



Item #10

June 7, 2017

TO: GCTD Board of Directors

FROM: Steve L. Rosenberg *SLR DW*  
Director of Finance and Administration

Debbie Williams  
Director of Human Resources

SUBJECT: Consider Approval of Adjustment to GCTD Non-Represented Salary Ranges

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## I. Discussion

Effective July 2, 2017 GCTD's represented employees will receive a 3% wage increase as part of the Memoranda of Understanding negotiated between GCTD and its three bargaining units of SEIU Local 721 dated July 2, 2014. In order to maintain equity with the much-larger represented work force, GCTD's non-represented employees have historically received salary range adjustments commensurate with contractual increases. Salary increases in line with these adjustments are incorporated in the budget submitted today for the Board's consideration and approval.

Staff recommends that the Board approve a 3% increase to GCTD's non-represented salary ranges effective July 2, 2017. Attachment "A" to this report is the current salary range table incorporating all Board-approved changes through May 2017. Attachment "B" to this report is the proposed salary range table incorporating the 3% increase. These changes are proposed to take effect July 2, 2017.

## II. SUMMARY AND RECOMMENDATIONS

**IT IS RECOMMENDED that the Board of Directors approve a revision to GCTD's Non-Represented Salary Ranges incorporating a 3% increase effective July 2, 2017.**

Concurrence:

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Steven P. Brown  
General Manager

**GOLD COAST TRANSIT DISTRICT**

Attachment "A"  
Current GCTD Non-Represented Salary Ranges

**GOLD COAST TRANSIT DISTRICT - NON-REPRESENTED POSITIONS AND SALARY RANGES - JUNE 2017**

Position	Current Annual Salary Ranges		
	Minimum	Midpoint	Maximum
General Manager	\$ 135,954	\$ 163,200	\$ 190,445
Director, Finance & Administration	105,706	126,836	147,966
Director, Engineering & Construction	105,706	126,836	147,966
Director, Fleet and Facilities	92,165	110,729	129,293
Director, Human Resources	92,165	110,729	129,293
Director, Planning and Marketing	92,165	110,729	129,293
Director, Transit Operations	92,165	110,729	129,293
Accounting Manager	70,762	85,013	99,263
Administrative Specialist	51,542	61,862	72,181
Buyer	53,290	63,992	74,693
Finance Analyst	66,830	80,153	93,475
Human Resources and Risk Manager	70,762	85,013	99,263
Human Resources Assistant	51,542	61,862	72,181
Information Technology Manager	81,463	97,734	114,005
Office Manager	51,542	61,862	72,181
Payroll Specialist	51,542	61,862	72,181
Purchasing Manager/DBE Officer	66,830	80,153	93,475
Risk and Safety Manager	66,830	80,153	93,475
Fleet Manager	81,463	97,734	114,005
Maintenance Supervisor	66,830	80,153	93,475
Maintenance Admin. Supervisor	66,830	80,153	93,475
Dispatch and Revenue Control Specialist	49,140	58,968	68,796
Operations Safety & Training Officer	66,830	80,153	93,475
Operations Support Specialist	43,680	52,416	61,152
Transit Supervisor	63,118	75,731	88,343
Communications and Marketing Manager	66,830	80,153	93,475
Customer Service Supervisor	43,680	52,000	60,320
Paratransit and Special Projects Manager	66,830	80,153	93,475
Transit Planner I	63,118	75,731	88,343
Transit Planner II	66,830	80,153	93,475
Transit Planner, Second Tier *	41,933	50,287	58,640
Transit Planning Manager	70,762	85,013	99,263

\* Position limited to less than 1,000 hours per year.

Attachment "B"  
Proposed GCTD Non-Represented Salary Ranges, Effective July 2, 2017

**GOLD COAST TRANSIT DISTRICT - NON-REPRESENTED POSITIONS AND SALARY RANGES - PROPOSED**

Position	Current Annual Salary Ranges		
	Minimum	Midpoint	Maximum
General Manager	\$ 140,033	\$ 168,096	\$ 196,158
Director, Finance & Administration	108,877	130,641	152,405
Director, Engineering & Construction	108,877	130,641	152,405
Director, Fleet and Facilities	94,930	114,051	133,172
Director, Human Resources	94,930	114,051	133,172
Director, Planning and Marketing	94,930	114,051	133,172
Director, Transit Operations	94,930	114,051	133,172
Accounting Manager	72,885	87,563	102,241
Administrative Specialist	53,088	63,717	74,346
Buyer	54,889	65,912	76,934
Finance Analyst	68,835	82,557	96,279
Human Resources and Risk Manager	72,885	87,563	102,241
Human Resources Assistant	53,088	63,717	74,346
Information Technology Manager	83,907	100,666	117,425
Office Manager	53,088	63,717	74,346
Payroll Specialist	53,088	63,717	74,346
Purchasing Manager/DBE Officer	68,835	82,557	96,279
Risk and Safety Manager	68,835	82,557	96,279
Fleet Manager	83,907	100,666	117,425
Maintenance Supervisor	68,835	82,557	96,279
Maintenance Admin. Supervisor	68,835	82,557	96,279
Dispatch and Revenue Control Specialist	50,614	60,737	70,860
Operations Safety & Training Officer	68,835	82,557	96,279
Operations Support Specialist	44,990	53,989	62,987
Transit Supervisor	65,012	78,003	90,993
Communications and Marketing Manager	68,835	82,557	96,279
Customer Service Supervisor	44,990	53,560	62,130
Paratransit and Special Projects Manager	68,835	82,557	96,279
Transit Planner I	65,012	78,003	90,993
Transit Planner II	68,835	82,557	96,279
Transit Planner, Second Tier *	43,191	51,795	60,399
Transit Planning Manager	72,885	87,563	102,241

\* Position limited to less than 1,000 hours per year.