



**AGENDA**  
**REGULAR BOARD OF DIRECTORS MEETING**  
**WEDNESDAY, DECEMBER 6, 2023 – 10:00 AM**  
GCTD ADMINISTRATIVE FACILITY  
1901 AUTO CENTER DRIVE  
OXNARD, CA 93036-7966  
[www.GoldCoastTransit.org](http://www.GoldCoastTransit.org)

**The meeting will be IN PERSON.**  
**Hybrid / Remote Participation for the Public is available via ZOOM Webinar**  
<https://us02web.zoom.us/j/83515545536>

**CALL TO ORDER**

**ROLL CALL**

Chair – Matt LaVere, County of Ventura  
Vice Chair – Mike Johnson, City of Ventura  
Director – Rachel Lang, City of Ojai  
Director – Bryan MacDonald, City of Oxnard  
Director – Martha McQueen-Legohn, City of Port Hueneme

**CEREMONIAL CALENDAR**

- **Pledge of Allegiance**
- **Employee Recognition – 10 Years**
  - Elizabeth Escobedo, Operator
  - Justin Jasso, Operator
  - Neli Rivera, Operator
  - Melchor Romero, Operator

**GENERAL PUBLIC COMMENT PERIOD**

The GCTD Board of Directors will consider public comments for business matters that are not on the agenda. Each speaker is limited to three (3) minutes. The presiding officer shall enforce the time limit. Such matters cannot be discussed by the Board at the time of presentation but may be referred to the general manager/secretary for administrative action or public report at a later meeting or scheduled on a subsequent agenda for consideration. This rule shall not prohibit a member of the Board, at this time, from briefly responding to a public statement, question, or proposed initiative, as provided in Government Code Section 54954.2. Speakers are requested to complete a green speaker form from the Clerk of the Board and file it with the Clerk before speaking. Public members may participate in the Board Meeting either In Person at 1901 Auto Center Drive, Oxnard, CA, or by emailing or mailing their public comments to the Clerk of the Board before 9:00 AM on the morning of the meeting. In addition, members may participate in the meeting by logging into Zoom [HERE](#).

**GOLD COAST TRANSIT DISTRICT**

## BOARD OF DIRECTORS' REPORTS

**AGENDA REVIEW** - Any changes to the agenda may be made at this time.

## CONSENT AGENDA

1. [Consider Approval of Minutes of November 1, 2023, Board of Directors Meeting](#)
2. [Consider Approval of Expenditures for November 2023](#)
3. [Consider Approval of Budget / Actual Financial Report for October 2023](#)
4. [Consider Update of Job Descriptions for Administrative Positions \(Multiple\) – Alex Zaretsky, Director of Human Resources](#)
5. [Report of Contracts Awarded – Marlena Kohler, Procurement Manager/DBE Officer](#)
6. [Consider Approval of Board of Directors Meeting Schedule for Calendar Year 2024 – Vanessa Rauschenberger, General Manager](#)
7. [Consider Adoption of Resolution 2023-09 Resolution Authorizing Execution of Certifications and Assurances for the Application to and Administration of Volkswagen Environmental Mitigation Trust Funds – Austin Novstrup, Planning Manager](#)

## GENERAL MANAGER'S REPORT

8. [General Manager's Report – Vanessa Rauschenberger, General Manager](#)

## FORMAL ITEMS - PUBLIC COMMENTS ON AGENDA ITEMS

The GCTD Board of Directors will consider public comment on any item appearing on the agenda at the time that agenda item has been called by the presiding officer and after the staff report has been given. Each speaker is limited to five (5) minutes of comment total on all agenda items. Speakers are requested to complete a green speaker form, available from the Clerk of the Board or on the speaker's podium, and file it with the Clerk before speaking.

9. [Consider Election of Board Officers for Calendar Year 2024 – Vanessa Rauschenberger, General Manager](#)
10. [Receive Progress Report on GCTD Strategic Plan Priorities & Key Actions – Vanessa Rauschenberger, General Manager](#)
11. [Receive Presentation and Consider Acceptance of GCTD FY 2023 Annual Comprehensive Financial Report \(ACFR\) - Prepared by Nigro & Nigro LLC – Christine Feng, CFO/Assistant General Manager & Paul Kamark, Partner, CPA](#)
12. [Receive Presentation on Results of Compensation Survey and Consider Approval Proposed New Classification Structure for Non-Represented Administrative Staff– Alex Zaretsky, Director of Human Resources, and Anabelle Gamez, Co-Founder & Consultant \*UnCOMPLICATE HR Inc.\*](#)
13. [Consider Forming Ad Hoc Committee to Discuss Potential Use of GCTD Facility for Paratransit Operations – Margaret Heath, Paratransit & Special Projects Manager](#)

**Gold Coast Transit District**  
Board of Directors Meeting  
December 6, 2023

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**INFORMATIONAL ITEMS**

14. [Receive Update and Presentation on Upcoming January 2024 Service Changes – Austin Novstrup, Transit Planner II](#)
15. [Future Agenda Items – Vanessa Rauschenberger, General Manager](#)

**CLOSED SESSION**

**NONE**

The next regular meeting of the GCTD Board of Directors will be held on **JANUARY 3, 2024, at 10:00 AM at 1901 Auto Center Drive, Oxnard, CA 93036**. Copies of administrative reports relating to the Board agenda are available online at [www.GoldCoastTransit.org](http://www.GoldCoastTransit.org) or from the Clerk of the Board, Gold Coast Transit District, 1901 Auto Center Drive, Oxnard, CA, 93036-7966.

IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE MEETING, PLEASE CONTACT THE CLERK OF THE BOARD AT (805) 483-3959, Ext. 160, OR E-MAIL [adelgado@gctd.org](mailto:adelgado@gctd.org) OR THROUGH THE CALIFORNIA RELAY SERVICE AT 711. NOTIFICATION 72 HOURS PRIOR TO THE MEETING WILL ENABLE GCTD TO MAKE REASONABLE ACCOMMODATIONS TO ENSURE ACCESSIBILITY TO THE MEETING.



Item #1

**MINUTES OF THE REGULAR BOARD OF DIRECTORS MEETING  
WEDNESDAY, NOVEMBER 1, 2023 – 10:00 am  
THIS MEETING WAS HELD IN PERSON & VIA ZOOM (HYBRID)**

**Call to Order**

Chair LaVere called the Regular Board of Directors of Gold Coast Transit District meeting to order at 10:03 a.m. at the GCTD Administrative Facility, 1901 Auto Center Drive, Oxnard, California.

**Roll Call**

Chair – Matt LaVere, County of Ventura  
Vice Chair – Mike Johnson, City of Ventura  
Director – Rachel Lang, City of Ojai  
Director – Bryan MacDonald, City of Oxnard  
Director – Martha McQueen-Legohn, City of Port Hueneme

**Staff Present**

Vanessa Rauschenberger, General Manager  
Christine Feng, CFO/Assistant General Manager  
Alex Zaretsky, Director of Human Resources  
James Beck, Director of Operations & Maintenance  
Cynthia Torres Duque, Director of Planning & Marketing  
Chiharu Endo-Lee, Operations Manager  
Marlena Kohler, Purchasing Manager & DBE Officer  
Austin Novstrup, Planning Manager  
Martin Rodriguez, Transit Planner  
Monica Gonzalez, Transit Planner  
Andrea Meza, Communications  
Laura Levin, Accounting Manager  
Veronica Navarro, Accounting Analyst  
Tanya Hawk, Buyer  
Alma Cruz, Operator  
Tim Velasquez, Operator  
Angie Delgado, Clerk of the Board  
Matt De La Rosa, IT Technician

**Ceremonial Calendar**

Chair La-Vere led the pledge of allegiance.

**Employee Recognition**

Alma Cruz, Operator – 30 years

Director MacDonald thanked Ms. Cruz for her 30 years of service.

**GOLD COAST TRANSIT DISTRICT**

CITY OF OJAI | CITY OF OXNARD | CITY OF PORT HUENEME | CITY OF VENTURA | COUNTY OF VENTURA  
1901 AUTO CENTER DRIVE, OXNARD, CA 93036-7966 | P 805.483.3959 | F 805.487.0925 | GCTD.ORG

### **General Public Comment**

Tim Velasquez spoke during the public comments.

### **Board of Directors Reports**

None.

### **Consent Agenda**

1. [Consider Approval of Minutes of September 6, 2022, Board of Directors Meeting](#)
2. [Consider Approval of Expenditures for September 2023](#)
3. [Consider Approval of Expenditures for October 2023](#)
4. [Consider Approval of Budget / Actual Financial Report for August 2023](#)
5. [Consider Approval of Budget / Actual Financial Report for September 2023](#)
6. [Consider Approval of Updated Job Descriptions for Finance Department - Christine Feng, AGM/CFO, and Alex Zaretsky, Director of Human Resources](#)
7. [Receive & File Annual Update to Public Transit Agency Safety Plan \(PTASP\) for FY 23-24 Resolution No #2023-08 - Alex Zaretsky, Director of Human Resources](#)
8. [Report of Contracts Awarded – Tanya Hawk, Buyer](#)

Director McDonald moved to approve Consent Agenda Items 1 through 8. Director McQueen-Legohn seconded the motion.

**The motion passed unanimously.**

### **GENERAL MANAGER'S REPORT**

9. [General Manager's Report – Vanessa Rauschenberger, General Manager](#)

Ms. Rauschenberger stated that in September, GCTD provided over 300K rides, marking the first time since the pandemic that this number has been reached. Safety awards were distributed to staff at the quarterly Safety Awards Day, recognizing bus operators, maintenance staff, and supervisors with safe driving records. It was also noted that GCTD, along with all transit operators in Ventura County will provide free rides to U.S. military veterans on Veterans' Day, joining other Ventura County bus operators.

The 2023 Fall CALACT Conference and Expo was held in Indian Wells, CA, from October 31 to November 3, 2023. Margaret Schoep, Paratransit & Special Projects Manager, Robert Lucio, Mobility Management Coordinator, and Andrea Meza, Communications & Marketing Manager, attended this year.

The California Transit Association's 58th Annual Fall Conference was held at the Pasadena Convention, California, from November 15-17. Vanessa Rauschenberger, General Manager, Christine Feng, CFO/AGM, James Beck, Director of Operations & Maintenance, Cynthia Duque, Director of Planning & Marketing, Chiharu Endo-Lee, Operations Manager, and two operators who will be winners of the raffle.

Assemblymember Steve Bennett visited GCTD and discussed the company's funding outlook and the need for increased funding. He was impressed by the staff's work, cleanliness of facilities, and innovative ideas to improve transit services.

### **FORMAL ITEMS - PUBLIC COMMENTS ON AGENDA ITEMS**

The Gold Coast Transit District Board of Directors will consider public comment on any item appearing on the agenda when the presiding officer has called the agenda item and after the staff report has been given. Each speaker is limited to three (3) minutes of comment on all agenda items. Public members must submit their request by email to the Clerk of the Board before 9 am on the day of the Board Meeting.

**10. Consider Authorizing the General Manager to Sign Memorandum of Understanding with County of Ventura for IT Services – Marlena Kohler, Purchasing Manager**

Ms. Kohler requested the authorization of the General Manager to sign a Memorandum of Understanding (MOU) between the County of Ventura and Gold Coast Transit District to provide IT Management Services. The County of Ventura has expressed willingness to work with GCTD on an interim trial basis for four months, and after a successful trial, staff has concluded that a long-term arrangement with the County of Ventura IT Services would be beneficial. The monthly recurring cost will not exceed \$12,000, and has historically been less than \$1000 per month. IT Services will review actual and estimated costs biweekly and notify GCTD in advance of any expected charges that may exceed the Monthly Not To Exceed (NTE) amounts.

Vice-Chair Johnson moved to Approve General Manager to Sign Memorandum of Understanding with County of Ventura for IT Services. Director McQueen-Legohn seconded the motion.

**11. Consider Purchase of Five Hydrogen Fuel Cell Buses from New Flyer – Marlena Kohler, Purchasing Manager**

Ms. Kohler stated that GCTD is partnering with New Flyer of America to purchase five XHE40 40 ft Fuel Cell Electric (Hydrogen) ReplacementBus, marking its first hydrogen bus for its fixed route fleet. The total cost is \$6,792,645, including tax, license, and registration fees. The project, which will replace older compressed natural gas buses, will also install a new hydrogen fueling station and implement a robust workforce development and training program. The FTA's FY22 Low-No Grant program provides \$1.66 billion in grants to invest in bus fleets and facilities.

Director Lang moved to Approve the Purchase of Five Hydrogen Fuel Cell Buses from New Flyer. Director McDonald seconded the motion.

**The motion passed unanimously.**

**12. Consider Authorizing Staff to Conduct Public Outreach on Proposed Fare Structure Adjustments – Cynthia Torres Duque, Director of Planning and Marketing**

Ms. Duque stated, as discussed in recent meetings of the Board of Directors that GCTD is projecting a structural deficit starting in FY 25. To prepare and plan for this, staff has been working to improve the organization's efficiency, reduce costs, and identify ways to meet the goals in our Strategic Plan to increase revenues and ridership. The report addresses one proposed strategy staff has identified as being key to addressing GCTD's future financial challenges: a fare adjustment. GCTD last implemented an adjustment to the base fare structure in 2011, completing a 2-year incremental increase in fares from \$1.25 to \$1.50. Staff is proposing two alternative fare structures that would increase the base fare to either \$2 or \$2.25, consistent with the increased expense of operating services. Outreach efforts would include public information sessions, onboard notices and surveys, and social media engagement. Staff will incorporate feedback received into an evaluation of GCTD's current fare collection systems, policies, and processes to develop a proposal to implement fare structure adjustments in July 2024.

Director McQueen-Legohn moved to Approve Staff to Conduct Public Outreach on Proposed Fare Structure Adjustments. Director Lang seconded the motion.

**RECOMMENDATION**

**It is recommended that the Board authorize staff to conduct an initial outreach process to gather public feedback on the proposed alternatives and evaluate potential impacts.**

The motion passed unanimously.

### **INFORMATIONAL ITEMS**

13. [Receive & File 1st Quarter FY 23-24 Performance Report for Fixed-Route & ACCESS/Flexible Services– Austin Novstrup, Planning Manager & Margaret Schoep, Paratransit & Special Projects Manager](#)

The report was filed and received.

14. [Receive Update on Short Range Transit Plan - Austin Novstrup, Planning Manager](#)

The report was filed and received.

15. [Receive Update on SB 125 –Funding Requests- Vanesa Rauschenberger, General Manager](#)

The report was filed and received.

16. [Future Agenda Items – Vanessa Rauschenberger, General Manager](#)

The report was filed and received.

### **CLOSED SESSION**

**NONE**

**There being no further business, Vice-Chair Johnson adjourned the Board of Directors meeting at 11:46 AM.**

Minutes recorded by Angie Delgado, Clerk of the Board of Directors

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Vanessa Rauschenberger  
Secretary of the Board of Directors

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Chair Matt LaVere  
Board of Directors

Unless otherwise determined by the Board of Directors, the GCTD Board of Directors' next meeting will be **December 6, 2023, at 10:00 AM**. Copies of administrative reports relating to the Board agenda are available online at [www.gctd.org](http://www.gctd.org) or from the Clerk of the Board, Angelica Delgado, at Gold Coast Transit District, 1901 Auto Center Drive, Oxnard, CA 93036.



Item #2

**DATE** December 6, 2023  
**TO** GCTD Board of Directors  
**FROM** Paloma Villa, Accounting Specialist *PV*  
Marlena Kohler, Procurement Manager & DBE Officer  
**SUBJECT** Consider the Approval of Expenditures for the Month of November 2023

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Attached is a list of expenditures for the month of November 2023 from the various GCTD Accounts.

If any member of the Board wishes to review a particular item, please contact me to have the necessary documentation on hand for the meeting.

**Attachments:**  
Accounts Payable Disbursement List – November 2023

**GENERAL MANAGER'S CONCURRENCE**

A handwritten signature in black ink, reading "Vanessa Rauschenberger", is written over a horizontal line.

Vanessa Rauschenberger  
General Manager

**GOLD COAST TRANSIT DISTRICT**



<b>Vendor</b>	<b>Date</b>	<b>Amount</b>	<b>Type Of Goods</b>
CALIFORNIA PUBLIC EMPLOYEES RET. SYSTEM	01-Nov-23	\$ 224,979.11	HEALTH INSURANCE
CALPERS FISCAL SERVICES DIV.	01-Nov-23	\$ 124,972.00	UNFDED ACCRD LIAB CLASSIC
AGRITEC INTERNATIONAL LTD.	03-Nov-23	\$ 102.45	HAZ MAT DISPOSAL SERVICES
ARAMARK UNIFORM & CAREER APPAREL GROUP	03-Nov-23	\$ 563.23	UNIFORMS
BYRON DWIGHT BENTON	03-Nov-23	\$ 305.36	BUS AIRCONDITION REPAIRS
CAL PERS	03-Nov-23	\$ 94,479.86	PENSION CONTRIBUTIONS
CLEAN ENERGY	03-Nov-23	\$ 55,400.70	REPAIRS
COASTAL OCCUPATIONAL MEDICAL GROUP	03-Nov-23	\$ 6,612.03	PHYSICALS/DRUG SCREENS
EDISON CO.	03-Nov-23	\$ 29,288.78	ELECTRICAL POWER
FIRST CALL AUTO PARTS	03-Nov-23	\$ 80.30	PARTS
GILLIG LLC	03-Nov-23	\$ 825.37	PARTS
LIFT-U-INC.	03-Nov-23	\$ 314.85	WHEEL CHAIR PARTS
LOS ANGELES TRUCK CENTERS, LLC	03-Nov-23	\$ 1,515.43	PARTS/SERVICE
MOBILE CREATE USA, INC.	03-Nov-23	\$ 677.35	2 WAY RADIO EQUIPMENT/SERVICE
MV TRANSPORTATION, INC.	03-Nov-23	\$ 117,272.92	GCT ACCESS SERVICE
NATURAL GREEN LANDSCAPE INC.	03-Nov-23	\$ 4,480.00	LANDSCAPING SERVICES
STAPLES ADVANTAGE	03-Nov-23	\$ 124.96	OFFICE SUPPLIES
SUPERIOR SANITARY SUPPLIES	03-Nov-23	\$ 5,688.46	SUPPLIES
TELENET VOIP, INC.	03-Nov-23	\$ 270.00	MONITORING
THE AFTERMARKET PARTS COMPANY, LLC	03-Nov-23	\$ 6,732.73	PARTS/BUSES
THE GAS COMPANY	03-Nov-23	\$ 690.97	NATURAL GAS
TST PRIVATE SECURITY	03-Nov-23	\$ 5,684.16	SECURITY SERVICES
U.S. BANK	03-Nov-23	\$ 13,620.72	CALCARD PAYMENT
VENTURA COUNTY AUTO SUPPLY	03-Nov-23	\$ 493.34	PARTS
AGRITEC INTERNATIONAL LTD.	13-Nov-23	\$ 1,614.00	HAZ MAT DISPOSAL SERVICES
AIRGAS USA, LLC	13-Nov-23	\$ 116.31	MAINTENANCE SUPPLIES
AMERICAN MADE CLEAN INC	13-Nov-23	\$ 495.00	SERVICES
ASSI SECURITY, INC.	13-Nov-23	\$ 450.00	SECURITY SYSTEMS
ASSURANT EMPLOYEE BENEFITS	13-Nov-23	\$ 1,253.93	DENTAL PREMIUMS
BECNEL UNIFORMS	13-Nov-23	\$ 1,996.64	UNIFORMS
BENEFIT COORDINATORS CORP.	13-Nov-23	\$ 11,076.80	DENTAL PREMIUMS
CANON FINANCIAL SERVICES INC	13-Nov-23	\$ 164.02	PRINTING SERVICES
CENTER FOR TRANSPORTATION AND THE ENVIRO	13-Nov-23	\$ 12,500.00	MEMBERSHIP DUES
CENTRAL COAST FILTER & SUPPLY INC.	13-Nov-23	\$ 406.41	PAINT
CITY OF OXNARD	13-Nov-23	\$ 3,929.24	UTILITIES/TRASH
COUNTY OF VENTURA - IT SVCS. DEPT.	13-Nov-23	\$ 491.76	REPEATER SITE RENTAL
CUMMINS PACIFIC LLC	13-Nov-23	\$ 23,791.83	PARTS
DANIELS TIRE SERVICE	13-Nov-23	\$ 5,961.99	TIRES/SERVICES
DESTIN THOMAS COMMUNICATIONS &	13-Nov-23	\$ 179.14	RADIO REPAIRS
FERGUSON ENTERPRISES, INC	13-Nov-23	\$ 8.56	SUPPLIES
FLUID NETWORKS	13-Nov-23	\$ 55.80	SERVICES
GILLIG LLC	13-Nov-23	\$ 3,294.71	PARTS
LOS ANGELES TRUCK CENTERS, LLC	13-Nov-23	\$ 3,099.20	PARTS/SERVICE
LOS ANGELES TRUCK CENTERS, LLC	13-Nov-23	\$ 15,874.08	PARTS/SERVICE
LYNETTE COVERLY	13-Nov-23	\$ 2,160.00	PROFESSIONAL SERVICES
MACVALLEY OIL COMPANY	13-Nov-23	\$ 1,160.42	FUEL
MUNCIE RECLAMATION AND SUPPLY COMPANY	13-Nov-23	\$ 2,806.41	PARTS
MV TRANSPORTATION, INC.	13-Nov-23	\$ 297,976.18	GCT ACCESS SERVICE
PARKHOUSE TIRE, INC.	13-Nov-23	\$ 13,265.40	TIRES
PLANETERIA MEDIA LLC	13-Nov-23	\$ 3,300.00	WEBSITE SUPPORT SERVICES
PLATINUM TOW AND TRANSPORT INC.	13-Nov-23	\$ 612.50	TOWING SERVICES
RAYNE WATER CONDITIONING	13-Nov-23	\$ 193.80	WATER COOLER BREAK ROOM
SITEONE LANDSCAPE SUPPLY, LLC	13-Nov-23	\$ 138.40	MAINTENANCE SUPPLIES
THE AFTERMARKET PARTS COMPANY, LLC	13-Nov-23	\$ 5,255.72	PARTS/BUSES
TRANSPORTATION MANAGEMENT & DESIGN INC	13-Nov-23	\$ 31,802.21	SHORT RANGE TRANSIT PLAN
VALLEY POWER SYSTEMS, INC.	13-Nov-23	\$ 1,777.53	REPAIR PARTS/SERVICE

VENTURA COUNTY AUTO SUPPLY	13-Nov-23	\$	128.81	PARTS
AGILITY FUEL SYSTEMS	30-Nov-23	\$	2,900.00	CNG STATION SUPPLIES
AMERICAN MADE CLEAN INC	30-Nov-23	\$	495.00	SERVICES
AMERICAN MOVING PARTS	30-Nov-23	\$	956.31	BRAKE SHOES
ANGI ENERGY SYSTEMS LLC	30-Nov-23	\$	3,134.49	PARTS
ARAMARK UNIFORM & CAREER APPAREL GROUP	30-Nov-23	\$	375.76	UNIFORMS
ASBURY ENVIRONMENTAL SERVICES	30-Nov-23	\$	125.00	HAZ MAT DISPOSAL SERVICES
BECNEL UNIFORMS	30-Nov-23	\$	158.96	UNIFORMS
BEST BEST & KRIEGER LLP	30-Nov-23	\$	7,832.00	GENERAL COUNSEL SERVICE
BRANDNEW INDUSTRIES, INC.	30-Nov-23	\$	1,087.56	BRANDER
CALTIP	30-Nov-23	\$	14,245.33	LIABILITY INSURANCE
CITI CARDS	30-Nov-23	\$	93.09	OFFICE SUPPLIES
CITY OF OXNARD	30-Nov-23	\$	3,922.94	MONTHLY RENT OTC
CLEAN ENERGY	30-Nov-23	\$	39,665.67	REPAIRS
COASTAL OCCUPATIONAL MEDICAL GROUP	30-Nov-23	\$	2,919.30	PHYSICALS/DRUG SCREENS
CUMMINS PACIFIC LLC	30-Nov-23	\$	21,090.73	PARTS
DANIELS TIRE SERVICE	30-Nov-23	\$	6,646.67	TIRES/SERVICES
EDM TECHNOLOGY, INC.	30-Nov-23	\$	24,900.00	TRANSFER TICKETS
EMPLOYMENT DEVELOPMENT DEPARTMENT	30-Nov-23	\$	20,512.00	UNEMPLOYMENT CHARGES
ENERGY LINK INDUSTRIAL SERVICES INC	30-Nov-23	\$	2,677.97	REPAIRS
F G WILCOX, INC	30-Nov-23	\$	17.87	PARTS/SUPPLIES
FEDERAL EXPRESS CORP.	30-Nov-23	\$	15.16	MAIL SERVICES
FENCE FACTORY	30-Nov-23	\$	207.58	GATE MAINTENANCE
FIRST CALL AUTO PARTS	30-Nov-23	\$	68.17	PARTS
FLUID NETWORKS	30-Nov-23	\$	55.80	SERVICES
FORTRESS ARMORED SERVICES COMPANY	30-Nov-23	\$	1,435.37	ARMORED CAR SERVICES
FRONTIER COMMUNICATIONS	30-Nov-23	\$	1,663.04	INTERNET PRVDER - PTSIT CNTOR
GIBBS INTERNATL TRUCKS	30-Nov-23	\$	460.23	REPAIR PARTS/SERVICE
GILLIG LLC	30-Nov-23	\$	16,766.46	PARTS
GRAINGER	30-Nov-23	\$	250.31	MISC. PARTS/SUPPLIES
GREG'S PETROLEUM SERVICE, INC	30-Nov-23	\$	10,690.87	OIL SUPPLIER
IRON MOUNTAIN, INC.	30-Nov-23	\$	205.49	SHREDDING SERVICES
JAMES BECK	30-Nov-23	\$	99.91	EXPENSE REIMBURSEMENT
KIMBALL MIDWEST	30-Nov-23	\$	854.28	PARTS
LIFT-U-INC.	30-Nov-23	\$	1,667.80	WHEEL CHAIR PARTS
LIGHTGABLER	30-Nov-23	\$	135.00	LEGAL SERVICES
LOS ANGELES TRUCK CENTERS, LLC	30-Nov-23	\$	1,158.86	PARTS/SERVICE
MOTION INDUSTRIES, INC.	30-Nov-23	\$	2,278.92	SUPPLIES
MUNCIE RECLAMATION AND SUPPLY COMPANY	30-Nov-23	\$	1,300.22	PARTS
NATURAL GREEN LANDSCAPE INC.	30-Nov-23	\$	4,480.00	LANDSCAPING SERVICES
NIGRO & NIGRO PC	30-Nov-23	\$	17,250.00	AUDITOR
OK RADIATOR SHOP INC.	30-Nov-23	\$	481.33	RADIATOR REPAIRS
PARKHOUSE TIRE, INC.	30-Nov-23	\$	283.29	TIRES
PITNEY BOWES GLOBAL	30-Nov-23	\$	208.99	POSTAGE MACHINE
PLATINUM TOW AND TRANSPORT INC.	30-Nov-23	\$	1,137.50	TOWING SERVICES
RAYNE WATER CONDITIONING	30-Nov-23	\$	36.00	WATER COOLER BREAK ROOM
RINGLEADER, INC	30-Nov-23	\$	376.42	TELEPHONE/LONG DISTANCE SRVC
ROBERT LUCIO	30-Nov-23	\$	291.91	TUITION AND BOOK REIMBURSEMENT
RUBBER NECK SIGNS	30-Nov-23	\$	1,846.16	SERVICES
RUDOLPHO COBOS	30-Nov-23	\$	7,308.00	FIRE SUPPRESSION
SIGNOGRAPHICS 2000	30-Nov-23	\$	837.90	GRAPHICS
SUPERIOR PRINTING & GRAPHICS, INC	30-Nov-23	\$	3,842.86	PRINTING SERVICES
SUPERIOR SANITARY SUPPLIES	30-Nov-23	\$	2,585.25	SUPPLIES
THE AFTERMARKET PARTS COMPANY, LLC	30-Nov-23	\$	4,620.57	PARTS/BUSES
THE GAS COMPANY	30-Nov-23	\$	33,913.44	NATURAL GAS
TRANSFOR CORPORATION	30-Nov-23	\$	218.00	WHEELCHAIR PARTS
TST PRIVATE SECURITY	30-Nov-23	\$	5,867.53	SECURITY SERVICES

UnCOMPLICATE HR INC	30-Nov-23	\$	3,040.00	HR CONSULTANT
US BANK	30-Nov-23	\$	1,471.88	DEBT SERVICE PAYMENT
VENTURA COUNTY AUTO SUPPLY	30-Nov-23	\$	213.06	PARTS
VENTURA COUNTY TRANSPORTATION COMMISSION	30-Nov-23	\$	1,381.35	SMARTCARD SLS
VERIZON	30-Nov-23	\$	1,650.74	PHONE SRVC - CSC
VOYAGER	30-Nov-23	\$	434.38	CNG FUEL FOR ACCESS
WEX HEALTH, INC.	30-Nov-23	\$	268.50	FSA ADMINISTRATION FEE
	<b>TOTAL</b>		<b>\$ 1,429,627.06</b>	



Item #3

**DATE** December 6, 2023  
**TO** GCTD Board of Directors  
**FROM** Christine Feng, Assistant General Manager/ CFO  
**SUBJECT** **Consider Approval of Financial Activities Summary (Actual vs. Budget) for the Month Ending October 31, 2023**

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Attached is a copy of GCTD's October Financial Activities Summary report for the Board's approval.

Attachment

**GENERAL MANAGER'S CONCURRENCE**

A handwritten signature in black ink, reading 'Vanessa Rauschenberger', is written over a horizontal line.

Vanessa Rauschenberger  
General Manager

**GOLD COAST TRANSIT DISTRICT**

**GOLD COAST TRANSIT DISTRICT**  
**Financial activities summary ( Actual v.s. Budget)**  
**October 2023**

	<u>October 2023</u> <u>Actual</u>	<u>October 2023</u> <u>Budget</u>	<u>Variance</u> <u>Over</u> <u>(Under) Budget</u>	<u>YTD actual</u>	<u>Annual Budget</u>	<u>Percentage of</u> <u>Annual</u> <u>Budget</u>
<b>Revenues:</b>						
Passenger Fares	\$ 429,778.58	\$ 236,492.09	82%	\$ 1,245,984.59	\$ 2,837,905.00	43.91%
Non- Operating Revenues	24,689.84	48,000.84	-49%	48,390.81	576,010.00	8.40%
State Assistance	-	193,500.00	-100%	-	2,322,000.00	0.00%
Local Assistance	1,781,864.00	1,781,864.25	0%	7,127,456.00	21,382,371.00	33.33%
Federal Assistance	-	837,762.01	-100%	-	10,053,144.00	0.00%
<b>Total Revenues</b>	<b>\$ 2,236,332.42</b>	<b>\$ 3,097,619.19</b>	<b>-28%</b>	<b>\$ 8,421,831.40</b>	<b>\$ 37,171,430.00</b>	<b>22.66%</b>
<b>*State &amp; Federal Operating Assistancess for October eligible expenses have yet to be drawn down.</b>						
<b>Expenses:</b>						
Salary/Wage	\$ 925,772.86	\$ 1,028,939.83	-10%	\$ 3,408,620.98	\$ 12,347,278.00	27.61%
Fringe Benefits	918,718.39	766,471.88	20%	3,126,623.49	\$ 9,197,663.00	33.99%
Services	524,453.93	493,960.49	6%	1,921,804.99	\$ 5,927,526.00	32.42%
Materials and Supplies	242,284.79	304,793.06	-21%	830,782.02	\$ 3,657,517.00	22.71%
Utilities	33,908.99	27,560.75	23%	156,929.41	\$ 330,729.00	47.45%
Casualty and Liability	268,705.70	132,650.33	103%	710,749.09	\$ 1,591,804.00	44.65%
Miscellaneous	22,252.69	59,916.85	-63%	100,165.84	\$ 719,001.00	13.93%
Debt Service	-	115,401.00	-100%	-	\$ 1,384,812.00	0.00%
Members Contribution	167,925.00	167,925.00	0%	671,700.00	\$ 2,015,100.00	33.33%
<b>Total Expenses</b>	<b>\$ 3,104,022.35</b>	<b>\$ 3,097,619.19</b>	<b>0.2%</b>	<b>\$ 10,927,375.82</b>	<b>\$ 37,171,430.00</b>	<b>29.40%</b>
 Surplus or (Deficit)	 <b>\$ (867,689.93)</b>					



**DATE** December 6, 2023  
**TO** GCTD Board of Directors  
**FROM** Alexander Zaretsky, Director of Human Resources  
**SUBJECT** Consider Approval of Updated Job Descriptions (Multiple)

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Item #4

**SUMMARY**

Job descriptions across GCTD periodically require updating to reflect current roles and responsibilities and to ensure appropriate backup and cross-training are in place. Over the last several months, GCTD staff have been working to conduct a review of all job descriptions for Administrative non-represented staff. Job description updates have input from employees and senior management, with the assistance of GCTD’s consultant, *UnCOMPLICATE HR Inc.* Additionally, a more modern job description template has been applied to job descriptions.

The updates align with the District’s Strategic Plan Goal to cultivate a positive and inclusive work culture that helps prioritize employee engagement for high performance, learning, and development by having clear and concise job descriptions for the employee and management.


For this item, it is recommended that the Board Consider Approval of the updated job descriptions for the following non-represented positions. Additional job description updated will be brought to the Board as they are ready to be implemented. All positions being updated below are included in the current budget for FY 2024 and will not result in changes to agency headcount or salaries.

<u>Job Description</u>	<u>Last Update</u>
Accounting Manager	6/2020
Information Technology Technician	7/2020
Revenue Specialist	12/2021
Human Resources Generalist	6/2021
Human Resources Coordinator	2/2018

**RECOMMENDATION**

It is recommended that the Board of Directors approve the updated job descriptions.

**GENERAL MANAGER’S CONCURRENCE**

  
\_\_\_\_\_  
Vanessa Rauschenberger  
General Manager

*Attached Job Descriptions*

**GOLD COAST TRANSIT DISTRICT**

## JOB DESCRIPTION

<b>Job Title:</b> Accounting Manager (or Finance Manager)	
<b>Department:</b> Finance	<b>Reports To:</b> CFO/AGM
<b>FLSA:</b> Exempt	<b>Represented:</b> None
<b>Salary Grade:</b> TBD	<b>Revised:</b> [Publish Date]

### **JOB SUMMARY**

This position is responsible for planning, organizing, controlling, and implementing GCTD financial services, budgeting, and analytical functions. Specific assigned areas of responsibility may include but are not limited to oversight of accounts payable, accounts receivable and payroll services, budget preparation, data management and analysis, report preparation, cash, revenue and inventory procedures and operations, business software, systems, and processes. Monitor grant funding availability and prepare grant funding request documents.

### **SUPERVISORY RESPONSIBILITIES**

Responsible for managing assigned teams and supervision of assigned staff, interns, performance management and other personnel processes, including, but not limited to, hiring, setting individual goals and objectives, providing guidance, training, direction, corrective action, and separations.

### **ESSENTIAL FUNCTIONS**

- Manage and/or support complex audit and reporting projects, including but not limited to federal asset management requirements, Single Audit, interim audit, Transportation Development Act (TDA) and Federal Transit Administration (FTA) audits, annual financial audits, annual National Transit Data (NTD) reporting, and federal and state triennial reviews
- Responsible for financial aspects of grant administration; track grant-eligible expenditures, prepare, execute and maintain records of grant drawdowns; prepare financial reports tracking the financial status of state and federal grants; coordinate with all departments to gather data required for grant reporting Assist with the preparation of State and Federal grant reporting and applications as needed
- Monitor cash flows to ensure that grant funds are drawn timely to maintain continual cash flow
- Plan, organize, control and direct financial services functions as assigned, which may include payroll, accounts payable and accounts receivable
- Prepare budgets, analyze financial activities and performance against budget, and recommend action as needed
- Manage general accounting activities with oversight from the CFO/AGM, including but not limited to general ledger, bank or account reconciliations, account coding, audit support, tax filings, report preparation or related tasks as required
- Collaborate with CFO/AGM in implementing department goals and objectives
- Evaluate performance of assigned staff and recommend salary increases; recommend responses to grievances; recommend and, in consultation with

supervisor and the Director of Human Resources, administer discipline; interview applicants and recommend appointment of staff; oversee scheduling process

- Oversee GCTD Revenue related activities; coordinate, analyze and oversee cash and operating revenue processes within GCTD, including fare receipt and processing activities
- Control and audit internal and outlet fare media sales, farebox collections and other cash receipts; design and implement check and balance controls and procedures to protect against losses
- Design, automate and implement new business processes as needed to address new and changing business operations and data requirements to improve efficiency
- Perform data management, analysis and reporting tasks, using financial and operational data, in support of all GCTD departments
- Generate and maintain accurate, complex, financial, and statistical records, spreadsheets, and reports to ensure effective monitoring of financial activities
- Manage financial or administrative special projects and initiatives
- Utilize working knowledge of mission-critical departmental functions and ensure completion of required tasks
- Maintain and implement current working knowledge of Generally Accepted Accounting Principles (GAAP), and Government Accounting Standards Board (GASB), relevant government regulations, and GCTD operations, policies, and procedures
- Complete fund transfers and wire transfers as required
- Perform other duties as assigned

### **MINIMUM QUALIFICATIONS**

*To execute this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability needed to perform this role. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

### **EDUCATION & EXPERIENCE**

- Bachelor's Degree in Accounting, Business, Economics, or related field required.
- Master's Degree in a related field preferred.
- Minimum of five (5) years accounting, business or financial experience required, preferable in public or transit sector.
- Additional work experience may substitute education on a year-by-year basis
- Two (2) years of experience supervising and leading a team preferred
- Demonstrated experience in data management, and business process design and implementation highly preferred.

### **LICENSES & CERTIFICATIONS**

Licensed Certified Public Accountant (CPA) strongly preferred.

Maintain a valid California driver's license, reliable transportation, adequate auto insurance as required by state law, and insurability by GCTD carrier for those driving GCTD vehicles.



## **ADDITIONAL COMPETENCIES**

- Ability to pass a criminal background investigation and credit history check. Maintain criminal clearance and acceptable credit history
- Proficient in Microsoft Office Suite, accounting/payroll database systems
- Demonstrate knowledge of accounting and financial reporting principles, general cash control, accounting and reconciliation practices and electronic data processing and management techniques, procedures, and practices
- Strong verbal and written communication skills to follow instructions, generate positive interactions with all backgrounds, and to successfully present information
- Exceptional interpersonal skills, a strong cross-functional team player with the ability to lead and maintain a diverse team atmosphere
- Strong diplomacy, tact, independent judgement, and problem-solving skills to draw conclusions and take appropriate actions under high pressure
- Ability to perform in a high demand, dynamic environment and appropriately manage established deadlines and/or expectations
- Maintain a high level of integrity, objectivity, confidentiality, and professionalism.
- Knowledge of public contact, public information, and employee service practices
- Ability to understand legal and contract requirements as related to payroll & grants
- Occasionally travel for company business using reliable transportation.
- Maintain regular attendance and punctuality
- Willing to work non-traditional hours and days to meet the needs of this position

## **PHYSICAL DEMANDS**

*The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee is regularly required to hear, see, sit, stand, keyboard/type, conduct repetitive motions, use dexterity of hands and fingers to operate office equipment and occasionally, bend, stoop, climb up and down stairs, alternate sitting/standing, kneel, and lift/carry up to 40 pounds.

## **WORK ENVIRONMENT**

*The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee is occasionally exposed to outside weather conditions. The noise level in the work environment is usually low to moderate.

*Note: This job description is not designed to cover or contain a comprehensive listing of all activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice at the discretion of GCTD.*

**GENERAL MANAGER'S CONCURRENCE**

\_\_\_\_\_  
Vanessa Rauschenberger  
General Manager

\_\_\_\_\_  
Date

Board Approved Date: Board Approved Date

## JOB DESCRIPTION

**Job Title:** Information Technology Technician

**Department:** Finance

**Reports To:** CFO/AGM

**FLSA:** Non-Exempt

**Represented:** None

**Salary Grade:** TBD

**Revised:** [Publish Date]

### **JOB SUMMARY**

Provides technical support and training on the use of business-related technology. This role works to support the smooth operation of GCTD's IT functions, and maintenance of the organization's hardware, computer applications, and WAN / LAN network systems.

### **SUPERVISORY RESPONSIBILITIES**

None.

