

AGENDA ITEM 1 D
Consent Item

MEMORANDUM

DATE: May 2, 2019
TO: El Dorado County Transit Authority
FROM: Maria Harris, Human Resources Manager
SUBJECT: Approve El Dorado County Transit Authority Salary Structure

REQUESTED ACTION:

BY MOTION,

Adopt Resolution No. 19-13 approving the El Dorado County Transit Authority Salary Structure

BACKGROUND

February 1, 2018 El Dorado Transit Board adopted the salary structure, per the Final Report of the Total Compensation Study, El Dorado County Transit Authority, October 2017 (Study) prepared by Koff & Associates.

April 4, 2019 The El Dorado County Transit Authority (El Dorado Transit) Board adopted the salary scheduled for Fiscal Year 2019/20 approving the new salary rates for unrepresented employees and management staff.

DISCUSSION

El Dorado Transit approved a comprehensive compensation and benefit study on February 1, 2018 that analyzed and compared wages and cost of benefits to approved relative comparator agencies.

The most significant outcome of the Study was the new salary structure that provides El Dorado Transit internal equity within job classifications and an effective salary structure that enables El Dorado Transit to establish pay ranges based on market studies including the Consumer Price Index which analyzes cost of living adjustments.

The Board approved an adjusted salary schedule for Fiscal Year 2019/20 therefore; the salary structure requires approval to reflect the adjustments made. Approval of this salary structure does not change any wage rates for current classifications. The salary structure presented aligns with the previously approved salary schedule for fiscal year 2019/20.

FISCAL IMPACT

None

**EL DORADO COUNTY TRANSIT AUTHORITY
RESOLUTION NO. 19-13**

RESOLUTION OF THE BOARD OF DIRECTORS OF THE EL DORADO COUNTY
TRANSIT AUTHORITY ADOPTING THE SALARY STRUCTURE FOR THE EL DORADO
COUNTY TRANSIT AUTHORITY

WHEREAS, the El Dorado County Transit Authority adopted a salary structure on February 1, 2018 per the Final Report of the Total Compensation Study, El Dorado County Transit Authority, October 2017 prepared by Koff & Associates; and

WHEREAS, the Board adopted an adjusted salary schedule on April 4, 2019 for Fiscal Year 2019/20 therefore; the salary structure requires adoption by resolution to reflect the adjustments made; and

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

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

NOW, THEREFORE, BE IT RESOLVED, that the following attached Salary Structure is authorized by the Board of Directors of the El Dorado County Transit Authority effective the first pay date of July 2019.

PASSED AND ADOPTED BY THE GOVERNING BOARD OF THE EL DORADO COUNTY TRANSIT AUTHORITY at a regular meeting of said Board held on the 2nd day of May 2019, by the following vote of said Board:

AYES: NOES: ABSTAIN: ABSENT:

Mark Acuna, Chairperson

ATTEST:

