Resolution 16-19

* Represented; Board Ratified June 4, 2015