### **ESSENTIAL FUNCTIONS**

- Provide first-level help desk support and problem resolution for all users; evaluate and respond to requests for computer assistance from users experiencing problems with hardware, software, networking, or other computer and phone related technologies
- Respond to inquiries concerning systems operation and diagnoses system hardware, software, and operator problems; perform diagnostics, provide remedial actions to correct problems, and/or determine and recommend solutions
- Research, resolves and follow up on routine to complex user problems, and refer the most critical or complex problems to higher-level personnel
- Deliver, install, or assist personnel in the installation of personal computers, software, and peripheral components such as monitors, keyboards, printers, disk drivers, switches, hubs, and cabling
- Test, clone, load, and configure specified software packages such as network operating systems, word processing, or spreadsheet programs onto computer; may modify specific applications for use by divisions; deploy software, settings, scripts, and batch files to workstations remotely
- Troubleshoot LAN/WAN connectivity; perform point-to-point network troubleshooting, installation, and maintenance; replace network lines as needed.
- Create email boxes for users and departments; troubleshoot email connection and storage
- Maintain hardware and software inventory and maintain the back-up systems.
- Maintain the active directory of users by adding, removing, and/or editing users; creates access rights to users and user groups
- Train users on the appropriate use of software and/or hardware by providing instruction and documentation
- Provide accurate, clear, and concise, updates, status, and completion information to supervisory/management personnel and/or users via voicemail, e-mail, or in-person communication

- Configure, maintain, and support building automation and security systems.
- Perform other duties as assigned

### **MINIMUM QUALIFICATIONS**

*To execute this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability needed to perform this role. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

### **EDUCATION & EXPERIENCE**

- Associate Degree in Computer Science or related field required.
- Additional work experience may substitute education on a year-by-year basis.
- Minimum of two (2) years of hands-on experience involving network support and installation, maintenance and repair of computer hardware, software, and peripherals

### **LICENSES & CERTIFICATIONS**

Technical specialty certifications strongly preferred.

Maintain a valid California driver's license, reliable transportation, adequate auto insurance as required by state law and insurability by GCTD carrier for those driving GCTD vehicles.

### **ADDITIONAL COMPETENCIES**

- Proficient in operation and maintenance of operating systems, networks, pc hardware/software, Microsoft Office Suite and related business software
- Effective verbal and written communication skills to explain complex technical concepts in a user-friendly format
- Capable interpersonal skills, a strong cross-functional team player with the ability to operate independently with a focus on excellent customer service.
- Strong analytical and problem-solving skills
- Maintain a high level of integrity, objectivity, confidentiality, and professionalism.
- Ability to perform in a high demand, dynamic environment and appropriately manage established deadlines and/or expectations
- Occasionally travel for company business using reliable transportation
- Maintain regular attendance and punctuality
- Willing to work non-traditional hours and days to meet the needs of this position

### **PHYSICAL DEMANDS**

*The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee is regularly required to balance, hear, see, bend, stoop, climb up and down stairs, sit, stand, alternate sitting/standing,

crawl, crouch, kneel, keyboard/type, push/pull, reach at, below, or above shoulder level, squat, use dexterity of hands and fingers to operate office equipment, conduct repetitive motions, and carry/lift up to 50 pounds.

### **WORK ENVIRONMENT**

*The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee is occasionally exposed to outside weather conditions, dust, and moving machinery. The noise level in the work environment is usually low to moderate.

*Note: This job description is not designed to cover or contain a comprehensive listing of all activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice at the discretion of GCTD.*

**GENERAL MANAGER'S CONCURRENCE**

\_\_\_\_\_  
Vanessa Rauschenberger  
General Manager

\_\_\_\_\_  
Date

Board Approved Date: Board Approved Date

## JOB DESCRIPTION

<b>Job Title:</b> Revenue Specialist	
<b>Department:</b> Finance	<b>Reports To:</b> Accounting Manager
<b>FLSA:</b> Exempt	<b>Represented:</b> None
<b>Salary Grade:</b> TBD	<b>Revised:</b> [Publish Date]

### **JOB SUMMARY**

This position will perform activities to support the Finance Department; accounts receivable, general ledger, revenue and inventory reconciliation, audit preparation, budget preparation, reporting and data analysis. This role will collaborate with Finance staff and various departments to complete various accounting, financial and administrative tasks. It will also administer bus advertising and government agencies orders management.

### **SUPERVISORY RESPONSIBILITIES**

None.

### **ESSENTIAL FUNCTIONS**

- Perform general ledger activities, including but not limited to fare box reconciliations, journal entries, and audit preparation support as assigned, in support of the Accounting Manager
- Prepare billings and related correspondence for accounts receivable
- Oversee and coordinate Fare Media Orders Management
- Regularly interface with fare media customers and advertising clients
- Conduct complex data tracking, analysis and reporting tasks, using financial and operational data, in support of all GCTD departments
- Prepare reports to track progress and financial status of state and federal grants; coordinate with all departments to gather quarterly data required for submittal of reports using on-line reporting systems; assist with the preparation of state and federal grant applications as needed
- Support Planning and Marketing Department and Grants Analyst to aid with LTF and ECHO Grants Management
- Responsible for accurate, timely, and clear revenue reporting & analysis within established GCTD requirements
- Complete cash counting activities, administering bad debt collections, revenue reporting and reconciliation
- Ensure month-end and year-end closing process, adjusting entries, and accruals are completed
- Assist with the preparation of monthly financial board reports, tax returns, and governmental reporting as needed
- Support ECHO Draws/Closeout Management
- Process fund transfers within accounts
- Prepare monthly bank reconciliations

- Process AR postings
- Support GCTD Planning and Marketing and Customer Service Center, administration front desk support as needed; tasks may include reconciling revenue
- Perform other duties as assigned

### **MINIMUM QUALIFICATIONS**

*To execute this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability needed to perform this role. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

### **EDUCATION & EXPERIENCE**

- Associate Degree in Accounting or related field required.
- Minimum of two (2) or more years of experience in bookkeeping, accounting, financial analysis and/or accounts receivable
- Additional work experience may substitute education on a year-by-year basis
- Experience utilizing computerized accounting software strongly preferred

### **LICENSES & CERTIFICATIONS**

Maintain a valid California driver's license, reliable transportation, adequate auto insurance as required by state law, and insurability by agency carrier for those driving agency vehicles.

### **ADDITIONAL COMPETENCIES**

- Proficient in Microsoft Office Suite, accounting database systems, and related business software
- Effective verbal and written communication skills to successfully impart information at all organizational levels and to the public
- Capable interpersonal skills, a strong cross-functional team player with the ability to operate independently
- Strong attention to detail, analytical, judgement, and problem-solving skills.
- Maintains a high level of integrity, objectivity, confidentiality, and professionalism
- Ability to perform in a high demand, dynamic environment and appropriately manage established deadlines and/or expectations
- Demonstrated knowledge of GAAP (Generally Accepted Accounting Principles) and GASB (Governmental Accounting Standards Board)
- Occasionally travel for company business using reliable transportation
- Maintain regular attendance and punctuality
- Willing to work non-traditional hours and days to meet the needs of this position

### **PHYSICAL DEMANDS**

*The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable*



*accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee is regularly required to hear, see sit, stand, keyboard/type, conduct repetitive motions, use dexterity of hands and fingers to operate office equipment, and occasionally balance, bend stoop climb up and down stairs, alternate standing/sitting, climb ladders/steps, kneel, reach at, below, or above shoulder level, squat, and lift/carry up to 40 pounds.

### **WORK ENVIRONMENT**

*The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee is occasionally exposed to outside weather conditions. The noise level in the work environment is usually low to moderate.

*Note: This job description is not designed to cover or contain a comprehensive listing of all activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice at the discretion of GCTD.*

**GENERAL MANAGER'S CONCURRENCE**

\_\_\_\_\_  
Vanessa Rauschenberger  
General Manager

\_\_\_\_\_  
Date

Board Approved Date: Board Approved Date

## JOB DESCRIPTION

<b>Job Title:</b> Human Resources Coordinator	
<b>Department:</b> Human Resources	<b>Reports To:</b> Director of Human Resources
<b>FLSA:</b> Exempt	<b>Represented:</b> None
<b>Salary Grade:</b> TBD	<b>Revised:</b> [Publish Date]

### **JOB SUMMARY**

This position will perform activities to support the Human Resources (HR) Department; recruitment, onboarding, employee relations, training & development, compensation & benefit administration, report writing, and general administrative support. This role will collaborate with HR staff and various departments to meet organizational and employee needs.

### **SUPERVISORY RESPONSIBILITIES**

None.

### **ESSENTIAL FUNCTIONS**

- Coordinate and develop Gold Coast Transit District's recruitment and selection process including, but not limited to, posting, screening, testing, notifications, interviews, background screening, and offer/rejection letters
- Coordinate, plan, develop and conduct new hire orientation and onboarding activities within a team framework
- Prepare, file, and maintain employment records related to events, such as hiring, termination, leaves, transfers, or promotions. Process paperwork, including data entry, on a regular and timely basis
- Interpret and explain human resources policies, procedure, laws, standards, regulations, or Memoranda of Understanding (MOU).
- Assist with preparing correspondence, proper documentation, and collect information related to employer-employee relations and/or collective bargaining, as needed
- Assist in the maintenance of classification and compensation plans; research and assemble information for classification and compensation purposes; initiate and respond to salary and benefit surveys and classification studies
- Develop and generate a wide variety of informational and statistical reports utilizing HR data base, applicant tracking system and other relevant sources for meetings and leadership as needed
- Coordinate, support, and prepare specialized program (e.g. affirmative action/EEO programs, drug and alcohol programs, workers' compensation, regulatory compliance) reports, records management, claims administration, monitoring, and any additional reporting
- Assist in the coordination of the implementation of HR driven initiatives and tasks to enhance overall employee engagement and experience
- Provide general administrative support such as creating and preparing correspondence, forms and, arranging meetings, and documents, filing electronic and hard copy information, tracking deadlines, and taking minutes as needed

- Manage, maintain, HR database, and audit employee personnel files, training records, organizational charts, recruitment records and HR related reports
- Collaborates with Human Resources team to proactively improve systems and processes
- Cross-train and back-up mission-critical functions primarily assigned to the Human Resources Generalist
- Actively work to ensure secure maintenance and integrity of confidential and sensitive organization and employee information and files
- Perform other duties as assigned

### **MINIMUM QUALIFICATIONS**

*To execute this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability needed to perform this role. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

### **EDUCATION & EXPERIENCE**

- Associate degree in Business Administration or related field required.
- Minimum of two (2) years of work experience in Human Resources or related area
- Bachelor's degree in a related field preferred
- Additional work experience may substitute education on a year-by-year basis

### **LICENSES & CERTIFICATIONS**

Maintain a valid California driver's license, reliable transportation, adequate auto insurance as required by state law and insurability by GCTD carrier for those driving GCTD vehicles.

### **ADDITIONAL COMPETENCIES**

- Knowledge of principles and practices of human resources and personnel administration
- Maintain and utilize current knowledge of pertinent Equal Employment Opportunity Commission (EEOC), Department of Fair Employment and Housing (DFEH), Department of Justice (DOJ) guidelines and laws, such as the Americans with Disabilities Act
- Proficient in Microsoft Office Suite and related business software, including Human Resources Information Systems (HRIS)
- Effective verbal and written communication skills to successfully impart information at all organizational levels and present information to the public
- Capable interpersonal skills, a strong cross-functional team player with the ability to operate independently
- Maintains a high level of integrity, objectivity, confidentiality, and professionalism
- Ability to perform in a high demand, dynamic environment and appropriately manage established deadlines and/or expectations
- Strong problem-solving skills
- Occasionally travel for company business using reliable transportation.

- Maintain regular attendance and punctuality
- Willing to work non-traditional hours and days to meet the needs of this position

### **PHYSICAL DEMANDS**

*The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee is regularly required to hear, see, sit, stand, keyboard/type, conduct repetitive motions, use dexterity of hands and fingers to operate office equipment, and occasionally balance, bend stoop climb up and down stairs, alternate standing/sitting, climb ladders/steps, kneel, reach at, below, or above shoulder level, squat, and lift/carry up to 40 pounds.

### **WORK ENVIRONMENT**

*The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee is occasionally exposed to outside weather conditions and interacts with the general public. The noise level in the work environment is usually low to moderate.

*Note: This job description is not designed to cover or contain a comprehensive listing of all activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice at the discretion of GCTD.*

**GENERAL MANAGER'S CONCURRENCE**

\_\_\_\_\_  
Vanessa Rauschenberger  
General Manager

\_\_\_\_\_  
Date

Board Approved Date: Board Approved Date

## JOB DESCRIPTION

<b>Job Title:</b> Human Resources Generalist	
<b>Department:</b> Human Resources	<b>Reports To:</b> Director of Human Resources
<b>FLSA:</b> Exempt	<b>Represented:</b> None
<b>Salary Grade:</b> TBD	<b>Revised:</b> [Publish Date]

### **JOB SUMMARY**

This position is responsible for a variety of critical, confidential, and sensitive complex projects for the Human Resources Department. This position performs high-level multifaceted functions and is responsible for professional and technical areas of human resources including project management, classification and compensation, employee and/or labor relations, benefits administration, and human resources operations.

### **SUPERVISORY RESPONSIBILITIES**

Provides support to the Department Director with supervision of staff, interns, and other personnel processes, including, but not limited to, setting individual goals and objectives, providing guidance, training, providing input on employee development.

### **ESSENTIAL FUNCTIONS**

- Serve as project lead on specific projects as assigned. Effectively delegate and respond directly to a variety of assignments simultaneously
- Plan, coordinate and assist with supervision of work activities to effectively meet established objectives and deadlines
- Administer a variety of benefits programs offered by the District, including medical, dental, vision, life insurance and other programs
- Ensure accurate enrollment information is recorded and maintained in appropriate enrollment systems (e.g. CalPERS, COBRA)
- Serve as subject-matter expert in GCTD benefit-related programs
- Maintain and utilize a current and thorough working knowledge of the District's human resources programs including compensation, deferred compensation, Public Employees' Retirement System, medical, dental and life insurance benefits; personnel requirements; Memorandums of Understanding to respond adequately to all related inquiries
- Collaborate with HR team to coordinate, implement, and support successful GCTD employee training programs and new hire orientation
- Appropriately respond to employee and public inquiries to thoroughly interpret and explain HR-related programs and GCTD policies
- Maintain and manage confidential electronic employee-related databases and hard copy employment records
- Compile and evaluate data, including data entry, prepare detailed reports that assist in departmental budget analysis and health insurance reconciliation
- Regularly prepare and analyze standard and custom HR-driven reports for management and leadership

- Conduct and assist with employee investigations and personnel matters, take notes, write investigation reports; make disciplinary recommendations in consultation with appropriate management
- Support the maintenance of classification and compensation plans; research and assemble information for classification and compensation purposes; initiate and respond to salary and benefit surveys and classification studies
- Evaluate processes, procedures or practices and technical information to ensure accuracy and conformance with GCTD policies and state/federal laws
- Actively work to ensure secure maintenance and integrity of confidential and sensitive organization and employee information/files
- Maintain knowledge of trends, best practices, regulatory changes and new technologies in human resource, talent management and employment law. Make appropriate recommendations to Supervisor
- Maintain compliance with all federal, state and local employment laws and regulations and recommends best practices; review policies and practices to ensure compliance
- Perform other duties as assigned

### **MINIMUM QUALIFICATIONS**

*To execute this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability needed to perform this role. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

### **EDUCATION & EXPERIENCE**

- Bachelor's degree in Human Resources or closely related field required.
- Masters degree in a related field preferred.
- Additional work experience may substitute education on a year-by-year basis
- Minimum of four (4) years of related Human Resources experience
- Two (2) years of supervisory experience preferred.

### **LICENSES & CERTIFICATIONS**

Maintain a valid California driver's license, reliable transportation, adequate auto insurance as required by state law and insurability by GCTD carrier for those driving GCTD vehicles.

### **ADDITIONAL COMPETENCIES**

- Fluently Bilingual (English/Spanish) preferred
- Knowledge of principles and practices of human resources and personnel administration and management
- Maintain current knowledge of pertinent Equal Employment Opportunity Commission (EEOC), Department of Fair Employment and Housing (DFEH), Department of Justice (DOJ) guidelines and laws, such as the Americans with Disabilities Act



- Proficient in Microsoft Office Suite and related business software including Human Resource Information Systems (HRIS)
- Effective verbal and written communication skills to successfully follow direction and impart information at all organizational levels, elected officials, to the public, and present information
- Excellent interpersonal skills; a strong cross-functional team player with the ability to work with diverse groups and operate independently
- Strong business acumen, analytical, problem-solving and conflict resolution skills.
- Maintains a high level of integrity, objectivity, confidentiality, and professionalism
- Ability to perform in a high demand, dynamic environment and appropriately manage established deadlines and/or expectations
- Ability to manage and supervise multiple projects and budgets simultaneously
- Ability to communicate clearly and concisely the goals of the department outlined by the Director of Human Resources and work towards achieving established objectives
- Occasionally travel for company business using reliable transportation
- Maintain regular attendance and punctuality
- Willing to work non-traditional hours and days to meet the needs of this position

### **PHYSICAL DEMANDS**

*The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee is regularly required to hear, see, sit, stand, keyboard/type, conduct repetitive motions, use dexterity of hands and fingers to operate office equipment, and occasionally balance, bend stoop climb up and down stairs, alternate standing/sitting, climb ladders/steps, kneel, reach at, below, or above shoulder level, squat, and lift/carry up to 40 pounds.

### **WORK ENVIRONMENT**

*The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee is occasionally exposed to outside weather conditions and may interact with the public. The noise level in the work environment is usually low to moderate.

*Note: This job description is not designed to cover or contain a comprehensive listing of all activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice at the discretion of GCTD.*

### **GENERAL MANAGER'S CONCURRENCE**

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Vanessa Rauschenberger  
General Manager

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Date

Board Approved Date: Board Approved Date
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December 6, 2023

Item #5

**TO** GCTD Board of Directors  
**FROM** Marlena Kohler, Procurement Manager/DBE Officer *MK*  
**SUBJECT** Report of Contracts Awarded

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### **SUMMARY**

As requested by the Board of Directors on December 2, 2020, and in accordance with the GCTD Purchasing Resolution, staff is to provide a monthly report of all purchases issued by this agency. The attached report lists all purchase orders awarded since the September 2023 Board meeting.

### **RECOMMENDATION**

**It is recommended that the Board of Directors receive and file this report.**

### **GENERAL MANAGER'S CONCURRENCE**

Vanessa Rauschenberger  
General Manager

### **GOLD COAST TRANSIT DISTRICT**

Contracts/PO Awarded Report  
October/November 2023

PO#	Vendor Name	Item Description	City	Cost
<b>Purchasing</b>				
B0020110	MOBILE CREATE USA, INC.	2 TWO WAY RADIOS, BASE AND HANDHELDS	TUSTIN	\$8,521.50
H0000027	AFFORDABLE TABLES AND CHAIRS	for Health and Wellness Fair	OXNARD	\$658.75
			<b>Purchasing Total</b>	<b>\$9,180.25</b>
<b>PARTS</b>				
PO#	Vendor Name	Item Description	City	Cost
M0050203	THE AFTERMARKET PARTS COMPANY, LLC	BEARING	MINNEAPOLIS	\$262.90
M0050204	ROMAINE ELECTRIC CORPORATION	ALTERNATOR, REMAN	KENT	\$1,976.33
M0050205	GREG'S PETROLEUM SERVICE, INC	VALVOLINE PREMIUM BLUE 9200 15W-40,STATE RECYCLING,COMPLIANCE FEE	DELANO	\$2,577.97
M0050206	CUMMINS PACIFIC LLC	PULLEY, CRANKSHAFT	LOS ANGELES	\$340.24
M0050207	THE AFTERMARKET PARTS COMPANY, LLC	LAMP ASSEMBLY, CURB, EXIT,BELT, W/C SHOULDER/LAP,TREADLE PIN KIT,SWITCH, DPDT, ON/OFF/ON,FILTER, SPINNER	MINNEAPOLIS	\$604.03
M0050208	GILLIG LLC	HVAC FILTER, VALVE, 12VDC,SHOCK ABSORBER,FRONT,DECAL,EMERGENCY, INSTRUCTIONS LOCATION	LOS ANGELES	\$881.74
M0050209	MUNCIE RECLAMATION AND SUPPLY COMPANY	BOLSTER BAG, AIR LUMBAR	MINNEAPOLIS	\$30.35
M0050210	ROMAINE ELECTRIC CORPORATION	Regulator, 24V	KENT	\$954.36
M0050211	ALL-PHASE ELECTRIC	FUSE, 500 AMP	LOS ANGELES	\$141.02
M0050212	AMERICAN MOVING PARTS	U-JOINT KIT,GASKET, FRONT HUB	LOS ANGELES	\$150.18
M0050213	CALIFORNIA HOSE, INC	HYDRAULIC HOSE	OXNARD	\$1,086.70
M0050216	GREG'S PETROLEUM SERVICE, INC	VALVOLINE PREMIUM BLUE 9200 15W-40,STATE RECYCLING,COMPLIANCE FEE,TRANSMISSION OIL SYNTHETIC,OIL FILTER, 2003-2013 HONDA,STATE RECYCLING	DELANO	\$5,070.03
M0050217	GILLIG LLC	STUD, AIR DRYER - LH,STUD, AIR DRYER - RH	LOS ANGELES	\$261.11
M0050218	SOUTHERN COUNTIES FUELS	GEARLUBE 80W90 GL5,CA RECYCLING FEE	ORANGE	\$4,515.74
M0050219	MOHAWK MFG & SUPPLY CO	BELT, A/C	NILES	\$377.39
M0050220	INTERSTATE BATTERIES	BATTERY - INTERSTATE & BATTERY FEE	VENTURA	\$558.45
M0050222	GILLIG LLC	DISPLAY MODULE, 16X40 SECONDARY,SMT,DISPLAY MODULE, 16X40 SECONDARY,SMT	LOS ANGELES	\$1,259.87
M0050223	GILLIG LLC	1/4" UNION	LOS ANGELES	\$261.49
M0050224	INFINITY CNG SERVICES, INC.	CALIBRATE AND TEST MONOXIDE SENSORS,CALIBRATE AND TEST CNG SENSORS,SYSTEM REPORT	PORTER RANCH	\$1,175.00
M0050225	DCH (OXNARD) INC	FILTER, FUEL, 07-15 HONDA CIVIC (LARGE),FUEL FILTERS, 03-15 HONDA CIVIC (SMALL)	DALLAS	\$188.59
M0050226	GILLIG LLC	Pulley, Idler A/C	LOS ANGELES	\$50.09
M0050228	THE AFTERMARKET PARTS COMPANY, LLC	SWITCH, TOGGLE, DPST, ON/OFF,GASKET, OIL COOLER CORE,O-RING, WATER TUBE	MINNEAPOLIS	\$37.28
M0050229	CUMMINS PACIFIC LLC	Spark Plug	LOS ANGELES	\$1,464.30
M0050231	TK SERVICES, INC.	FILTER-DRIER,OIL COMPRESSOR, DRY NITROGENO RING, GASKET RING O, R134A REFRIGERANT, SHOP SUPPLY, ZONE1, LABOR	TORRANCE	\$1,464.30
M0050232	LOS ANGELES TRUCK CENTERS, LLC	FILTER OIL, FILTER AIR,BREATHING HOUSING	PASADENA	\$419.04

Contracts/PO Awarded Report  
October/November 2023

M0050236	LOS ANGELES TRUCK CENTERS, LLC	CALIPER, RH BRAKE - REBUILT,HOSE, OIL DRAIN TUBE, CORE	PASADENA	\$1,345.36
M0050240	GRAINGER	FILTER, 1/4 (LOWER SEAT NABI)	PALATINE	\$79.67
M0050287	ACTUATOR, THROTTLE	LOS ANGELES TRUCK CENTERS, LLC	PASADENA	\$843.43
M0050288	FILTER OIL	GIBBS INTERNATL TRUCKS	LOS ANGELES	\$270.56
M0050290	FUEL FILTER, 03-15 HONDA CIVIC (SMALL)	DCH (OXNARD) INC	DALLAS	\$7.94
M0050291	CABIN FILTER, 2006-2013 HONDA	VENTURA COUNTY AUTO SUPPLY	OXNARD	\$55.17
M0050292	AIR DRYER DESICCANT CARTRIDGE	LOS ANGELES TRUCK CENTERS, LLC	PASADENA	\$217.25
M0050293	Spring, Trim	VALLEY POWER SYSTEMS, INC.	LOS ANGELES	\$9.96
M0050294	Tube, Oil Gauge	CUMMINS PACIFIC LLC	LOS ANGELES	\$151.14
M0050296	Latch Solenoid Assembly	LIFT-U-INC.	ESCALON	\$301.16
M0050298	TRANSMISSION OIL COOLER	THE AFTERMARKET PARTS COMPANY, LLC	MINNEAPOLIS	\$2,009.19
M0050299	BATTERY - INTERSTATE	INTERSTATE BATTERIES	VENTURA	\$1,328.24
M0050300	PING AIR TANK	GILLIG LLC	LOS ANGELES	\$251.92
M0050301	HEAD, CYLINDER	CUMMINS PACIFIC LLC	LOS ANGELES	\$4,840.20
M0050302	DECAL LABEL	J N DESIGNS	OXNARD	\$550.00
M0050304	TRANSMISSION OIL COOLER	OK RADIATOR SHOP INC.	OXNARD	\$236.50
M0050305	HOSE, OIL DRAIN TUBE	LOS ANGELES TRUCK CENTERS, LLC	PASADENA	\$63.98
M0050306	Latch Solenoid Assembly	LIFT-U-INC.	ESCALON	\$314.85
M0050307	SOLENOID, CENL	VALLEY POWER SYSTEMS, INC.	LOS ANGELES	\$59.53
M0050308	SOLENOID, 24V 100A	GILLIG LLC	LOS ANGELES	\$94.82
M0050309	STATIC STRAPS	THE AFTERMARKET PARTS COMPANY, LLC	MINNEAPOLIS	\$141.50
M0050310	VALVOLINE PREMIUM BLUE 9200 15W-40	GREG'S PETROLEUM SERVICE, INC	DELANO	\$1,951.73
M0050311	VALVOLINE PREMIUM BLUE 9200 15W-40	GREG'S PETROLEUM SERVICE, INC	DELANO	\$2,314.08
M0050312	VALVOLINE PREMIUM BLUE 9200 15W-40	GREG'S PETROLEUM SERVICE, INC	DELANO	\$1,724.88

Contracts/PO Awarded Report  
October/November 2023

M0050313	VALVOLINE PREMIUM BLUE 9200 15W-40	GREG'S PETROLEUM SERVICE, INC	DELANO	\$2,106.39
M0050315	305/70R225 CONTI URBAN HA3	PARKHOUSE TIRE, INC.	BELL GARDENS	\$5,733.80
M0050316	315/80R225 L CON HA3	PARKHOUSE TIRE, INC.	BELL GARDENS	\$6,376.40
M0050317	305/70R225 L CONTI URBAN HA3	PARKHOUSE TIRE, INC.	BELL GARDENS	\$5,733.80
M0050318	Skirt Panel, 40.32" x 34.12" Fixed	GILLIG LLC	LOS ANGELES	\$310.72
M0050319	WATER PUMP	CUMMINS PACIFIC LLC	LOS ANGELES	\$5,924.39
M0050320	HVAC FILTER (12 X 24 X 2)	CENTRAL COAST FILTER & SUPPLY INC.	OXNARD	\$406.41
M0050321	CABIN FILTER, 2006-2013 HONDA	VENTURA COUNTY AUTO SUPPLY	OXNARD	\$110.26
M0050323	ELBOW, 90 (TRANSCOOLER)	THE AFTERMARKET PARTS COMPANY, LLC	MINNEAPOLIS	\$4,979.76
M0050324	Tube, Oil Gauge	CUMMINS PACIFIC LLC	LOS ANGELES	\$7,001.08
M0050326	SOLENOID, 24V 100A	GILLIG LLC	LOS ANGELES	\$494.45
M0050327	BRAKE PADS	MUNCIE RECLAMATION AND SUPPLY COMPANY	MINNEAPOLIS	\$2,806.41
M0050328	LOWER EXIT DOOR GLAZING, DOOR SAFETY	GILLIG LLC	LOS ANGELES	\$350.58
M0050329	570X8 C NAN N-205 B-TRLR TL	PARKHOUSE TIRE, INC.	BELL GARDENS	\$283.29
M0050330	USED ABSORBENT DISPOSAL	AGRITEC INTERNATIONAL LTD.	IRWINDALE	\$1,614.00
M0050331	GASKET-FILTER	LOS ANGELES TRUCK CENTERS, LLC	PASADENA	\$1,087.47
M0050332	TRANSIMMISSION OIL COOLER	OK RADIATOR SHOP INC.	OXNARD	\$481.33
M0050333	VEHICLES FSS SERVICE	RUDOLPHO COBOS	VENTURA	\$7,308.00
M0050336	FILTER, DEFROSTER	GILLIG LLC	LOS ANGELES	\$61.38
M0050337	MOTOR, W/C RAMP GEAR ASSEMBLY	LIFT-U-INC.	ESCALON	\$805.39
M0050338	OIL FILTER, 2013 DODGE CARAVAN	VENTURA COUNTY AUTO SUPPLY	OXNARD	\$15.19
M0050339	CAP, 3/8" UVPR	GILLIG LLC	LOS ANGELES	\$43.70
M0050341	PARTS	LOS ANGELES TRUCK CENTERS, LLC	PASADENA	\$15,874.08
M0050342	HARDWARE	KIMBALL MIDWEST	COLUMBUS	\$854.28
M0050343	CRANKCASE HOSE ELBOW	CUMMINS PACIFIC LLC	LOS ANGELES	\$4.49
M0050344	MOUNT, SSB	THE AFTERMARKET PARTS COMPANY, LLC	MINNEAPOLIS	\$130.67
M0050345	3802678D	CUMMINS PACIFIC LLC	LOS ANGELES	\$581.85
M0050349	EMANIFEST EPA FEE & ADMIN	ASBURY ENVIRONMENTAL SERVICES	LOS ANGELES	\$581.85
M0050350	VALVOLINE PREMIUM BLUE 9200 15W-40	GREG'S PETROLEUM SERVICE, INC	DELANO	\$1,935.88
M0050351	VALVOLINE PREMIUM BLUE 9200 15W-40	GREG'S PETROLEUM SERVICE, INC	DELANO	\$4,666.12
M0050352	FILTER, COOLANT	LOS ANGELES TRUCK CENTERS, LLC	PASADENA	\$160.18

**Parts Total \$124,095.16**

**Grand Total \$257,370.57**  
**Local (Ventura County) \$12,795.00**



**DATE** December 6, 2023

**Item #6**

**TO** GCTD Board of Directors

**FROM** Vanessa Rauschenberger, General Manager<sup>VR</sup>

**SUBJECT** Consider Approval of Board of Directors Meeting Schedule for 2024

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### 1. Executive Summary

Regular meetings of the Gold Coast Transit District Board of Directors are held at 10:00 AM on the first Wednesday of each month. For the past year, these meetings have been held in person at GCTD's Administration Office at 1901 Auto Center Drive, in Oxnard, CA. A remote option (hybrid) meeting has also been available to both the public and the Board.

The Board meeting schedule has been amended in the past to accommodate holidays, and special events such as the California League of Cities Annual Meeting, American Public Transportation Association (APTA) conferences and other industry conferences.

- League of CA Cities Conference - October 16-18, 2024 in Long Beach, CA - *no conflict*
- APTA TRANSform Conference - September 29 - October 2, 2024 in Anaheim, CA - *no conflict*
- California Transit Association Annual Conference - November 20-22, 2024 in San Jose, CA - *no conflict*
- Cal Act Conference - April 16-19, 2024, San Diego, CA - *no conflict*

Please review the dates below and let me know if any adjustments to the proposed Board of Directors Meeting Schedule for 2024 as listed below are needed.

January 3  
February 7  
March 6  
April 3

May 1  
June 5  
July 3  
August – *Dark*

September 4  
October 2  
November 6  
December 4  
January 8, 2025

### 2. Recommendation

**It is recommended that the Board of Directors consider, amend if necessary, and approve the proposed monthly Board meeting schedule for calendar year 2024.**

#### GOLD COAST TRANSIT DISTRICT



**DATE** December 6, 2023 Item #7

**TO** GCTD Board of Directors

**FROM** Austin Novstrup, Planning Manager

**SUBJECT** **Consider Adoption of Resolution 2023-09 Resolution Authorizing Execution of Certifications and Assurances for the Application to and Administration of Volkswagen Environmental Mitigation Trust Funds**

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### **SUMMARY**

As part of GCTD's Going Green: Hydrogen Fuel Transition Project GCTD will purchase five (5) 40-foot fuel cell electric buses. The total estimated cost of the buses is \$6,437,225. Currently this purchase will be funded by two separate sources of federal funds requiring GCTD to provide local-match funding. Currently, the source of local match funding would be GCTD's capital reserve.

GCTD staff believe that the purchase may make GCTD eligible for up \$480,000 in funding per bus through the California Air Resources Board Zero-Emission Transit, School and Shuttle Bus Project which could be used to provide the required local match. If this funding is awarded it would offset the need for GCTD to commit capital reserve funds to the project.

The Zero-Emission Transit, School and Shuttle Bus Project is one of the eligible projects included in California's Beneficiary Mitigation Plan, developed to summarize how the State of California plans to use the VW Mitigation Trust Funds allocated under the Environmental Mitigation Trust that resulted from the Volkswagen "defeat device" settlement. Past and future excess NOx emissions emitted from Volkswagen vehicles are intended to be mitigated by the actions prescribed in Beneficiary Mitigation Plan and will further the State's long-term carbon emissions reduction goals.

### **BACKGROUND**

The Zero-Emission Transit, School and Shuttle Bus Project provides funding for new zero-emission replacement buses for owners of transit, school, and shuttle buses. This project mitigates excess NOx emissions, reduces pollution in disadvantaged and low-income communities, supports advanced technology vehicle and equipment deployments and accelerates the zero-emission transformation of the heavy-duty fleet.

The San Joaquin Valley Air Pollution Control District (SJVAPCD) is the Project Administrator for using VW Mitigation Trust Funds to replace eligible transit, school, and shuttle buses throughout the State. SJVAPCD has developed an application process and will review applications for completeness and eligibility and develop a contractual agreement with the eligible applicant to purchase replacement buses with VW Mitigation Trust Funds.

### **GOLD COAST TRANSIT DISTRICT**



Eligibility for funds requires documentation that vehicle to be replaced meet certain age, vehicle weight and engine type requirements. For transit buses the vehicles to be replaced must be over 14,001 Gross Vehicle Weight and be older than 2012. Additionally, the new vehicle must be listed as an eligible vehicle for the Hybrid and Zero-Emission Truck and Bus Voucher Incentive Project (HVIP).

One of the required elements of this program is a resolution from the governing board authorizing an agency official to execute all necessary documents to submit an application to the program and to administer funds if awarded. This report recommends that the Board of Directors adopt the attached resolution.

## **RECOMMENDATION**

**It is recommended that the Board of Directors adopt Resolution 2023-09 Resolution Authorizing Execution of Certifications and Assurances for the Application to and Administration of Volkswagen Environmental Mitigation Trust Funds**  
**GENERAL MANAGER'S CONCURRENCE**



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Vanessa Rauschenberger,  
General Manager

**RESOLUTION 2023-09**

**RESOLUTION AUTHORIZING EXECUTION OF CERTIFICATIONS AND ASSURANCES  
FOR APPLICATION TO ADMINISTRATION OF VOLKSWAGEN ENVIRONMENTAL  
MITIGATION TRUST FUNDS**

**WHEREAS**, Several Local, State and Federal programs allow public and non-profit transportation providers to apply for administration, capital, and operation assistance programs or grants; and

**WHEREAS**, the GCTD Board of Directors must designate and authorize someone by resolution, as the "Authorized Individual" to make application and administer the Volkswagen Environmental Mitigation Trust Funds;

**NOW, THEREFORE, BE IT RESOLVED** that the GCTD Board of Directors hereby authorizes the General Manager to make application for, to sign required assurances, and to administer the Volkswagen Environmental Mitigation Trust Funds with respect to applications for Local, State and Federal programs, projects or grants, on behalf of the Gold Coast Transit District.

**APPROVED AND PASSED** this 6<sup>th</sup> day of December 2023.

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Matt Lavere, Board Chair

ATTEST: I hereby certify that the foregoing resolution 2023-09 was duly adopted by the Board of Directors of the Gold Coast Transit District at a regular meeting thereof held on the 6<sup>th</sup> day of December 2023.

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Vanessa Rauschenberger, Secretary of the Board



**Date:** December 6, 2023

**Item #8**

**To:** Board of Directors

**From:** Vanessa Rauschenberger, General Manager

**Subject:** General Manager's Monthly Report

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### California Transit Association – Executive Committee

On November 14<sup>th</sup>, the California Transit Association announced new Executive Committee members for the 2023-25 term. I am pleased to announce that I was elected to serve on the Executive Committee, which is comprised of 25 members, who each serve a two-year term. Ten of the seats on the Committee are designated to representatives of the 10 largest transit agencies in the state, the 15 remaining seats are apportioned among and voted upon by caucuses representing passenger rail and ferry operators (1 seat), medium-sized operators (4 seats), small-sized operators (5 seats), transit governing board members (2 seats), business members (2 seats) and transit support groups (1 seat).



### 8<sup>th</sup> Annual Holiday Bus & Christmas Parade

On Friday, December 1, 2023, we officially unveiled this year's holiday bus and began spreading holiday cheer with every trip. The bus features a Sea-Sun theme and "Warmest Holiday Wishes...." and is FREE all season long. Catch the holiday starting December 1st through the end of the year. On December 2, 2023, GCTD will participate in the Downtown Oxnard Christmas Parade, "Making Sprits Bright."



## GCTD Hall of Fame Award Ceremony

In celebration of 50 years, GCTD will be honoring Million Mile awardees and employees who have achieved 20-plus years of dedication to the organization with the unveiling of the GCTD Hall of Fame.



**Gold Coast Transit District**  
CELEBRATING 50 YEARS

## Meetings & Outreach Activities

GCTD's expert staff from various departments actively coordinate and participate in multiple meetings to support GCTD's mission. Key meetings attended this month include participation in CTA and Cal Act annual conferences. GCTD staff continued outreach to promote the Short Range Transit Plan survey this month.

## CHP Inspection Passed

Happy to report that GCTD passed its Annual CHP Inspection – want to give a big kudos to GCTD's entire Maintenance team for keeping our buses in great shape.

## General Manager Activities & Meetings Attended (November/December)

- November 2 – Attended State of County, Ronald Reagan Library
- November 3 – Attended VCTC Meeting
- November 3 – Met with Consultant team re: 301 East 3<sup>rd</sup> Stret Property
- November 7 – Participated in GCTD Disadvantaged Business Outreach Event
- November 7 – Participated in Central Coast Hydrogen Strategic Plann Meeting
- November 8 – Attended Webinar on Takeling Fiscal Cliff Strategies by ENO Transit
- November 9 – Participated in Joint Labor Meeting with SEIU
- November 14 – Participated in CTA Executive Committee Meeting
- November 15 - 17 – Attended CTA 58<sup>th</sup> Annual Fall Conference (Pasedena)
- November 20 - 21 - Insight Strategies Workshop Supervisory Employees
- November 22 – Thanksgiving employee potluck
- November 23-24 – Thanksgiving Break
- November 28 – Held All Staff Meeting

## Holiday Hours

A reminder that GCTD will have reduced service and business hours on the following holidays: No Bus Service on Christmas Day and New Year's Day, and all offices will be closed. The Customer Service Center will be closed from Christmas Day through December 27<sup>th</sup>. New Year's Day is closed.

## Keep up with us on the GO

"Like Us" and Follow Us on Facebook, Twitter, and Instagram, "Like Us" on Facebook @GCTransit - "Follow Us" on Twitter @GoldCoastBus - or "Follow Us" on Instagram @GoldCoastTransit. Sign up online for GCTD's monthly "News on the GO" Newsletter. **We're on Tik Tok! @goldcoasttransitbus**

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Item #9

**DATE** December 6, 2023  
**TO** GCTD Board of Directors  
**FROM** Vanessa Rauschenberger, General Manager <sup>VR</sup>  
**SUBJECT** Consider Election of Board Officers for 2024

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### 1. Executive Summary

Annually the Board of Directors elects a Chair and Vice Chair as defined in Section 1.1(a) of the District Bylaws. The Bylaws dictate that the election is to be held at the first meeting in December of each calendar year, with the new Chair and Vice Chair taking their positions at the first meeting in January of the following year.

