



June 6, 2018

TO: GCTD Board of Directors

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

Debbie Williams *DW*
Director of Human Resources

SUBJECT: Consider Approval of Adjustment to GCTD Non-Represented Salary Ranges effective July 1, 2018

I. Discussion

Effective July 1, 2018 GCTD's represented employees will receive a 2.75% wage increase as part of the Memoranda of Understanding negotiated between GCTD and its three bargaining units of SEIU Local 721 dated January 3, 2018. 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.

Certain supervisory positions that were non-represented at the time of the last salary range increase are now represented by Teamsters. These positions are not included in this action, and negotiations with Teamsters are currently in process.

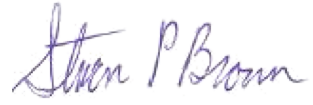
Staff recommends that the Board approve a 2.75% increase to GCTD's non-represented salary ranges effective July 1, 2018. Attachment "A" to this report is the current salary range table incorporating all Board-approved changes through May 2018. Attachment "B" to this report is the proposed salary range table incorporating the 2.75% increase. These changes are proposed to take effect July 1, 2018.

II. Summary and Recommendations

IT IS RECOMMENDED that the Board of Directors approve a revision to GCTD's Non-Represented Salary Ranges incorporating a 2.75% increase effective July 1, 2018.

GOLD COAST TRANSIT DISTRICT

Concurrence:

A handwritten signature in blue ink that reads "Steven P. Brown". The signature is written in a cursive style with a large initial 'S'.

Steven P. Brown
General Manager

Attachment "A"
Current GCTD Non-Represented Salary Ranges

GOLD COAST TRANSIT DISTRICT - NON-REPRESENTED POSITIONS AND SALARY RANGES - JUNE 2018

Position	Current Annual Salary Ranges		
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
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
Finance Manager	72,885	87,563	102,241
Information Technology Manager	83,907	100,666	117,425
Purchasing Manager/DBE Officer	68,835	82,557	96,279
Buyer	54,889	65,912	76,934
Administrative Specialist	53,088	63,717	74,346
Payroll Specialist	53,088	63,717	74,346
Finance Analyst	68,835	82,557	96,279
Human Resources and Risk Manager	72,885	87,563	102,241
Human Resources Generalist	68,835	82,557	96,279
Human Resources Coordinator	53,088	63,717	74,346
Office Manager	53,088	63,717	74,346
Risk and Safety Manager	68,835	82,557	96,279
Fleet Manager	83,907	100,666	117,425
Facility Project Manager	94,930	114,051	133,172
Communications and Marketing Manager	68,835	82,557	96,279
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.

Attachment "B"
Proposed GCTD Non-Represented Salary Ranges, Effective July 1, 2018

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

Position	Current Annual Salary Ranges		
	Minimum	Midpoint	Maximum
General Manager	\$ 143,884	\$ 172,719	\$ 201,552
Director, Finance & Administration	111,871	134,234	156,596
Director, Engineering & Construction	111,871	134,234	156,596
Director, Fleet and Facilities	97,541	117,187	136,834
Director, Human Resources	97,541	117,187	136,834
Director, Planning and Marketing	97,541	117,187	136,834
Director, Transit Operations	97,541	117,187	136,834
Accounting Manager	74,889	89,971	105,053
Finance Manager	74,889	89,971	105,053
Information Technology Manager	86,214	103,434	120,654
Purchasing Manager/DBE Officer	70,728	84,827	98,927
Buyer	56,398	67,725	79,050
Administrative Specialist	54,548	65,469	76,391
Payroll Specialist	54,548	65,469	76,391
Finance Analyst	70,728	84,827	98,927
Human Resources and Risk Manager	74,889	89,971	105,053
Human Resources Generalist	70,728	84,827	98,927
Human Resources Coordinator	54,548	65,469	76,391
Office Manager	54,548	65,469	76,391
Risk and Safety Manager	70,728	84,827	98,927
Fleet Manager	86,214	103,434	120,654
Facility Project Manager	97,541	117,187	136,834
Communications and Marketing Manager	70,728	84,827	98,927
Paratransit and Special Projects Manager	70,728	84,827	98,927
Transit Planner I	66,800	80,148	93,495
Transit Planner II	70,728	84,827	98,927
Transit Planner, Second Tier *	44,379	53,219	62,060
Transit Planning Manager	74,889	89,971	105,053

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