Megan Wilcher, Secretary to the Board

El Dorado County Transit Authority
Proposed Salary Structure
May 2019

Range #	Monthly Salary Range						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	\$11.09 \$1,922.52	\$11.65 \$2,018.81	\$12.23 \$2,119.87	\$12.84 \$2,225.95	\$13.49 \$2,337.40	\$14.16 \$2,454.40	\$14.87 \$2,577.12
2	\$11.37 \$1,970.59	\$11.94 \$2,069.25	\$12.54 \$2,172.73	\$13.16 \$2,281.41	\$13.82 \$2,395.64	\$14.51 \$2,515.59	\$15.24 \$2,641.43
3	\$11.65 \$2,019.85	\$12.24 \$2,120.91	\$12.85 \$2,226.99	\$13.49 \$2,338.44	\$14.17 \$2,455.44	\$14.88 \$2,578.33	\$15.62 \$2,707.29
4	\$11.94 \$2,070.35	\$12.54 \$2,173.95	\$13.17 \$2,282.80	\$13.83 \$2,397.03	\$14.52 \$2,516.97	\$15.25 \$2,642.99	\$16.01 \$2,775.24
5	\$12.24 \$2,122.11	\$12.86 \$2,228.37	\$13.50 \$2,339.83	\$14.17 \$2,456.83	\$14.88 \$2,579.72	\$15.63 \$2,708.85	\$16.41 \$2,844.40
6	\$12.55 \$2,175.16	\$13.18 \$2,284.01	\$13.84 \$2,398.24	\$14.53 \$2,518.19	\$15.26 \$2,644.20	\$16.02 \$2,776.45	\$16.82 \$2,915.29
7	\$12.86 \$2,229.54	\$13.51 \$2,341.04	\$14.18 \$2,458.21	\$14.89 \$2,581.28	\$15.64 \$2,710.41	\$16.42 \$2,845.96	\$17.24 \$2,988.27
8	\$13.18 \$2,285.28	\$13.84 \$2,399.63	\$14.54 \$2,519.75	\$15.26 \$2,645.76	\$16.03 \$2,778.19	\$16.83 \$2,917.20	\$17.67 \$3,063.15
9	\$13.51 \$2,342.41	\$14.19 \$2,459.60	\$14.90 \$2,582.67	\$15.65 \$2,711.80	\$16.43 \$2,847.52	\$17.25 \$2,990.00	\$18.11 \$3,139.59
10	\$13.85 \$2,400.97	\$14.55 \$2,521.13	\$15.27 \$2,647.32	\$16.04 \$2,779.75	\$16.84 \$2,918.76	\$17.68 \$3,064.71	\$18.57 \$3,218.11
11	\$14.20 \$2,460.99	\$14.91 \$2,584.05	\$15.65 \$2,713.36	\$16.44 \$2,849.08	\$17.26 \$2,991.56	\$18.12 \$3,141.15	\$19.03 \$3,298.36
12	\$14.55 \$2,522.52	\$15.28 \$2,648.71	\$16.05 \$2,781.31	\$16.85 \$2,920.49	\$17.69 \$3,066.61	\$18.58 \$3,220.01	\$19.51 \$3,381.04
13	\$14.92 \$2,585.58	\$15.66 \$2,714.92	\$16.45 \$2,850.81	\$17.27 \$2,993.47	\$18.13 \$3,143.23	\$19.04 \$3,300.44	\$19.99 \$3,465.63
14	\$15.29 \$2,650.22	\$16.06 \$2,782.87	\$16.86 \$2,922.05	\$17.70 \$3,068.17	\$18.59 \$3,221.75	\$19.52 \$3,382.95	\$20.49 \$3,552.12
15	\$15.67 \$2,716.48	\$16.46 \$2,852.37	\$17.28 \$2,995.03	\$18.14 \$3,144.79	\$19.05 \$3,302.17	\$20.00 \$3,467.36	\$21.01 \$3,640.87
16	\$16.06 \$2,784.39	\$16.87 \$2,923.61	\$17.71 \$3,069.91	\$18.60 \$3,223.48	\$19.53 \$3,384.68	\$20.50 \$3,554.03	\$21.53 \$3,731.87
17	\$16.47 \$2,854.00	\$17.29 \$2,996.76	\$18.15 \$3,146.69	\$19.06 \$3,304.08	\$20.02 \$3,469.44	\$21.02 \$3,642.95	\$22.07 \$3,825.12
18	\$16.88 \$2,925.35	\$17.72 \$3,071.64	\$18.61 \$3,225.39	\$19.54 \$3,386.76	\$20.52 \$3,556.11	\$21.54 \$3,733.95	\$22.62 \$3,920.80
19	\$17.30 \$2,998.48	\$18.16 \$3,148.43	\$19.07 \$3,305.99	\$20.03 \$3,471.35	\$21.03 \$3,645.03	\$22.08 \$3,827.37	\$23.19 \$4,018.91
20	\$17.73 \$3,073.44	\$18.62 \$3,227.12	\$19.55 \$3,388.49	\$20.53 \$3,558.01	\$21.55 \$3,736.03	\$22.63 \$3,922.88	\$23.76 \$4,119.09
21	\$18.17 \$3,150.28	\$19.08 \$3,307.89	\$20.04 \$3,473.43	\$21.04 \$3,647.11	\$22.09 \$3,829.63	\$23.20 \$4,021.16	\$24.36 \$4,222.23
22	\$18.63 \$3,229.04	\$19.56 \$3,390.57	\$20.54 \$3,560.27	\$21.57 \$3,738.28	\$22.65 \$3,925.31	\$23.78 \$4,121.69	\$24.97 \$4,327.79