### 2. Background

The Board officers for the past five(5) years are listed below:

2019 – Chair Cheryl Heitmann, City of Ventura – Vice Chair Will Berg, City of Port Hueneme  
2020 – Chair Will Berg, City of Port Hueneme – Vice Chair Randy Haney, City of Ojai  
2021 – Chair Randy Haney, City of Ojai – Vice Chair Bryan MacDonald, City of Oxnard  
2022 – Chair Bryan MacDonald, City of Oxnard – Vice Chair Matt LaVere, County of Ventura  
2023 – Chair Matt LaVere, County of Ventura – Vice Chair Mike Johnson, City of Ventura

### 3. Recommendation

**It is recommended that the Board of Directors elect from its members a Chair and Vice Chair for calendar year 2024.**

**GOLD COAST TRANSIT DISTRICT**

CITY OF OJAI | CITY OF OXNARD | CITY OF PORT HUENEME | CITY OF VENTURA | COUNTY OF VENTURA  
1901 AUTO CENTER DRIVE, OXNARD, CA 93036-7966 | P 805.483.3959 | F 805.487.0925 | GCTD.ORG



Item #10

**DATE** December 6, 2023  
**TO** GCTD Board of Directors  
**FROM** Vanessa Rauschenberger, General Manager  
**SUBJECT** Update and on Progress toward Strategic Plan Goals and Key Actions

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**SUMMARY**

For this item staff will provide a presentation on progress toward goals and key actions established by the Board of Directors in GCTD's Strategic Plan approved in July 2023.

**RECOMMENDATION**

It is recommended that the Board of Directors receive and file this presentation and provide any feedback to staff on the material presented.

General Manager's Concurrence

A handwritten signature in black ink that reads 'Vanessa Rauschenberger'.

Vanessa Rauschenberger

*Attached  
Strategic Plan Progress Report*

**GOLD COAST TRANSIT DISTRICT**



# STRATEGIC PLAN PROGRESS REPORT

## STATUS OF WORK IN PROGRESS

*Date of Report December 1, 2023*

### STRATEGIC PRIORITY #1: SERVICE EXCELLENCE

DELIVER SERVICE EXCELLENCE BY PROVIDING CUSTOMER-FOCUSED, HIGH-QUALITY SERVICE TO EVERY MEMBER OF OUR COMMUNITY.

GOAL	KEY ACTIONS	TIMELINE	ACHIEVEMENTS
<b>Goal #1</b> Provide reliable service to the community with less than 1% percent of all scheduled miles missed on any day service is provided measured monthly.	<b>1)</b> Utilize Supervisors to Track Cut-Out Trips / Manager Verifies Reported Monthly.	<b>Monthly</b>	Operations Supervisors have begun tracking the mileage on a daily basis, and it is verified by the Operations Manager on a weekly basis.
	<b>2)</b> Fill all budgeted operator positions to minimize missed service and reduce reliance on overtime to fill shifts.		<ul style="list-style-type: none"> <li>Active Bus Operators 117</li> <li>Budgeted Operators needed 226</li> </ul> We have a new class of operators starting in Dec 2023.
	<b>3)</b> Foster work culture to engage & retain employees by continuing to engage with employees, providing training, and holding quarterly recognition events.	<b>Quarterly</b>	We have a quarterly safety awards, three employees get selected for the employees of the quarter.  Annual Hall of Fame Awards being planned for December 2023.

<b>Goal #2</b> Ensure 100% of vehicles and equipment are kept in excellent condition ready for service in accordance with GCTD's Transit Assets Management Plan Targets, reviewed annually.	<b>1)</b> 100% preventative maintenance completed on time.		GCTD has had no late preventative maintenance according to the FTA and CHP guidelines.
	<b>2)</b> Seek funding for capital replacements.		GCTD identified and applied for VW funds which total \$2,400,000.
	<b>3)</b> Transit Asset Management TAM Plan (refer to TAM plan Targets) reviewed annually.	<b>Annually</b>	GCTD last updated our TAM Plan Targets in September 2023. The entire TAM Plan will be updated in 2024.

<b>Goal #3</b> Improve the customer experience by meeting or exceeding 100% of KPIs established for on-time performance, cleanliness, complaints, and crowding by June 30th, 2024, and annually.	<b>1)</b> Convene the Customer Experience Committee to review passenger policies bi-annually.	<b>Bi-annually</b>	
	<b>2)</b> Year 1- Create a passenger survey schedule and timeline for results.	<b>Annually</b>	GCTD is currently conducting a public survey for the SRTP.
	<b>3)</b> Year 2 – Develop process for tracking cleanliness & Operator feedback.	<b>Annually</b>	In the initial stages.

<b>Goal #4</b> Develop a transit system that attracts and retains transit riders exceeding 5 million riders by June 30, 2029.	<b>1)</b> Complete a Public Input Needs survey.		In progress.
	<b>2)</b> Develop a Short-Range Transit Plan based on Community Input by June 2024.	<b>June 2024</b>	SRTP kicked off in 2023. We are currently in the public survey and outreach phase.
	<b>3)</b> Apply for funding to implement SRTP recommendations to attract riders.		



## STRATEGIC PRIORITY #2: SAFETY AND SECURITY

ENSURE SAFETY AND SECURITY WHILE CARING FOR THE WELL-BEING OF EMPLOYEES, PASSENGERS, AND THE GENERAL PUBLIC.

GOAL	KEY ACTIONS	TIMELINE	ACHIEVEMENTS
<b>Goal #1</b>  Protect life and property by operating a minimum of 1 per 100,000 miles between preventable accidents, measured monthly.	<b>1)</b> All accidents reviewed on video to determine preventable / non-preventable following TSI guidelines.	<b>Weekly</b>	The safety & Training team has weekly reviews with Operations Management and the Director of HR.
	<b>2)</b> The PTASP Committee Meets Quarterly to review trends.	<b>Quarterly</b>	The last meeting for the year was in July. The year-end closeout will be in December. Board report completed 11/1/2023.
	<b>3)</b> Incorporate Safety Messages for employees into meetings and training.	<b>Monthly</b>	Group discussion with Safety & Training and Operations.
<b>Goal #2</b>  Decrease costs incurred due to passenger and worker injuries by 10% to be achieved by December 31, 2025.	<b>1)</b> Research alternative workers comp insurance options to reduce GCTD's costs.	<b>Monthly</b>	Reviewed injured employees and options to return to work or alternatives, e.g., Front desk help.
	<b>2)</b> Track worker and employee injuries reported quarterly.	<b>Monthly</b>	Constant review of workers comp injuries for alternative work to reduce at 10%. Provide practice with Cause-and-Effect Patterns.

GOAL	KEY ACTIONS	TIMELINE	ACHIEVEMENTS
<p><b>Goal #3</b></p> <p>Utilize real-time data management system to track incidents, complaints, injuries, and accidents 100% of the time by June 30, 2024.</p> <ul style="list-style-type: none"> <li>• VTT Training/Injuries/Accidents – July 2023</li> <li>• Customer Contacts /Call Backs – January 2024</li> </ul>	<p><b>1)</b> Complete Testing of Complaints Form and Process for follow-up by Nov 2023.</p>	<p><b>November 2023</b></p>	<p>In progress. Not completed.</p>
	<p><b>2)</b> Complete Employee Training on Track It by December 1, 2023.</p>	<p><b>December 1, 2023</b></p>	<p>Completed.</p>

<p><b>Goal #4</b></p> <p>Standardized level of cleanliness + maintenance across all bus stops by June 30, 2026.</p>	<p><b>1)</b> Work with member jurisdictions to establish cleaning agreements.</p>	<p><b>June 2026</b></p>	<p>Future project.</p>
	<p><b>2)</b> Explore GCTD contracting for bus stop cleaning.</p>	<p><b>June 2026</b></p>	<p>Future project.</p>

## STRATEGIC PRIORITY #3: STEWARDSHIP OF RESOURCES

INCREASE AND PROVIDE RESPONSIBLE STEWARDSHIP OF ALL  
RESOURCE BY PRIORITIZING OVERSIGHT, INTEGRITY,  
ACCOUNTABILITY AND TRANSPARENCY.

GOAL	KEY ACTIONS	TIMELINE	ACHIEVEMENTS
<p><b>Goal #1</b></p> <p>Improve internal controls to ensure that costs are monitored and controlled in accordance with all FTA and State oversight requirements by correcting the top three financial processes.</p>	<p><b>1)</b> Provide staff training in new processes by October 2023.</p>	<p><b>October 2023</b></p>	<p>Training in several new accounting and financial process has been completed, and on-going staff training continues.</p>
	<p><b>2)</b> Complete review of processes related to the reconciliation of payroll, accounting procurement, and grants regarding internal controls by October 2023.</p> <p><b>a.</b> Payroll—100% correct and on time.</p> <p><b>b.</b> Accounting—Monthly close process within 15 days.</p> <p><b>c.</b> Grants—100% MPRs/FFRs reports completed on time and correctly.</p> <p><b>d.</b> NTD Reports completed on time.</p> <p><b>e.</b> Audits and State Controller Reports completed on time.</p>	<p><b>October 2023</b></p>	<p>Initial goals substantially met, with progress toward improvement:</p> <p>a. Payroll – Created new position with current staff reassigned to Operations departments to better serve employees and build more communication between payroll and employees.</p> <p>b. Accounting - Deadlines have been created and substantially being met.</p> <p>c. One person is assigned to grant tracking, and CFO/AGM has final review for all reports to ensure completion and accuracy.</p> <p>d. NTD and MPR/FFR Have been completed on time.</p> <p>e. Final audited report will be presented to Board meeting in December, the comptroller report will be filed in early 2024.</p>
	<p><b>3)</b> Develop a PM report for each new grant by the end of December 2023.</p>	<p><b>December 2023</b></p>	<p>Planning Manager is maintains a status report and shares the up-to-date information during monthly grant meeting.</p>

GOAL	KEY ACTIONS	TIMELINE	ACHIEVEMENTS
<p><b>Goal #2</b></p> <p>Ensure monthly financial statements to the Board and Department Directors that assist in decision making are 100% accurate and 100% on time by the September 2023 BOD meeting.</p>	<p><b>1)</b> Provide monthly budget reports to Departments by October 2023.</p>	<p><b>October 2023</b></p>	<p>Mission accomplished; goal reached.</p> <p>As soon as the month-end is closed, CFO arranges budget meeting with department heads to review their responsible budgets. Monthly Budget Review is established to all areas in GCTD.</p>
	<p><b>2)</b> Define Grants Reports roles and responsibilities by October 2023.</p>	<p><b>October 2023</b></p>	<p>Planning Manager oversees all pre-award functions.</p> <p>Grants Analyst (new positions) and CFO jointly oversee all post award functions.</p>

<p><b>Goal #3</b></p> <p>Identify alternatives sources "non-federal match" required for grants (to retain as much local operating funds for operating) by June 30, 2025.</p>	<p><b>1)</b> Identify all possible state funding sources for capital projects (bus replacements, zero emissions, etc.) and work with CTA and VCTC to increase state transit capital funding share to GCTD.</p>	<p><b>June 30, 2025</b></p>	<p>On going.</p> <p>Devoting more efforts toward this goal.</p>
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GOAL	KEY ACTIONS	TIMELINE	ACHIEVEMENTS
<p><b>Goal #4</b></p> <p>Increase non-fare non-grant funding (i.e., alt-fuel sourcing, partnerships, nontraditional grants, medical reimbursement, property development, advertising, etc.) to be 10% of operating revenues by June 30, 2026.</p>	<p><b>1)</b> Continue to work on re-development of 301 Property.</p>		<p>Environmental Assessments (soil testing) reports completed in fall 2023. Reports are currently under state review, with an initial scoping meeting with state scheduled for December 2023 to determine estimated site clean up required.</p> <p>Estimated release of 2<sup>nd</sup> phase of RFP will be early 2024.</p>
	<p><b>2)</b> Identify project owners / PMs for alternative funding projects.</p>		<p>In progress.</p>
	<p><b>3)</b> Prepare a timeline to explore utilization of the District facilities for sales of Renewable Compressed Natural Gas to municipal operators such as the City of Oxnard refuse division by January 1, 2024.</p>	<p><b>January 1, 2024</b></p>	<p>Letter requesting permission for incidental use of facility approved by FTA in November 2023.</p> <p>Pricing structure for fuel sales is under review.</p>
	<p><b>4)</b> Partner with VCTC to advocate for county Medical Rides reimbursement.</p>		
	<p><b>5)</b> Explore new local funding options to help the District maintain and expand critical services within GCTD authority (ballot initiative options, assessments, etc.).</p>		

## STRATEGIC PRIORITY #4: CULTURE

CULTIVATE A POSITIVE AND INCLUSIVE WORK CULTURE THAT  
PRIORITIZES EMPLOYEE ENGAGEMENT, HIGH PERFORMANCE,  
LEARNING AND DEVELOPMENT.

GOAL	KEY ACTIONS	TIMELINE	ACHIEVEMENTS
<p><b>Goal #1</b></p> <p>Establish a performance management process by the end of December 2023 that aligns employee expectations and accountabilities to the strategic plan.</p>	1) Template instructions completed by September 2023.	<b>September 2023</b>	Complete
	2) Draft instructions completed by October 2023.	<b>October 2023</b>	Complete
	3) Employee evaluations are due annually by January 30th.	<b>January 30, 2024</b>	
	4) Employee Development Goals by March 1, 2024.	<b>March 1, 2024</b>	
<p><b>Goal #2</b></p> <p>Establish a baseline for perceptions regarding three key areas raised by employees in employee assessment:</p> <ul style="list-style-type: none"> <li>• communications</li> <li>• fairness/favoritism</li> <li>• managerial effectiveness</li> </ul> <p>Ensure GCTD's culture reflects the values measured by employee perceptions on an employee engagement survey. Improve perceptions as measured by the annual employee survey by June 30, 2024. (Reference Gallup Q12).</p>	1) Develop an annual employee survey by January 2024 and release it in the Spring of 2024. Results are shared and repeated annually.	<b>January 2024</b>	To be initiated in early 2024.
	2) Improve perceptions by 10% over the baseline favorable responses on the annual employee survey by June 30, 2025 (Reference Gallup Q12).	<b>June 30, 2025</b>	
	3) Provide a written process for recruitment with each new job posting and be clear and transparent about the criteria and selection process.		

<b>Goal #3</b> Increase methods of communication and engagement of employees through the following activities:	<b>1)</b> Establish an internal communications committee that meets quarterly with representation from all departments—completed by November 2023.	<b>November 2023</b>	
	<b>2)</b> Issue quarterly employee newsletter to share key information by July 2023.	<b>July 2023</b>	A quarterly employee newsletter was developed and printed for all employees, which includes employee focused news and events.
	<b>3)</b> Offer training opportunities (to expand skills)—January 2024.	<b>January 2024</b>	In progress
	<b>4)</b> Workforce development in line with Zero Emissions Transition by June 2025.	<b>June 2025</b>	
	<b>5)</b> Continue with employee events, including monthly Coffee with the GM, employee of the Quarter, and other employee engagement events.	<b>Monthly</b>	Monthly and Quarterly events have been taking place.

## STRATEGIC PRIORITY #5: EXPAND PUBLIC AWARENESS

INCREASE PUBLIC AWARENESS, EXPAND COMMUNITY PRESENCE, AND BUILD A TRANSIT-SUPPORTIVE REGION THROUGH PUBLIC EDUCATION, PARTNERSHIPS, AND ADVOCACY.

GOAL	KEY ACTIONS	TIMELINE	ACHIEVEMENTS
<b>Goal #1</b>  Increase awareness of GCTD as an organization and our various services as measured by increasing traffic to the website by 10% by June 2024, with 5% increases year after year.	<b>1)</b> Develop an annual marketing plan that includes at least one paid annual media buy to promote GCTD and its services.	<b>Annually</b>	In progress.
	<b>2)</b> Report web, social media, and print media mentions in quarterly reports.	<b>Quarterly</b>	GCTD included a marketing update in the 4 <sup>th</sup> quarterly report presentation, data is tracked quarterly.
	<b>3)</b> Prioritize social media content creation based on analytics.		In progress.

<b>Goal #2</b>  Attract and retain ridership, particularly youth riders, with at least six local schools participating in the youth training program by 2026.	<b>1)</b> Complete our youth-adult mobility management training video by June 2024 and partner with schools to train more young and young adult riders.	<b>June 2024</b>	Grant funding for the mobility program was reallocated. GCTD will partner with VCTC on a "Youth Roadshow" to train and educate more youth riders.
	<b>2)</b> Utilize social media to provide additional training to new riders on etiquette and proper conduct.		GCTD has developed a series of videos on etiquette and proper conduct.
	<b>3)</b> Partner with school districts to distribute information to parents on the benefits of public transit, including cost benefits, safety, and convenience.		GCTD attended several Back to School events, made connections with school administrators, engaged with parents and promoted its services.
	<b>4)</b> Include youth engagement in all marketing efforts and include programs that are engaging, such as social media videos, art, music, etc.		Engagement to youth remains at the forefront of all efforts.



<p><b>Goal #3</b></p> <p>Increase GCTD staff participation in community events &amp; committees to strengthen community partnerships and expand network of community allies.</p>	<p><b>1)</b> All management staff participate on one external committee.</p>		<p>On going. So far we have staff on boards/committees of CTA, CALACT, VCCA,</p>
	<p><b>2)</b> Increase participation in community events, committees, and programs to strengthen community partnerships and expand the community network.</p>		<p>GCTD has significantly expanded its efforts for community engagement and attended several community events throughout its service area. GCTD staff developed a tracking sheet to record all events attended, contact information, and photos.</p>
	<p><b>3)</b> Host one GCTD public event annually, focusing on public engagement and education.</p>	<p><b>Annually</b></p>	<p>GCTD hosted a DBE Workshop, in partnership with VCTC and other cities. We also hosted elected officials and their staff to educate them on GCTD initiatives.</p>

<p><b>Goal #4</b></p> <p>Increase involvement with cities to connect land use and transit planning, that encourages people to walk, bike, and take transit as measured by transit supportive recommendations integrated into 100% of City's land use and transportation plans.</p>	<p><b>1)</b> Planning staff participate in weekly design advisory meetings.</p>	<p><b>Weekly</b></p>	<p>Achieved. Additionally, GCTD partnered with the City of Oxnard to form the West Ventura County Transit Land Use Committee that meets quarterly.</p>
	<p><b>2)</b> Provide written comments on ways to support transit access.</p>		<p>Planning staff provides comments on new planning projects.</p>
	<p><b>3)</b> Provide qualitative and quantitative data to member cities on the benefits of transit supportive measures in plans.</p>		<p>GCTD works with all member cities and provides data to support decision making.</p>



Item #11

**Date:** December 6, 2023  
**To:** GCTD Board of Directors  
**From:** Christine Feng, CFO & Assistant General Manager  
**Subject:** **Consider Acceptance of GCTD FY 2023 Annual Comprehensive Financial Report (ACFR) - Presented by Nigro and Nigro**

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### EXECUTIVE SUMMARY

Gold Coast Transit District (GCTD) has contracted with Nigro and Nigro CPA Firm to audit its FY 2023 Annual Comprehensive Financial Report (ACFR).

For this item, Paul J. Kaymark, Partner of Nigro and Nigro CPA Firm, will present FY 2023 ACFR to the Board for its consideration and acceptance. The ACFR is intended to provide a detailed picture of District's financial activities/performance, Cash Flow and its Financial Net Position.

The management of the Gold Coast Transit District (GCTD) offers all parties interested in the financial position of the District with this narrative overview and analysis of the District's financial performance for the fiscal year ended June 30, 2023. The electronic version of ACFR will be available on the GCTD website.

Paul J. Kaymark is also conducting TDA the annually required special audits of both GCTD and its member jurisdictions, reviewing the District's use of Local Transportation Funds (LTF) as well as the use of TDA funds members receive from GCTD. Both GCTD's and member jurisdiction audits are in the process of being conducted and anticipated to be completed in early 2024.

### RECOMMENDATION

It is recommended that the Board accept the FY 2023 Comprehensive Annual Financial Report as presented by Paul J. Kaymark, Partner, Nigro and Nigro CPA Firm.

General Manager's Concurrence

  
Vanessa Rauschenberger

Attachment – FY 23 Annual Comprehensive Financial Report (ACFR)

### GOLD COAST TRANSIT DISTRICT

ANNUAL COMPREHENSIVE FINANCIAL REPORT



# Gold Coast Transit District

CELEBRATING 50 YEARS

FISCAL YEAR ENDED 2023

July 1, 2022 – June 30, 2023

[www.gctd.org](http://www.gctd.org)

**Gold Coast Transit District  
Board of Directors – June 30, 2023**



**Matt LaVere, Chair**  
Supervisor, 5th District, County of Ventura



**Mike Johnson, Vice Chair**  
Councilmember, City of Ventura



**Bryan A. MacDonald, Director**  
Mayor Pro Tem, City of Oxnard



**Martha McQueen-Legohn, Director (Term started January 2023)**  
Councilmember, City of Port Hueneme



**Rachel Lang, Councilmember (Term started January 2023)**  
Councilmember, City of Ojai

**GOLD COAST TRANSIT DISTRICT  
ANNUAL COMPREHENSIVE FINANCIAL REPORT  
FOR THE FISCAL YEAR ENDED  
JUNE 30, 2023**

**GOLD COAST TRANSIT DISTRICT  
ANNUAL COMPREHENSIVE FINANCIAL REPORT  
FOR THE FISCAL YEAR ENDED JUNE 30, 2023**

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**INTRODUCTORY SECTION  
(UNAUDITED)**



November 30, 2023

## **Board of Directors Letter**

Gold Coast Transit District  
Oxnard, CA

Members of the Board and Community:

We are pleased to present GCTD's FY 2023 Annual Comprehensive Financial Reports. The State of California requires the Gold Coast Transit District (GCTD) to prepare annual financial statements in accordance with generally accepted accounting principles (GAAP). The financial statements are then audited by independent certified public accountants.

The Annual Comprehensive Financial Report is designed to provide a complete financial picture of the agency and includes the independent auditors' report, a management discussion, the audited financial statements as well as supplementary information including budget results and statistical information. The preparation of this report was made possible by the dedication and hard work of GCTD's Financial Department staff, led by Chief Financial Officer/Assistant General Manager, Christine Feng who recently joined the team in May 2023, and has been leading the team to improve and streamline our processes, providing financial guidance to all departments.

As an organization we continue to use available resources to fulfill our mission to provide service to the community. Some noteworthy highlights during FY 2023 include:

### **Ridership Recovery**

This past year GCTD continued its focus on its core mission by delivering nearly 3 million passenger trips in western Ventura County on our fixed-route and ACCESS services. Transit continues to be an essential part of providing access to opportunities and improving quality of life for all in the cities we serve, including Ojai, Oxnard, Port Hueneme, Ventura, and the County of Ventura. GCTD ended the fiscal year with an increase of 30% in ridership over the previous year. This is largely attributed to the success of *Youth Ride Free*, Ventura County's new promotional free fare program. Launched in August of 2022, the program provides free rides to youth 18 years old and under, or older youth currently enrolled in high school.

### **Strategic Plan – New Mission, Vision & Values**

In July, GCTD completed a year long Strategic Planning effort with included employee listening sessions and surveys in the fall of 2022. All information was combined into general themes and included in an Organizational Assessment report shared with all employees. Additional work included staff interviews and a Board workshop with participation from all levels of staff to develop strategies and goals for the next three years. As part of this effort, we also revamped our mission statement and organizational vision to inspire and motivate staff and stakeholders. The final Strategic Plan was adopted by the Board in November of 2023.

### **Health and Wellness**

The health and wellbeing of our employees is a top priority. We understand the physical and mental demands placed upon staff, especially our frontline employees. As such, GCTD opened a health and wellness room on site, that is dedicated to supporting overall workplace health. The room features gym equipment and space for physical activity to allow staff time to stretch, exercise, and decompress.

### **Zero Emissions Transition Planning**

In October of 2022, GCTD hosted its first Ventura County Clean Air Summit and Expo, supported in part by Ventura County Transportation Commission. Opening the Summit, Congresswoman Julia Brownley spoke to the crowd of transportation professionals and key stakeholders, thanking GCTD's leadership for meeting our county's transportation needs. In December of 2022, the GCTD Board of Directors approved our final, Zero Emissions Transition Plan. Staff continues to prepare for the future of zero emissions bus replacements to meet the goal of transitioning to a zero-emission fleet by 2040 which is required by the California Air Resources Board (CARB).

### **Grant Funded Projects Underway**

To support our mission and goals, our staff proactively pursues competitive grant funding opportunities for innovative projects that enable us to stretch every dollar. Most recently, GCTD was successful in acquiring the following grant awards for projects that are currently underway:

#### Low or No Emissions Vehicle Program \$12.1 Million

Construction of a hydrogen fueling station, purchase five hydrogen fuel cell buses and support the development of a zero-emissions workforce training program.

#### Congestion Mitigation & Air Quality (CMAQ) 12.3 Million

Purchase 21 CNG replacement buses to be purchased over the next 2-5 years and funding to operate youth booster service.

#### Route Planning Restoration Program \$113 Thousand

Additional funding for development of GCTD's next Short Range Transit Plan

#### Jobs Access & Reverse Commute (JARC) \$636 Thousand

Expand the Late Night Safe Rides Demonstration Project to operate early morning service and funding for a pilot program providing employment transportation to unhoused individuals.

### **50<sup>th</sup> Anniversary**

On July 17, 2023, GCTD marked its 50<sup>th</sup> anniversary of transit service in Western Ventura County. Formed originally as a joint powers authority formerly known as South Coast Area Transit (SCAT), the agency was renamed in 2007 to Gold Coast Transit and evolved into a special district in 2014 with all but one of its original member cities. We are proud to have served this community for half a century and remain committed to doing so for decades to come.

I want to recognize the incredible work and outstanding accomplishments here at GCTD, made possible by our dedicated employees and the support of our Board of Directors and community partners. We look forward to new opportunities that will continue to make GCTD an even better place to work and, more importantly, guarantee the safe and efficient delivery of our mission – one ride at a time.

Sincerely,



Vanessa Rauschenberger  
General Manager

## **GOLD COAST TRANSIT DISTRICT ORGANIZATIONAL INFORMATION**

### ***About Us***

Gold Coast Transit District (GCTD) provides public fixed-route and paratransit service in the cities of Ojai, Oxnard, Port Hueneme, and San Buenaventura, and the unincorporated areas of Ventura County. With 2.9 million passenger trips provided in FY 2022-23, GCTD is the largest public transportation operator in Ventura County. The fleet includes 69 buses, all powered by clean natural gas supplied by an on-site CNG fueling station and 27 paratransit vehicles with 80% powered by natural gas.

### ***Our Mission***

GCTD's mission is to provide safe, responsive, convenient, efficient, and environmentally responsible public transportation that serves the diverse needs of our community.

### ***History***

GCTD was founded in 1973 (originally named "South Coast Area Transit") when the cities of Ojai, Oxnard, Port Hueneme, and San Buenaventura executed a Joint Powers Agreement that created "SCAT" to develop and operate local and intercity public transportation in western Ventura County.

Prior to 1973, Ventura Transit City Lines operated local service in San Buenaventura and Ojai, and Oxnard Municipal Bus Lines served Oxnard and Port Hueneme. Following a national trend, the bus systems that flourished through the mid-century began to decline in the 1960's. The outlook for public transit systems in California brightened in 1971 when the State Legislature created a source of dedicated transportation funding through passage of the Transportation Development Act (TDA). The availability of TDA funds to local governments provided an impetus for forming a single regional transit entity to operate coordinated transit services across municipal boundaries and in some unincorporated areas of western Ventura County. The County of Ventura joined SCAT in October of 1977. By February of 1980 the transit functions in western Ventura County were consolidated into a single administrative, operating and maintenance facility on a three-acre site at 301 East Third Street in Downtown Oxnard.

In the 1990's, SCAT began operation of ACCESS, a regional paratransit service providing curb-to-curb transportation for people with disabilities and senior citizens.

In June 2007, SCAT's Joint Powers Agreement was amended to rename the agency from South Coast Area Transit to Gold Coast Transit. The change in name was intended to help distinguish the agency from the 11 other agencies named SCAT around the nation and to better connect the service to the community it served.

In October 2013, Governor Brown signed into law Assembly Bill (AB) 664, which formed the Gold Coast Transit District. The district legislation was initiated in response to Senate Bill (SB) 716, which required that all TDA funds in Ventura County be used solely for public transit purposes. Formation of a transit district allows GCTD's Board of Directors and staff to have greater flexibility in implementing service improvements by looking beyond jurisdictional borders in order to meet the public's transit needs efficiently and effectively.

In 2014, GCTD was named Small Agency of the Year by the California Transit Association. In 2015, GCTD unveiled a new logo and bus paint scheme to coincide with the purchase of replacement buses. The new colors reflect GCTD's commitment to quality public transportation, and evokes the agency's vision of a more modern, clean, and efficient future.

In 2019, the District opened the new 15-acre Administration and Operations Facility at 1901 Auto Center Drive in Oxnard that will allow GCTD to better meet the growing transit needs of the community.

### ***Statistics***

- Service Area: Cities of Ojai, Oxnard, Port Hueneme, and San Buenaventura (Ventura) as well as the County of Ventura

- Population Served: 431,144
- Total System Annual Passengers: (FY 2022-23) 2.9 million
- 61 - fixed-route buses
- Fuel Type: 100% Natural Gas
- 27 - paratransit buses and vans
- Fuel Type: 80% Natural Gas

### ***Board of Directors***

GCTD is governed by a Board of Directors. Each of GCTD's five-member agencies appoint one elected official from its governing body to serve on the Board of Directors and a second to serve as an alternate member. The Board of Director's regular monthly meetings are held on the first Wednesday of each month at 10:00 a.m.

### ***GCTD's Leadership***

GCTD's General Manager is appointed by, and reports to, the Board of Directors (Board). The General Manager is charged with carrying out the Board's policies and directives and has full charge of the operation of GCTD's services, facilities, and administration of business affairs. GCTD's Management Team for FY 2021-22 was comprised of:

- General Manager - Vanessa Rauschenberger
- Chief Financial Officer / Assistant General Manager – Christine Feng
- Director of Finance – *vacant*
- Director of Operations & Maintenance – James Beck
- Director of Planning & Marketing – Cynthia Torres-Duque
- Director of Human Resources – Alex Zaretsky

### ***Employees***

GCTD has 191 employees, the majority of whom operate or maintain buses. Service Employees International Union Local 721 represents all bus operators, most maintenance employees, and five administrative staff members. International Brotherhood of Teamsters Local 186 represents all supervisors. GCTD contracts with MV Transportation for the maintenance and operation of ACCESS Paratransit.

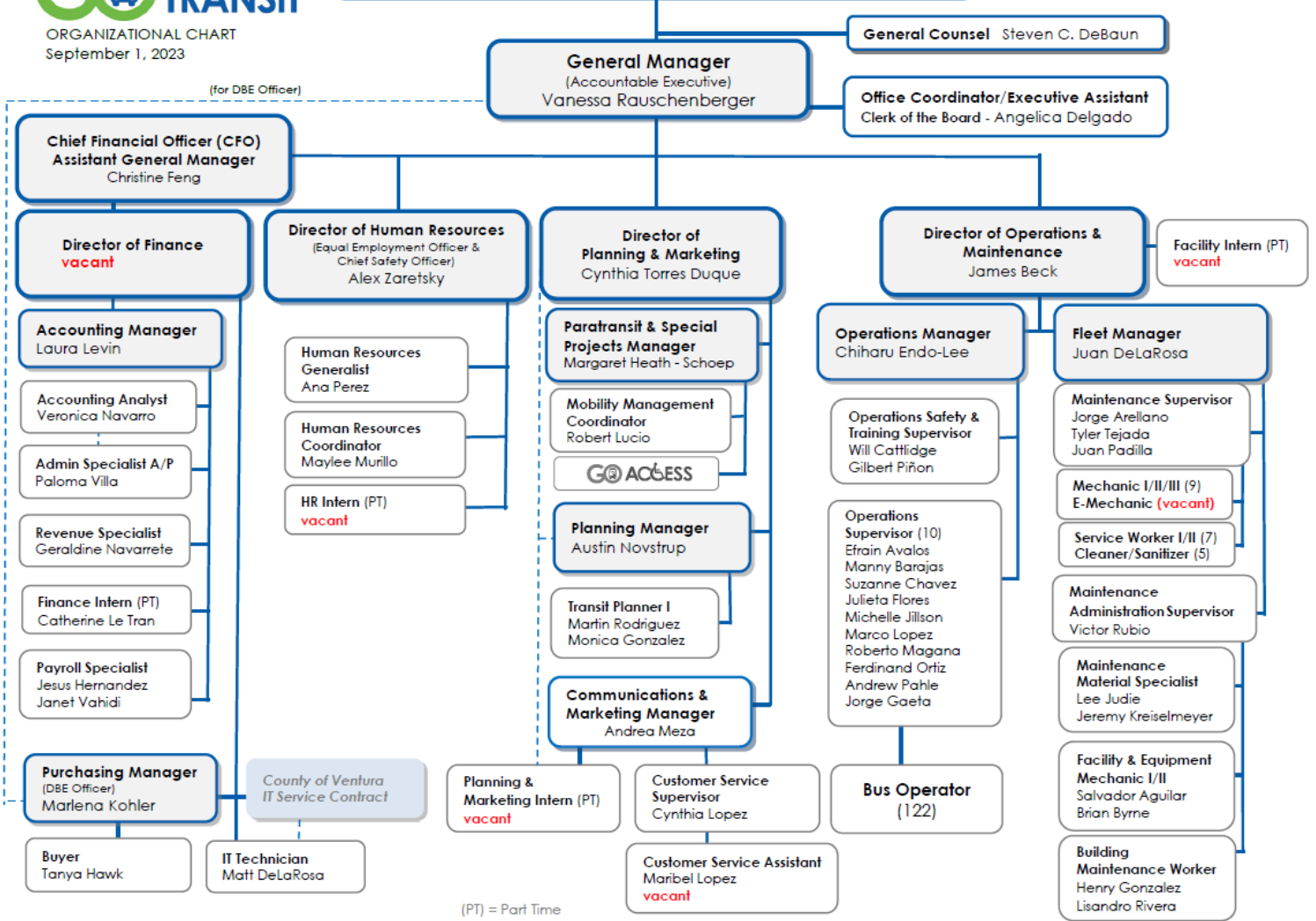
**GOLD COAST TRANSIT DISTRICT  
ORGANIZATIONAL CHART**

# Organization Chart as of June 30, 2023



ORGANIZATIONAL CHART  
September 1, 2023

## BOARD OF DIRECTORS OJAI | OXNARD | PORT HUENEME | VENTURA | COUNTY OF VENTURA



# BUS SYSTEM MAP







## INDEPENDENT AUDITORS' REPORT

Board of Directors  
Gold Coast Transit District  
Oxnard, California

### Opinion

We have audited the accompanying financial statements of the Gold Coast Transit District (District), which comprise the statement of net position as of June 30, 2023 and the related statements of activities and changes in net position, and cash flows for the year then ended, and related notes to the financial statements, as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the District as of June 30, 2023 and the respective changes in its financial position and cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

### Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the District and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the District's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

## **Auditor's Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the District's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

### **Required Supplementary Information**

Accounting principles generally accepted in the United States of America require that the Management's Discussion and Analysis, Schedule of Changes in Net Pension Liability and Related Ratios, Schedule of Contributions – Pension Plan, Schedule of Changes in the Net Other Postemployment Benefits (OPEB) Liability and Related Ratios be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

## **Supplementary Information**

Our audit was conducted for the purpose of forming an opinion on the financial statements that collectively comprise the District's basic financial statements as a whole. The Schedules of Changes in Local Transportation Funding Activity of the District is presented for purposes of additional analysis and is not a required part of the basic financial statements. The supplementary information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the basic financial statements as a whole.

## **Other Information**

Management is responsible for the other information included in the annual report. The other information comprises the introductory and statistical sections but does not include the basic financial statements and our auditor's report thereon. Our opinions on the basic financial statements do not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

## **Other Reporting Required by *Government Auditing Standards***

In accordance with *Government Auditing Standards*, we have also issued a separate report dated November 30, 2023, on our consideration of the District's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the District's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the District's internal control over financial reporting and compliance.

Murrieta, California  
November 30, 2023



**INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS**

Board of Directors  
Gold Coast Transit District  
Oxnard, California

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the Gold Coast Transit District (District), which comprise the statement of net position as of June 30, 2023, and the related statement of activities and changes in net position and cash flows for the fiscal year then ended, and the related notes to the financial statements, which collectively comprise the District's basic financial statements, and have issued our report thereon dated November 30, 2023.

**Report on Internal Control Over Financial Reporting**

In planning and performing our audit of the financial statements, we considered the District's internal control over financial reporting (internal control) as a basis for designing audit procedures to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control. Accordingly, we do not express an opinion on the effectiveness of the District's internal control.

*A deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. *A material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the District's financial statements will not be prevented, or detected and corrected on a timely basis. *A significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

**Report on Compliance and Other Matters**

As part of obtaining reasonable assurance about whether the District's financial statements are free of material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

**Purpose of this Report**

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the District's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the District's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Murrieta, California  
November 30, 2023

**FINANCIAL SECTION**

## MANAGEMENT'S DISCUSSION AND ANALYSIS (Unaudited)

JUNE 30, 2023

The following Management's Discussion and Analysis (MD&A) of activities and financial performance of Gold Coast Transit District (GCTD, or the District) introduces the basic financial statements of GCTD for the fiscal year ended June 30, 2023. We encourage readers to consider the information presented here, the transmittal letter in the Introductory Section, and the statements and related notes in the Financial Section.

### ACTIVITIES AND HIGHLIGHTS

GCTD provides bus and paratransit services in Ojai, Oxnard, Port Hueneme, Ventura, and unincorporated Ventura County. The service area is approximately 91 square miles, with a population of approximately 431,114.

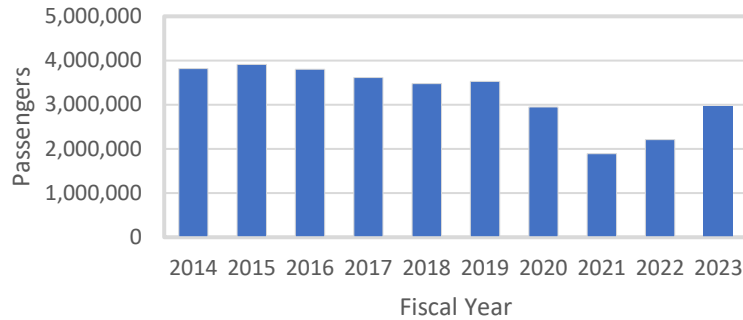
GCTD owns 88 revenue vehicles, primarily fueled with clean-burning compressed natural gas (CNG) from GCTD's fueling station. In FY 2022-23, GCTD vehicles carried approximately 2.9 million passengers while traveling over 2.1 million miles in revenue service.

GCTD operates a fleet of 61 fixed-route buses. In FY 2022-23, GCTD fixed-route buses operated 2,128,194 miles of revenue service and provided 2,958,434 passenger boardings, a 30.8% increase from the previous year's boardings.

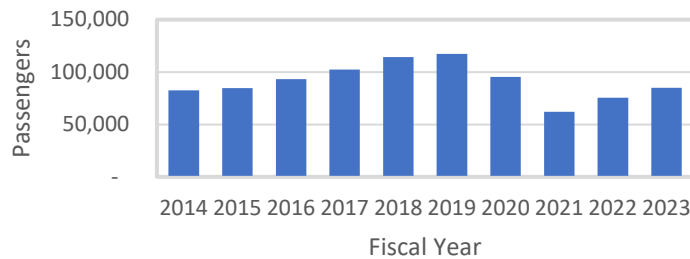
In FY 2022-23, the ACCESS paratransit system traveled 634,139 miles of revenue service and provided transportation to 84,992 passengers, an increase of 12.4% from the previous year. The GCTD ACCESS service is operated under a contract with MV Transportation, Inc. The paratransit fleet, which consists of 27 vehicles, including 13 MV1 vans, 5 gasoline Ford Transit vans, 8 cutaway vans, and 1 electric van, is owned by GCTD.

	Revenue Miles	2023	2022	Increase (Decrease)
Fixed Passenger Route	2,128,194	2,958,434	2,261,605	30.8%
ACCESS Paratransit One-Way Trips	634,139	84,992	75,596	12.4%
Total Boardings		3,043,426	2,337,201	30.2%

**Fixed Route Bus Ridership- Unliked Passenger Trips from 2014 to 2023**



**Access Paratransit Ridership- One Way Trips from 2014 to 2023**



GCTD differs from most transit operations in Southern California as it provides transit services without any direct local sales tax measure, tax levy, or dedicated general fund support. The primary funding source available to GCTD for supporting transit services has historically been the Local Transportation Funds (LTF) from a quarter-cent state sales tax provided by the Transportation Development Act (TDA) of 1974.

In FY 2014-15, Gold Coast Transit, a joint powers authority (JPA), became Gold Coast Transit District as the result of state legislation. As a transit district, GCTD directly receives all LTF funds allocated to its member jurisdictions. GCTD’s enabling legislation also allows GCTD members to claim from the District a portion of its LTF funds for transit services (not provided by the District) that the member funds or operates. In FY 2022-23, GCTD received \$20,832,196 in gross LTF funding and provided its members with \$1,807,938 in net LTF funding.

