

AGENDA ITEM 2A
Action Item

MEMORANDUM

DATE: September 1, 2022
TO: El Dorado County Transit Authority
FROM: Maria Harris, Human Resources Manager
SUBJECT: 2022 Compensation and Benefit Study Final Report

REQUESTED ACTION:
BY MOTION,

Receive and file the El Dorado County Transit Authority Total Compensation Study Final Report, July 22, 2022, as prepared by Koff & Associates

BACKGROUND

October 18, 2021 El Dorado County Transit Authority (El Dorado Transit) published a Request for Proposal for preparation of a Total Compensation and Benefits Study

December 31, 2021 Consulting contract award to Koff & Associates, a Gallagher Company, for completion of the Total Compensation and Benefit Study

February 3, 2022 El Dorado Transit Board of Directors established an ad hoc Committee to review data from the Compensation and Benefits Study as needed with consultant and staff

February 15, 2022 Ad hoc Committee meeting with consultant to determine comparator agencies

June 24, 2022 Ad hoc Committee meeting to review draft results

DISCUSSION

The Total Compensation Study Final Report, July 22, 2022 (Study) was prepared for El Dorado Transit by Koff & Associates consulting and is available to download at <https://eldoradotransit.com/board-meeting/september-1-2022/>. The goal of Study was to analyze and compare wages and the cost of benefits within the job market relative to the agency's current pay ranges and benefit offerings. Jamie Inderbitzen, Project Manager for Koff & Associates, will present the final Study for Board review at the meeting. The requested action is to receive and file the final Study. No further action on wages and benefits is requested at this time.