El Dorado County Transit Authority
Proposed Salary Structure
May 2019

Range #	Monthly Salary Range						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
23	\$19.09 \$3,309.76	\$20.05 \$3,475.33	\$21.05 \$3,649.19	\$22.11 \$3,831.71	\$23.21 \$4,023.41	\$24.37 \$4,224.65	\$25.59 \$4,435.95
24	\$19.57 \$3,392.51	\$20.55 \$3,562.17	\$21.58 \$3,740.36	\$22.66 \$3,927.39	\$23.79 \$4,123.77	\$24.98 \$4,330.04	\$26.23 \$4,546.71
25	\$20.06 \$3,477.32	\$21.07 \$3,651.27	\$22.12 \$3,833.96	\$23.23 \$4,025.67	\$24.39 \$4,227.08	\$25.61 \$4,438.55	\$26.89 \$4,660.59
26	\$20.56 \$3,564.25	\$21.59 \$3,742.61	\$22.67 \$3,929.81	\$23.81 \$4,126.37	\$25.00 \$4,332.81	\$26.25 \$4,549.48	\$27.56 \$4,777.07
27	\$21.08 \$3,653.36	\$22.13 \$3,836.04	\$23.24 \$4,027.92	\$24.40 \$4,229.33	\$25.62 \$4,440.80	\$26.90 \$4,662.84	\$28.25 \$4,896.15
28	\$21.60 \$3,744.69	\$22.69 \$3,932.07	\$23.82 \$4,128.80	\$25.01 \$4,335.24	\$26.26 \$4,552.08	\$27.58 \$4,779.84	\$28.96 \$5,018.87
29	\$22.14 \$3,838.31	\$23.25 \$4,030.35	\$24.42 \$4,231.93	\$25.64 \$4,443.57	\$26.92 \$4,665.79	\$28.26 \$4,899.09	\$29.68 \$5,144.19
30	\$22.70 \$3,934.27	\$23.83 \$4,131.05	\$25.03 \$4,337.67	\$26.28 \$4,554.68	\$27.59 \$4,782.44	\$28.97 \$5,021.64	\$30.42 \$5,272.80
31	\$23.27 \$4,032.62	\$24.43 \$4,234.36	\$25.65 \$4,446.17	\$26.93 \$4,668.56	\$28.28 \$4,902.04	\$29.70 \$5,147.31	\$31.18 \$5,404.71
32	\$23.85 \$4,133.44	\$25.04 \$4,340.27	\$26.29 \$4,557.28	\$27.61 \$4,785.21	\$28.99 \$5,024.59	\$30.44 \$5,275.92	\$31.96 \$5,539.73
33	\$24.44 \$4,236.77	\$25.67 \$4,448.77	\$26.95 \$4,671.33	\$28.30 \$4,904.99	\$29.71 \$5,150.25	\$31.20 \$5,407.83	\$32.76 \$5,678.23
34	\$25.05 \$4,342.69	\$26.31 \$4,559.88	\$27.62 \$4,787.99	\$29.01 \$5,027.53	\$30.46 \$5,279.04	\$31.98 \$5,543.03	\$33.58 \$5,820.19
35	\$25.68 \$4,451.26	\$26.97 \$4,673.93	\$28.31 \$4,907.76	\$29.73 \$5,153.20	\$31.22 \$5,410.95	\$32.78 \$5,681.52	\$34.42 \$5,965.61
36	\$26.32 \$4,562.54	\$27.64 \$4,790.76	\$29.02 \$5,030.31	\$30.47 \$5,281.99	\$32.00 \$5,546.15	\$33.60 \$5,823.48	\$35.28 \$6,114.68
37	\$26.98 \$4,676.61	\$28.33 \$4,910.53	\$29.75 \$5,156.15	\$31.24 \$5,414.07	\$32.80 \$5,684.81	\$34.44 \$5,969.08	\$36.16 \$6,267.56
38	\$27.65 \$4,793.52	\$29.04 \$5,033.25	\$30.49 \$5,284.93	\$32.02 \$5,549.27	\$33.62 \$5,826.77	\$35.30 \$6,118.15	\$37.06 \$6,424.08
39	\$28.35 \$4,913.36	\$29.76 \$5,159.09	\$31.25 \$5,417.19	\$32.82 \$5,688.11	\$34.46 \$5,972.55	\$36.18 \$6,271.20	\$37.99 \$6,584.76
40	\$29.05 \$5,036.19	\$30.51 \$5,288.05	\$32.03 \$5,552.56	\$33.64 \$5,830.24	\$35.32 \$6,121.79	\$37.08 \$6,427.89	\$38.94 \$6,749.43
41	\$29.78 \$5,162.10	\$31.27 \$5,420.31	\$32.84 \$5,691.40	\$34.48 \$5,976.01	\$36.20 \$6,274.84	\$38.01 \$6,588.75	\$39.91 \$6,918.25
42	\$30.53 \$5,291.15	\$32.05 \$5,555.85	\$33.66 \$5,833.71	\$35.34 \$6,125.43	\$37.11 \$6,431.71	\$38.96 \$6,753.41	\$40.91 \$7,091.24
43	\$31.29 \$5,423.43	\$32.85 \$5,694.69	\$34.50 \$5,979.48	\$36.22 \$6,278.48	\$38.03 \$6,592.56	\$39.94 \$6,922.24	\$41.93 \$7,268.39
44	\$32.07 \$5,559.02	\$33.68 \$5,837.00	\$35.36 \$6,128.89	\$37.13 \$6,435.35	\$38.98 \$6,757.23	\$40.93 \$7,095.23	\$42.98 \$7,450.04