GCTD's second largest source of operating revenue is the Federal Transit Administration (FTA) grants. Under Federal Section 5307, public transit systems in Urbanized Areas (UZA) receive funding for capital, planning, job access, reverse commute projects, and operating expenses. The allocation of these grants is done based on a federal formula. Section 5307 is a federal program that provides funds for GCTD’s operating activities. In fiscal year 2022-2023, GCTD received \$5,758,528 from the FTA Urbanized Area Formula Program (§5307). Of this amount, \$1,426,623 was utilized for capital expenses, replacing 3 CNG buses, and \$4,331,905 was eligible for operating and preventative maintenance activities. GCTD also received \$92,145 from the CARES Act Urbanized Area Program Funds (§5307) and \$1,184,961 from the American Rescue Plan Act of 2021 Urbanized Area Program Funds (§5307). GCTD expended \$6,044 from the FTA Enhanced Mobility of Seniors and Individuals with Disabilities Formula Program (§5310).

Grants for Buses and Bus Facilities Formula Program 5339 provides funding based on a formula to replace, rehabilitate, and purchase buses and related equipment and construct bus-related facilities. In addition to the formula allocation, there are two discretionary components: the Bus and Bus Facilities Discretionary Program and the Low or No Emissions Bus Discretionary Program. GCTD had eligible expenses of \$649,485. GCTD received Federal Emergency Management Agency (FEMA) reimbursement for COVID-19 expenditures to protect the public and employees in the amount of \$54,061.86 for FY 2022-23.



Another revenue source for GCTD is State Transportation Assistance (STA). It is an important funding source for other transit priorities in Ventura County, such as Metrolink and Ventura County Transportation Commission (VCTC) Intercity Transit. In fiscal 2022-23, GCTD received STA funds \$302,056 to support operating activities.

### **GASB STATEMENTS NO. 68**

The Governmental Accounting Standards Board (GASB) is an independent, nonprofit, non-governmental regulatory body charged with setting accounting and financial reporting standards for state and local governments. Beginning with FY 2014-15, GASB Statements No. 68 required agencies to report their net pension liability in accrual-based basic financial statements. This is distinctly different than previous methods in which funding and accounting were aligned. Please note that these standards only impact on the accounting and financial reporting of pension obligations for governmental employers; pension contribution rates and funding requirements are not impacted.

GCTD employees are covered by a California Public Employees Retirement System (CalPERS) pension plan. GCTD's net pension liability at June 30, 2023, is \$16,961,055.

Note 10 to the basic financial statements addresses the GASB Statements No. 68 requirements in substantially greater detail.

### **GASB STATEMENT NO. 75**

GCTD provides retiree healthcare benefits for employees who retire with CalPERS pension benefits immediately upon retirement from the District. GCTD pays the minimum employer contribution amount prescribed by the Public Employees Medical and Hospital Care Act (PEMHCA). The District pays a portion of the cost of health insurance for retirees under any group plan offered by CalPERS, subject to certain restrictions as determined by the District. Retirees pay the portion of the premium not paid by the District. For context, in 2023, GCTD pays \$151.00 per month per employee.

In 2013, GCTD joined the California Employers' Retiree Benefit Trust (CERBT) Fund, a Section 115 trust fund managed by CalPERS dedicated to prefunding Other Post-Employment Benefits (OPEB) for all eligible California public agencies. GCTD has invested in CERBT each year an amount to maintain a zero net liability in accordance with the actuarial calculation required under GASB Statements No. 43 and No. 45. As of June 30, 2023, GCTD's investment in CERBT was valued at \$754,586.

Beginning with the FY 2017-2018 fiscal year, public agencies are required to report OPEB liabilities in accordance with GASB Statement No. 75. The new GASB statements require public agencies to recognize a liability for OPEB obligations, known as the net OPEB liability (NOL), on the Statement of Net Position, and to recognize an OPEB expense on the Statement of Activities and Changes in New Position. This is very similar to what is now required under GASB Statements No. 67 and No. 68 for pensions. GCTD's NOL at June 30, 2023 is \$1,660,045.

Note 4 to the basic financial statements addresses the GASB Statements No. 75 requirement in substantially greater detail.

### **GASB STATEMENT NO. 87**

Gold Coast Transit District (GCTD) is required to implement GASB Statement No. 87, Leases for the year ended June 30, 2023.

In June 2017, GASB issued Statement No. 87, Leases (GASB Statement No. 87), to better meet the information needs of financial statement users by improving accounting and financial reporting for leases by governments. This statement increases the usefulness of governments' financial statements by requiring recognition of certain lease assets and liabilities for leases that previously were classified as operating leases and recognized as inflows of resources or outflows of resources based on the payment provisions of the contract. It also establishes a single model for lease accounting based on the foundational principle that leases are financing of the right to use an underlying asset. Implementation of this Statement significantly affected GCTD's financial statements for the year ended June 30, 2023.

GASB 87 defines a lease as a contract that conveys control of the right to use another entity's nonfinancial assets as specified in the contract for a period of time in an exchange or exchange-like transaction. GASB 87 applies to all contracts meeting this lease definition unless specifically excluded.

GCTD entered into a lease with the City of Oxnard for the Customer Service Center located at 201 E. Fourth Street, Suite 103A, on December 6, 2016. The lease term is January 1, 2017 – December 31, 2026. The base rent started the term at \$997.14 per month. There is an annual rate adjustment beginning in October 2019 equal to the Consumer Price Index (CPI-U) for the Los Angeles-Riverside-Orange County California area as published by the United States Department of Labor, Bureau of Labor Statistics for each twelve (12) month period provided that no annual increase will be greater than three percent (3%).

A second lease with the City of Oxnard for the term of September 1, 2019 – August 31, 2022, for the Bus Operator breakroom at 201 E. Fourth Street, Suite 206B on August 5, 2019. An extension of the lease was executed through August 31, 2025. The base rent at the start of the term was \$468.00 per month. There is an annual rate adjustment beginning in October 2019 equal to the Consumer Price Index (CPI-U) for the Los Angeles-Long Beach-Anaheim California area as published by the United States Department of Labor, Bureau of Labor Statistics for each twelve (12) month period provided that no annual increase will be greater than five percent (5%).

Note 5 to the basic financial statements addresses the GASB Statements No. 87 requirement in substantially greater detail.

### **GASB STATEMENT NO. 96**

Gold Coast Transit District (GCTD) is required to implement GASB Statement No. 96, agreements for the year ended June 30, 2023.

In June 2020, the Governmental Accounting Standards Board (GASB) released Statement No. 96, Subscription-Based Information Technology Arrangements (GASB Statement No. 96); the objective of this Statement is to better meet the information needs of financial statement users by (a) establishing uniform accounting and financial reporting requirements for SBITAs; (b) improving the comparability of financial statements among governments that have entered into SBITAs; and (c) enhancing the understandability, reliability, relevance, and consistency of information about SBITAs.

To apply this statement, it is important to understand that a SBITA refers to a contract that grants control over the use of another party's IT software, either alone or in conjunction with tangible capital assets (known as the underlying IT assets). This control is granted for a specified period of time, as outlined in the contract, as part of an exchange or exchange-like transaction. It should include two key elements to determine whether a contract grants control over the right to use an underlying asset. First, the contract must specify the right to access the current service capacity through the use of the IT assets in question. Second, the contract must also specify the right to determine the nature and manner in which the IT assets are used.

The Gold Coast Transit District has four different SBITAs related to transit operations and HR management. These agreements require annual payments for a contracted amount, with remaining terms ranging from 24 to 60 months. To calculate the present value of the SBITA payable and right-to-use asset, an annual interest rate of 2.5% was assumed as the District's incremental borrowing rate.

GCTD entered into an agreement with Vector Solutions for Human Resources Training. Vector Solutions is 4890 W. Kennedy Blvd., Suite 300, Tampa, FL 33609. The term of the agreement is from June 30, 2022, to June 30, 2025, with an annual fee of \$7,296. The fee will increase by 3% each year.

GCTD entered into an agreement with Ecolane for Paratransit Scheduling and Dispatch Software. Located at 940 West Valley Road, Suite 1400, Wayne, PA 19087. The agreement term is March 01, 2023 – February 29, 2028. The annual payment is \$28,056.43.

GCTD entered into an agreement with Remix for the license of Planning and Marketing Planning Software. Located at 155 9th Street, San Francisco, CA 94103. The agreement term is from June 01, 2022, to May 30, 2024. For the first year, an annual fee of \$8,500, second year \$9,500 and third year \$10,500.

GCTD entered into an agreement with Urban Transportation Associates, Inc. (UTAAPC) for Planning and Marketing Software Service Agreement located at 4240 Airport Road, Cincinnati, Ohio 45226, on June 30, 2022. The agreement term is January 1, 2023 – January 1, 2027. The annual fee is \$17,500.

Note 20 to the basic financial statements addresses the GASB Statements No. 96 requirement in substantially greater detail.

## FINANCIAL POSITION SUMMARY

GCTD's total net position for FY 2022-23 is \$41,839,945 a 9.51% decrease from last year's net position of \$46,239,478.

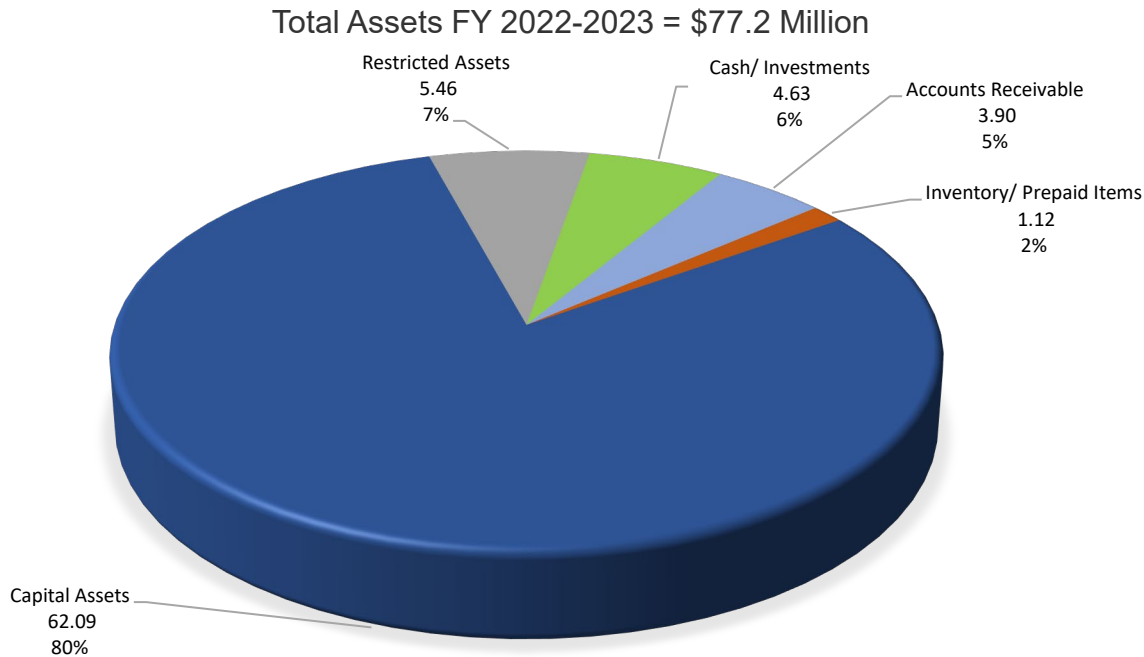
### Condensed Statements of Net Position

	<u>6/30/2023</u>	<u>6/30/2022</u>
<b>Assets</b>		
Current Assets	\$ 9,610,320	\$ 12,529,170
Capital Assets (Net)	62,089,979	63,733,870
All Other Assets	<u>5,460,561</u>	<u>5,483,819</u>
<b>Total Assets</b>	<u>77,160,860</u>	<u>81,746,859</u>
<b>Deferred Outflows of Resources</b>	<u>9,692,621</u>	<u>5,328,340</u>
<b>Total Assets and Deferred Outflows of Resources</b>	<u>\$ 86,853,481</u>	<u>\$ 87,075,199</u>
<b>Liabilities</b>		
Current Liabilities	\$ 3,645,424	\$ 4,296,971
Non-Current Liabilities	<u>39,854,316</u>	<u>31,078,369</u>
<b>Total Liabilities</b>	<u>43,499,741</u>	<u>35,375,340</u>
<b>Deferred Inflows of Resources</b>	<u>1,513,795</u>	<u>5,869,851</u>
<b>Net Position</b>		
Net Investment in Capital Assets	40,644,537	41,772,869
Restricted	4,984,006	5,163,333
Unrestricted (Deficit)	<u>(3,748,467)</u>	<u>(696,724)</u>
<b>Total Net Position</b>	<u>41,880,076</u>	<u>46,239,478</u>
<b>Total Liabilities, Deferred Inflows of Resources, and Net Position</b>	<u>\$ 86,853,481</u>	<u>\$ 87,484,669</u>

The most significant portion of GCTD's *net position* is its net investment in capital assets, such as buses, buildings, improvements, and equipment. GCTD uses these capital assets to provide services to its passengers; consequently, these assets are not available for future spending.

*Restricted net position* refers to funds set aside or specifically awarded to fund the purchase of future capital projects and transit vehicle acquisitions. The remaining *unrestricted deficit net position* is primarily the result of the net pension liability and related deferred inflows and outflows of resources recorded in accordance with GASB Statement No. 68 requirements.

The following chart shows GCTD's total assets by percentage:



### GCTD PASSENGER FARES

Passenger fares are set by the Board of Directors (Board) and changed when determined necessary by the Board. The most recent fare increase was approved during FY 2009-10 when the Board of Directors approved a two-phase fare increase. The first phase took effect on January 24, 2010, and the second phase took effect on August 21, 2011. The base cash fare for GCTD fixed-route buses is \$1.50. By policy, the paratransit fare is automatically set at twice the amount of the fixed route fare, or \$3.00.

As of June 30, 2023, youths (up to the age of 18) are allowed to ride for free.

GCTD last restructured its multi-ride ticket and monthly pass program in October 2013. GCTD's current fare structure is as follows:

#### GCTD FIXED ROUTE FARES

<u>Cash Fares (One Way)</u>	<u>Fare Amount</u>	<u>Multi-Ride Ticket or Monthly Pass</u>	<u>Fare Amount</u>
Adult	\$ 1.50	Adult	
Youth (through age 18) Free	\$ 1.50	15-Ride	\$ 20.00
Seniors (65-74 years of age with GCTD ID or proof of age)	\$ 0.75	31-Day Pass	\$ 50.00
Medicare (with Medicare Card)	\$ 0.75	Youth	
Disabled (ADA card or GCTD ID)	\$ 0.75	15-Ride	\$ 15.00
Seniors 75+ (with GCTD ID or proof of age)	Free	31-Day Pass	\$ 40.00
Children under 45" tall (when accompanied by paid fare)	Free	Reduced Fare (Senior/Disabled)	
Day Pass (One-Day/Unlimited Boardings)	\$ 4.00	15-Ride	\$ 10.00
Day Pass for Seniors/Medicare/Disabled	\$ 2.00	31-Day Pass	\$ 25.00
Late Night Safe Ride	\$ 2.00		

#### GCTD ACCESS (Paratransit) FARES

<u>Cash Fares (One Way)</u>		<u>Multi-Ride Ticket or Monthly Pass</u>	
ADA Certified or Senior	\$ 3.00	Book of Ten Tickets - ADA Certified or Senior	\$ 30.00
Senior Nutrition (registered with County program)	Donation		

## FINANCIAL OPERATIONS HIGHLIGHTS

In FY 2022-23, GCTD operating revenues decreased by 24.10% from \$4,459,112 to \$3,384,914 while it has significant increase of 30.8% in passenger boardings from FY 2021-22. It is due to the key factor of the program -“youths ride free”. However, fixed route revenues increased by 2.2% or \$44,580. Additionally, the paratransit fare revenues increased by 38.6% or \$51,726 in FY 2022-23, with a 12.4% increase in passenger boardings. The decrease in operating revenues was primarily due to a 34% decrease in advertising revenue from \$411,945 to \$306,53 and a 136% decrease in other revenues (Alternative Fuel exercise tax credit and energy credits) from \$1,847,818 to \$782,721.

California regulations require that a transit service claimant for TDA funds have a system-wide ratio of fare and local revenues to operating cost of at least 20% or that the claimant realize a farebox recovery ratio (FBRR) of 20% for fixed route service and 10% for paratransit service. In July 2021, Governor Newsom signed State Assembly Bill 149 (AB149). AB149 temporarily protects transit agencies against financial penalties for not making its FRR Target due to the pandemic through Fiscal Year 2023. AB149 also includes several permanent changes to the FRR calculation. These changes benefit transit agencies and exclude certain costs related to demand response and Microtransit services, security expenses, ticketing improvements, and government mandates. AB149 also allows the exclusion of costs for new or significantly altered routes. If the FRR target is still not met after the above cost exclusions, AB149 includes additional provisions that allow for free and discounted fares to be valued at full fare and for the inclusion of all non-state grant revenue in the FRR calculation. GCTD achieved its mandated minimum fare box recovery ratio of 20% combined for FY 2022-23, with fixed route and paratransit both at 20%.

Operating loss before depreciation increased \$4,689,545 or 19% from \$24,681,507 to \$29,371,052. The most significant factors for the increase were higher employee benefit costs, including the Federal Insurance Contribution Act (FICA), pensions, long-term disability, life insurance, workers' compensation, sick leave, and health insurance.

	2023	2022	Increase/ (Decrease)
Operating Revenues	\$3,384,914	\$4,459,112	\$(1,074,198)
Operating Expenses	<u>(31,837,718)</u>	<u>(28,198,097)</u>	<u>(3,639,620)</u>
Operating Loss Before Depreciation	(28,452,804)	(23,738,985)	(4,713,818)
Depreciation	<u>(3,554,028)</u>	<u>(3,393,698)</u>	<u>(160,330)</u>
Operating Loss	(32,006,832)	(27,132,683)	(4,874,148)
Non-Operating Revenues/(Expenses), Net	<u>27,647,431</u>	<u>29,488,435</u>	<u>(1,841,004)</u>
Change in Net Position	<u>(4,359,401)</u>	<u>2,355,751</u>	<u>(6,715,152)</u>
Net Position			
Beginning of Year	<u>46,239,477</u>	<u>43,883,726</u>	<u>2,355,751</u>
End of Year	<u>\$ 41,880,076</u>	<u>\$ 46,239,477</u>	<u>\$(4,359,401)</u>

## REVENUES

A summary of revenues for the year ended June 30, 2023, which includes the change from the prior year, is as follows:

	<u>2023</u>	<u>Percentage of Total</u>	<u>2022</u>	<u>Percentage of Total</u>
<b>Operating Revenues</b>				
Fixed Route Passenger Fares	\$2,110,093	6.80%	\$2,065,513	5.90%
Paratransit Fees	185,562	0.60%	133,836	0.40%
Advertising	306,538	0.99%	411,945	1.20%
Other Operating	<u>782,721</u>	<u>2.52%</u>	<u>1,847,818</u>	<u>5.30%</u>
<b>Total Operating Revenues</b>	<u>3,384,914</u>	<u>10.91%</u>	<u>4,459,112</u>	<u>12.80%</u>
<b>Non-Operating Revenues</b>				
Local Transportation Funds, net	20,832,196	67.13%	15,272,757	43.80%
Federal Grants	7,745,225	24.96%	15,497,082	44.40%
State Funding	1,250,043	4.03%	1,251,201	3.60%
Other and Investment	<u>(2,180,033)</u>	<u>-7.03%</u>	<u>(1,590,083)</u>	<u>-4.60%</u>
<b>Total Non-Operating Revenues</b>	<u>27,647,431</u>	<u>89.09%</u>	<u>30,430,957</u>	<u>87.20%</u>
<b>Total Revenues</b>	<u><u>\$31,032,345</u></u>	<u><u>100.00%</u></u>	<u><u>\$34,890,069</u></u>	<u><u>100.00%</u></u>

## OPERATING REVENUES

### Fixed Route Passenger Fares

Passenger fare revenues for fixed route bus service slightly increased \$44,580 from FY 2021-22 to FY 2022-23 due to a 30.8% increase in passenger boardings and the resumption of fares after the pandemic, with new program of "Youths ride free" in place.

### Paratransit Fares

Paratransit fare revenues increased by \$51,726 or 38.7% due to an increase of ridership in the Demand Response program. GCTD's FY 2022-23 boardings for paratransit service increased 30.2% from FY 2021- 22.

Note: To provide relief to transit operators, the State of California has suspended enforcement of the California regulations that require that a transit service claimant for TDA funds have a system-wide ratio of fare and local revenues to operating cost of at least 20% or that the claimant realize a fare box recovery ratio (FBRR) of 20% for fixed route passenger service and 10% for paratransit service. GCTD Met both fare box recovery ratios with 20% for fixed route and 20% for paratransit. The combined fare box ratio was 20%.

## **ADVERTISING INCOME**

GCTD has been selling commercial bus advertising since FY 2006-07 and continues attracting advertising contracts from local and national entities. In the fiscal year 2022-23, GCTD generated \$306,538 in advertising revenues, 25.6% less than the previous year. Despite the decline, GCTD is optimistic about the growth of advertising revenue in the future.

### **Other Operating Revenue**

#### Alternative Fuel Excise Tax Credit

GCTD has received funds from the federal Alternative Fuel Excise Tax Credit program for several years due to its use of CNG as a vehicle fuel. The program's revenue for FY 2022-23 is \$430,609.

Energy Credit Revenue - Commencing in FY 2014-15, GCTD generates and sells both Low Carbon Fuel Standard (LCFS) credits (State of California) and Renewable Identification Number (RIN) credits (U.S. Environmental Protection Agency) from its use of renewable natural gas to fuel the fleet. The market for these credits can be volatile and is based on regulation and demand; however, GCTD has benefited from the program. In the fiscal year of 2022-23, GCTD received \$352,113 from the generation and sale of state and federal credits.

### **Non-Operating Revenues**

#### **Local Transportation Funds (LTF)**

In July 2014, Gold Coast Transit became Gold Coast Transit District (GCTD) after Governor Brown signed state legislation in October 2013. As a Transit District now, GCTD is entitled to claim the entire amount of state Local Transportation Funds (LTF) apportioned by population to its member jurisdictions. GCTD's enabling legislation also allows GCTD members to claim from the District a portion of its LTF funds for eligible transit services (not provided by the District) that the member funds or operates. For FY 2022-23, GCTD claimed \$20,832,195 in LTF funds, out of which \$1,807,939 was claimed by GCTD's members for their transit service requirements.

#### **Federal Grants**

GCTD's second largest source of operating revenue is the Federal Transit Administration (FTA) grants. Federal Section 5307 grants are allocated based on a federal formula and have remained relatively stable over the past ten years. Section 5307 is the core program providing federal funds for GCTD operating activities.

GCTD expended \$3,035,075 in Section 5307 grant funds for eligible operating activities in FY 2022-23. \$6,044 was expended for Enhanced Mobility of Seniors and Individuals with Disabilities. GCTD also used Federal Congestion Mitigation and Air Quality Improvement (CMAQ) funds for Ventura Road (Route 23) operations. GCTD expended \$814,830 towards Ventura Road (Route 23) operations in FY 2022-23. Section 5339 provides capital funding to replace, rehabilitate and purchase buses and facilities. GCTD expended \$1,131,485 in 5339 funds towards the Certificates of Participation (COP) repayment of debt service. GCTD expended \$1,426,623 in 5307 CMAQ funds towards the replacement of 3 buses. GCTD expended \$92,145 in Coronavirus Aid, Relief, and Economic Security (CARES) Act funding in FY 2022-23. GCTD expended \$1,184,961 in American Rescue Plan (ARP) Act funding in FY 2022-23. GCTD received Federal Emergency Management Agency (FEMA) reimbursement for COVID expenditures to protect the public and employees in FY 2022-23 in the amount of \$54,062.

#### **State Funding**

STA and SGR - GCTD receives funding from the State Transportation Assistance (STA) and State of Good Repair (SGR) programs. In FY 2022-23, the State Controller's Office (SCO) allocated GCTD \$359,186 in STA funds and \$45,381 in SGR funds. These funds can be used for eligible activities, such as local matching for Federal grants, operating activities, and preventive maintenance.

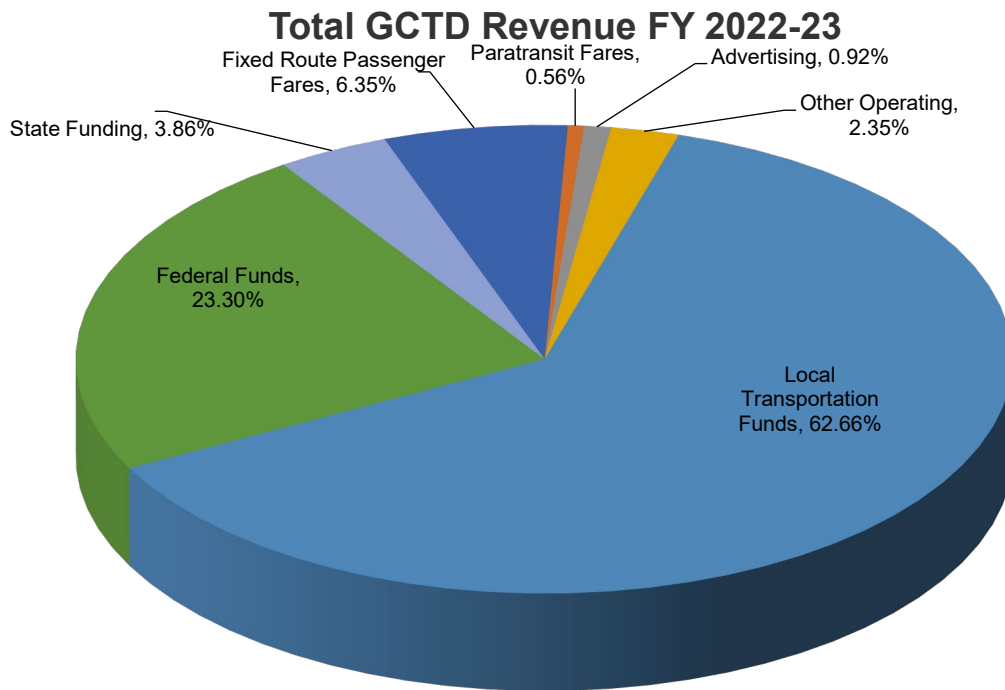
GCTD participates in the Low Carbon Transit Operations Program (LCTOP) and receives funding for approved mobility projects. Additionally, GCTD receives grant funding through Proposition 1B for various operating and capital asset projects of which no new funds were received in FY'23. In FY'23, LCTOP received \$72,092 in funding for Route 23 operations. As of June 30, 2023, the net position was \$0 due to all funds being exhausted.

**Other and Investment**

Investment earnings include interest earnings and fair market adjustments on temporary investments held in the State of California Local Agency Investment Fund (LAIF) and money market funds at US Bank. GCTD lost \$7,176 in FY 2022-23 compared to a gain of \$49,110 in FY 2021-22, a decrease of \$57k from the previous year due to unfavorable market changes.

Other revenue consists primarily of the sale of equipment, scrap material, and insurance proceeds. GCTD earned \$432,663 in FY 2022-23, an increase of \$285,966 from the prior year, primarily due to an increase in the sale of equipment and reimbursement from Southern California Gas Company. The reimbursement was for a deposit GCTD made in September 2018 for a high-pressure gas line installation for its new facility.

The following chart shows the major sources of operating and non-operating revenues for the year ended June 30, 2023, as a percentage of total revenues:





## EXPENSES

A summary of expenses for the year ended June 30, 2023, including the amount and percentage of change from the prior year, is shown below:

Expenses	<u>2023</u>	<u>2022</u>	<u>Increase/ (Decrease)</u>
Operating Expenses			
Salary and Wages	\$ 11,495,703	\$ 12,095,853	\$ (600,150)
Benefits	10,549,779	6,905,077	3,644,702
Services	4,615,742	4,710,704	(94,962)
Materials	3,020,489	3,573,317	(552,828)
Utilities	360,152	364,889	(4,737)
Liabilities	1,278,609	221,213	1,057,396
Debt Services	918,249	942,522	(24,273)
Misc	<u>517,245</u>	<u>327,045</u>	<u>190,200</u>
Operating Expenses before Depreciation	<u>32,755,966</u>	<u>29,140,619</u>	<u>3,615,347</u>
Depreciation	<u>3,554,028</u>	<u>3,393,698</u>	<u>160,330</u>
Total Operating Expenses	<u>\$ 36,309,994</u>	<u>\$ 32,534,318</u>	<u>\$ 3,775,677</u>

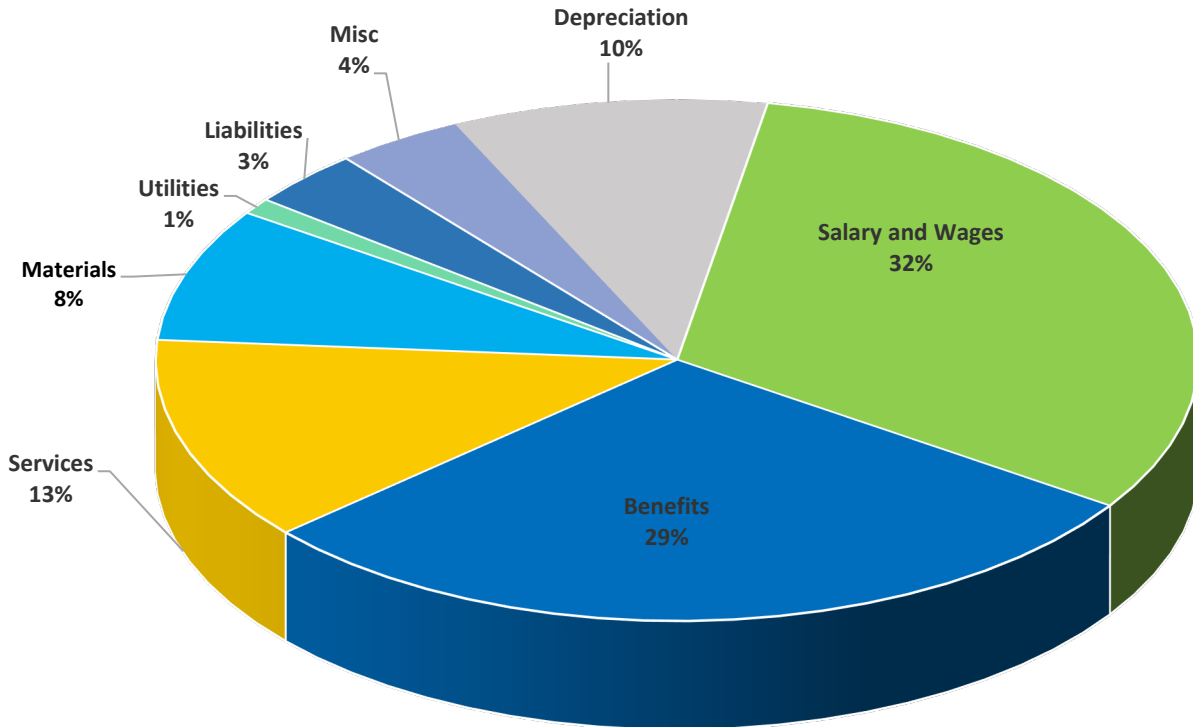
Total operating expenses before depreciation were 12.41% higher, mainly driven by an increase of 52.78% in employee benefits from \$6,905,077 to \$10,549,779, an increase of \$3,644,702. The increase in CalPERS health plan premiums was 6.75%, contributing to the overall rise. Some of the cost drivers for the increase include medical and pharmaceutical inflation, employee workers compensation, additional unfunded pension liability contribution.

Liabilities increased by 478% to \$1,278,609 due to higher liability insurance, commercial property, earthquake, and other insurance.

Miscellaneous expenses increased by 58.16%. This increase includes subscriptions and memberships, such as the California Transit Association, American Public Transportation Association, and California Association for Coordinated Transportation, as well as scheduling and human resource software and others alike.

The following chart shows major cost categories and the percentage of operating expenses for the year ended June 30, 2023:

### GCTD Operating Expenses FY 2022-2023



#### BASIC FINANCIAL STATEMENTS

GCTD's basic financial statements are prepared on an accrual basis of accounting in accordance with Generally Accepted Accounting Principles (GAAP) set promulgated by the Governmental Accounting Standards Board. GCTD is structured functions as an enterprise fund with revenues normally recognized when earned, not when received. Expenses are recognized when incurred, not when paid. Capital assets are capitalized and (excluding land) depreciated over their estimated useful lives. See the notes to the basic financial statements for a summary of GCTD's significant accounting policies.

#### CAPITAL ASSET ACQUISITION

During FY 2022-23, GCTD added three compressed natural gas-powered buses, totaling \$1,784,961.60 in capital additions.

Capital asset acquisitions are capitalized at cost. Acquisitions are typically funded primarily using federal grants with matching local funds. Over the past decade, GCTD has received state grants from the Public Transportation Modernization, Improvement, and Service Enhancement Account (PTMISEA) and California Office of Emergency Services (Cal-OES) Safety and Security programs. These grants can match federal funds but do not require local matching funds.

## **ECONOMIC AND STRATEGIC FACTORS**

GCTD operates a facility that can accommodate its current and potential growth. The commitment GCTD made in taking on long-term debt for addressing the future transit needs with the larger facility continues to be important in State and Federal transit funding.

Despite the growing economy, LTF, GCTD's primary funding source, appears to have stabilized. Although the District committed to future public transit needs by developing a new, larger operating base, GCTD may be vulnerable to another significant economic downturn similar to what the country experienced in 2008. Meanwhile, Ventura County remains the most populated county in California that still needs to pass a dedicated transportation tax. This limits GCTD's ability to grow and provide a more robust transit service to the community and hinders GCTD's ability to compete for state and federal grant funds. Ventura County voters failed to approve a one-half cent sales tax in November 2016 to fund necessary road and transportation improvements. However, Measure AA received over 64% approval in the four cities GCTD serves. Other high-population counties in California have recognized the need for local funding to support the provision of transit services. GCTD will continue to have future public transit needs constrained until this issue is successfully addressed.

GCTD has a Memorandum of Understanding (MOU) with the Service Employees International Union (SEIU). Currently, approximately 80% of GCTD's workers are represented by SEIU employees working under the current agreement, valid until June 30, 2024. The labor negotiations for the next agreement are expected to start in the first quarter of 2024.

GCTD recently negotiated a new three-year contract with Teamsters Local 186, which represents 17 supervisors and whose previous contract expired on June 30, 2023. The new agreement includes fair wages and enhanced benefits, such as a 14% increase over the 3-year contract term, equity adjustments to a few salary ranges, a paid holiday (Juneteenth), and increased reimbursements for tuition, tools, and more.

GCTD has been using compressed natural gas (CNG) to power its buses, paratransit fleet, and most of its service vehicles since 1995. GCTD owns and operates a natural gas compression station. GCTD continued to realize benefits from its contract with Clean Energy that provides GCTD renewable natural gas at a discount from the published commodity price and revenue from GCTD's sale of LCFS credits (State of California) and RIN credits (U.S. Environmental Protection Agency (EPA)) generated from its use of CNG as a fuel.

GCTD has ordered an additional four (4) CNG buses for delivery next fiscal year. As GCTD transitions to zero-emission hydrogen buses, the CNG bus fleet will continue to operate for several years. The Board of Directors of GCTD has shown a forward-thinking approach by committing to purchasing zero-emission buses for the future fleet.

Throughout its history, GCTD (and its predecessor agencies, Gold Coast Transit and South Coast Area Transit) has been constrained from growth by the limitations of its revenue. Increased revenue from the additional LTF funds available to GCTD when it became a District in 2014 allowed it to proceed with debt funding to complete and move into a new facility to prepare for future growth. GCTD aims to explore new revenue sources to enhance service for Western Ventura County.

GCTD actively seeks out all relevant grant opportunities. It is important to note that discretionary grants do not provide recurring revenue. GCTD has implemented several initiatives to increase revenues, such as on-board advertising sales and the generation and sale of LCFS and RIN credits. GCTD will continue to aggressively pursue revenue opportunities from these initiatives, and SB1 has the potential to help fill the gap. Identifying and implementing a local means of financial support for Ventura County transit is pivotal for sustainability.

## **REQUESTS FOR INFORMATION**

This financial report is designed to provide an overview of GCTD's financial operations and condition to its members, customers, stakeholders, and other interested parties. If you have any questions regarding the information included provided in this report or wish to require request additional financial information, please contact Christine Feng, CFO/ Assistant General Manager, at Gold Coast Transit District, 1901 Auto Center Drive, Oxnard, California, 93036.

