



Item #17

June 5, 2019

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 June 30, 2019

I. Discussion

Effective June 30, 2019 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.

Staff recommends that the Board approve a 2.75% increase to GCTD's non-represented salary ranges effective June 30, 2019. Attachment "A" to this report is the current salary range table incorporating all Board-approved changes through April 2019. Attachment "B" to this report is the proposed salary range table incorporating the 2.75% increase. These changes are proposed to take effect June 30, 2019.

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 June 30, 2019.

Concurrence:

Steven P. Brown
General Manager

GOLD COAST TRANSIT DISTRICT

Current GCTD Non-Represented Salary Ranges

GOLD COAST TRANSIT DISTRICT - NON-REPRESENTED POSITIONS AND SALARY RANGES -APRIL 2019

Position	Current Annual Salary Ranges		
	Minimum	Midpoint	Maximum
General Manager	\$ 143,884	\$ 172,719	\$ 201,552
Assistant General Manager	\$ 117,464	\$ 140,735	\$ 164,005
Director, Engineering & Construction	111,871	134,234	156,596
Director, Finance & Administration	111,871	134,234	156,596
Director of Operations and Maintenance	97,541	117,188	136,834
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
Information Technology Manager	86,214	103,434	120,654
Accounting Manager	74,889	89,971	105,053
Finance Manager	74,889	89,971	105,053
Finance Analyst	70,728	84,827	98,927
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
Office Coordinator/Executive Assistant	54,548	65,469	76,391
Payroll Specialist	54,548	65,469	76,391
Human Resources and Risk Manager	74,889	89,971	105,053
Human Resources Generalist	70,728	84,827	98,927
Risk and Safety Manager	70,728	84,827	98,927
Human Resources Coordinator	54,548	65,469	76,391
Facility Project Manager	97,541	117,187	136,834
Fleet Manager	86,214	103,434	120,654
Operations Manager	86,214	103,434	120,654
Transit Planning Manager	74,889	89,971	105,053
Communications and Marketing Manager	70,728	84,827	98,927
Paratransit and Special Projects Manager	70,728	84,827	98,927
Transit Planner II	70,728	84,827	98,927
Transit Planner I	66,800	80,148	93,495
Transit Planner, Second Tier *	44,379	53,219	62,060

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

Attachment "B"
Proposed GCTD Non-Represented Salary Ranges, to be Effective June 30, 2019

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

Position	Current Annual Salary Ranges		
	Minimum	Midpoint	Maximum
General Manager	\$ 147,841	\$ 177,469	\$ 207,095
Assistant General Manager	\$ 120,694	\$ 144,605	\$ 168,515
Director, Engineering & Construction	114,947	137,925	160,902
Director, Finance & Administration	114,947	137,925	160,902
Director of Operations and Maintenance	100,223	120,411	140,597
Director, Fleet and Facilities	100,223	120,410	140,597
Director, Human Resources	100,223	120,410	140,597
Director, Planning and Marketing	100,223	120,410	140,597
Director, Transit Operations	100,223	120,410	140,597
Information Technology Manager	88,585	106,278	123,972
Accounting Manager	76,948	92,445	107,942
Finance Manager	76,948	92,445	107,942
Finance Analyst	72,673	87,160	101,647
Purchasing Manager/DBE Officer	72,673	87,160	101,647
Buyer	57,949	69,587	81,224
Administrative Specialist	56,048	67,269	78,492
Office Coordinator/Executive Assistant	56,048	67,269	78,492
Payroll Specialist	56,048	67,269	78,492
Human Resources and Risk Manager	76,948	92,445	107,942
Human Resources Generalist	72,673	87,160	101,647
Risk and Safety Manager	72,673	87,160	101,647
Human Resources Coordinator	56,048	67,269	78,492
Facility Project Manager	100,223	120,410	140,597
Fleet Manager	88,585	106,278	123,972
Operations Manager	88,585	106,278	123,972
Transit Planning Manager	76,948	92,445	107,942
Communications and Marketing Manager	72,673	87,160	101,647
Paratransit and Special Projects Manager	72,673	87,160	101,647
Transit Planner II	72,673	87,160	101,647
Transit Planner I	68,637	82,352	96,066
Transit Planner, Second Tier *	45,599	54,683	63,767

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