El Dorado County Transit Authority
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May 2019

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	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
45	\$32.87 \$5,697.99	\$34.52 \$5,982.95	\$36.24 \$6,282.12	\$38.06 \$6,596.37	\$39.96 \$6,926.23	\$41.96 \$7,272.55	\$44.06 \$7,636.20
46	\$33.69 \$5,840.44	\$35.38 \$6,132.53	\$37.15 \$6,439.16	\$39.01 \$6,761.21	\$40.96 \$7,099.39	\$43.01 \$7,454.37	\$45.16 \$7,827.21
47	\$34.54 \$5,986.45	\$36.27 \$6,285.93	\$38.08 \$6,600.36	\$39.98 \$6,930.39	\$41.98 \$7,277.05	\$44.08 \$7,641.05	\$46.29 \$8,023.25
48	\$35.40 \$6,136.11	\$37.17 \$6,442.97	\$39.03 \$6,765.20	\$40.98 \$7,103.55	\$43.03 \$7,458.88	\$45.18 \$7,831.89	\$47.44 \$8,223.63
49	\$36.29 \$6,289.52	\$38.10 \$6,604.00	\$40.01 \$6,934.20	\$42.01 \$7,281.04	\$44.11 \$7,645.21	\$46.31 \$8,027.59	\$48.63 \$8,429.03
50	\$37.19 \$6,446.75	\$39.05 \$6,769.19	\$41.01 \$7,107.71	\$43.06 \$7,463.21	\$45.21 \$7,836.40	\$47.47 \$8,228.31	\$49.85 \$8,639.80
51	\$38.12 \$6,607.99	\$40.03 \$6,938.53	\$42.03 \$7,285.55	\$44.13 \$7,649.89	\$46.34 \$8,032.44	\$48.66 \$8,434.23	\$51.09 \$8,855.95
52	\$39.08 \$6,773.19	\$41.03 \$7,111.87	\$43.08 \$7,467.55	\$45.24 \$7,841.08	\$47.50 \$8,233.16	\$49.87 \$8,644.83	\$52.37 \$9,077.12
53	\$40.05 \$6,942.52	\$42.06 \$7,289.71	\$44.16 \$7,654.23	\$46.37 \$8,036.95	\$48.69 \$8,438.91	\$51.12 \$8,860.97	\$53.68 \$9,304.19
54	\$41.05 \$7,116.08	\$43.11 \$7,472.05	\$45.26 \$7,845.76	\$47.53 \$8,238.19	\$49.91 \$8,650.20	\$52.40 \$9,082.84	\$55.02 \$9,537.15
55	\$42.08 \$7,293.98	\$44.19 \$7,658.73	\$46.40 \$8,041.80	\$48.72 \$8,443.93	\$51.15 \$8,866.17	\$53.71 \$9,309.56	\$56.40 \$9,775.13