## **BASIC FINANCIAL STATEMENTS**

**Gold Coast Transit District**  
**Statement of Net Position**  
**June 30, 2023**

	<u>2023</u>	<u>2022</u>
<b>ASSETS</b>		
<b>Current assets:</b>		
Cash and investments	\$ 4,634,731	\$ 6,711,921
Accrued interest receivable	2,488	1,871
Accounts and other receivables	1,166,416	1,483,042
Due from other governments	2,682,471	3,596,025
Inventories and prepaid items	1,124,214	736,311
<b>Total current assets</b>	<b>9,610,320</b>	<b>12,529,170</b>
<b>Non-current assets:</b>		
Restricted cash and investments with fiscal agent	5,238,926	5,416,007
Capital assets, net	62,089,979	63,733,870
SBITA assets, net	170,633	-
Right of use lease asset, net	51,002	67,812
<b>Total non-current assets</b>	<b>67,550,540</b>	<b>69,217,689</b>
<b>Total assets</b>	<b>77,160,860</b>	<b>81,746,859</b>
<b>DEFERRED OUTFLOWS OF RESOURCES</b>		
Pension related deferred outflows	8,222,450	3,758,401
OPEB related deferred outflows	1,470,171	1,569,939
<b>Total deferred outflows of resources</b>	<b>9,692,621</b>	<b>5,328,340</b>
<b>LIABILITIES</b>		
<b>Current liabilities:</b>		
Accounts payable and accrued expenses	1,343,822	2,001,575
Unearned revenue	35,208	-
Accrued interest payable	480,344	490,594
Accrued compensated absences - current	1,220,336	914,897
SBITA liability - current	59,464	-
Right of use lease liability - current	16,628	15,812
Certificates of participation payable - current	489,623	464,623
<b>Total current liabilities</b>	<b>3,645,424</b>	<b>3,887,501</b>
<b>Non-current liabilities:</b>		
Accrued compensated absences	77,231	198,628
SBITA liability	113,859	-
Right of use lease liability	36,169	52,797
Certificates of participation payable	21,005,957	21,495,580
Net pension liability	16,961,055	7,598,074
Net OPEB liability	1,660,045	1,733,290
<b>Total non-current liabilities</b>	<b>39,854,316</b>	<b>31,078,369</b>
<b>Total liabilities</b>	<b>43,499,741</b>	<b>34,965,870</b>
<b>DEFERRED INFLOWS OF RESOURCES</b>		
Pension related deferred inflows	846,824	5,460,073
OPEB related deferred inflows	666,971	409,778
<b>Total deferred inflows of resources</b>	<b>1,513,795</b>	<b>5,869,851</b>
<b>NET POSITION</b>		
Net investment in capital assets	40,644,537	41,772,869
Restricted for capital acquisitions	2,746,970	2,946,190
Restricted for proceeds from bond issuance	2,237,035	2,217,143
Unrestricted (deficit)	(3,748,467)	(696,725)
<b>Total net position</b>	<b>\$ 41,880,076</b>	<b>\$ 46,239,477</b>

**Gold Coast Transit District**  
**Statement of Revenues, Expenses, and Change in Net Position**  
**For the Fiscal Year Ended June 30, 2023**

	<u>2023</u>	<u>2022</u>
<b>Operating revenues:</b>		
Passenger fares:		
Fixed route	\$ 2,110,093	\$ 2,065,513
Paratransit	185,562	133,836
Advertising revenue	306,538	411,945
Other operating	782,721	1,847,818
	3,384,914	4,459,112
<b>Total operating revenues</b>		
<b>Operating expenses:</b>		
Salary and wages	11,495,703	12,095,853
Benefits	10,549,779	6,905,077
Services	4,615,742	4,710,704
Materials	3,020,488	3,573,317
Utilities	360,152	364,889
Insurance Claims	1,278,609	221,213
Miscellaneous	517,244	327,045
	31,837,718	28,198,097
<b>Total operating expenses</b>		
<b>Operating (loss) Before Depreciation</b>	(28,452,804)	(23,738,995)
Depreciation	3,554,028	3,393,698
<b>Operating (loss)</b>	(32,006,832)	(27,132,683)
<b>Non-operating revenues (expenses) and transfers:</b>		
Local transportation funding	20,832,196	15,272,757
Federal grants	7,745,225	15,497,082
State transit assistance	359,186	300,300
State and local grants	890,857	617,064
Low Carbon Transit Operations Program (LCTOP)	72,092	333,837
Investment earnings (loss)	41,435	(88,456)
Local assistance to other agencies	(1,807,940)	(1,648,290)
Interest expense, net	(918,249)	(942,522)
Other revenue	432,629	146,663
	27,647,431	29,488,435
<b>Total non-operating revenues (expenses) and transfers</b>		
<b>Change in net position</b>	(4,359,401)	2,355,751
<b>Net position:</b>		
Beginning of year	46,239,477	43,883,726
End of year	\$ 41,880,076	\$ 46,239,477

**Gold Coast Transit District**  
**Statement of Cash Flows**  
**For the Fiscal Years Ended June 30, 2023, and 2022**

	<u>2023</u>	<u>2022</u>
<b>Cash flows from operating activities:</b>		
Receipts from customers and users	\$ 3,866,963	\$ 2,199,349
Payments to suppliers	(10,853,704)	(18,909,403)
Payments to employees	(21,292,040)	(10,776,084)
Other operating revenues	782,721	793,161
	<hr/>	<hr/>
<b>Net cash (used) by operating activities</b>	<b>(27,496,060)</b>	<b>(26,692,977)</b>
<b>Cash flows from noncapital financing activities:</b>		
Proceeds from local transportation funding	20,832,196	14,777,495
Proceeds from federal funding	7,745,225	11,313,773
Proceeds from state transit assistance	285,916	243,895
Proceeds from state funding	890,857	950,745
Payments to other agencies	(1,807,940)	(1,648,290)
Proceeds from other noncapital funding	447,204	146,663
	<hr/>	<hr/>
<b>Net cash provided by noncapital financing activities</b>	<b>28,393,458</b>	<b>25,784,281</b>
<b>Cash flows from capital and related financing activities:</b>		
Principal paid on SBITA payable	(56,818)	-
Principal paid on loans and bonds	(410,000)	(390,000)
Principal paid on right-to-use leased asset		
Proceeds from capital grants		3,237,453
Interest paid on loans, bonds, and capital leases	(970,938)	(1,005,170)
Proceeds from right-to-use lease payable	230,141	84,067
Principal paid on right-to-use leased payable	(15,812)	(15,458)
Proceeds on the sale of capital assets	57,698	-
Purchase of capital assets	(1,890,637)	(3,922,319)
	<hr/>	<hr/>
<b>Net cash (used) by capital and related financing activities</b>	<b>(3,056,366)</b>	<b>(2,011,427)</b>
<b>Cash flows from investing activities:</b>		
Investments earnings (loss) on investments	41,435	(89,467)
	<hr/>	<hr/>
<b>Net cash provided by investing activities</b>	<b>41,435</b>	<b>(89,467)</b>
<b>Net decrease in cash and cash equivalents</b>	<b>(2,117,533)</b>	<b>(3,009,590)</b>
<b>Cash and cash equivalents:</b>		
Beginning of year	12,127,928	15,137,518
End of year	\$ 9,873,657	\$ 12,127,928
	<hr/>	<hr/>
<b>Reconciliation of cash and cash equivalents to the statement of net position:</b>		
Cash and cash equivalents	\$ 4,634,731	\$ 6,711,921
Restricted - cash and investments	5,238,926	5,416,007
	<hr/>	<hr/>
<b>Total cash and cash equivalents</b>	<b>\$ 9,873,657</b>	<b>\$ 12,127,928</b>

**Gold Coast Transit District  
Statement of Cash Flows  
For the Fiscal Year Ended June 30, 2023**

	<u>2023</u>	<u>2022</u>
<b>Reconciliation of operating (loss) to net cash (used) by operating activities:</b>		
Operating (loss)	\$(32,006,832)	\$(28,075,206)
<b>Adjustments to reconcile operating (loss) to net cash (used) by operating activities:</b>		
Depreciation	3,554,028	3,393,698
Right-to-use lease amortization expense	76,318	16,255
Loss on capital asset	-	92,721
<b>Change in assets - (increase) decrease</b>		
Accounts and others	1,229,563	(1,466,601)
Inventories and prepaid items	(387,903)	(387,903)
<b>Change in deferred outflows of resources - (increase) decrease</b>		
Deferred outflows - pension	(4,464,049)	(285,256)
Deferred outflows - OPEB	99,768	(1,514,682)
<b>Change in liabilities - increase (decrease)</b>		
Accounts payable and accrued expenses	(621,729)	193,349
Unearned revenue		43,050
Debt Service	918,249	942,820
Accrued compensated absences	167,414	
Net pension liability	9,362,981	(6,932,929)
Net OPEB liability	(73,245)	1,563,443
<b>Change in deferred inflows of resources - increase (decrease)</b>		
Deferred inflows - pension	(4,613,249)	5,387,631
Deferred inflows - OPEB	257,193	66,807
<b>Total adjustments</b>	<u>5,429,021</u>	<u>1,382,228</u>
<b>Net cash (used) by operating activities</b>	<u>\$(27,496,060)</u>	<u>\$(26,692,977)</u>
<b>Non-cash investing, capital and financing transactions:</b>		
Amortization of bond premium	\$ 54,623	\$ 54,623
Change in unearned revenue	<u>\$ -</u>	<u>\$ 495,262</u>



**NOTES TO THE BASIC FINANCIAL STATEMENTS**

## NOTE 1 – REPORTING ENTITY AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

### A. Description of the Reporting Entity

The principal business activity of Gold Coast Transit District (District) is to provide public transportation service to customers in the geographic area known as western Ventura County located in Southern California. As of July 1, 2014, Gold Coast Transit became known as Gold Coast Transit District.

The District was previously a joint powers authority created in 1973 by the Cities of Ojai, Oxnard, Port Hueneme, and San Buenaventura (Ventura) for the purpose of operating a public transportation system within and about western Ventura County. Subsequent to the initial creation of the District, the City of Santa Paula and County of Ventura (the County) were added as participating members. Each of these governments is represented on the District's Board of Directors (the Board).

On October 5, 1994, the City of Santa Paula withdrew from the joint powers authority agreement and surrendered its representation on the Board. Santa Paula's member equity was reallocated to the other members during the fiscal year ended June 30, 1995.

### B. Basis of Accounting, Measurement Focus, and Financial Reporting

The basic financial statements (i.e., the statement of net position, the statement of activities and changes in net position, and statement of cash flows) report information on all the activities of the primary government. The District accounts for its operations (a) that are financed and operated in a manner similar to private business enterprises – where the intent of the governing body is that the costs (expenses, including depreciation) of providing goods or services to the general public on a continuing basis be financed or recovered primarily through user charges; or (b) where the governing body has decided that periodic determination of revenues earned, expenses incurred, and/or net income is appropriate for capital maintenance, public policy, management control, accountability, or other purposes.

The basic financial statements are reported using the “*economic resources*” measurement focus and the accrual basis of accounting. Revenues are recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. Grants and similar items are recognized as revenue as all eligibility requirements have been met. Interest associated with the current fiscal period is susceptible to accrual and has been recognized as revenue of the current fiscal period.

Operating revenues are those revenues that are generated from the primary operations of the District. The District reports a measure of operations by presenting the change in net position from operations as *operating income* in the statement of activities and changes in net position. Operating activities are defined by the District as all activities other than financing and investing activities (interest expense and investment income), grants and subsidies, and other infrequently occurring transactions of a non-operating nature. Operating expenses are those expenses that are essential to the primary operations of the District. All other expenses are reported as non-operating expenses.

In accordance with accounting principles generally accepted in the United States of America (U.S. GAAP), the statement of net position reports separate sections for deferred outflows of resources and deferred inflows of resources, when applicable.

**Deferred Outflows of Resources** represent outflows of resources (consumption of net position) that apply to future periods and that, therefore, will not be recognized as an expense until that time.

**Deferred Inflows of Resources** represent inflows of resources (acquisition of net position) that apply to future periods and that, therefore, are not recognized as a revenue until that time.

## NOTE 1 – REPORTING ENTITY AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(Continued)

### B. Basis of Accounting, Measurement Focus, and Financial Reporting

**(Continued)** The District reports the following funds:

**Operating Fund** accounts for all revenues and other receipts that are not allocated by law or contractual agreements to some other funds. General operating costs and capital improvement costs that are not paid through other funds are paid from this fund.

Local Transportation Funding, Article No. 4 (LTF), received by the County from the State of California and then subsequently distributed to the District and its member entities based on their requested appropriation throughout the fiscal year is also accounted for in the Operating Fund.

Proposition 1B Grant funding, advanced grant funding received by the District from the State of California Proposition 1B funds for the Public Transportation Modernization, Improvement, and Service Enhancement Account (PTMISEA) and the Low Carbon Transit Operations Program (LCTOP) are also accounted for in the Operating Fund.

### C. Use of Estimates

The preparation of basic financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

### D. Cash and Cash Equivalents

Substantially all the District's cash is invested in interest bearing cash accounts. The District considers all highly liquid investments with initial maturities of three months or less to be cash equivalents.

### E. Investments

Changes in fair value that occur during a fiscal year are recognized as unrealized gains or losses and reported for that fiscal year. Investment earnings comprise interest earnings, changes in fair value, and any gains or losses realized upon the liquidation or sale of investments.

Governmental Accounting Standards Board (GASB) Statement No. 72, *Fair Value Measurement and Application*, defines fair value, establishes a framework for measuring fair value, and establishes disclosures about fair value measurement. Investments, unless otherwise specified, recorded at fair value on the statement of net position, are categorized based upon the level of judgment associated with the inputs used to measure their fair value. Levels of inputs are as follows:

Level 1 – Inputs are unadjusted, quoted prices for identical assets and liabilities in active markets at the measurement date.

Level 2 – Inputs, other than quoted prices included in Level 1 that are observable for the assets or liabilities through corroboration with market data at the measurement date.

Level 3 – Unobservable inputs that reflect management's best estimate of what market participants would use in pricing the assets or liabilities at the measurement date.

## NOTE 1 – REPORTING ENTITY AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(Continued)

### F. Materials and Supplies Inventory

Materials and supplies inventory consist primarily of bus replacement parts, supplies for vehicle maintenance, tires, and oil. Inventory is valued at cost using a weighted average method. Inventory items are charged to expense at the time that individual items are withdrawn from inventory or consumed. The inventory balance was \$1,104,031 at June 30, 2023.

### G. Prepaid Items

Certain payments to vendors reflect costs or deposits applicable to future accounting periods and are recorded as prepaid items in the basic financial statements. The prepaid balance was \$20,183 at June 30, 2023.

### H. Right-To-Use Leased Asset and Right-To-Use Lease Payable

The primary objective is to enhance the relevance and consistency of information about the governments' leasing activities. The District has established a single model for lease accounting based on the principle that leases are financings of a right-to-use underlying asset. As a lessee, the District is required to recognize a lease liability (payable) and an intangible right-to-use leased asset. At the commencement of a lease, the District initially measures the lease liability at the present value of payments expected to be made during the lease term. Subsequently, the lease liability is reduced by the principal portion of lease payments made. The leased asset is initially measured as the initial amount of the lease liability, adjusted for lease payments made at or before the lease commencement date, plus certain initial direct costs. Subsequently, the leased asset is amortized on a straight-line basis over its useful life. The District monitors changes in circumstances that would require a remeasurement of its lease and will remeasure the leased asset and lease payable if certain changes occur that are expected to significantly affect the amount of the lease payable.

### I. Bond Premiums and Issuance Costs

Premiums are amortized over the respective lives of debt using the straight-line method.

### J. Capital Assets

Capital assets are stated at cost, net of accumulated depreciation, except for the portions acquired by contribution, which are recorded at fair value at the time received. The capitalization threshold for any reporting capital assets is \$5,000. Depreciation is based on the estimated useful lives of the assets, which range from 3 to 30 years, using the straight-line method.

The estimated useful lives of the assets are as follows:

Revenue vehicles – fixed route –  
12 years Facilities – 15 to 30 years  
Equipment and furniture – 3 to 10  
years Revenue vehicles –  
paratransit – 4 to 5 years  
Paratransit equipment – 3 to 5  
years

## **K. Compensated Absences**

District policy is to permit employees to accumulate earned vacation and sick leave up to a defined maximum amount. Accumulated vacation time is accrued at year-end to account for the District's obligation to the employees for the amount owed. Sick leave can be accumulated, but, under District policy, is not paid until retirement, death, or voluntary termination with a minimum of ten years of service. Payment shall be made in an amount of 50% of accrued sick leave upon retirement, death, or voluntary termination of the qualified employee. Accordingly, 50% of the accumulated sick leave for qualified employees is accrued at year-end to account for the District's obligation for the amount owed.

## **L. Pensions**

For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the District's California Public Employees' Retirement System (CalPERS) plan (the Plan) and additions to/deductions from the Plan's fiduciary net position have been determined on the same basis as they are reported by CalPERS. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with benefit terms. Investments are reported at fair value.

The following timeframes are used for pension reporting:

<u>CalPERS</u>	
Valuation date	June 30, 2021
Measurement date	June 30, 2022
Measurement period	July 1, 2021, to June 30, 2022

Gains and losses related to changes in total pension liability and fiduciary net position are recognized in pension expense systematically over time. The first amortized amounts are recognized in pension expense for the year the gain or loss occurs. The remaining amounts are categorized as deferred outflows of resources and deferred inflows of resources related to pensions and are to be recognized in future pension expense. The amortization period differs depending on the source of the gain or loss. The difference between projected and actual earnings is amortized straight-line over 5 years. All other amounts are amortized straight-line over the average expected remaining service lives of all members that are provided with benefits (active, inactive, and retired) as of the beginning of the measurement period.

## **M. Other Postemployment Benefits (OPEB)**

For purposes of measuring the net OPEB liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the fiduciary net position of the District's plan (OPEB Plan) and additions to/deductions from the OPEB Plan's fiduciary net position have been determined on the same basis as they are reported by CalPERS. For this purpose, benefit payments are recognized when currently due and payable in accordance with the benefit terms. Investments are reported at fair value. Accounting principles generally accepted in the United States of America require that the reported results must pertain to liability and asset information within certain defined timeframes.

U.S. GAAP requires that the reported results pertain to liability and asset information within certain defined timeframes. For this report, the following timeframes are used:

Valuation date	June 30, 2021
Measurement date	June 30, 2022
Measurement period	July 1, 2022 to June 30, 2023

#### **N. Grant Funding**

Grants for operating assistance and capital acquisitions are included in their respective non-operating sections of the statement of activities and changes in net position. Grant funds are claimed on a reimbursement basis and receivables for grant funds are recorded as the related obligations are incurred. Grant funds advanced but not yet earned are treated as unearned revenue until the respective obligations these grants were funded for are incurred.

#### **O. Unearned – Local Transportation Funding**

Authorized and received Local Transportation Funds (LTF) that exceed current year expenditure requirements are deferred to future periods.

#### **P. Non-Operating Revenues**

The District receives LTF under provisions of the State of California's Transportation Development Act of 1971 (TDA). This act provides that a portion of state sales tax proceeds be made available for support and development of public transportation. These funds are generated within the County and are allocated based on annual claims filed by the District and approved by the Ventura County Transportation Commission (VCTC). A portion of these proceeds (at the discretion of the District's Board) may be set aside to fund capital acquisitions and is classified as local transportation funding in the non-operating section of the statement of activities and changes in net position. The remaining portion of local transportation funding is used to subsidize current operations and is also included in the non-operating revenue section of the statement of activities and changes in net position.

Under provisions of the Fixing America's Surface Transportation (FAST) Act, signed into law on December 4, 2015, Federal planning and capital assistance grants (under Section 5307) are made available to local urbanized mass transportation systems on a formula basis. Federal operating and matching grants provided to the District under this act are included in the non-operating revenue section of the statement of activities and changes in net position.

Federal, state, and local operating and capital grants are included in the non-operating revenue section of the statement of activities and changes in net position.

#### **Q. Net Position**

In the statement of net position, net position is categorized in the following categories:

**Net Investment in Capital Assets** – This amount consists of capital assets, net of accumulated depreciation and reduced by any outstanding debt attributed to the acquisition, construction, or improvement of those assets.

**Restricted Net Position** – This amount consists of net position with constraints placed on its use through external constraints imposed by external creditors, grantors, contributors, or laws or regulations of other governments or constraints imposed by law through constitutional provisions or enabling legislation.

**Unrestricted Net Position** – This amount consists of net position that does not meet the definition of “net investment in capital assets” or “restricted net position.”

When both restricted and unrestricted resources are available for use, it is the District’s policy to use restricted resources for the purposes intended, then unrestricted resources as they are needed.

**R. Reclassifications**

Certain amounts from the prior year have been reclassified to conform to the current year’s presentation.

**S. New Pronouncements – Government Accounting Standards Board (GASB)**

**GASB Statement No.96 Subscription Based Information Technology Arrangements (SBITA)**

– This Statement provides guidance on the accounting and financial reporting for subscription-based information technology arrangements (SBITAs) for government end users (governments). This Statement (1) defines a SBITA; (2) establishes that a SBITA results in a right-to-use subscription asset—an intangible asset—and a corresponding subscription liability; (3) provides the capitalization criteria for outlays other than subscription payments, including implementation costs of a SBITA; and (4) requires note disclosures regarding a SBITA. To the extent relevant, the standards for SBITAs are based on the standards established in Statement No. 87, Leases, as amended.

The District has four different SBITAs related to transit operations and HR management. These agreements require annual payments for contracted amounts with remaining terms from 24 to 60 months in length. In calculating the present value of the SBITA payable and right-to-use asset, an annual interest rate of 2.5% was assumed as the Districts incremental borrowing rate. These SBITAs are discussed in further detail in Note 20.

**NOTE 2 – CASH, CASH EQUIVALENTS, AND INVESTMENTS**

Cash and investments as June 30, 2023 are classified in the accompanying financial statements as follows:

CASH AND INVESTMENTS

Cash and investments	\$ 4,634,731
Restricted - cash and investments	5,238,926
Total cash and investments	<u>\$ 9,873,657</u>

Cash, cash equivalents, and investments as of June 30, 2023 consisted of the following:

Cash on hand	\$ 670
Deposits held with financial institutions	548,158
Investments	9,324,829
Total cash, cash equivalents, and investments	<u>\$ 9,873,657</u>

**A. Demand Deposits**

The California Government Code requires California banks and savings and loan associations to secure an entity’s deposits by pledging government securities with a value of 110% of an entity’s deposits. California law also allows financial institutions to secure entity deposits by pledging first trust deed mortgage notes having a value of 150% of an entity’s total deposits. The entity’s Treasurer may waive the collateral requirement for deposits which

are fully insured up to \$250,000 by the Federal Deposit Insurance Corporation (FDIC).

The collateral for deposits in federal and state-chartered banks is held in safekeeping by an authorized agent of depository recognized by the State of California Department of Banking. The collateral for deposits with savings and loan associations is generally held in safekeeping by the Federal Home Loan Bank in San Francisco, California, as an agent of depository. These securities are physically held in an undivided pool for all California public agency depositors. Under Government Code Section 53655, the placement of securities by a bank or savings and loan association with an agent of depositor has the effect of perfecting the security interest in the name of the local governmental agency. Accordingly, all collateral held by California agents of depository are held for, and in the name of, the local government.

#### **B. Custodial Credit Risk**

The custodial credit risk for *deposits* is the risk that, in the event of the failure of a depository financial institution, a government will not be able to recover its deposits or collateral securities that are in the possession of an outside party. The District's investment policy requires that collateral be held by an independent third party with whom the District has a current custodial agreement.

The custodial credit risk for *investments* is the risk that, in the event of the failure of the counterparty to a transaction, a government will not be able to recover the value of its investment or collateral securities that are in the possession of another party. The District's investment policy requires that all security transactions are conducted on a delivery-versus-payment (DVP) method and that all securities are held by a qualified, third-party custodian, as evidenced by safekeeping receipts. The trust department of the District's bank may act as third-party custodian, provided that the custodian agreement is separate from the banking agreement. With respect to investments, custodial credit risk applies only to direct investments in marketable securities. Custodial credit risk does not apply to a local government's indirect investment in securities through the use of mutual funds or government investment pools, such as Local Agency Investment Fund (LAIF) and Ventura County Pooled Investment Fund (VCPIF).

As of June 30, 2023, none of the District's deposits and investments were exposed to disclosable custodial credit risk.



**C. Investments**

The District's investments as of June 30, 2023, are as follows:

Investment Type	Measurement Input	Credit Rating	Fair Value	Remaining Maturity in (Months) 12 Months or Less
LAIF	Uncategorized	N/A	\$ 100,338	\$ 100,338
Money market accounts held with financial institutions	Level 2	AAA	3,985,564	3,985,564
Money market accounts held in trust with debt trustee	Level 2	AAA	2,533,632	2,533,632
VCPIF - restricted	Level 2	AAAF/S-1+	2,705,295	2,705,295
<b>Total</b>			<u>\$9,324,829</u>	<u>\$9,324,829</u>

**D. Authorized Investments and Investment Policy**

The District has adopted an investment policy directing the Fiscal Officer to deposit funds in financial institutions. Investments are to be made in the following areas:

- External Investment Pools:
  - LAIF
  - VCPIF
- Non-negotiable certificates of deposit
- Governmental agency securities

**E. Investment in California Local Agency Investment Fund (LAIF)**

The District is a voluntary participant in LAIF which is regulated by California Government Code Section 16429 under the oversight of the Treasurer of the State of California. The fair value of the District's investment in this pool is reported in the accompanying basic financial statements at amounts based upon the District's pro-rata share of the fair value provided by LAIF for the entire LAIF portfolio (in relation to the amortized cost of that portfolio). The balance available for withdrawal is based on the accounting records maintained by LAIF, which are recorded on an amortized cost basis. Further information about LAIF is available on the California State Controller's website: <https://www.treasurer.ca.gov/pmia-laif/laif.asp>.

## **F. Investment in California Local Agency Investment Fund (LAIF) (continued)**

The District's investments with LAIF at June 30, 2023 included a portion of the pool funds invested in Structured Notes and Asset-Backed Securities:

**Structured Notes:** debt securities (other than asset-backed securities) whose cash flow characteristics (coupon rate, redemption amount, or stated maturity) depend upon one or more indices and/or that have embedded forwards or options.

**Asset-Backed Securities:** generally, mortgage-backed securities that entitle their purchasers to receive a share of the cash flows from a pool of assets such as principal and interest repayments from a pool of mortgages (for example, Collateralized Mortgage Obligations) or credit card receivables.

The District had \$100,338 invested in LAIF, which had invested 0.75% of the pooled investment funds as of June 30, 2023, in structured notes and medium-term asset-backed securities. The LAIF fair value factor of 0.984828499 was used to calculate the fair value of the investments in LAIF as of June 30, 2023.

## **G. Ventura County Pooled Investment Fund (VCPIF)**

The District is a voluntary participant in the VCPIF and the District determines the amount and term of its investment. The County Treasurer makes investments in accordance with a Statement of Investment Policy reviewed and approved annually by the Board of Supervisors. The Treasury Investment Oversight Committee comprised of the County Treasurer, a representative of the Board of Supervisors, the County Investment Manager, a representative of the County Superintendent of Schools, and other Treasury Department support staff meets semi-annually to review the activities of the Treasurer and provide a report to the Board of Supervisors. Further information about the VCPIF is available on the County Treasurer-Tax Collector's website: [www.ventura.org/ttc/](http://www.ventura.org/ttc/).

The County's Treasurer has indicated to the District that as of June 30, 2023 the value of the County's portfolio was approximately \$4.45 billion. As of June 30, 2023, the District has investment in the VCPIF \$2,705,295. The VCPIF fair value factor of 0.9848 was used to calculate the fair value of the investments in VCPIF as of June 30, 2023.

## **H. Fair Value Measurement Input**

The District categorizes its fair value measurement inputs within the fair value hierarchy established by U.S. GAAP. The District has presented its measurement inputs as noted in the table above.

## **I. Credit Risk**

Credit risk is the risk that an issuer of an investment will not fulfill its obligation to the holder of the investment. This is measured by the assignment of a rating by a nationally recognized statistical rating organization. As of June 30, 2023, the District's investment in the LAIF was not rated as noted in the table above.

## J. Interest Rate Risk

Interest rate risk is the risk that changes in market interest rates will adversely affect the fair value of an investment. Generally, the longer the maturity of an investment, the greater the sensitivity of its fair value to changes in market interest rates. The District's investment policy follows the California Government Code as it relates to limits on investment maturities as a means of managing exposure to fair value losses arising from increasing interest rates. The District has elected to use the segmented time distribution method of disclosure for the maturities of its investments as related to interest rate risk as noted in the table above.

## K. Concentration of Credit Risk

The District's investment policy contains no limitations on the amount that can be invested in any one governmental agency or non-governmental issuer beyond that stipulated by the California Government Code. There were no investments in any one governmental or non-governmental issuer that represented 5% or more of the District's total investments except for those in LAIF or the VCPIF.

## NOTE 3 – RESTRICTED ASSETS

Restricted assets as June 30, 2023 were classified in the accompanying basic financial statements as follows:

<u>Description</u>	<u>June 30,2022</u>	<u>June 30,2023</u>
Restricted - cash and investments	<u>\$ 5,416,007</u>	<u>\$ 5,238,926</u>
Total restricted assets	<u>\$ 5,416,007</u>	<u>\$ 5,238,926</u>

Restricted assets as of June 30, 2023 consisted of the following:

Proceeds from bond debt issuance	\$ 2,505,038	\$ 2,491,956
Capital acquisitions reserves	<u>2,910,969</u>	<u>2,746,970</u>
Total restricted assets	<u>\$ 5,416,007</u>	<u>\$ 5,238,926</u>

#### NOTE 4 – CAPITAL ASSETS

Summary of change in capital assets for the year ended June 30, 2023 was as follows:

	Balance July 1, 2022	Additions	Deletions	Balance June 30, 2023
Capital assets, not being depreciated:				
Land	\$ 8,981,061	\$ -	\$ -	\$ 8,981,061
Construction in Progress	38,296.98	1,914,774	-	129,812
Total capital assets not being depreciated	<u>9,019,358</u>	<u>1,914,774</u>	<u>-</u>	<u>9,110,874</u>
Capital assets, being depreciated:				
Buildings and improvements	43,819,824	-	-	43,819,824
Vehicles and equipment	42,806,073	1,818,623	(3,412,421)	41,212,275
Total capital assets being depreciated	<u>86,625,897</u>	<u>1,818,623</u>	<u>(3,412,421)</u>	<u>85,032,099</u>
Less accumulated depreciation for:				
Buildings and improvements	(3,720,696)	(1,234,755)	-	(4,955,451)
Vehicles and equipment	(28,190,690)	(2,319,274)	3,412,421	(27,097,543)
Total accumulated depreciation	<u>(31,911,386)</u>	<u>(3,554,029)</u>	<u>3,412,421</u>	<u>(32,052,994)</u>
Total capital assets being depreciated, net	<u>54,714,511</u>	<u>(1,735,406)</u>	<u>-</u>	<u>52,979,105</u>
<b>Intangible assets, being amortized:</b>	39,401	-	-	39,401
Less accumulated amortization	<u>(39,401)</u>	<u>-</u>	<u>-</u>	<u>(39,401)</u>
Intangible assets, being amortized, net	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Capital assets, net	<u>\$63,733,869</u>	<u>\$ 179,368</u>	<u>\$ -</u>	<u>\$62,089,979</u>

Depreciation expense for the year ended June 30, 2023 was \$3,554,029.

## NOTE 5 – RIGHT-TO-USE LEASE ASSET AND RIGHT-TO-USE LEASE LIABILITY

Changes in lease assets for the year ended June 30,2023 was as follows:

Description	Balance July 1, 2022	Additions	Deletions	Balance June 30, 2023
Right-to-use leased assets:				
Buildings and improvements	\$84,067	\$ -	\$ -	\$84,067
Accumulated amortization:				
Buildings and improvements	(16,255)	(16,810)	-	(33,065)
Total right-to-use leased asset, net	\$ 67,812	\$(16,810)	\$ -	\$51,002

Changes in lease payables for the year ended June 30, 2023 was as follows:

	Balance July 1, 2022	Additions	Deletions	Balance June 30, 2023	Current portion	Long-term portion
Lease liability	\$ 68,609	\$ -	\$ (15,812)	\$ 52,797	\$ 16,628	\$ 36,169

Annual debt service requirement for the right-to-use lease payable are as follows:

Fiscal Year End	Principal	Interest	Total
2024	\$ 16,628	\$ 1,762	\$ 18,390
2025	17,640	1,072	18,712
2026	12,615	453	13,068
2027	5,914	53	5,967
Total	\$ 52,797	\$ 3,340	\$ 56,137

The District is reporting a total right-to-use leased asset, net of \$51,002 and a right-to-use lease payable of \$52,797 for the year ending June 30, 2023. Also, the District is reporting total amortization expense of \$16,810, principal payments of \$15,812 and interest expense of \$1,762 related to the above noted lease.

The lease held by the District does not have an implicit rate of return, therefore the District used their incremental borrowing rate of 4.00% to discount the lease payments to the net present value. In some cases, leases contain termination clauses. In these cases, the clause requires the lessee or lessor to show cause to terminate the lease.

The District's lease is summarized as follows:

GCTD entered into a lease with the City of Oxnard for the Customer Service Center located at 201 E. Fourth Street, Suite 103A on December 6, 2016. The term of the lease is January 1, 2017 – December 31, 2026. The base rent started the term at \$997.14 per month. There is annual rate adjustment beginning in October 2019 equal to the Consumer Price Index (CPI-U) for the Los Angeles-Riverside- Orange County California area as published by the United States Department of Labor, Bureau of Labor Statistics for each twelve (12) month period provided that no annual increase will be greater than three percent (3%).

A second lease with the City of Oxnard for the term of September 1, 2019 – August 31, 2022 for the Bus Operator breakroom at 201 E. Fourth Street, Suite 206B on August 5, 2019. An extension of the lease was executed through August 31, 2025. The base rent at the start of the term was \$468.00 per month. There is annual rate adjustment beginning in October 2019 equal to the Consumer Price Index (CPI-U) for the Los Angeles-Long Beach-Anaheim California area as published by the United States Department of Labor, Bureau of Labor Statistics for each twelve (12) month period provided that no annual increase will be greater than five percent (5%).

**NOTE 6 – ACCOUNTS PAYABLE AND ACCRUED EXPENSES**

Accounts payable and accrued expenses on June 30, 2023 consist of the following amounts:

Accounts payable - vendors	\$ 723,331
Accrued wages and benefits	<u>\$ 620,491</u>
Total	<u><u>\$ 1,343,822</u></u>

**NOTE 7 – UNEARNED – LOCAL TRANSPORTATION FUNDING**

In accordance with TDA statutes and the California Code of Regulations, Title 21, Chapter 3, Subchapter 2, Article 5, Section 6649(b), LTF received for operating assistance in excess of the amount that the District is eligible to receive is recorded as an unearned revenue and is to be recognized as revenue and a reduction of eligible LTF during the following fiscal years.

Unearned – LTF was \$0 for the fiscal year ended June 30, 2023. There was \$0 unearned at June 30, 2022 which was recognized in LTF revenues when used during FY 2022-23.

**NOTE 8 – COMPENSATED ABSENCES**

Compensated absences comprise unpaid vacation leave, sick leave, and compensated time off which is accrued as earned. The District’s liability for compensated absences is determined annually. Changes in the compensated absences balance for the fiscal year ended June 30, 2023, is as follows:

Balance July 1, 2022	Additions	Deletions	Balance June 30, 2023	Current Balance	Noncurrent Balance
<u>\$1,113,525</u>	<u>\$ 649,918</u>	<u>\$ (465,875)</u>	<u>\$ 1,297,568</u>	<u>\$1,220,336</u>	<u>\$ 77,231</u>

**NOTE 9 – CERTIFICATES OF PARTICIPATION**

On March 2, 2017, the District issued Series 2017 Certificates of Participation (2017 COPs) in the par amount of \$22,000,000 for the construction of its new operations and maintenance facility. The District pledged fare box revenues for the repayment of the certificates. The 2017 COPs were issued with coupon interest rates ranging between 4.00% to 5.25% and a net premium on the issuance of \$1,716,093 which is being amortized over the life of the debt service. The 2017 COPs are scheduled to mature on July 1, 2047. Interest payments are due on July 1st and January 1st while principal payments ranging between \$340,000 to \$1,350,000 are due on July 1st each year.

If any Event of Default occurs and is continuing, the Trustee by notice to the District, or the Owners of at least 25% in principal amount of the Certificates by notice to the District and the Trustee (except for an Event of Default as described under clause (c) of Section 8.01 of the Lease Agreement, for which no such notice is required), may declare the principal and accrued interest with respect to the Certificates to be due and payable immediately. Upon a declaration, the principal and accrued interest to the date of the Trustee’s declaration of acceleration on the Certificates shall be due and payable.

The Trustee may, and upon the request of Owners of a majority in principal amount of the Certificates shall, rescind an acceleration and its consequences if all existing Events of Default have been cured or waived, if the rescission would not conflict with any judgment or decree if all payments due the Trustee have been made.

Changes in the certificates of participation balance for the year were as follows:

	<u>Balance June 30, 2022</u>	<u>Reductions</u>	<u>Balance June 30, 2023</u>	<u>Due Within One Year</u>	<u>Due in more than One Year</u>
Certificates of Participation	\$ 20,540,000	\$ (410,000)	\$ 20,130,000	\$ 435,000	\$ 19,695,000
Premium	1,420,203	(109,246)	1,310,957	-	1,310,957
Total	<u>\$ 21,960,203</u>	<u>\$ (519,246)</u>	<u>\$ 21,440,957</u>	<u>\$ 435,000</u>	<u>\$ 21,005,957</u>

The certificates of participation payment schedule for amounts due on June 30, 2023, is as follows:

<u>Fiscal Year End</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
2024	\$ 435,000	\$ 949,813	\$ 1,384,813
2025	455,000	929,269	1,384,269
2026	475,000	909,506	1,384,506
2027	495,000	887,038	1,382,038
2028	520,000	861,663	1,381,663
2029 - 2033	3,060,000	3,862,444	6,922,444
2034-2038	3,805,000	3,114,150	6,919,150
2039 - 2043	4,765,000	2,149,375	6,914,375
2044-2048	6,120,000	795,750	6,915,750
Total	<u>\$ 20,130,000</u>	<u>\$ 14,459,006</u>	<u>\$ 34,589,006</u>



**NOTE 10 – OPEB**

**A. General Information about the OPEB Plan**

**Plan Description** – The District provides retiree healthcare benefits for employees who retire with CalPERS pension benefits immediately upon retirement from the District. The District's OPEB Plan is a single-employer plan. Eligible retirees and dependents may elect lifetime coverage through the District's healthcare plans. The District pays a portion of the cost of health insurance for retirees under any group plan offered by CalPERS, subject to certain restrictions as determined by the District.

Retirees pay the portion of premium not paid by the District.

The District has elected to use the entry age normal cost method with unfunded liabilities amortized over 30 years and continues to fund on a pay-as-you-go basis.

**Employees Covered** – As of the June 30, 2022 valuation, the following current and former employees were covered by the benefit terms for the OPEB Plan:

	<u>2023</u>
Active employees	189
Inactive employees or beneficiaries currently receiving benefits	17
Inactive employees entitled to but not yet receiving benefit payments	<u>172</u>
	<u><u>378</u></u>

**Contributions** – The contribution requirements are established and amended by the District. The contribution is based on pay-as-you-go financing requirements. For the fiscal year ended June 30, 2023 the District contributed \$0 to the California Employers' Retiree Benefit Trust Fund (CERBT) irrevocable trust and \$59,375 for member expenses as the pay-as-you-go portion, resulting in total payments of \$59,375.

**Net OPEB Liability** – The District’s net OPEB liability was measured as of June 30, 2022, and the total OPEB liability used to calculate the net OPEB liability was the plan fiduciary net position of the CERBT held with CalPERS. The following actuarial methods and assumptions were used:

Valuation date	June 30, 2021
Measurement date	June 30, 2022
Actuarial cost method	Entry age normal
Actuarial assumptions:	
Discount rate	4.50%
Inflation rate	2.50%
Real GDP Per Capital Growth	1.50%
Excess Medical Cost Growth	1.10%
Health Share of GDP Resistance Point	25.00%
Year for Limited Cost Growth to GDP Growth	2075
Trend rate	Various
Salary increases	2.75% per annum, in aggregate
Investment rate of return	7.00%
Participation rate	35% of active employees assumed to elect coverage at retirement
Medicare eligibility	Age 65

(1) The health care trend rates reflect a more recent Getzen Model of Long-Run medical Cost Trends and historical medical inflation data. Medical/prescription drug: from 4.00% for all years to Getzen 2021 table that reflects actual premium increases from 2021 to 2022 followed by 5.75% in 2022 that decreases gradually to an ultimate rate of 4.04% in 2075. PCMHCA minimum contribution: from 4.00% to 4.20% followed by 3.50% for all subsequent years.

The long-term expected rate of return on OPEB Plan investments was determined using a building block method in which expected future real rates of return (expected returns, net of OPEB Plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

The target allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the following table:

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return
Equity	49.00%	4.50%
Debt Securities	23.00%	1.00%
Real Estate Investment Trusts	20.00%	3.70%
Commodities	5.00%	50.00%
Treasury Inflation Protected Securities	3.00%	1.10%
<b>Total</b>	<b>100%</b>	<b>100%</b>
<b>Long-term expected rate of return</b>		<b>7.00%</b>

**Discount Rate** – The discount rate used to measure the total OPEB liability was 4.5 percent. The projection of cash flows used to determine the discount rate assumed that the District’s contributions will be sufficient to fully fund the obligation over a period not to exceed 34 years. Historic 34-year real rates of return for each asset class along with the assumed long-term inflation assumption were used to set the discount rate. The expected investment return was offset by the investment expenses of 13 basis points. Based on those assumptions, the OPEB Plan’s fiduciary net position was projected to be available to make all projected OPEB payments for current active and inactive employees and beneficiaries.

Therefore, the long-term expected rate of return on OPEB Plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability.

**Changes in the OPEB Liability** – The changes in the net OPEB liability for the OPEB Plan are as follows:

	Increase (Decrease)		
	Total OPEB Liability	OPEB Plan Fiduciary Net Position	Net OPEB Liability/ (Asset)
Balance at June 30, 2021, Measurement Date	\$ 2,604,766	\$ 871,476	\$ 1,733,290
Changes in the Year:			
Service Cost	193,687	-	193,687
Interest on the Total OPEB Liability	96,916	-	96,916
Contribution - Employer	-	59,375	(59,375)
Experience Gains/Losses	(20,774)	-	(20,774)
Administrative Expenses	-	(221)	221
Assumption Changes	(400,589)	-	(400,589)
Benefit Payments	(59,375)	(59,375)	-
Net Changes	(190,135)	(116,890)	(73,245)
Balance at June 30, 2022, Measurement Date	\$ 2,414,631	\$ 754,586	\$ 1,660,045

**Sensitivity of the Net OPEB Liability to Changes in the Discount Rate** – The following presents the net OPEB liability of the District if it were calculated using a discount rate that is one percentage point lower or one percentage point higher than the current rate, for the measurement period ended June 30, 2022:

	Plan's Total OPEB Liability		
	1% Decrease 3.55%	Discount Rate 4.55%	1% Increase 5.55%
Net OPEB Liability	\$ 2,039,457	\$ 1,660,045	\$ 1,351,373

**Sensitivity of the Net OPEB Liability to Changes in the Healthcare Cost Trend Rates –**

The following presents the net OPEB liability, as well as what the net OPEB liability would be if it were calculated using healthcare cost trend rates that are one percentage point lower or one percentage point higher than the current healthcare cost trend rates as of June 30, 2022:

	<u>Plan's Total OPEB Liability</u>		
	<u>1% Decrease</u>	<u>Healthcare trend</u>	<u>1% Increase</u>
	3.55%	4.55%	5.55%
Net OPEB Liability	<u>\$ 1,269,971</u>	<u>\$ 1,660,045</u>	<u>\$2,160,607</u>

**OPEB Plan Fiduciary Net Position** – Detailed information about the OPEB Plan’s fiduciary net position is available in the separately issued CalPERS financial reports.

**Recognition of Deferred Outflows and Deferred Inflows of Resources** – Gains and losses related to changes in total OPEB liability and fiduciary net position are recognized in OPEB expense systematically over time.

Amounts are first recognized in OPEB expense for the year the gain or loss occurs. The remaining amounts are categorized as deferred outflows of resources and deferred inflows of resources related to OPEB and are to be recognized in future OPEB expense.

**OPEB Expense and Deferred Outflows/Inflows of Resources Related to OPEB** – For the fiscal year ended June 30, 2022, the District recognized OPEB expense of \$59,375. As of fiscal year ended June 30, 2023, the District reported deferred outflows of resources related to OPEB from the following sources:

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Employer contributions to pension plan made after the measurement date	\$ -	\$ -
Difference between projected and actual earnings on pension plan investments	584,600	(846,824)
Assumption changes	1,811,122	-
Net difference between projected and actual experience	<u>2,832,385</u>	<u>-</u>
Total	<u>\$ 5,228,107</u>	<u>\$ (846,824)</u>

## **NOTE 11 – NET PENSION LIABILITY AND THE DEFINED BENEFIT PENSION PLAN**

### **A. General Information about the Pension Plan**

#### **Plan Description**

The District contributes to CalPERS, an agent multiple-employer public employee defined benefit pension plan. CalPERS acts as a common investment and administrative agent for participating public entities within the State of California. Benefit provisions under the Plan are established by State statute and District resolution. CalPERS issues publicly available reports that include a full description of the pension plan regarding benefit provisions, assumptions, and membership information that can be found on the CalPERS website or may be obtained from their executive office: 400 P Street, Sacramento, CA, 95814. These reports and CalPERS' audited financial statements are publicly available reports that can be obtained at CalPERS' website under Forms and Publications.

#### **Benefits Provided**

CalPERS provides service retirement and disability benefits, annual cost of living adjustments (COLA), and death benefits to plan members, who must be public employees and beneficiaries. Benefits are based on years of credited service, equal to one year of full-time employment. Members with five years of total service are eligible to retire at age 50 with statutorily reduced benefits. All members are eligible for non-duty disability benefits after 10 years of service. The death benefit is one of the following: the Basic Death Benefit or the Optional Settlement 2W Death Benefit. The COLAs for the plan are applied as specified by the California Public Employees' Retirement Law (PERL).

On September 12, 2012, the California Governor signed the California Public Employees' Pension Reform Act of 2013 (PEPRA) into law. PEPRA took effect January 1, 2013. The new legislation closed the District's CalPERS 2.7% at 55 Risk Pool Retirement Plan to new employee entrants effective December 31, 2012. For employees hired on or after January 1, 2013, who are current members of CalPERS or a reciprocal agency as of December 31, 2012 and have not been separated from service from such agency for more than six months, the retirement benefit is 2.7% at 55 years of age, highest annual average compensation during any consecutive 36-month period (3-year final compensation). For all other employees hired on or after January 1, 2013, the retirement benefit is 2.0% at 62 years of age, 3-year final compensation.

However, California Assembly Bill (AB) 1222 (Chapter 527, Statutes 2013) was signed by Governor Brown on Friday, October 4, 2013. This bill exempted California transit employees of public employers from all of the provisions of PEPRA, until January 1, 2015, or until a court determined that the provisions of PEPRA do not violate specified federal transit labor laws, whichever is sooner. This legislation allowed for a PEPRA exemption for eligible transit employees from public agencies subject to Section 13(c) of the Federal Transit Act.

The eventual decision in the State of California v. United States Department of Labor (E.D. Cal. Dec. 30, 2014, Civ. No. 2:13-cv-2069 KJM DAD) ended the exemption from PEPRA for transit workers resulting from AB 1222 (codified in Government Code Section 7522.02, subsection (a)(3)).

In its December 30, 2014 decision, the court concluded that the U.S. Department of Labor erred in determining that PEPRA prevented certification under Section 13(c) of the Uniform Mass Transportation Act. Under Section 7522.02(a)(3)(A), the court's decision triggers the end of the exemption.

All transit employees with appointments starting on or after January 1, 2013 through December 29, 2014, were to retain their classic retirement benefits for that period of time. CalPERS created new transit employee PEPRA appointments using a December 30, 2014 effective date for those employees. All new members hired on or after December 30, 2014, will be subject to PEPRA retirement benefits.

**NOTE 12 – NET PENSION LIABILITY AND THE DEFINED BENEFIT PENSION PLAN (Continued)**

**A. General Information about the Pension Plans (Continued)**

**Benefits Provided** (Continued)

The District has engaged with CalPERS to administer the following pension plan for its employees (members).

The Plan’s provisions and benefits in effect at June 30, 2022, (Measurement Date) are summarized as follows:

	Miscellaneous Plan	
	Tier 1	Tier 2
Hire Date	Prior to January 1, 2013	On or after January 1, 2013
Benefit Formula	2.7%@55	2.0%@62
Benefit Vesting Schedule	5 years' service	5 years' service
Benefit Payments	monthly for life	monthly for life
Retirement Age	50-55	52-67
Monthly Benefits, as a Percentage of Eligible Compensation	2.0% to 2.7%	1.0% to 2.5%
Required Employee Contribution Rates	8.000%	7.250%
Required Employer Contribution Rates	10.550%	10.550%

**Employees Covered**

At June 30, 2023, the following employees were covered by the benefit terms for the Plan:

	<u>2023</u>
Active employees	189
Inactive employees or beneficiaries currently receiving benefits	17
Inactive employees entitled to but not yet receiving benefit payments	-
	<u>206</u>

## Contributions

Section 20814(c) of the PERL requires that the employer contribution rates for all public employers be determined on an annual basis by the actuary and shall be effective on the July 1 following notice of a change in the rate. The total Plan contributions are determined through CalPERS' annual actuarial valuation process. The actuarially determined rate is the estimated amount necessary to finance the costs of benefits earned by employees during the year, with an additional amount to finance any unfunded accrued liability. The employer is required to contribute the difference between the actuarially determined rate and the contribution rate of employees.

Employer contribution rates may change if plan contracts are amended. It is the responsibility of the employer to make necessary accounting adjustments to reflect the impact due to any Employer Paid Member Contributions or situations where members are paying a portion of the employer contribution.

As of the fiscal year ended June 30, 2022, the contributions for the Plan were as follows:

Contributions - employer	\$ 2,498,525
Contributions - employee member	<u>822,236</u>
Total	<u>\$ 3,320,761</u>

### A. Net Pension Liability

#### Actuarial Methods and Assumptions Used to Determine Total Pension Liability

For the measurement period ended June 30, 2022, the total pension liability was determined by rolling forward the June 30, 2021 total pension liability. The June 30, 2022 total pension liability was based on the following actuarial methods and assumptions:

Valuation Date	June 30, 2021
Measurement Date	June 30, 2022
Actuarial Cost Method	Entry Age Normal
Actuarial Assumptions:	
Discount Rate	6.90%
Inflation	2.50%
Salary Increases	Varies by Entry Age and Service
Payroll Growth	2.75%
Investment Rate of Return	7.00%
Mortality Rate Table	Derived using CalPERS' Membership Data for all Funds
Post Retirement Benefit Increase	The lesser of contract COLA or 2.5% until Purchasing Power Protection Allowance floor on purchasing power applies, 2.5% thereafter

(1) Depending on age, service, and type of employment.

(2) Net of pension plan investment and administrative expenses, including inflation.

(3) The mortality table used was developed based on CalPERS-specific data. The probabilities are based on the 2017 CalPERS Experience Study for the period from 1997 to 2015. Pre-retirement and Post-retirement mortality rates include 15 years of projected mortality improvement using 90% of Scale MP-2016 published by the Society of Actuaries.

#### Discount Rate

The discount rate used to measure the total pension liability as of June 30, 2022 was 6.9 percent. The projection of cash flows used to determine the discount rate assumed that contributions from Plan members will be made at the current member contribution rates, actuarially determined. Based on those assumptions, the Plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on Plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

The long-term expected rate of return on pension plan investments was determined using a building-block method in which expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. In determining the long-term expected rate of return, both short-term and long-term market return expectations as well as the expected pension fund cash flows were considered. Such cash flows were developed assuming that both members and employers will make their required contributions on time and as scheduled in all future years.

The table below reflects long-term expected real rate of return by asset class. The rate of return was calculated using the capital market assumptions applied to determine the discount rate and asset allocation. These geometric rates of return are net of administrative expenses.

Asset Class	Assumed Asset Allocation	Real Return <sup>(1,2)</sup>
Global Equity - Cap-weighted	30.00%	4.54%
Global Equity - Non-Cap-weighted	12.00%	3.84%
Private Equity	13.00%	7.28%
Treasury	5.00%	0.27%
Mortgage-backed Securities	5.00%	0.50%
High Yield	5.00%	2.27%
Emerging Market Debt	5.00%	2.48%
Private Debt	5.00%	3.57%
Real Assets	15.00%	3.21%
<sup>(a)</sup> An expected inflation of 2.00% used for this period.		
<sup>(b)</sup> An expected inflation of 2.92% used for this period.		
Total	105.00%	

<sup>(1)</sup> An expected inflation of 2.3% used for this period.

<sup>(2)</sup> Figures are based on the 2021 Asset Liability Management study.



**B. Changes in the Net Pension Liability**

The following table shows the changes in net pension liability recognized over the year ended June 30, 2022 measurement period.

	Increase (Decrease)		
	Total Pension Liability	Plan Fiduciary Net Position	Net Pension Liability/(Asset)
Balance at June 30, 2021 (Valuation Date)	\$ 67,380,783	\$ 59,782,708	\$ 7,598,075
Changes Recognized:			
Service Cost	2,159,296	-	2,159,296
Interest on the Total Pension Liability	4,699,885	-	4,699,885
Assumption Changes	2,377,097	-	2,377,097
Differences between Actual and Expected Experience	(1,111,456)	-	(1,111,456)
Contributions - Employer	-	2,498,252	(2,498,252)
Contributions - Employee	-	822,236	(822,236)
Net Investment Income	-	(4,521,405)	4,521,405
Administrative Expense	-	(37,241)	37,241
Benefit Payments, Including Refunds of Employee Contributions	(3,223,633)	(3,223,633)	-
Net Changes	4,901,189	(4,461,791)	9,362,980
Balance at June 30, 2022 (Measurement Date)	\$ 72,281,972	\$ 55,320,917	\$ 16,961,055

**C. Sensitivity of the Net Pension Liability to Changes in the Discount Rate**

The following presents the net pension liability of the Plan, calculated using the discount rate of 6.9%, as well as what the net pension liability would be if it were calculated using a discount rate that is one percentage point lower (5.9%) or one percentage point higher (7.9%) than the current rate:

Plan's Net Pension Liability/(Asset)		
Discount Rate - 1% (5.9%)	Current Discount Rate (6.9%)	Discount Rate + 1% (7.9%)
\$ 26,841,016	\$ 16,961,055	\$ 8,815,819

**D. Pension Plan Fiduciary Net Position**

Detailed information about the Plan's fiduciary net position is available in the separately issued CalPERS financial report.

**E. Pension Expense and Deferred Outflows/Inflows of Resources Related to Pensions**

For the year ended June 30, 2023, the District incurred a pension expense of \$3.3M for the Plan. At June 30, 2023, the District reported deferred outflows and deferred inflows of resources related to pensions as follows:

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Employer contributions to pension plan made after the measurement date	\$ 2,994,343	
Difference between projected and actual earnings on pension plan investments	584,600	(846,824)
Assumption changes	1,811,122	
Net difference between projected and actual experience	<u>2,832,385</u>	
Total	<u>\$ 8,222,450</u>	<u>\$ (846,824)</u>

The \$2,994,343 reported as deferred outflows of resources related to contributions subsequent to the measurement date will be recognized as a reduction of the net pension liability, as determined by CalPERS, in the measurement year ended June 30, 2023. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized as pension expense as follows:

<u>Measurement Period Ended June 30</u>	<u>Deferred Outflows/(Inflows) of Resources</u>
2023	\$ 1,095,822
2024	952,635
2025	542,991
2026	1,789,835
2027	-
Thereafter	-
Total	<u>\$ 4,381,283</u>

### NOTE 13 – NET INVESTMENT IN CAPITAL ASSETS

The net investment in capital assets balance consisted of the following balances at June 30, 2023:

	<u>2023</u>
Net investment in capital assets:	
SBITA Asset, net	\$ 170,633
SBITA Payable	(173,323)
Right-to-use leased assets - being amortized, net	51,002
Capital assets - not being depreciated	9,110,874
Capital assets, net - being depreciated	52,979,105
Right-to-use leased payable - current portion	(16,628)
Right-to-use leased payable - non-current portion	(36,169)
Certificates of participation	<u>(21,495,580)</u>
Total net investment in capital assets	<u>\$ 40,589,914</u>

### NOTE 14 – RESTRICTED NET POSITION

LTF granted for operating assistance is to be used to purchase new buses, fare boxes, coach equipment, facility and other improvements as part of a service expansion program, and related interest earnings included in restricted net position at June 30, 2023, are as follows:

	<u>2023</u>
Amounts held for capital grants	\$ 2,746,970
Restricted for capital acquisition	<u>2,746,970</u>
Restricted for debt service	<u>2,237,035</u>
Total restricted net position	\$ 4,984,005

### NOTE 15 – UNRESTRICTED (DEFICIT) NET POSITION

As of June 30, 2023, the District has an unrestricted net position deficit of \$3.7M. Due to the nature of the deficit from the net pension liability of \$16,961,055, the District will continue to make its annual required contributions to CalPERS and annually review its outstanding net pension obligation funding requirements for future periods to reduce the deficit net position.

## **NOTE 16 – STATE TRANSIT ASSISTANCE (STA) FUNDING**

STA funding comes from the Public Transportation Act (PTA) which derives its revenue from the state sales tax on gasoline. These funds are designated as discretionary or formula. The former is appropriated by the legislature. The latter is a formula based upon population and fares generated. The District utilizes STA funding to fund a combination of operations and capital asset purchases.

STA funding received by the District for FY2022-23 to fund operations was \$359,186. There was \$73,270 of STA funding receivable recognized in due from other governmental agencies at June 30, 2023.

## **NOTE 17 – OTHER STATE ASSISTANCE**

### **A. Proposition 1B Grant (Prop. 1B)**

The California Public Transportation Modernization, Improvement, and Service Enhancement Account (PTMISEA), approved by the voters as Proposition 1B (Prop. 1B) in November 2006, authorized the issuance of \$19.9 billion in general obligation bonds for the purpose of improving highway safety, traffic reduction, air quality, and port security. The District utilizes this funding for various operating and capital asset projects.

### **B. Public Transportation Modernization, Improvement, and Service Enhancement Account**

In November 2006, California voters passed a bond measure enacting the Highway Safety, Traffic Reduction, Air Quality, and Port Security Bond Act of 2006. Of the \$19.925 billion of state general obligation bonds authorized, \$4 billion was set aside by the State as instructed by statute as the PTMISEA. These funds are available to the California Department of Transportation for intercity rail projects and to transit operators in California for rehabilitation, safety, or modernization improvements; capital service enhancements or expansions; new capital projects; bus rapid transit improvements; or for rolling stock procurement, rehabilitation, or replacement. The District utilizes this funding for various operating capital asset projects.

### **C. Low Carbon Transit Operations Program (LCTOP)**

LCTOP is one of several programs that are part of the Transit, Affordable Housing, and Sustainable Communities Program established by the California Legislature in 2014 by Senate Bill 862. The LCTOP was created to provide operating and capital assistance for transit agencies to reduce greenhouse gas emission and improve mobility, with a priority on serving disadvantaged communities. Approved projects in LCTOP will support new or expanded bus or rail services, expand intermodal transit facilities, and may include equipment acquisition, fueling, maintenance, and other costs to operate those services or facilities, with each project reducing greenhouse gas emissions. Senate Bill 862 continuously appropriates five percent of the annual auction proceeds in the Greenhouse Gas Reduction Fund for LCTOP, beginning in fiscal year 2015-16. The District requested and received funding for a project in the year ended June 30, 2023.

**D. State of Good Repair (SGR)**

The Road Repair and Accountability Act of 2017, Senate Bill (SB) 1 (Chapter 5, Statutes of 2017), signed by the Governor on April 28, 2017, includes a program that will provide additional revenues for transit infrastructure repair and service improvements. SGR funding received by the District for FY 2022-23 was \$ 45,381 and was used for engine replacements. There was \$7,694 SGR funding recognized as due from other governmental agencies at June 30, 2023.

Other State Assistance received and utilized for the fiscal year ended June 30, 2023, was as follows:

	<u>Prop. 1B Grant</u>	<u>PTMISEA</u>	<u>LCTOP</u>	<u>Total</u>
Beginning net position - July 1, 2022	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 35,221</u>	<u>\$ 35,221</u>
Proceeds received	<u>-</u>	<u>-</u>	<u>72,217</u>	<u>\$ 72,217</u>
Capital assets program purchases:				
New facility			-	-
Route 23 Operations			(72,200)	(72,200)
Replacement buses/engines				
Fare Support - Token Transit			<u>(35,239)</u>	<u>(35,239)</u>
Total capital asset program purchases	<u>-</u>	<u>-</u>	<u>(107,439)</u>	<u>(107,439)</u>
Investment earnings allocated	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Change in net position	<u>-</u>	<u>-</u>	<u>(35,221)</u>	<u>(35,221)</u>
Ending net position - June 30, 2023	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

## NOTE 18 – DEFERRED COMPENSATION SAVINGS PLAN

For the benefit of its employees, the District participates in three 457 Deferred Compensation Programs (Programs). The purpose of these Programs is to provide deferred compensation for public employees that elect to participate in the Programs. Generally, eligible employees may defer receipt of a portion of their salary until termination, retirement, death, or unforeseeable emergency. Until the funds are paid or otherwise made available to the employee, the employee is not obligated to report the deferred salary for income tax purposes.

Federal law requires deferred compensation assets to be held in trust for the exclusive benefit of the participants. Accordingly, the District is in compliance with this legislation. Therefore, these assets are not the legal property of the District and are not subject to claims of the District's general creditors. The three program trustees are Nationwide, Mission Square, and Empower.

The District has implemented GASB Statement No. 32, *Accounting and Financial Reporting for Internal Revenue Code Section 457 Deferred Compensation Plans*. Since the District has little administrative involvement and does not perform the investing function for these Programs, the assets and related liabilities are not presented in the accompanying basic financial statements.

## NOTE 19 – RISK MANAGEMENT

The District is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; injuries to employees; and natural disasters. The District has purchased various insurance policies to manage the potential liabilities that may occur from the previously named sources.

The District participates in the California Transit Indemnity Pool (CalTIP), a joint powers agency created to provide liability and physical damage insurance to its members through an insurance pool. The District holds property insurance and general and automotive liability with CalTIP up to \$25 million on liability with a \$25,000 self-insurance retention.

The District purchase blanket insurance coverage from commercial brokers for the following:

	<u>2023</u>
Insurance coverage limits:	
Buildings and structures	\$23,927,001.00
Business and property	\$ 3,500,000.00
Employment Practices	\$ 2,000,000.00
Crime	\$ 2,200,000.00
Cyber Liability	\$ 1,000,000.00

The District's employee practices liability insurance coverage is \$2.0 million and handled through Navigators Insurance. Also, the District participates in the California State Association of Counties Excess Insurance Authority (CSAC-EIA), a joint powers agency created to provide workers' compensation insurance to its members through a risk retention insurance pool. The District holds workers' compensation insurance coverage with CSAC-EIA up to statutory limits. Some of the above insurance policies are subject to various deductibles.

Settled claims have not exceeded any of the coverage amounts in any of the last five fiscal years and there were no reductions in the District's insurance coverage during those years. Liabilities are recorded when it is probable that a loss has been incurred and the amount of the loss can be reasonably estimated net of the respective insurance coverage. Liabilities include an amount for claims that have been incurred but not reported (IBNR).

## **NOTE 20 – COMMITMENTS**

### **A. Excluded Leases – Short-Term Leases and De Minimis Leases**

The District does not recognize a lease receivable and a deferred inflow of resources for short-term leases. Short-term leases are certain leases that have a maximum possible term under the lease contract of 12-months (or less), including any options to extend, regardless of their probability of being exercised.

Also, *de minimis* lessor or lessee leases are certain leases (i.e., room rental, copiers, printers, postage machines) the regardless of their lease contract period are *de minimis* with regards to their aggregate total dollar amount to the financial statements as a whole.

### **B. Litigation**

In the ordinary course of operations, the District is subject to claims and litigation from outside parties. After consultation with legal counsel, the District believes the ultimate outcome of such matters, if any, will not materially affect its financial condition.

### **C. Grant Funding**

Grant funds received by the District are subject to review by the grantor agencies. Such audit could lead to requests for reimbursements to the grantor agencies for expenditures disallowed under terms of the grant. The management of the District believes that such disallowances, if any, would not be significant.

### **D. Operating Fare Revenue Ratio**

To provide relief to transit operators, the State of California has suspended enforcement of the California regulations that require that a transit service claimant for TDA funds have a system-wide ratio of fare and local revenues to operating cost of at least 20% or that the claimant realize a fare box recovery ratio (FBRR) of 20% for fixed route passenger service and 10% for paratransit service. GCTD Met both fare box recovery ratios with 20% for fixed route and 20% for paratransit. The combined fare box ratio was 20%.

**NOTE 21 – Subscription Based Information Technology Arrangements (SBITA)**

The District has four SBITAs related to subscriptions purchased from Ecolane, Vector Solutions, UTAAPC, Remix, and Ecolane.

Ecolane is the reservation, dispatch, and reporting software used to manage, monitor, and assess the GO ACCESS demand response system and driver performance in real-time. The District is currently in a 5-year contract with annual payments of \$28,057 and a total contract cost of \$140,282.

Vector Solutions is an online learning management system where employees can access over 5,000 training sessions on various topics and programs. Vector Solutions is on a 4-year contract with annual payments of \$7,296 and an increase of 3% per year for a total of \$22,541.

VMware is the virtualization software utilized to host multiple virtual servers on a single physical machine. This software is used to critical applications and file shares. The District is currently in a 3-year contract and made a one-time payment of \$2,990.

Remix is a software tool used to plan routes with assistance from demographic, infrastructure, and land uses data which also supports research in order to secure grants. Remix is currently under a 3-year contract with yearly rates as follows: Year 1 \$8,500, Year 2 \$9,500, Year 3 \$10,500 for a total of \$28,500.

UTA's Automated Passenger Counter (UTAAPC) provides GPS enabled passenger data, a metric used to support NTD reporting requirements for passenger mile reporting, on time performance, and service evaluations. The current contract for UTAAPC is a 4-year contract with a yearly cost of \$17,500.

Summary Information:		
Initial Right-to-use asset amount	\$	230,141
Initial Payable amount		230,141
Accumulated amortization as of 6/30/2023		(59,508)
Right-to-use asset as of 6/30/2023, net		170,633
Right-to-use payable as of 6/30/23		173,323
Interest expense for 2023		5,753
Total cash payments for 2023		62,571



Description	Balance 7/1/2022	Additions	Deletions/ Transfers	Balance 6/30/2023
<b>Right-to-use subscription asset:</b>				
Vector Solutions	\$ -	\$ 14,699	\$ -	\$ 14,699
UTAAPC	-	65,835	-	65,835
Remix	-	19,262	-	19,262
Ecoline	-	130,345	-	130,345
Software		230,141		230,141
<b>Accumulated amortization:</b>				
Vector Solutions	-	(7,349)	-	(7,349)
UTAAPC	-	(16,459)	-	(16,459)
Remix	-	(9,631)	-	(9,631)
Ecoline	-	(26,069)	-	(26,069)
Software		(59,508)		(59,508)
<b>Right-to-use subscription asset,</b>	<b>\$ -</b>	<b>\$ 170,633</b>	<b>\$ -</b>	<b>\$ 170,633</b>

	Balance 7/1/2022	Additions	Payments	Balance 6/30/2023	Current Portion	Long-term Portion
Vector Solutions	\$ -	\$ 14,699	\$ (7,147)	\$ 7,552	\$ -	\$ -
UTAAPC	-	65,835	(15,854)	49,980		
Remix	-	19,262	(9,018)	10,244		
Ecoline	-	130,345	(24,798)	105,548		
	\$ -	\$ 230,141	\$ (56,818)	\$ 173,323	\$ 59,464	\$ 113,860

Fiscal Year	Principal	Interest	Total
2025	59,464	4,333	63,797
2026	42,710	2,846	45,556
2027	43,778	1,779	45,556
2028	27,372	684	28,056
Total	173,323	\$ 228	\$ 12,847
Current	(59,464)		
Long-Term	\$ 113,860		

## NOTE 22 – SUBSEQUENT EVENTS

Subsequent events have been evaluated through November 30, 2023, the date these basic financial statements were available to be issued.

**REQUIRED SUPPLEMENTARY INFORMATION  
(UNAUDITED)**

**GOLD COAST TRANSIT DISTRICT  
REQUIRED SUPPLEMENTARY INFORMATION  
AN AGENT MULTIPLE-EMPLOYER DEFINED BENEFIT PENSION PLAN  
SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS  
FOR THE LAST EIGHT YEARS ENDED JUNE 30, 2023**

Measurement Period	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
<b>Total Pension Liability</b>								
Service Cost	\$ 2,159,296	\$ 1,893,647	\$ 1,882,223	\$ 1,878,369	\$ 1,830,138	\$ 1,829,423	\$ 1,569,279	\$ 1,569,756
Interest on Total Pension Liability	4,699,885	4,538,545	4,245,655	3,988,180	3,701,748	3,498,403	3,299,586	3,107,585
Differences between Expected and Actual Experience	(1,111,456)	917,859	348,824	856,414	131,794	5,749	(243,014)	(621,259)
Changes in Assumptions	2,377,097	-	-	-	(344,098)	2,867,527	-	(742,987)
Benefit Payments, Including Refunds of Employee Contributions	(3,223,633)	(3,161,478)	(2,748,719)	(2,483,737)	(2,329,043)	(2,214,742)	(1,935,932)	(1,912,604)
Net Change in Total Pension Liability	4,901,189	4,188,573	3,727,983	4,239,226	2,990,539	5,986,360	2,689,919	1,400,491
Total Pension Liability - Beginning	\$67,380,783	\$63,192,210	59,464,227	55,225,001	52,234,462	46,248,102	43,558,183	42,157,692
Total Pension Liability - Ending (a)	<u>\$72,281,972</u>	<u>\$67,380,783</u>	<u>\$63,192,210</u>	<u>\$59,464,227</u>	<u>\$55,225,001</u>	<u>\$52,234,462</u>	<u>\$46,248,102</u>	<u>\$43,558,183</u>
<b>Plan Fiduciary Net Position</b>								
Contributions - Employer	\$ 2,498,252	\$ 2,412,586	\$ 2,113,162	\$ 1,899,815	\$ 1,721,226	\$ 1,635,904	\$ 1,585,400	\$ 1,301,520
Contributions - Employee	822,236	885,976	797,278	798,356	786,067	722,714	731,597	660,103
Net Plan to Plan Resource Movement	-	-	-	-	(100)	-	-	-
Net Investment Income	(4,521,405)	11,033,027	2,311,088	2,865,566	3,391,187	4,019,509	171,677	782,090
Benefit Payments, including Refunds of Employee Contributions	(3,223,633)	(3,161,478)	(2,748,719)	(2,483,737)	(2,329,043)	(2,214,742)	(1,935,932)	(1,912,604)
Administrative Expenses	(37,241)	(48,610)	(65,206)	(30,832)	(62,043)	(52,715)	(21,436)	(39,582)
Other Miscellaneous Income/(Expense)	-	-	-	100	(117,820)	-	-	-
Net Change in Plan Fiduciary Net Position	(4,461,791)	11,121,501	2,407,603	3,049,268	3,389,474	4,110,670	531,306	791,527
Plan Fiduciary Net Position - Beginning	\$59,782,708	\$48,661,207	46,253,604	43,204,336	39,814,862	35,704,192	35,172,886	34,381,359
Plan Fiduciary Net Position - Ending (b)	<u>\$55,320,917</u>	<u>\$59,782,708</u>	<u>\$48,661,207</u>	<u>\$46,253,604</u>	<u>\$43,204,336</u>	<u>\$39,814,862</u>	<u>\$35,704,192</u>	<u>\$35,172,886</u>
Net Pension Liability - Ending [(a) - (b)]	<u>\$16,961,055</u>	<u>\$ 7,598,075</u>	<u>\$14,531,003</u>	<u>\$13,210,623</u>	<u>\$12,020,665</u>	<u>\$12,419,600</u>	<u>\$10,543,910</u>	<u>\$ 8,385,297</u>
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	76.53%	88.72%	77.01%	77.78%	78.23%	76.22%	77.20%	80.75%
Covered Payroll	\$11,275,697	\$10,920,689	\$10,670,198	\$10,526,023	\$10,177,043	\$ 9,898,406	\$ 9,268,128	\$ 8,714,571
Net Pension Liability as a Percentage of Covered Payroll	150.42%	69.58%	136.18%	125.50%	118.12%	125.47%	113.77%	96.22%

**Notes to Schedule:** Benefit changes. Since 2014 there were no benefit changes. The figures above do not include any liability impact that may have resulted from plan changes which occurred after June 30, 2014. Changes in assumptions. Effective with the June 30, 2021 valuation date (2022 measurement date), the accounting discount rate was reduced from 7.15% to 6.90%. In determining the long-term expected rate of return, CalPERS took into account long-term market return expectations as well as the expected pension fund cash flows. Projected returns for all asset classes are estimated, combined with risk estimates, and are used to project compound (geometric) returns over the long term. The discount rate used to discount liabilities was informed by the long-term projected portfolio return. In addition, demographic assumptions and the inflation rate assumption were changed in accordance with the 2021 CalPERS Experience Study and Review of Actuarial Assumptions. The accounting discount rate was 7.15% for measurement dates 2017 through 2021, 7.65% for measurement dates 2015 through 2016, and 7.50% for measurement date 2014.

**GOLD COAST TRANSIT DISTRICT  
REQUIRED SUPPLEMENTARY INFORMATION  
AN AGENT MULTIPLE-EMPLOYER DEFINED BENEFIT PENSION PLAN  
SCHEDULE OF CONTRIBUTIONS – PENSION PLAN  
FOR THE LAST EIGHT YEARS ENDED JUNE 30, 2023**

Measurement Period	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Actuarially Determined Contributions	\$ 2,498,252	\$ 2,412,586	\$ 2,113,162	\$ 1,899,815	\$ 1,721,225	\$ 1,653,604	\$ 1,585,400	\$ 1,301,199
Contributions in Relation to the Actuarially Determined Contributions	(2,498,252)	(2,412,586)	(2,113,162)	(1,899,815)	(1,721,225)	(1,653,604)	(1,585,400)	(1,301,199)
Contribution Deficiency (Excess)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Covered Payroll	\$ 11,275,697	\$ 10,920,689	\$ 10,670,198	\$ 10,526,023	\$ 10,177,043	\$ 9,898,406	\$ 9,268,128	\$ 8,714,571
Contributions as a Percentage of Covered Payroll	22.16%	22.09%	19.80%	18.05%	16.91%	16.71%	17.11%	14.93%

**GOLD COAST TRANSIT DISTRICT  
REQUIRED SUPPLEMENTARY INFORMATION SCHEDULE OF CHANGES IN THE NET OTHER  
POSTEMPLOYMENT BENEFITS (OPEB) LIABILITY AND RELATED RATIOS FOR THE  
MEASUREMENT PERIOD ENDED JUNE 30, 2023**

**Schedule of changes in OPEB liability and related ratios**

Fiscal Year Ending June 30	2023	2022	2019	2018	2017
Measurement Period Ending June 30	2022	2021	2020	2019	2018
<b>Total OPEB Liability</b>					
Total OPEB Liability Beginning	\$2,604,766	\$853,577	\$772,836	\$ 1,063,500	\$960,816
Changes in the Year:					
Service Cost	193,687	44,855	43,130	54,778	53,312
Interest on the Total OPEB Liability	96,916	61,956	54,999	75,574	68,455
Experience Gains/Losses	(20,774)	123,071	7,230	(398,490)	-
Changes of assumptions or other inputs	(400,589)	1,548,465	-	-	-
Benefit Payments	(59,375)	(27,158)	(24,618)	(22,526)	(19,083)
Net Changes	(190,135)	1,751,189	80,741	(290,664)	102,684
Total OPEB Liability Ending (a)	\$ 2,414,631	\$2,604,766	\$ 853,577	\$ 772,836	\$ 1,063,500
<b>Plan Fiduciary Net Position</b>					
Plan Fiduciary Net Position Beginning	\$ 871,476	\$ 683,730	\$ 660,703	\$ 622,413	\$...514,825
Changes in the Year:					
Contribution - Employer	59,375	27,158	24,618	21,218	86,292
Net Investment Income	(116,669)	188,005	23,350	43,564	38,357
Investment Gains/Losses	-	-	-	(5,141)	2,789
Administrative Expenses	(221)	(259)	(323)	(133)	(957)
Benefit Payments	(59,375)	(27,158)	(24,618)	(21,218)	(19,083)
Other	-	-	-	-	190
Net Changes	(116,890)	187,746	23,027	38,290	107,588
Plan Fiduciary Net Position Ending (b)	\$ 754,586	\$ 871,476	\$ 683,730	\$ 660,703	\$ 622,413
Net OPEB Liability ending [(a) - (b)]	\$ 1,660,045	\$1,733,290	\$ 169,847	\$ 112,133	\$ 441,087
Plan fiduciary net position as a percentage of the total OPEB liability	31.25%	33.46%	80.10%	85.49%	58.52%
Covered Payroll	\$13,299,813	\$10,920,689	\$ 10,628,408	\$ 10,384,621	\$10,244,305
Net OPEB liability as a percentage of covered payroll	12.48%	15.87%	1.60%	1.08%	4.31%

**Notes to the Schedule:** Historical information is required only for measurement periods for which GASB Statement No. 75 is applicable. Future years' information will be displayed up to 10 years as information becomes available.

**SUPPLEMENTARY INFORMATION**

**GOLD COAST TRANSIT DISTRICT REQUIRED SUPPLEMENTARY INFORMATION  
SCHEDULE OF CHANGES IN LOCAL TRANSPORTATION FUNDING OF THE DISTRICT  
FOR THE PERIOD ENDED JUNE 30, 2023**

	<u>2023</u>	<u>2022</u>
Revenues:		
Local transportation funding	\$ 19,024,257	\$ 12,959,174
Local transportation funding - prior year unearned	-	495,262
Refunding proceeds from member agency	-	170,031
Interest income (expense)	<u>(8,506)</u>	<u>(37,524)</u>
Total revenues	<u>19,015,751</u>	<u>13,586,943</u>
Expenses:		
Operating	\$ 19,024,256	13,563,495
Capital acquisition and construction	<u>\$ 155,494</u>	<u>462,517</u>
Total expenses	<u>19,334,856</u>	<u>14,026,012</u>
Change in net position	(163,999)	(439,069)
Net position, beginning of fiscal year	<u>\$ 2,910,969</u>	<u>3,350,038</u>
Net position, end of fiscal year	<u>\$ 2,746,970</u>	<u>\$ 2,910,969</u>

**STATISTICAL SECTION  
(UNAUDITED)**



**GOLD COAST TRANSIT DISTRICT  
CONDENSED STATEMENT OF NET POSITION  
FISCAL YEARS 2014 TO 2023**

A historical summary of GCTD's statement of net position is presented below:

	2014	2015	2016	2017	2018
Current assets	\$19,413,868	\$15,531,471	\$19,423,635	\$41,696,994	\$8,364,115
Capital Assets	\$13,248,324	\$22,409,062	\$24,938,691	\$31,046,771	\$77,160,266
Total Assets	\$32,662,192	\$37,940,533	\$44,362,326	\$72,743,765	\$85,524,381
Deferred Outflows of Resources	\$0	\$1,301,199	\$3,062,166	\$4,785,604	\$6,160,099
Current Liabilities	\$13,435,513	\$7,406,526	\$10,432,628	\$9,983,839	\$13,317,226
Noncurrent Liabilities	\$307,525	\$8,095,313	\$8,765,770	\$34,633,007	\$36,960,954
Total Liabilities	\$13,743,038	\$15,501,839	\$19,198,398	\$44,616,846	\$50,278,180
Deferred Inflows of Resources	\$0	\$2,338,334	\$2,785,253	\$2,045,261	\$2,234,625
Net Investment in Capital Assets	\$13,213,508	\$22,375,098	\$24,938,691	\$29,380,766	\$43,538,224
Restricted	\$4,106,949	\$6,562,550	\$8,087,811	\$9,426,367	\$9,113,669
Unrestricted	\$1,598,697	(\$7,536,089)	(\$7,585,661)	(\$7,948,780)	(\$13,480,218)
Total Net Position	\$18,919,154	\$21,401,559	\$25,440,841	\$30,858,353	\$39,171,675
	2019	2020	2021	2022	2023
Current assets	\$7,084,673	\$13,528,315	\$18,368,682	\$12,529,170	\$9,610,320
Capital Assets	\$70,811,775	\$71,110,827	\$63,382,037	\$69,217,689	\$67,550,540
Total Assets	\$77,896,448	\$84,639,142	\$81,750,719	\$81,746,859	\$77,160,860
Deferred Outflows of Resources	\$4,719,702	\$3,392,613	\$3,528,402	\$5,328,340	\$9,692,620.59
Current Liabilities	\$6,792,702	\$6,624,692	\$4,130,059	\$4,296,971	\$3,645,424.48
Noncurrent Liabilities	\$35,739,868	\$36,212,987	\$6,849,923	\$31,078,369	\$39,854,316
Total Liabilities	\$42,532,570	\$42,837,679	\$40,979,982	\$35,375,340	\$43,499,741
Deferred Inflows of Resources	\$1,651,368	\$758,789	\$415,413	\$5,869,851	\$1,513,795
Net Investment in Capital Assets	\$39,419,681	\$42,360,891	\$40,977,211	\$41,772,869	\$42,394,979
Restricted	\$7,289,967	\$5,944,030	\$5,909,245	\$5,163,333	\$4,984,005
Unrestricted	\$(8,277,436)	\$(3,869,634)	\$(3,002,730)	(\$696,724)	(\$5,539,038.98)
Total Net Position	\$38,432,212	\$44,435,287	\$43,883,726	\$46,239,478	\$41,839,945

**GOLD COAST TRANSIT DISTRICT  
CHANGE IN NET POSITION  
FISCAL YEARS 2013 TO 2023**

A 10-year comparison of GCTD's changes in net position:

	<b>2014</b>	<b>2023</b>	<b>% Change</b>	<b>\$ Change</b>
Current assets	\$19,413,868	\$9,610,320	-50%	-\$9,803,548
Capital Assets	\$13,248,324	\$67,550,540	410%	\$54,302,216
Deferred Outflows of Resources	\$0	\$9,692,621	100%	\$9,692,621
Total Assets and Deferred Outlaw	\$32,662,192	\$86,853,481	-166%	(\$54,191,289)
Current Liabilities	\$13,435,513	\$3,645,424.48	-73%	-\$9,790,089
Noncurrent Liabilities	\$307,525	\$39,854,316	12860%	\$39,546,791
Deferred Inflows of Resources	\$0	\$1,513,795	100%	\$1,513,795
Total Liabilities and Deferred Inflows	\$13,743,038	\$45,013,536	228%	\$31,270,498
Net Investment in Capital Assets	\$13,213,508	\$42,394,979	221%	\$29,181,471
Restricted	\$4,106,949	\$4,984,005	21%	\$877,056
Unrestricted	\$1,598,697	(\$5,539,039)	-446%	-\$7,137,736
Total Net Position	\$18,919,154	\$41,839,945	121%	\$22,920,791

**GOLD COAST TRANSIT DISTRICT  
DETAILED REVENUE AND EXPENSES  
FISCAL YEARS 2014 TO 2023**

A historical summary of GCTD's Revenues and Expenses is provided in the following table:

	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
<b><u>Operations:</u></b>					
Passenger Fares	\$3,714,914	\$4,022,983	\$3,369,769	\$3,482,127	\$3,403,877
Operating Expenses	(\$18,531,482)	(\$19,381,448)	(\$20,547,884)	(\$22,113,345)	(\$23,853,669)
Depreciation Expense	(\$2,519,756)	(\$2,405,787)	(\$2,843,634)	(\$2,919,180)	(\$2,801,731)
Operating Loss	(\$17,336,324)	(\$17,764,252)	(\$20,021,749)	(\$21,550,398)	(\$23,251,523)
<b><u>Non-Operating</u></b>					
<b><u>Revenues:</u></b>					
Local Transportation Funds	\$9,631,812	\$8,869,456	\$10,601,709	\$13,338,152	\$13,804,353
State Funds	\$192,000	\$174,425	\$207,973	\$153,094	\$180,450
Federal Funds	\$4,733,271	\$5,469,611	\$4,930,720	\$4,335,128	\$4,347,696
Investment Earnings	\$13,885	\$12,449	\$15,816	\$22,295	\$43,227
Other Income/(Expense), Net	\$245,601	\$832,524	\$1,421,897	\$465,139	\$2,074,064
Total Non-Operating Revenues	\$14,816,569	\$15,358,465	\$17,178,115	\$18,313,808	\$20,449,790
Net Loss	(\$2,519,755)	(\$2,405,787)	(\$2,843,634)	(\$3,236,590)	(\$2,801,733)
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b><u>Operations:</u></b>					
Passenger Fares	\$3,357,045	\$3,481,222	\$1,242,945	\$4,459,112	\$3,384,914
Operating Expenses	(\$24,716,841)	(\$27,671,728)	(\$26,602,341)	(\$28,197,799)	(\$31,837,718)
Depreciation Expense	\$0	(\$3,384,578)	(\$3,797,278)	(\$3,393,698)	(\$3,554,028)
Operating Loss	(\$21,359,796)	(\$27,575,084)	(\$29,156,674)	(\$27,132,385)	(\$28,452,804)
<b><u>Non-Operating</u></b>					
<b><u>Revenues:</u></b>					
Local Transportation Funds	\$15,384,232	\$18,142,280	\$16,100,145	\$15,272,757	\$20,832,196
Other Local Funds	\$0	\$0	\$0	\$0	\$0
State Funds	\$709,242	\$1,275,869	\$523,605	\$1,251,201	\$1,250,042
Federal Funds	\$4,341,003	\$16,723,497	\$12,913,641	\$15,497,082	\$7,745,225
Investment Earnings	\$44,887	\$92,631	\$25,383	(\$88,456)	(\$41,435)
Other Income/(Expense), Net	\$880,432	(\$3,215,821)	(\$2,199,965)	(\$2,444,447)	(\$1,807,940)
Total Non-Operating Revenues	\$21,359,796	\$33,018,456	\$27,362,809	\$29,488,137	\$27,647,431
Net Loss	\$0	\$5,443,372	(\$1,793,865)	\$2,355,752	(\$4,359,401)

**GOLD COAST TRANSIT DISTRICT  
CHANGE IN REVENUE AND EXPENSES  
FISCAL YEARS 2014 TO 2023**

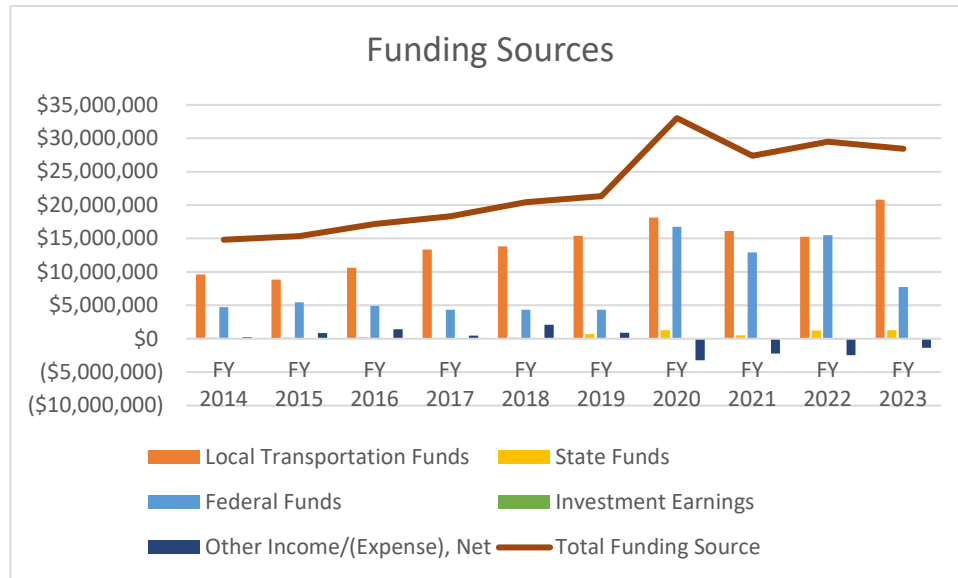
Presented in the table below is a 10-year comparison of the changes in revenues and expenses. The historical section of the letter of transmittal in the Introductory section highlights several factors that contribute to the changes in revenues and expenses.