56	\$43.13 \$7,476.33	\$45.29 \$7,850.27	\$47.56 \$8,242.87	\$49.93 \$8,655.05	\$52.43 \$9,087.87	\$55.05 \$9,542.35	\$57.81 \$10,019.53
57	\$44.21 \$7,663.24	\$46.42 \$8,046.48	\$48.74 \$8,448.96	\$51.18 \$8,871.55	\$53.74 \$9,315.28	\$56.43 \$9,781.20	\$59.25 \$10,270.35
58	\$45.32 \$7,854.82	\$47.58 \$8,247.72	\$49.96 \$8,660.25	\$52.46 \$9,093.41	\$55.09 \$9,548.24	\$57.84 \$10,025.77	\$60.73 \$10,527.23
59	\$46.45 \$8,051.19	\$48.77 \$8,453.81	\$51.21 \$8,876.57	\$53.77 \$9,320.48	\$56.46 \$9,786.57	\$59.29 \$10,276.07	\$62.25 \$10,790.00
60	\$47.61 \$8,252.47	\$49.99 \$8,665.11	\$52.49 \$9,098.44	\$55.12 \$9,553.44	\$57.87 \$10,031.15	\$60.77 \$10,532.77	\$63.81 \$11,059.53
61	\$48.80 \$8,458.78	\$51.24 \$8,881.77	\$53.80 \$9,326.03	\$56.50 \$9,792.47	\$59.32 \$10,282.13	\$62.29 \$10,796.24	\$65.40 \$11,336.17
62	\$50.02 \$8,670.25	\$52.52 \$9,103.81	\$55.15 \$9,559.16	\$57.91 \$10,037.21	\$60.80 \$10,539.19	\$63.84 \$11,066.29	\$67.04 \$11,619.75
63	\$51.27 \$8,887.01	\$53.84 \$9,331.40	\$56.53 \$9,798.01	\$59.35 \$10,288.03	\$62.32 \$10,802.48	\$65.44 \$11,342.76	\$68.71 \$11,909.91
64	\$52.55 \$9,109.18	\$55.18 \$9,564.71	\$57.94 \$10,043.11	\$60.84 \$10,545.43	\$63.88 \$11,072.71	\$67.08 \$11,626.51	\$70.43 \$12,207.87
65	\$53.87 \$9,336.91	\$56.56 \$9,803.91	\$59.39 \$10,294.27	\$62.36 \$10,809.07	\$65.48 \$11,349.52	\$68.75 \$11,917.01	\$72.19 \$12,512.93

El Dorado County Transit Authority
Proposed Salary Structure
May 2019

Range #	Monthly Salary Range						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
66	\$55.21 \$9,570.34	\$57.98 \$10,049.00	\$60.87 \$10,551.49	\$63.92 \$11,079.12	\$67.11 \$11,633.09	\$70.47 \$12,214.80	\$73.99 \$12,825.63
67	\$56.59 \$9,809.59	\$59.42 \$10,300.16	\$62.40 \$10,815.31	\$65.52 \$11,356.11	\$68.79 \$11,923.95	\$72.23 \$12,520.21	\$75.84 \$13,146.29