	FY 2013	FY 2023	%	\$ Change
			Change	
<b>Operations:</b>				
Passenger Fares	\$3,148,100	\$3,384,914	7.52%	\$236,814
Operating Expenses	(\$16,642,267)	(\$36,309,995)	118.18%	(\$19,667,728)
Depreciation Expense	(\$2,924,100)	(\$3,554,028)	21.54%	(\$629,928)
Operating Loss	(\$16,418,267)	(\$32,925,081)	100.54%	(\$16,506,814)
<b>Non-Operating Revenues:</b>				
Local Transportation Funds	\$8,976,087	\$20,832,196	132.09%	\$11,856,109
State Funds	\$196,076	\$1,282,003	553.83%	\$1,085,927
Federal Funds	\$4,074,383	\$7,745,225	90.10%	\$3,670,842
Investment Earnings	\$15,758	(\$41,435)	362.95%	(\$57,193)
Other Income/(Expense), Net	\$231,864	(\$1,807,940)	879.74%	(\$2,039,804)
<b>Total Non-Operating Revenues</b>	<b>\$13,494,167</b>	<b>\$28,525,549</b>	<b>111.39%</b>	<b>\$15,031,382</b>
<b>Net Loss</b>	<b>(\$2,924,100)</b>	<b>(\$4,399,532)</b>	<b>50.46%</b>	<b>(\$1,475,432)</b>

## GOLD COAST TRANSIT DISTRICT FUNDING SOURCES TEN YEAR COMPARISON

The table below shows trends in GCTD's Funding Sources:

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Operations:	(\$17,336,324)	(\$17,764,252)	(\$20,021,749)	(\$21,550,398)	(\$23,251,523)	(\$21,359,796)	(\$27,575,084)	(\$29,156,674)	(\$27,132,385)	(\$31,999,517)
Local Transportation Funds	\$9,631,812	\$8,869,456	\$10,601,709	\$13,338,152	\$13,804,353	\$15,384,232	\$18,142,280	\$16,100,145	\$15,272,757	\$20,832,196
State Funds	\$192,000	\$174,425	\$207,973	\$153,094	\$180,450	\$709,242	\$1,275,869	\$523,605	\$1,251,201	\$1,282,003
Federal Funds	\$4,733,271	\$5,469,611	\$4,930,720	\$4,335,128	\$4,347,696	\$4,341,003	\$16,723,497	\$12,913,641	\$15,497,082	\$7,745,225
Investment Earnings	\$13,885	\$12,449	\$15,816	\$22,295	\$43,227	\$44,887	\$92,631	\$25,383	(\$88,456)	\$41,435
Other										
Income/(Expense), Net	\$245,601	\$832,524	\$1,421,897	\$465,139	\$2,074,064	\$880,432	(\$3,215,821)	(\$2,199,965)	(\$2,444,447)	(\$1,375,310)
<b>Total Funding Source</b>	<b>\$14,816,569</b>	<b>\$15,358,465</b>	<b>\$17,178,115</b>	<b>\$18,313,808</b>	<b>\$20,449,790</b>	<b>\$21,359,796</b>	<b>\$33,018,456</b>	<b>\$27,362,809</b>	<b>\$29,488,137</b>	<b>\$28,525,549</b>

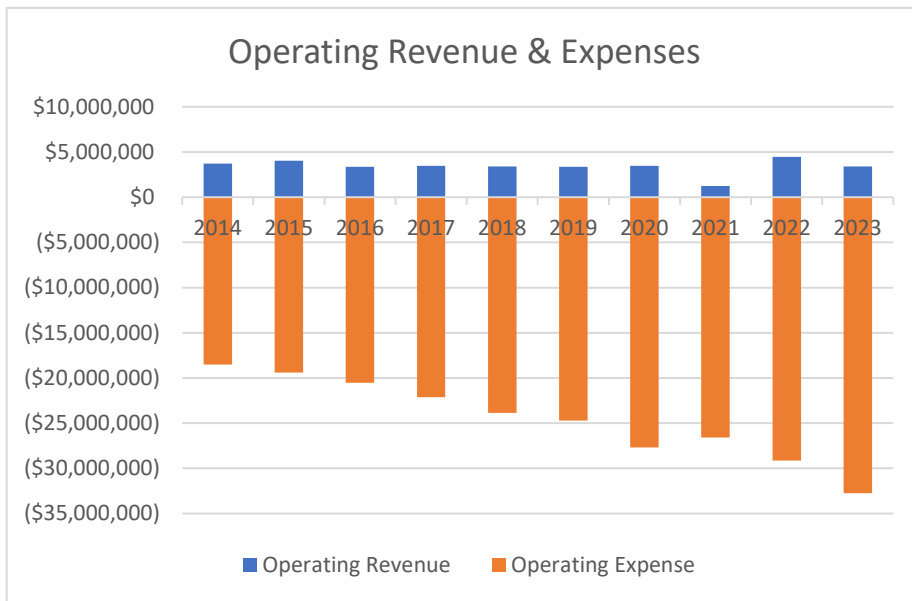


**GOLD COAST TRANSIT DISTRICT  
OPERATING REVENUES & OPERATING EXPENSES  
TEN YEAR COMPARISON**

	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Operating Revenue	\$3,714,914	\$4,022,983	\$3,369,769	\$3,482,127	\$3,403,877
Operating Expense	(\$18,531,482)	(\$19,381,448)	(\$20,547,884)	(\$22,113,345)	(\$23,853,669)

	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Operating Revenue	\$3,357,045	\$3,481,222	\$1,242,945	\$4,459,112	\$3,384,914
Operating Expense	(\$24,716,841)	(\$27,671,728)	(\$26,602,341)	(\$29,140,619)	(\$32,755,966)



**VENTURA COUNTY  
POPULATION TRENDS**

	Population	Personal Income (in millions)	Per Capita Personal Income	Unemployment Rate
2014	842,113	\$ 42,045	\$ 52,544	6.7%
2015	845,599	\$ 44,276	\$ 54,834	5.7%
2016	846,921	\$ 46,404	\$ 56,356	5.2%
2017	848,264	\$ 47,773	\$ 57,944	4.5%
2018	847,222	\$ 49,206	\$ 60,207	3.9%
2019	844,203	\$ 51,073	\$ 63,833	3.7%
2020	841,387	\$ 53,964	\$ 68,647	8.8%
2021	839,784	\$ 57,864	\$ 73,375	6.2%
2022	847,900	\$ 64,619	\$ 70,199	3.2%
2023	849,999	N/A	N/A	4.6%

Sources:

US Census Bureau ([www.census.gov](http://www.census.gov))

Bureau of Economic Analysis ([www.bea.gov](http://www.bea.gov))

Bureau of Labor Statistics ([www.bls.gov](http://www.bls.gov))

**PRINCIPAL EMPLOYERS  
COMPARISON**

Employer	2022 Employees	Rank	2012 Employees	Rank
Naval Base Ventura County	19,000	1	17000	1
County of Ventura	10,778	2	8431	2
Amgen	5,500	3	5995	3
Conejo Valley Unified School District	3,320	4	2004	7
Bank of America	2,910	5	*	*
Ventura Unified School District	2,899	5	1682	9
Oxnard Union High School District	2,825	7	*	*
Oxnard School District	2,634	8	*	*
Blue Cross of California	2,500	9	3033	4
Community Memorial Hospital	2,000	10	2006	6
*data not available				

Sources:

2022 The List, Pacific Coast Business Times, September 2023  
 Employment Development Department, State of California



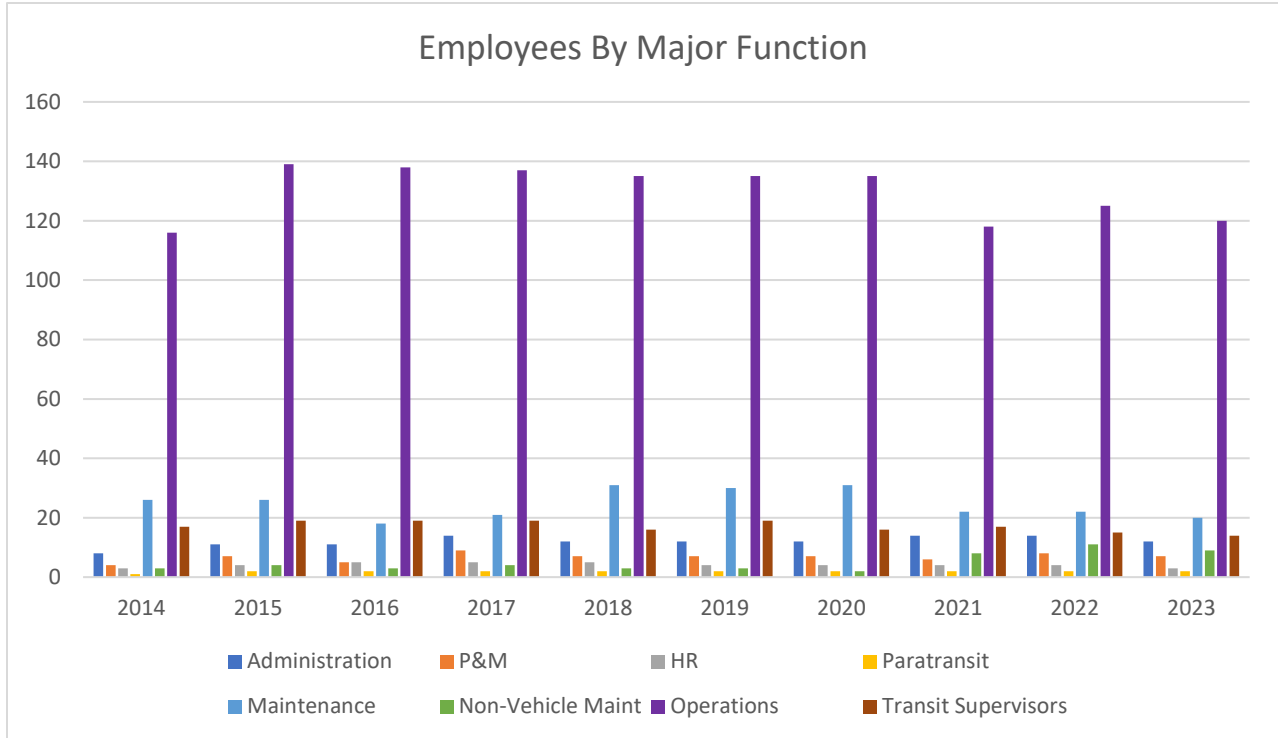
**GOLD COAST TRANSIT DISTRICT  
BUDGETARY COMPARISON  
SCHEDULE YEAR END JUNE 30, 2023**

	<u>FY 2023 actual</u>	<u>Annual Budget</u>
<b>Revenues:</b>		
Operating Revenues	3,384,914	2,853,451
Non- Operating Revenues	474,064	553,500
State Assistance	1,322,135	465,237
Local Assistance	20,832,196	18,535,915
Federal Assistance	7,745,225	12,298,268
<b>Total Revenues</b>	<b><u>33,758,534</u></b>	<b><u>34,706,371</u></b>
<b>Expenses:</b>		
Salary/Wage	11,495,703	12,165,000
Fringe Benefits	10,549,779	9,578,310
Services	4,615,742	4,757,628
Materials and Supplies	3,020,488	2,117,853
Utilities	360,152	178,000
Casualty and Liability	1,278,609	1,292,641
Miscellaneous	517,244	582,190
Debt Service	918,249	1,385,750
Member distribution	1,807,940	1,807,940
<b>Total Expenses</b>	<b><u>34,563,905</u></b>	<b><u>33,865,312</u></b>
* Depreciation Expenses	3,554,028	
Surplus or (Deficit) without depreciation	<b>(805,372)</b>	

**GOLD COAST TRANSIT DISTRICT  
RIDERSHIP REPORT  
FISCAL YEARS 2013 TO 2023**

	FY 2013	FY 2023
<b>Passengers</b>		
Fixed Route	3,566,470	2,958,434
Paratransit	70,927	84,992
<b>Total</b>	<b>3,637,397</b>	<b>3,043,426</b>
<b>Revenue Miles</b>		
Fixed Route	1,850,676	2,128,194
Paratransit	482,005	634,550
<b>Total</b>	<b>2,332,681</b>	<b>2,762,744</b>
<b>Revenue Hours</b>		
Fixed Route	181,417	186,808
Paratransit	30,649	39,737
<b>Total</b>	<b>212,066</b>	<b>226,545</b>
<b>Passengers per Mile</b>		
Fixed Route	1.93	1.39
Paratransit	0.15	0.13
<b>Total</b>	<b>1.56</b>	<b>1.10</b>
<b>Passengers per Hour</b>		
Fixed Route	19.66	15.84
Paratransit	2.31	2.14
<b>Total</b>	<b>17.15</b>	<b>13.43</b>
<b>Bus - Fixed Route</b>		
Cost per Boarding	\$ 4.04	\$ 9.52
<b>Bus - Paratransit</b>		
Cost per Boarding	\$ 31.49	\$ 43.23

**GOLD COAST TRANSIT DISTRICT  
EMPLOYEE BY MAJOR FUNCTION  
AS OF JUNE 30, 2023**



Sources: Gold Coast Transit District's Finance Department (Fleetnet)

**GOLD COAST TRANSIT DISTRICT  
CONDENSED STATEMENT OF CAPITAL ASSETS  
10 YEAR ENDED JUNE 30, 2023**

	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Land	\$ 300,298	\$ 8,959,491	\$ 8,959,491	\$ 8,981,061	\$ 8,981,061
Construction in Progress	\$ 953,669	\$ 3,042,653	\$ 3,555,785	\$ 9,472,693	\$ 29,893,204
Buildings and Improvements	\$ -	\$ -	\$ -	\$ -	\$ -
Vehicles and Equipment	\$ 34,258,007	\$ 34,971,498	\$ 37,068,159	\$ 38,032,181	\$ 38,168,228
	\$ 35,511,974	\$ 46,973,642	\$ 49,583,435	\$ 56,485,935	\$ 77,042,493
Less Accumulated Depreciation	\$(22,298,466)	\$(24,598,544)	\$(24,644,744)	\$(25,439,164)	\$(27,383,450)
<b>Total Net Capital Assets</b>	<b>\$ 13,213,508</b>	<b>\$ 22,375,098</b>	<b>\$ 24,938,691</b>	<b>\$ 31,046,771</b>	<b>\$ 49,659,043</b>
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Land	\$ 8,981,061	\$ 8,967,061	\$ 8,981,061	\$ 8,981,061	\$ 8,981,061
Construction in Progress	\$ 43,876,566	\$ -	\$ -	\$ 38,297	\$ 129,812
Buildings and Improvements	\$ 7,000,268	\$ 50,529,426	\$ 50,299,775	\$ 43,819,825	\$ 43,819,824
Vehicles and Equipment	\$ 30,830,711	\$ 37,533,698	\$ 39,593,598	\$ 42,806,073	\$ 41,212,275
	\$ 90,690,625	\$ 97,030,185	\$ 98,874,434	\$ 95,645,256	\$ 94,142,972
Less Accumulated Depreciation	\$(29,177,036)	\$(31,848,845)	\$(35,492,397)	\$(31,911,386)	\$(32,052,994)
<b>Total Net Capital Assets</b>	<b>\$ 61,513,589</b>	<b>\$ 65,181,340</b>	<b>\$ 63,382,037</b>	<b>\$ 63,733,870</b>	<b>\$ 62,089,978</b>

Sources:

Gold Coast Transit District's Comprehensive Annual Financial Reports, Years 2014-2022

**GOLD COAST TRANSIT DISTRICT  
CHANGE IN CAPITAL ASSETS 10  
YEAR COMPARISON**

	<b>2013</b>	<b>2023</b>	<b>% Change</b>	<b>\$ Change</b>
Land	\$ 300,298	\$ 8,981,061	97%	\$ 8,680,763
Construction in Progress	\$ 36,999	\$ 61,000	39%	\$ 24,001
Buildings and Improvements	\$ 6,645,151	\$ 43,819,824	85%	\$ 37,174,673
Vehicles and Equipment	\$ 21,542,653	\$ 41,212,275	48%	\$ 19,669,622
	\$ 5,781,870	\$ 94,074,160	94%	\$ 88,292,290
Less Accumulated Depreciation	\$(19,838,078)	\$(32,052,994)	38%	\$(12,214,916)
<b>Total Net Capital Assets</b>	<b>\$ 14,468,893</b>	<b>\$ 62,021,166</b>	<b>77%</b>	<b>\$ 47,552,273</b>

Sources:

Gold Coast Transit District's Comprehensive Annual Financial Reports, Years 2013-2023

**GOLD COAST TRANSIT DISTRICT**  
**Single-Audit Report**  
**For the Fiscal Year Ended**  
**June 30, 2023**

**NIGRO & NIGRO<sup>PC</sup>**

**GOLD COAST TRANSIT DISTRICT**

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*For the Fiscal Year Ended June 30, 2023*

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**INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL  
REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN  
AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE  
WITH GOVERNMENT AUDITING STANDARDS**

Board of Directors  
Gold Coast Transit District  
Oxnard, California

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of Gold Coast Transit District (District) as of and for the year ended June 30, 2023, and the related notes to the financial statements, which collectively comprise the District's basic financial statements, and have issued our report thereon dated December 1, 2023.

**Report on Internal Control Over Financial Reporting**

In planning and performing our audit of the financial statements, we considered the District's internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control. Accordingly, we do not express an opinion on the effectiveness of the District's internal control.

*A deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. *A material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the District's financial statements will not be prevented, or detected and corrected on a timely basis. *A significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.



**Report on Compliance and Other Matters**

As part of obtaining reasonable assurance about whether the District's financial statements are free of material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

**Purpose of this Report**

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the District's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the District's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Murrieta, California  
December 1, 2023



**INDEPENDENT AUDITORS' REPORT ON COMPLIANCE FOR  
EACH MAJOR FEDERAL PROGRAM AND REPORT ON INTERNAL CONTROL  
OVER COMPLIANCE REQUIRED BY THE UNIFORM GUIDANCE**

Board of Directors  
Gold Coast Transit District  
Oxnard, California

**Report on Compliance for Each Major Federal Program**

***Opinion on Each Major Federal Program***

We have audited the Gold Coast Transit District's (District) compliance with the types of compliance requirements identified as subject to audit in the OMB *Compliance Supplement* that could have a direct and material effect on each of the District's major federal programs for the year ended June 30, 2023. The District's major federal programs are identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs.

In our opinion, the District complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2023.

***Basis for Opinion on Each Major Federal Program***

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America, the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States, and the audit requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditor's Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of the District and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of the District's compliance with the compliance requirements referred to above.

***Responsibilities of Management for Compliance***

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules, and provisions of contracts or grant agreements applicable to the District's federal program.

### ***Auditors' Responsibilities for the Audit of Compliance***

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the District's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards, Government Auditing Standards, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the District's compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with generally accepted auditing standards, Government Auditing Standards, and the Uniform Guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the District's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of the District's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

### **Report on Internal Control Over Compliance**

*A deficiency in internal control over compliance* exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. *A material weakness in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. *A significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the Auditor's Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

**Report on Schedule of Expenditures of Federal Awards Required by the Uniform Guidance**

We have audited the financial statements of the Gold Coast Transit District (District), which comprise the statement of net position as of June 30, 2023, and related statements of revenue, expenses, and changes in net position, and cash flows for the year then ended, and related notes to the financial statements, which collectively comprise the District's basic financial statements. We issued our report thereon dated December 1, 2023, which contained an unmodified opinion on those financial statements. Our audit was performed for the purpose of forming opinions on the financial statements that collectively comprise the basic financial statements. The accompanying schedule of expenditures of federal awards is presented for purposes of additional analysis as required by the Uniform Guidance and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedule of expenditures of federal awards is fairly stated in all material respects in relation to the basic financial statements as a whole.

Murrieta, California  
December 1, 2023

**GOLD COAST TRANSIT DISTRICT**  
*Schedule of Expenditures of Federal Awards*  
*For the Fiscal Year Ended June 30, 2023*

Federal Grantor Agency/ Pass-through Grantor Agency/ Program Name and/or Title	Federal Financial Assistance	Pass-Through Entity Identifying Number	Federal Program Expenditures
<b>Federal Programs:</b>			
U.S. Department of Transportation/ Federal Transit Administration:			
Federal Transit Cluster			
Direct Programs:			
Federal Transit- Formula Grants (New Operations and Maintenance Facility)	20.526	CA-34-0267	\$ 475,970
Federal Transit- Formula Grants (Business System Upgrades)	20.507	CA-90-Z456	92,145
Federal Transit- Formula Grants (Business Systems Upgrades)	20.507	CA-90-0237	26,705
Federal Transit- Formula Grants (GO ACCESS: Web Based Self Scheduling Portal)	20.507	CA-16-0077	6,044
Federal Transit- Formula Grants (New Operations and Maintenance Facility)	20.507	CA-34-0269	173,515
Federal Transit- Formula Grants (CMAQ - Ventura Rd Route)	20.507	CA-95-X347	814,830
Federal Transit - Formula Grants (New Buses)	20.507	CA-95-0106	1,426,623
Federal Transit- Formula Grants (Transit Planning & Programming)	20.507	CA-95-0415	55,050
Federal Transit- Formula Grants (Preventive Maintenance for GCTD Fixed Route buses)		CA-95-0447	980,872
Federal Transit- Formula Grants (Late Night Safe Rides Contract/ADA Paratransit Service Contract)	20.507	CA-95-Z508	1,184,961
Federal Transit- Formula Grants (Fixed-route Bus PM/ Ops & Maint. Facility 5307 /ADA Paratransit Service Contract)	20.507	CA-95-Z518	2,454,448
Total Federal Transit Cluster			<u>7,691,163</u>
FEMA	97.036	N/A	54,062
Total Other Federal Funds			<u>54,062</u>
<b>Total Expenditures of Federal Awards</b>			<u><b>\$ 7,745,225</b></u>

Of the Federal expenditures presented in the Schedule of Expenditures of Federal Awards, the District provided no Federal awards to subrecipients.

## **GOLD COAST TRANSIT DISTRICT**

### *Notes to Schedule of Expenditures of Federal Awards For the Fiscal Year Ended June 30, 2023*

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#### **NOTE 1 – REPORTING ENTITY**

The accompanying schedule of expenditures of federal awards presents the activity of all federal awards programs of the District. The District's reporting entity is defined in Note 1 to the basic financial statements. All federal awards received directly from federal agencies as well as federal awards passed through other government agencies are included in the schedule.

#### **NOTE 2 – BASIS OF ACCOUNTING**

The accompanying Schedule of Expenditures of Federal Awards includes the federal grant activity of the District and is presented on the modified accrual basis of accounting. The information in this Schedule is presented in accordance with the requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance) Therefore, some amounts presented in this schedule may differ from amounts presented in, or used in the preparation of, the financial statements.

#### **NOTE 3 – RELATIONSHIP TO FINANCIAL STATEMENTS**

The amounts reported in the accompanying schedule of expenditures of federal awards agree, in all material respects, to amounts reported within the District's financial statements as follows:

##### **Reconciliation to the District's Financial Statements:**

	<b>Federal Program Expenditures</b>
<b>Statement of activities and changes in net position:</b>	
Funding included within the following balances:	
Federal Revenue	\$ 7,745,225
<b>Total Expenditures of Federal Awards</b>	<b>\$ 7,745,225</b>

#### **NOTE 4 – INDIRECT COST RATE**

The District elected not to use the 10-percent de minimus indirect cost rate allowed under the Uniform Guidance.

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***Findings and Questioned Costs***

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**GOLD COAST TRANSIT DISTRICT**  
*Schedule of Audit Findings and Questioned Costs*  
*For the Fiscal Year Ended June 30, 2023*

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**SECTION I - SUMMARY OF AUDITORS' RESULTS**

***Financial Statements***

Type of auditor's report issued	<u>Unmodified</u>
Internal control over financial reporting:	
Material weakness(es) identified?	<u>No</u>
Significant deficiency(s) identified not considered to be material weaknesses?	<u>None reported</u>
Noncompliance material to financial statements noted?	<u>No</u>

***Federal Awards***

Internal control over major programs:	
Material weakness(es) identified?	<u>No</u>
Significant deficiency(s) identified not considered to be material weaknesses?	<u>None reported</u>
Type of auditor's report issued on compliance for major programs:	<u>Unmodified</u>
Any audit findings disclosed that are required to be reported in accordance with Uniform Guidance Sec. 200.516a?	<u>No</u>

Identification of major programs:

**Federal Financial**

<u>Assistance</u>	<u>Name of Federal Program or Cluster</u>
	Federal Transit Cluster
20.507	Formula Grants
20.526	<u>Bus and Bus Facilities Formula Program</u>

Dollar threshold used to distinguish between Type A and Type B programs:	<u>\$ 750,000</u>
Auditee qualified as low-risk auditee?	<u>YES</u>



## **GOLD COAST TRANSIT DISTRICT**

*Schedule of Audit Findings and Questioned Costs (Continued)*

*For the Fiscal Year Ended June 30, 2023*

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### **SECTION II - FINANCIAL STATEMENT FINDINGS**

This section identifies the significant deficiencies, material weaknesses, and instances of noncompliance related to the financial statements that are required to be reported in accordance with *Government Auditing Standards*.

*There were no audit findings in fiscal year 2022-23.*

### **SECTION III - FEDERAL AWARD FINDING AND QUESTIONED COSTS**

*There were no federal award findings or questioned costs in fiscal year 2022-23.*

### **SECTION IV - SUMMARY OF PRIOR AUDIT (JUNE 30, 2022) FINDINGS**

#### **Financial Statement Findings and Recommendations:**

*There were None Reported.*

#### **Federal Awards Findings and Questioned Costs**

*There were None Reported.*



Item #12

**DATE** December 6, 2023

**TO** GCTD Board of Directors

**FROM** Alexander Zaretsky, Director of Human Resources

**SUBJECT** **Receive Presentation by unCOMPLICATE HR Incorporated on the results of the Classification and Compensation Study and Consider Approval of Updated Classifications and Salary Table Structure for Non-Represented Personnel**

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## **SUMMARY**

GCTD's personnel rules require conducting a periodic review of employees' classifications and compensation compared to peer agencies. GCTD's last compensation survey was completed and approved by the Board on June 3, 2015. GCTD did not perform any surveys during 2020 and 2021 due to COVID-19 and the job market instability.

For this item, the Board will receive a presentation on the Classification and Compensation Study results by consultants Annabelle Gamez and Vanessa Schneider from unCOMPLICATE HR, Inc. (UHR). It is recommended that the Board of Directors approve an updated Classification and Salary Table structure based on these findings and results. The new Classification and Salary Table structure will be used for budget planning for the upcoming fiscal year.

Additionally, an updated performance management process to support continuous performance improvement by providing clear job expectations, ongoing feedback and coaching, professional development, and recognition is in the process of being implemented. These collective efforts will continue to foster a high-performance culture to meet GCTD's Mission, Vision, and Strategic Goals as we strive to be an employer of choice.

## **BACKGROUND**

### **Job Description Update Process**

UHR partnered with GCTD leadership to develop an inclusive job description review process to capture job responsibilities accurately. After gathering feedback from the study analysis, UHR updated and provided draft job descriptions for review. During this process, UHR also conducted an FLSA analysis of all exempt-level positions and evaluated the minimum education and experience requirements for all study-identified roles. A total of 31 job descriptions were reviewed including all administrative and supervisory positions. Updated job descriptions will be periodically brought forward to the Board for approval as they are each ready to be implemented.

## **GOLD COAST TRANSIT DISTRICT**

## **Compensation Study Process**

Once the job description update was complete, UHR utilized the provided job descriptions to develop a unique survey tool to collect relevant data from study participants. Before contacting comparator organizations, UHR worked to collect relevant information through public websites and contacted organizations for clarification or additional necessary details.

GCTD's personnel rules specify which agencies were included in compensation surveys for GCTD. The agencies include:

Central Contra Costa	Santa Barbara MTD
Culver City Bus	Santa Cruz MTD
Golden Empire Transit District	Santa Rosa City Bus
Monterey/Salinas Transit District	Simi Valley Transit
Riverside Transit Agency	

Information was collected in the first and second quarters of 2023 to provide current information. Once all data was collected, UHR comprehensively analyzed pay and benefits for all identified benchmark positions.

UHR completed a thorough comparative analysis of GCTD's non-represented and supervisory job positions, salaries, and benefits by September 2023. The compensation study did not include SEIU-represented positions, which is currently being done as part of a separate study process.

The research compared the same or similar job classifications, duties, and salary ranges with the relative agencies. Variances exist with every agency reviewed, such as locations, specific job duties, titles, and descriptions. UHR identified and utilized appropriate benchmark matches for comparison.

## **Implementation of Classification Structure**

GCTD's personnel rules provide that employees' salaries are to be performance-based. In the past, GCTD had no formal performance evaluation process or step-based structure for non-represented salaries. Based on survey results and to provide a more transparent and structured process for determining pay increases and to incentivize continuous performance improvement, staff recommends a new Classification and Salary Table structure with ten steps and a 3% increase between steps. With this new structure, all employees will all remain at their current salary levels. However, as part of next year's budget development process, each employee will be placed into the appropriate step based on performance and budget availability. Movement to subsequent steps will be performance based in accordance with GCTD's Personnel Rules.

The proposed Classification and Salary Table structure does not currently include any COLA, any future COLAs will be determined based on budget availability. Once the new structure is approved, it will be used as the basis for future budget development.

## **Performance Review Process**

In addition to updating job descriptions, and evaluating compensation, GCTD is updating its performance management process. This effort provides a means for discussing, planning, and reviewing each employee's work performance on an ongoing basis and annually reviewing and

documenting the employee's development progress. This process is mutually beneficial to help employees reach their career goals and help GCTD improve as an organization. The performance review focuses on areas of achievement, improvement, and setting new goals for the future. Performance reviews will be conducted annually or more frequently as needed.

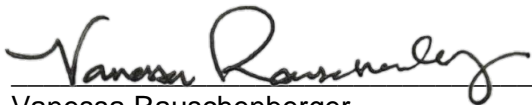
Each Director and Manager is responsible for the timely and equitable assessment of the performance and contribution of subordinate employees.

### **RECOMMENDATION**

It is recommended that the Board of Directors receive a presentation on the Classification and Compensation Study results by consultants Annabelle Gamez and Vanessa Schnieder from unCOMPLICATE HR Inc.

It is also recommended that the Board of Directors approve the new Classification and Salary Table structure as proposed, to be used in next year's budget development process for non-represented personnel.

### **GENERAL MANAGER'S CONCURRENCE**



Vanessa Rauschenberger  
General Manager

### Attachments

Recommend Classification Structure (COLA to be determined later)  
Classification & Compensation Study Final Report



# Classification & Compensation Study Report

Prepared for:  
**Gold Coast Transit District**

Submission Date: November 20, 2023



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- A. Individual Position Findings
- B. Job Description Template
- C. Group Coding Key



## Disclosures

### unCOMPLICATE HR:

- unCOMPLICATE HR is providing this report and analysis to empower their clients to make independent data-driven decisions regarding compensation base pay and/or benefits.
- This study is intended to provide information to the Gold Coast Transit District as a basis for consideration amongst other factors including organizational structure and budgetary limitations.
- For purposes of this report Social Security and Medicare contributions were not included in total compensation calculations.
- Any recommendations are based on the provided findings and are at the sole discretion of each organization to implement.
- Findings and recommendations are based on the accuracy of job descriptions, interviews and all additional information provided by the Gold Coast Transit District.
- Accuracy of information is based on documents and data collected and/or provided by comparator agencies.
- Any recommendations of this study are subject to organization approval. This report should not be interpreted as legal advice. Consult with legal counsel to consider all ramifications prior to implementing any changes.

## Executive Summary

unCOMPLICATE HR (UHR) was selected to provide a Compensation Study for the Gold Coast Transit District (GCTD) based on the following specifications:

The organizations included in this study includes six (6) transit districts and three (3) Cities.

All findings of this study are to be used to assist GCTD with developing its overall compensation strategy. These findings are not to be interpreted as legal advice. Consult with legal counsel to consider all ramifications prior to implementing any changes.

## Job Description and Classification Review

UHR partnered with GCTD leadership to conduct a complete analysis of 32 identified job descriptions and positions for this study.

UHR developed a questionnaire for all job titles being reviewed. The questionnaires were distributed to appropriate supervisors who would then work with their staff to review and provide accurate information.

After incorporating everyone's feedback, final draft job descriptions were created and provided to GCTD for final approval. The updated template can be reviewed in the appendices.

As part of this study, GCTD requested an FLSA audit of all positions which was conducted by the UHR team. Position specific duties evaluation forms were developed for positions that needed further evaluation and provided for managers to complete.

The following recommendations were made based on the Job Description and Classification review:

1. Establish a manageable annual job description review schedule.
2. Ensure a single job description standardized template is maintained for organization-wide utilization to maintain consistency within GCTD.
3. Consider further review and possible updates to FLSA exemptions for select roles.

## Total Compensation Study

When conducting a compensation survey, it is vital to capture a proper representation of data from both internal and external sources.

In the RFP GCTD identified the following considerations:

- Conduct a comprehensive total compensation survey based on comparable survey agencies, using not only job titles, but duties and responsibilities.
- Identify employee and any executive benefits programs that are offered by the agencies surveyed.
  - Vehicle allowance
  - Deferred compensation contributions
  - Paid Time Off
  - Health benefits
  - Pension contributions and formulas



UHR provided findings identifying current market standing of positions. Data collection period was during first and second quarter of 2023. Typically, organizations target pay within the 50<sup>th</sup> percentile or market rate. Supplemental information has been provided as appendices:

### Base Pay Compensation Findings

Job Title	Market Percentile			Current Market Standing
	25th	50th	75th	
Accounting Analyst	\$5,905.90	\$6,292.87	\$6,665.10	Below 50th
Administrative (Accounts Payable) Specialist	\$4,402.67	\$4,903.60	\$6,460.13	Below 75th
Assistant General Manager	\$12,148.93	\$14,197.73	\$15,593.07	Below 50th
Buyer	\$5,117.67	\$5,505.93	\$7,884.07	Below 75th
Communications and Marketing Manager	\$7,140.03	\$7,845.93	\$9,691.50	Below 75th
Customer Service Supervisor	\$5,516.77	\$6,070.13	\$6,376.50	Below 50th
Director, Finance	\$10,233.60	\$11,960.00	\$13,821.60	Below 75th
Director, Human Resources	\$11,650.60	\$12,822.33	\$13,486.20	Below 25th
Director, Operations & Maintenance	\$11,922.30	\$12,707.07	\$13,550.33	Below 25th
Director, Planning and Marketing	\$10,089.73	\$11,960.00	\$12,766.00	Below 50th
Finance Analyst	\$7,017.40	\$7,120.53	\$7,517.47	Above 75th
Finance Manager	\$9,166.73	\$10,089.73	\$10,758.80	Below 25th
Fleet Manager	\$9,047.57	\$9,970.13	\$10,845.47	Below 50th
Paratransit and Special Projects Manager	-	-	-	Insufficient Data
General Manager	\$16,599.27	\$19,922.93	\$22,865.27	Below 25th
Human Resources Coordinator	\$4,754.97	\$5,650.67	\$6,120.40	Above 75th
Human Resources Generalist	\$5,900.27	\$6,460.13	\$7,567.73	Above 75th
Information Technology Manager	\$9,193.60	\$9,346.13	\$10,408.67	Below 75th
Information Technology Technician	\$4,016.13	\$5,654.13	\$6,460.13	Below 75th
Maintenance Administration Supervisor	\$6,844.07	\$7,342.40	\$7,821.23	Below 25th
Maintenance Supervisor	\$6,843.63	\$7,169.93	\$8,037.03	Below 25th
Mobility Management Coordinator	-	-	-	Insufficient Data
Office Coordinator/Executive Assistant	\$5,392.83	\$6,066.67	\$6,794.67	Below 75th
Operations Manager	\$9,125.13	\$9,668.53	\$10,694.23	Below 75th
Operations Safety & Training Supervisor	\$6,840.17	\$7,327.67	\$7,854.17	Below 25th
Operations Supervisor	\$6,417.23	\$6,875.27	\$7,087.60	Below 50th
Payroll Specialist	\$5,375.07	\$6,519.07	\$7,120.53	Below 50th
Purchasing Manager/DBE Officer	\$8,079.93	\$9,029.80	\$9,562.80	Below 25th
Revenue Specialist	\$4,402.67	\$4,686.93	\$5,200.00	Above 75th
Transit Planner I	\$5,687.50	\$6,272.93	\$6,708.00	Above 75th
Transit Planner II	\$6,376.93	\$7,117.07	\$7,567.73	Above 75th
Transit Planning Manager	\$8,075.60	\$9,524.67	\$10,332.40	Below 50th



## General Background

With the prevalence of compensation information readily available at the fingertips of today's workforce, organizations all over the nation are constantly scrutinizing their current compensation structure and benefit plans. It is vital for Employers to know how their pay compares to the market in which they are competing to attract and retain top talent.

The most common way of conducting a market analysis is to complete a benchmark review of key positions in the organization. Compensation benchmarking is the process of using internal job descriptions to match compensable factors to established salary survey positions to extract relevant pay data for each of those positions.

Along with ensuring market competitiveness, companies are reviewing internal pay structures to check for pay equity throughout their organization and limit any liability for potential wage discrimination.

When conducting any sort of pay analysis, it is best practice to review multiple sources of reliable data. The number of sources that should be used is dependent on how relevant the survey data is to the organization.

While the availability of so much pay data is beneficial, compensation professionals know that every data source generally has a different base pay result. This means, employers are now tasked with determining a way to interpret different findings for the same position.

Conducting a full compensation analysis should consist of reviewing the total compensation package offered to employees. While base pay is important, reviewing paid time off, retirement contributions, medical benefits, and other paid benefits is crucial to establish the total compensation package of employees.

Due to the intricate nature of interpreting this data, and to prevent any internal bias, organizations are frequently looking to outside vendors to review this information for them. By hiring outside compensation & benefit professionals, an organization is not only receiving the advantage of their specialized expertise, but they also have peace of mind that they can make data-driven decisions.



## Client & Project Profile



**Client:**

Gold Coast Transit District

**Location:**

1901 Auto Center Drive, Oxnard, CA 93036

**Project:**

Classification & Compensation Study

**Project Specifications:**

**Job Description & Classification Review**

Review overall organizational structure including staff alignments and reporting relationships. UHR will review and make recommendations on current job descriptions, career tracks, and classification structure for all GCTD non-represented and Teamsters Supervisor classifications.

**Comprehensive Compensation & Benefits Study**

Conduct an overall compensation competitive analysis report for the District to include pay analysis for current GCTD positions. Analysis will include organizational factors such as location, type, size, and funding. It will consist of compensable specific factors such as experience, skills, and education level.

**Findings Review Report**

Generate a single electronically formatted report that will provide all findings and recommendations in a user-friendly format.

**Findings Review Meetings**

Participate in a post meeting of up to two (2) hours between our teams to provide the opportunity to have any questions answered through our comprehensive review.

**Findings Review Presentation to Board of Directors**

Generate a dynamic, visual, high-level presentation and present it to the Board of Directors if requested.

## Study Processes

### Study Initiation

The Gold Coast Transit District (GCTD) released a Request for Proposal (RFP) for a Total Compensation Study on April 14, 2022. A formal compensation study had not been completed for the GCTD non-represented group in over ten years and a study would assist with future planning.

unCOMPLICATE HR (UHR) responded to the RFP and was awarded the contract. After the contract was initiated, UHR held a pre-meeting with the GCTD project team consisting of Vanessa Rauschenberger, General Manager, and Alex Zaretsky, Director, Human Resources to gain a greater understanding of the overall project goals.

A project kick-off meeting was held on August 11, 2022, between UHR and the GCTD. It was established that the project would be completed in two phases. The first phase would be the Job Description Review & Classification Study. Once completed, the second phase of Compensation and Benefits data collection would be initiated.

After the kick-off, UHR worked to gather information (salary table, MOU's, job descriptions, organization size, budget, etc.) from GCTD and the public website.

As the overall project would include a classification review and update of all current GCTD job descriptions, it was recommended to meet with Director and Management level staff to provide an overview of project expectations and process.

A remote Director meeting was held on August 30, 2022. During the meeting UHR met the team and provided a high-level review of the purpose and importance of job descriptions as well as an overview of what a compensation study entails.

A Manager meeting was held on September 13, 2022, in which the same overview was provided.

The UHR team met with GCTD project team on a weekly basis during this project to provide regular progress reports and updates.

### Comparator Identification

GCTD has a clearly defined policy of similar organizations to be used during compensation studies. UHR reviewed and followed this list accordingly. The final participant list included six (6) transit districts and three (3) Cities for comparison as follows:

Study Participant	Abbreviation	Study Group
County Connection (Central Contra Costa Transit Authority)	CCT	Non-Represented & Teamster Supervisors
Culver City Bus	CCB	Non-Represented & Teamster Supervisors
Golden Empire Transit District	GET	Non-Represented
Monterey/Salinas Transit District	MST	Non-Represented & Teamster Supervisors
Riverside Transit Agency	RTA	Non-Represented & Teamster Supervisors
Santa Cruz Metropolitan Transit District	SCMTD	Non-Represented & Teamster Supervisors
Santa Rosa City Bus	SRCB	Non-Represented & Teamster Supervisors
City of Simi Valley	SV	Teamster Supervisors
Santa Barbara Metropolitan Transit District	SBMTD	Non-Represented & Teamster Supervisors



**Classification Study Process**

UHR partnered with GCTD leadership to develop an inclusive job description review process to ensure an accurate capture of job responsibilities. After feedback was gathered, UHR generated draft job descriptions for review. During this process UHR also conducted FLSA analysis of all exempt level positions and evaluated minimum education and experience requirements for all study identified roles.

The following 31 job descriptions were reviewed:

Position Titles	
Accounting Analyst	Information Technology Manager
Administrative (Accounts Payable) Specialist	Information Technology Technician
Assistant General Manager	Maintenance Administration Supervisor
Buyer	Maintenance Supervisor
Communications & Marketing Manager	Mobility Management Coordinator
Customer Service Supervisor	Office Coordinator/Executive Assistant
Director, Finance	Operations Manager
Director, Human Resources	Operations Safety & Training Supervisor
Director, Operations & Maintenance	Operations Supervisor
Director, Planning & Marketing	Payroll Specialist
Finance Analyst	Purchasing Manager/DBE Officer
Finance Manager/Accounting Manager	Revenue Specialist
Fleet Manager	Transit Planner I
Paratransit and Special Projects Manager	Transit Planner II
Human Resources Coordinator	Transit Planning Manager
Human Resources Generalist	

**Compensation Study Process**

UHR utilized the provided job descriptions to develop a unique survey tool that would be used to collect relevant data from study participants. Prior to contacting comparator organizations, UHR worked to collect relevant information through public websites and contacted organizations for clarification or additional necessary information.

Information was collected in the first and second quarter of 2023 to provide current information.

Once all data was collected, UHR conducted a comprehensive analysis of pay and benefits for all identified benchmark positions.



## Job Description & Classification Review

### Background and Overview

A comprehensive review of GCTD job descriptions had not been completed in many years. It is industry best practice to review job descriptions annually to ensure that the information remains current and to equip the organization to be ready to fill any future vacancies. This will also keep all job descriptions on current templates and provides opportunities to catch any major changes. UHR partnered with GCTD leadership to conduct a complete analysis of 31 identified job descriptions and positions for this study.

### Methodology

Any time an organization is reviewing job descriptions, it is best practice to include employee and supervisor feedback in the overall process. For purposes of this project, UHR wanted to ensure that job incumbents had an opportunity to provide valuable feedback about their current roles.

#### *Staff Level Job Analysis Questionnaire*

UHR developed a questionnaire for 31 job titles being reviewed. (The General Manager Job Description was recently updated and therefore excluded from this process) The questionnaires were distributed to Directors who would then work with their managers and staff to review and provide accurate information.

The questionnaire was position specific and included current job duties/essential functions; an option to add additional job duties or update and revise current duties; an evaluation of current and additional qualifications; detailed job frequency information; job environment exposure, ergonomics, physical demands, and work environment details to capture a full representation of each position. There was also a section to provide optional feedback if desired.

These detailed questionnaire responses were reviewed and evaluated by UHR and utilized to create updated job descriptions for the 31 positions being evaluated. This process allowed feedback to be gathered from all staff and management.

#### *Job Description Review and Update*

UHR developed standardized language for the job descriptions to be used with each job classification. For example, specific language was utilized for positions which supervise others versus positions that did not. Attention was also given to standardize language used in exempt versus nonexempt positions. This provided the framework to create a standardized job description template for GCTD approval and utilization will ensure consistency throughout the District for the positions included in this study.

Once the questionnaires were submitted back to UHR, they were reviewed and utilized to create updated job descriptions in the newly approved template format. Thereafter, all draft job descriptions were generated and provided to GCTD for final approval. The updated template can be reviewed in the appendices.

As part of this process, a complete evaluation of the minimum experience and education requirements for all positions was conducted. UHR utilized Occupational Information Network (ONET) data to incorporate industry standards for similar positions.

It is important to acknowledge that UHR relied on the full commitment and cooperation of all staff and management for this process to be successful.

#### *FLSA Audit*

The Fair Labor Standards Act (FLSA) establishes, among other things, minimum wage and overtime requirements. As part of this study, GCTD requested an FLSA audit of all positions which was conducted by the UHR team. UHR audited for Executive, Administrative, Professional, and Computer Professional exemptions based on current Job Descriptions provided.

In addition, for positions that did not clearly meet the FLSA audit criteria, UHR developed a tool to assist GCTD with further review. The duties analysis document tool allowed management the ability to further evaluate these positions specific responsibilities and the time spent on exempt versus nonexempt duties.

#### **Classification Review Findings**

Conducting a classification review is an intensive process and provides an opportunity for an organization refresh. While it is difficult to capture all findings of this large project, the following stand out:

1. GCTD had a job description for all active positions.
2. GCTD has a strong organizing method of tracking job descriptions.
3. Several versions of job description templates were found to be in current use.
4. Variances with minimum years of experience and/or education requirements existed in different departments for the same level of positions (Directors, Managers, Supervisors.)
5. 30 of the 32 GCTD positions included in this study are currently classified as Exempt.

#### **Classification Review Recommendations**

##### *1. Establish a Manageable Job Description Review Schedule*

Staying on top of all job descriptions can be an overwhelming task. However, by developing and implementing a review plan, expectations can be clearly defined across the organization. This will ensure that GCTD obtains the best return on their investments and reaps long-term benefits from this comprehensive study.

UHR recommends reviewing job descriptions annually or biennially. The strongest job description review occurs between job incumbents and supervisors, this provides an opportunity for an accurate analysis of current job duties. Typically, this review can be included as part of an individual's annual review process. This allows for conversations about job expectations as well as significant changes that may have occurred. In addition, job descriptions should also be evaluated for relevancy whenever the position becomes vacant. Employees should be provided with an acknowledged copy of their job description upon hire, whenever it is updated or when they move into a new position.

Promptly Implementing a process for a regular job description reviews will assist GCTD in staying current with all job descriptions on a long-term basis, while continuing to support employee development and performance management.

It is important to mention that Job Descriptions are not meant to be all inclusive of every single duty assigned. They are intended to be representative of the essential functions, responsibilities and requirements assigned to each role, not the individual.

### *2. Ensure a Single Job Description Template is Maintained for Organization Use*

Utilizing a standardized job description template will ensure consistency throughout GCTD. Any time a new template is implemented, it is best practice to update all related documents that use that template as soon as possible. This creates document uniformity and allows for a quick view to determine if the information is current. It will also facilitate rapid job postings for any vacancies that occur.

### *3. Consider Updating FLSA Exemptions for Select Roles*

UHR conducted FLSA exemption tests on all included roles. Several positions have been identified for further review by GCTD. To assist in the final decision making, UHR included FLSA status for comparable positions when available throughout the compensation study. The following positions should be considered for further review:

- Accounting Analyst
- Finance Analyst
- Human Resources Coordinator
- Information Technology Technician
- Mobility Management Coordinator
- Planner I
- Planner II
- Revenue Specialist

Further consideration should be made in coordination with legal counsel to consider any potential impact or exposure, if any.

### *4. Recommend Standardizing of Education and Experience Requirements*

UHR conducted a review and found that variances existed amongst Directors, Managers and Teamsters Supervisors. Recommendations were made to standardize requirements and align with industry standards during the Job Description and Classification phase of this project. For positions not impacted by variance in standardization, alignment with industry standards was recommended when appropriate.





## Total Compensation Study

### Background & Overview

When conducting a compensation survey, it is vital to capture a proper representation of data from both internal and external sources. For purposes of this study, GCTD has approved an analysis of nine (9) comparator groups be conducted. The organizations included in this study include six (6) transit districts and three (3) city transportation providers.

In the RFP the GCTD identified the following considerations:

- Conduct a comprehensive total compensation survey based on comparable survey agencies, using not only job titles, but duties and responsibilities.
- Identify employee and any executive benefits programs that are offered by the agencies surveyed.
  - Vehicle allowance
  - Deferred compensation contributions
  - Paid Time Off
  - Health benefits
  - Pension contributions and formulas

The collected information has been presented in graphical representations on the following pages for review. When comparing your organization's compensation to others, it is important to exclude your own compensation information from the overall results to not skew the data in your favor.

### Methodology

At UHR our priority is making sure that we are providing pertinent, easy-to-understand information to our clients.

We have compiled all relevant compensation data on a position-by-position basis. Although this method is more time-consuming on the front end, what it means to our clients is that when you review the information for any position, you will find everything you need in one place. We truly believe that this will afford the reader the easiest means of reviewing all pertinent information and data and be a useful tool to assist with the strategic planning process.

This report includes summarized position data and further detail can be located in the appendices.

It is worth noting that extreme efforts have been made to accurately present information, however, there may be some instances where irrelevant information is presented. In these instances, the information was reported for informational purposes only and will not impact the overall findings.

### Job Matching

The process of conducting a job match is multi-faceted and complex. Due to the unique nature of all organizations, it is vital that proper time be spent reviewing and comparing the job duties indicated on the job description. It is also worth noting that a job benchmark review is focused on the job position itself, not the individual in the role.

While a job title may be the same for one role at another organization, it cannot be assumed that the jobs are comparable. Instead, a combination of the several factors must be considered.

For purposes of this study UHR used to following criteria to consider a job match:

- Job duties
- Job scope
- Level within a class series
- Supervisory responsibilities
- Job knowledge depth
- Job complexity
- Autonomy level
- Reporting structure
- Required experience
- Required education
- Required certifications

It is important to note that generally one cannot expect a 100% match for any position. A job evaluation requires an expert-level of review that involves drawing appropriate and pertinent conclusions. It is industry best practice to seek at least a 70% job match in identifying an appropriate comparable.

To ensure a relevant data-set, UHR will only provide median benchmark information for positions that have at least four (4) job matches.

UHR did encounter two positions where it was not able to identify enough matches. The gathered relevant information is still provided. However, findings and analysis are not included for those roles.

Since external market information is only part of the compensation story, it is recommended that GCTD identify comparable internal benchmark positions for assistance with decision making in those roles.

There may be instances where the identified market rate may be out of alignment with internal compensation structure. It is important that GCTD critically analyze these instances and work to find an ideal balance of both internal and external equity. Compensation information is often complex and a one-size-fits-all is not the best approach in most instances. For example, for some positions, overtime has a significant impact on the overall compensation of an individual role. It is recommended that GCTD leverage its own internal compensation information along with this report in its compensation analysis. This collected data is only intended to serve as a guide in the strategic planning process.

### Market Comparison

For purposes of this study the 32 positions reviewed during the Classification Study were included in the Market Comparison.

A pay range is the minimum and maximum that an organization will pay for a role. These minimum and maximum rates typically represent entry-level versus highly experienced employees within a pay range. As indicated by the name, the midpoint of a pay range is the middle point of the range’s minimum and maximum. Many employers set their midpoint to be fair and competitive to market standards. For purposes of this study, the mid-point of all ranges is used for market median identification.

A market median is the “at-market rate.” The salary amount that is in the middle of all the individual wages is the median. In other words, 50% of salaries are under that amount and 50% are above that amount.

When comparing GCTD’s midpoint to the market median rate it is important to note that a positive number indicates that the GCTD’s comparison information is below the market and would require the indicated percentage change to reach the labor market. For this reason, UHR utilizes color coding to serve as a reminder of being above or below market. For example:

Distance from median shown as: **3.36%** indicates that the position would require a 3.36% increase to match the market. Conversely, the distance from the median shown as: **-4.05%** indicates that the position midpoint is currently above market rate. It should also be noted that being within 5.00% of the market median (+ or -) is generally considered market competitive.

On average, GCTD position base pay medians were identified as being **0.87%** behind market median. A breakdown of position base pay distance from median is as follows:

	Distance From Median	Executive/ Director	Manager	Supervisor	Staff	Total Positions
	Insufficient Data		1		1	2
MARKET COMPETITIVE	5.01% - 25.00% Above				9	9
	0.01% - 5.00% Above	1	3		1	5
	0.00% - 4.99% Below		1	2	1	4
BEHIND MARKET	5.00% - 9.99% Below	2		3	1	6
	10.00% - 14.99% Below		2			2
	15.00% - 19.99% Below	2				2
	20.00% - 24.99% Below	1	1			2
	<b>Total</b>	<b>6</b>	<b>8</b>	<b>5</b>	<b>13</b>	<b>32</b>

## Overall Compensation Survey Findings

### Base Pay Compensation Findings

Job Title	Market Percentile			Current Market Standing
	25th	50th	75th	
Accounting Analyst	\$5,905.90	\$6,292.87	\$6,665.10	Below 50th
Administrative (Accounts Payable) Specialist	\$4,402.67	\$4,903.60	\$6,460.13	Below 75th
Assistant General Manager	\$12,148.93	\$14,197.73	\$15,593.07	Below 50th
Buyer	\$5,117.67	\$5,505.93	\$7,884.07	Below 75th
Communications and Marketing Manager	\$7,140.03	\$7,845.93	\$9,691.50	Below 75th
Customer Service Supervisor	\$5,516.77	\$6,070.13	\$6,376.50	Below 50th
Director, Finance	\$10,233.60	\$11,960.00	\$13,821.60	Below 75th
Director, Human Resources	\$11,650.60	\$12,822.33	\$13,486.20	Below 25th
Director, Operations & Maintenance	\$11,922.30	\$12,707.07	\$13,550.33	Below 25th
Director, Planning and Marketing	\$10,089.73	\$11,960.00	\$12,766.00	Below 50th
Finance Analyst	\$7,017.40	\$7,120.53	\$7,517.47	Above 75th
Finance Manager	\$9,166.73	\$10,089.73	\$10,758.80	Below 25th
Fleet Manager	\$9,047.57	\$9,970.13	\$10,845.47	Below 50th
Paratransit and Special Projects Manager	-	-	-	Insufficient Data
General Manager	\$16,599.27	\$19,922.93	\$22,865.27	Below 25th
Human Resources Coordinator	\$4,754.97	\$5,650.67	\$6,120.40	Above 75th
Human Resources Generalist	\$5,900.27	\$6,460.13	\$7,567.73	Above 75th
Information Technology Manager	\$9,193.60	\$9,346.13	\$10,408.67	Below 75th
Information Technology Technician	\$4,016.13	\$5,654.13	\$6,460.13	Below 75th
Maintenance Administration Supervisor	\$6,844.07	\$7,342.40	\$7,821.23	Below 25th
Maintenance Supervisor	\$6,843.63	\$7,169.93	\$8,037.03	Below 25th
Mobility Management Coordinator	-	-	-	Insufficient Data
Office Coordinator/Executive Assistant	\$5,392.83	\$6,066.67	\$6,794.67	Below 75th
Operations Manager	\$9,125.13	\$9,668.53	\$10,694.23	Below 75th
Operations Safety & Training Supervisor	\$6,840.17	\$7,327.67	\$7,854.17	Below 25th
Operations Supervisor	\$6,417.23	\$6,875.27	\$7,087.60	Below 50th
Payroll Specialist	\$5,375.07	\$6,519.07	\$7,120.53	Below 50th
Purchasing Manager/DBE Officer	\$8,079.93	\$9,029.80	\$9,562.80	Below 25th
Revenue Specialist	\$4,402.67	\$4,686.93	\$5,200.00	Above 75th
Transit Planner I	\$5,687.50	\$6,272.93	\$6,708.00	Above 75th
Transit Planner II	\$6,376.93	\$7,117.07	\$7,567.73	Above 75th
Transit Planning Manager	\$8,075.60	\$9,524.67	\$10,332.40	Below 50th

## Overall Benefit Survey Findings

UHR reviewed benefit offerings provided to GCTD employees to gain complete understanding of all offerings. It is important to note that this analysis does not include a review of the value of the benefit offerings but only employer costs and employee contributions as compared to surveyed peers.

Data collected for this study included information regarding Health benefit coverage for medical/prescription, dental, vision, and employer paid life and disability plans when offered.

The information reviewed monthly employer costs for family coverage and cost sharing percentages representing each comparator's base plan used for calculating employee + family contributions. This is typically the lowest cost PPO or HMO plan. For this review, the CalPERS PPO Gold plan was used as a baseline, and when not available, a plan offering that was most similar was utilized for comparison. When applicable, the dollar amount of any flexible spending or cafeteria plan "flexible credit" contributions or health care allowances provided to employees was included in analysis. Several comparator agencies participate in a cafeteria style health plan.

GCTD health plan contribution towards family coverage for both employee groups is 80.6% of total cost. The highest employer contribution from comparator agencies for family coverage was 131.50% and the lowest was 69%. The employer health plan contribution percentage includes dental and vision coverage when provided by the employer.

Medical opt-out incentives for employees who do not enroll in employer sponsored benefit plan offerings were provided by most of the comparator agencies. This incentive is based on specific agency guidelines and is subject to verification of other coverage. The minimum incentive offered by comparator agencies was \$200/month and the maximum amount was \$854/month. GCTD's medical opt-out incentive is \$150/month.

GCTD's total annual paid time off for all employee groups ranged from 34 days to a maximum of 50 days. Comparator agencies' total annual paid time off for all employee groups included in this study ranged from 27 days to a maximum of 65 days.

Overall, GCTD CalPERS employer contribution rates are generally slightly above comparator averages. All but two comparator agencies participate in retirement plans that are administered by CalPERS. (The two comparators that do not utilize CalPERS participate in different retirement/pension plan options.) The data provided in this study reflects the employer cost for CalPERS Tier I, II and Public Employee Pension Reforms Act (PEPRA) tiered plans based on group type, utilizing the CalPERS established blended rate for FY 2023-24. It also includes employee current contribution rates including any additional contributions required as set forth in any MOU's, resolutions, or contracts. When available, data was also collected on employer contributions towards deferred compensation plans including match requirements, if any.

Due to the complexity and uniqueness of Social Security (FICA) and Medicare participation along with CalPERS plans, this study has not included GCTD's cost of any FICA or Medicare contributions as part of total compensation.

To facilitate the evaluation of benefits based on the differences between employee groups, specific benefit offerings can be found in each individual position findings report.

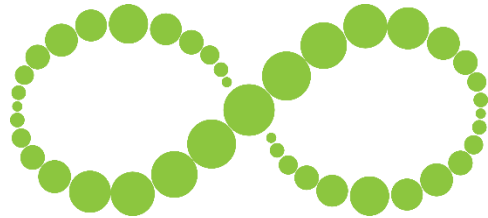


## Our Methodology

unCOMPLICATE HR works diligently to establish easy-to-follow findings that allow you to make data-driven decisions.

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### Data



Collecting meaningful data that is matched to job positions based on duties without bias.

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### Blending



Combining collected data to establish a single pay rate target for each role.

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### Equity



Review all collected data to make the best recommendations for the organization while maintaining internal and external equity.



## About Us

We are proud to be a minority & women-owned consultant firm based in Fresno, California. We bring over 37 years of combined experience in all aspects of Human Resources to our work. Specializing in finding manageable compensation solutions for even the most complex organizations.

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# APPENDICES





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**B. Job Description Template**

**C. Group Coding Key**

## Individual Position Findings Overview

Gold Coast Transit District data is presented on all tables and graphs for comparative purposes only. Its data is not included in any averages or results so as to not skew the data.

A total of one (1) graph and seven (7) tables has been provided for each position:

### 1. Monthly Total Compensation Graph

A graphical representation of the overall monthly compensation of comparable positions for each role. The graph includes the following pertinent information:

#### *# Matched*

The number of identified comparable roles from other agencies.

#### *Base Pay Distance From Median*

The distance of the GCTD mid-point of the position pay grade to the market median.

A result of **3.36%** indicates that the position would require a 3.36% increase to match the market.

A result of **-4.05%** indicates that the position midpoint is currently above market rate.

Being within 5.00% of the market median (+ or -) is generally considered market competitive.

#### *Base Pay*

The monthly mid-point of each position

#### *Insurance*

The monthly rate the employer pays for enrollment in Medical/Vision/Dental/RX family coverage.

#### *Retirement*

The calculated employer contribution into CALPERS and any Deferred Compensation plans that do not require an employee match.

#### *Misc*

A total of allowances & incentives that are provided to the position that impact base pay.

#### *Base Pay Median Line*

The **left** gold vertical line on the graph. This is the rate in the middle base-pay midpoint of all comparator group wages.

#### *Total Pay Median Line*

The **right** gold vertical line on the graph. This is the rate in the middle total pay of all comparator group wages.

## 2. Salary Range, Allowances & Incentives Table

This table provides more detailed information as it relates to the graph above.

### *Salary Range - Min*

The minimum (starting) rate offered for this position.

### *Salary Range - Max*

The maximum (ending) rate offered for this position.

### *Retirement on Chart - ER CALPERS*

The contribution made by the employer to CALPERS account. Due to the tenure of GCTD staff this calculation is based on the Tier I employer rate.

### *Retirement on Chart - ER Deferred Comp. - No Match Required*

Monthly employer contribution into a deferred compensation (401a/401k/457 etc.) plan that does not require an employee match.

### *Misc on Chart - Uniform Allowance*

An allowance provided by employers for the purchase of uniforms as required for work. Typically provided annually, presented in monthly equivalent.

### *Misc on Chart - Tools Allowance*

An allowance provided by employers for the purchase of tools as required for work. Typically provided annually, presented in monthly equivalent.

### *Misc on Chart - Vehicle Allowance*

An allowance provided by employers for vehicle costs as required for work.

### *Additional Reporting Only - Deferred Comp. - Match Required*

Monthly employer contribution into a deferred compensation (401a/401k/457 etc.) plan that requires an employee match to qualify. Max monthly contributions are presented.

## 3. Market Percentiles Table

This table shows the identified 25<sup>th</sup>, 50<sup>th</sup> (median), and 75<sup>th</sup> percentiles of the market rate as identified by this study.

### *25<sup>th</sup>*

Indicates that 25% of employees are paid less and 75% are paid more. This is considered paying below the market value for the position.

#### *50th*

Indicates that 50% of employees are paid more and 50 % are paid less. This is considered the midpoint/median of the market.

#### *75th*

Indicates that 75% of employees are paid less and 25% are paid are paid more. This is considered paying above the market value for the position.

#### *Market Standing*

Indicates where the mid-point of this GCTD position falls within the market percentiles.

#### **4. Agreement Info Chart**

This table provides high-level information related to each identified comparable position.

#### *Job Title*

Job title of identified comparable position.

#### *Group*

The group code is used to identify appropriate MOU, Resolution or Employment Agreement. A group key is provided in the appendices of this report.

#### *Range Detail - Spread*

The percentage of difference between the minimum and maximum of a range.

#### *Range Detail - Type*

An indication of how the pay range is structured.

#### *Documented Increase Type*

The type of increase readily noted in MOUs or other documentation.

#### *FLSA Detail - Status*

Whether a position is classified as exempt, non-exempt, or unknown.

#### *Review FLSA*

A notation as to whether UHR recommends reviewing the FLSA status.

#### **4. Benefit Info Chart**

This table provides additional benefit coverage information by position.

#### *% ER Paid Medical*

The percentage of employer's cost for employee + family health insurance coverage.

#### *Medical Opt-Out*

An incentive offered to employees in lieu of enrolling in provided medical offerings, so long they have verified coverage elsewhere.

#### *ER Paid Life Insurance*

Indicates if the employer provides life insurance to the employee at no additional cost.

#### *ER Paid STD/LTD*

An indication of employer paid Short Term Disability or Long-Term Disability for the employee.

### 5. Paid Time Info (In Days Per Year) Table

This table provides relevant Paid Time Off information for comparable positions.

#### *Vacation*

The minimum and maximum days of vacation available per year.

#### *Sick*

The number of sick days available per year.

#### *Holidays*

The number of paid holidays offered per year.

#### *Annual Leave*

Total time off offered by employers instead of vacation & sick.

#### *Other*

Alternative paid time off options available to staff. May include Administrative Leave, Management Leave or Personal Leave Time.

### 6. CALPERS Table

This table provides relevant CALPERS offerings.

#### *Tier I/II/PEPRA*

The tier of plan being compared.

#### *Offering*

The specific plan offered is based on Tier I, Tier II, and PEPRA criteria and eligibility.

*ER*

The percentage reflects the employer's contribution to plan including any additional amounts specified in MOU, resolution, or contract. CalPERS blended rates for 2023-24 FY were utilized.

*EE*

The percentage reflects the employee contribution to the plan including any additional amounts specified in MOU, resolution, or contract.

### 7. Specialty Pay/Allowances & Incentives/Disability Plans Table

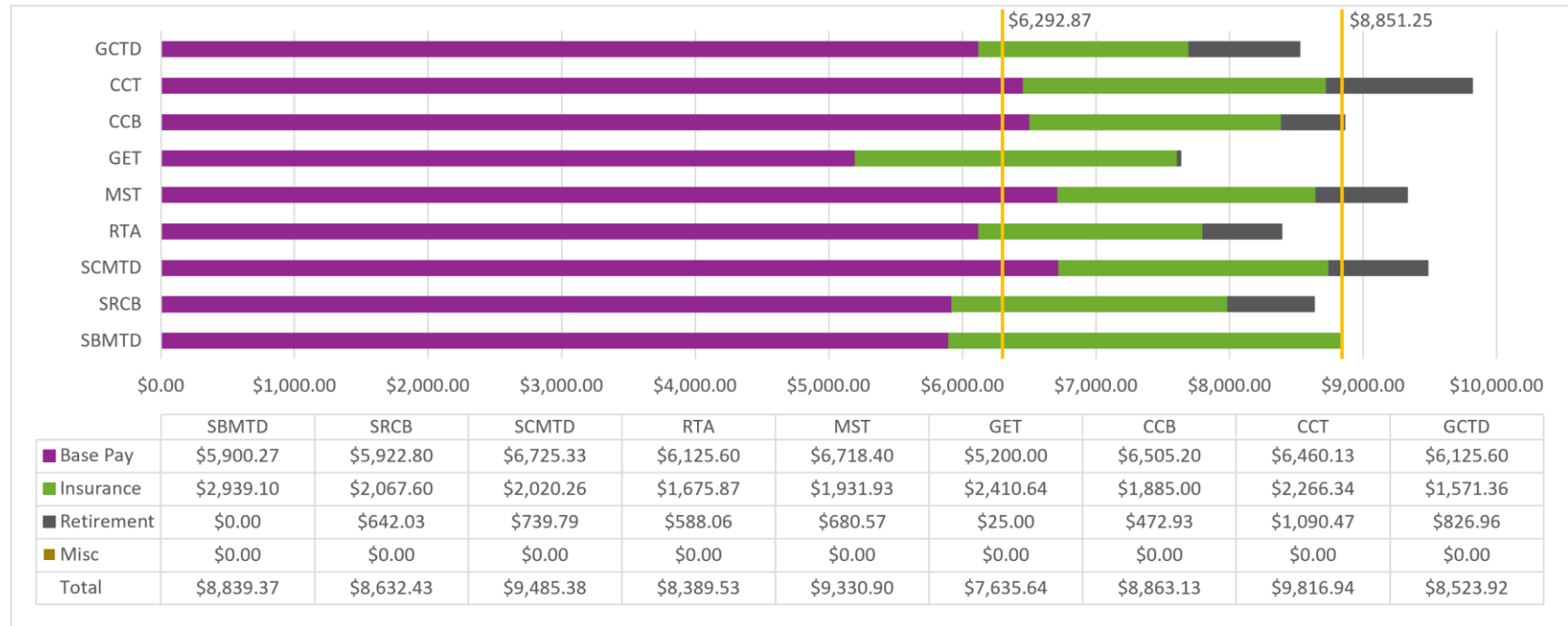
This table is intended to capture additional pay offerings that may be available to staff according to specific requirements. These offerings are not included in base pay calculations as they are not guaranteed. This gathered information can be used for comparative analysis. Of note, information was collected based on review of relevant documentation for each comparator agency and is not intended to be an all-inclusive listing.

Due to the complexity and uniqueness of these offerings, specific highlights are provided within this table.

Extreme efforts have been made to only show relevant information on this table. There may be instances where irrelevant information is captured, however this does not impact the overall findings.

**Figure 1 – Accounting Analyst – Monthly Total Compensation**

# Matched: 8


**TABLE 1A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Deferred Comp. Match Req.	
Contra Costa Transportation	\$5,580.67	\$7,339.75	\$1,090.47	-		-	-
Culver City Bus	\$5,859.71	\$7,152.36	\$472.93	-	-	457	\$130.00
Golden Empire TD	\$4,333.33	\$6,066.67	-	457	\$25.00	Retirement	\$312.00
Monterey/Salinas TD	\$5,598.58	\$7,838.08	\$680.57	-	-	-	-
Riverside Transit Agency	\$4,999.92	\$7,249.92	\$588.06	-	-	-	-
Santa Cruz Metropolitan TD	\$5,595.20	\$7,853.73	\$739.79	-	-	-	-
Santa Rosa City Bus	\$5,346.58	\$6,498.83	\$642.03	-	-	-	-
Santa Barbara MTD	\$5,244.17	\$6,555.17	-	-	-	401k	\$590.03
<b>Comparator Average</b>	<b>\$5,319.77</b>	<b>\$7,069.31</b>	<b>\$702.31</b>	<b>-</b>	<b>\$25.00</b>	<b>-</b>	<b>\$344.01</b>
<b>Gold Coast Transit District</b>	<b>\$5,103.75</b>	<b>\$7,147.50</b>	<b>\$826.96</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Difference:</b>	<b>-\$216.02</b>	<b>\$78.19</b>	<b>\$77.15</b>	<b>Base Pay Distance From Median:</b>			<b>2.73%</b>



**TABLE 1B - MARKET PERCENTILES**

25th	50th	75th	Market Standing
\$5,905.90	\$6,292.87	\$6,665.10	Below 50th

**TABLE 1C - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Accounting Technician II	NR	31.5%	Steps (8)	Unk	NE	-
Culver City Bus	Accountant I	CEA	22.1%	Steps (5)	Unk	NE	-
Golden Empire TD	Senior Account Clerk	NR	40.0%	Range	Merit	Unk	-
Monterey/Salinas TD	Accountant	EA	40.0%	Range	Merit	E	-
Riverside Transit Agency	Accountant	Admin	45.0%	Range	Unk	Unk	-
Santa Cruz Metropolitan TD	Accountant I	SEIU	40.4%	Steps (6)	Steps	NE	-
Santa Rosa City Bus	Accounting Technician - Conf	MMC	21.6%	Steps (5)	Steps & COLA	Unk	-
Santa Barbara MTD	Accounting Assistant I	NR	25.0%	Range	Unk	Unk	-
<b>Gold Coast Transit District</b>	<b>Accounting Analyst</b>	<b>NR</b>	<b>40.0%</b>	<b>Range</b>	<b>Merit</b>	<b>E</b>	<b>Yes</b>

**TABLE 1D - BENEFIT INFO**

Org Name	% ER Paid Medical	Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus	101.00%	\$854.00	Yes	-
Golden Empire TD	100.00%	\$375.00	Yes	LTD
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus	88.40%	Unk	Yes	STD/LTD
Santa Barbara MTD	97.60%	-	Yes	-
<b>Comparator Average</b>	<b>94.91%</b>	<b>\$396.47</b>	<b>-</b>	<b>-</b>
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
	<b>-14.31%</b>	<b>-\$246.47</b>		

**TABLE 1E - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus	10.00	20.00+*	13.00	15.00	-	-	-	38.00	48.00
Golden Empire TD	15.00	25.00	12.00	6.00	-	-	-	33.00	43.00
Monterey/Salinas TD	-	-	-	13.00	14.00	34.00	-	27.00	47.00
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	Unk	8.00	22.00	34.00	5.00	35.00	47.00
Santa Rosa City Bus	10.00	25.00	12.00	13.00**	-	-	10.00	45.00	60.00
Santa Barbara MTD	10.00	25.00	10.00	10.00	5.00	-	-	35.00	45.00
<b>Comparator Average</b>	<b>11.17</b>	<b>24.17</b>	<b>11.83</b>	<b>11.25</b>	<b>13.67</b>	<b>34.00</b>	<b>7.50</b>	<b>35.50</b>	<b>48.63</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>36.66</b>	<b>47.66</b>
							<b>Difference</b>	<b>1.16</b>	<b>-0.97</b>

\*One day for each addl yr after 20 yrs

\*\*14 @ 20 years

**TABLE 1F - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	3.50%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Golden Empire TD	-	-	-	-	-	-	-	-	-
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus	3.0% at 60	10.84%	9.50%	2.5% at 55	10.84%	9.50%	2.0% at 62	10.84%	9.50%
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>10.95%</b>	<b>7.82%</b>		<b>9.06%</b>	<b>10.00%</b>		<b>9.79%</b>	<b>8.88%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
		<b>2.58%</b>	<b>-1.82%</b>		<b>-</b>	<b>-</b>		<b>1.74%</b>	<b>-0.88%</b>

**TABLE 1E – Specialty Pay**

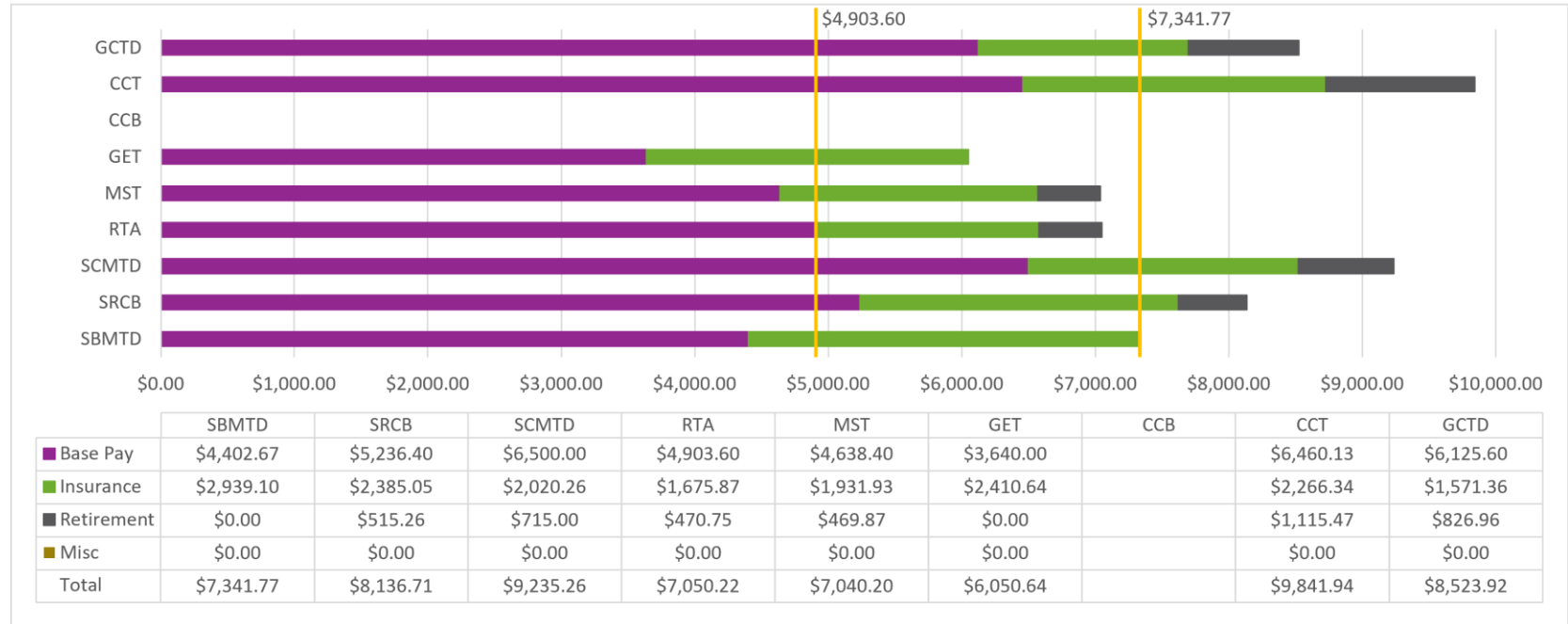
	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
<b>Bilingual Pay</b>	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written		5%/7.5% 5% for verbal/Addl 2.5% for written				\$130 - \$164.66 mo \$130 mo for verbal or \$164.66 mo for verbal and written	2% of base pay	
<b>Certificate/License Pay</b>			5% American Institute of Certified Planners Pay (AICP)						
			2% -5% Automotive Service Excellence Certifications - Fleet Services Supervisor						
<b>Education Pay</b>			\$86.66 mo Bachelor's Degree \$130 mo Master's Degree						
<b>Longevity Pay</b>	1% per 5 yrs Cumulative based on years of service		\$250 mo 5 years of service		1% lump sum payment of base pay each 5 yrs Non-cumulative		5% base pay 5% after 15 yrs. Addl 5% after 20 yrs		
			\$416.67 mo 10 years of service						
			\$583.33 mo 15 years of service						
			\$750 mo 20 years of service						
			\$916.65 mo 25 years of service						



	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Out of Class Pay			5% Or Step 1 of acting class whichever is greater						
Other			10% max Special Compensation Pay -Temporary higher level and complex duties. Not to be combined with out of class pay						
<b>ALLOWANCES/ INCENTIVES</b>									
Tuition Reimbursement	\$1200 yr			\$3000 yr Can also be used for student loan reduction payment	\$300 yr/ \$1500 per semester \$300 yr if non job related \$1500 semester if job related	Up to 6 units for 4 quarters per FY			
Wellness Incentive								\$500 yr	

**Figure 2 – Administrative (Accounts Payable) Specialist – Monthly Total Compensation**

# Matched: 7


**TABLE 2A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Deferred Comp. Match Req.	
Contra Costa Transportation	\$5,580.67	\$7,339.75	\$1,090.47	-	-	-	-
Culver City Bus							
Golden Empire TD	\$2,773.33	\$4,506.67	-	457	\$25.00	Retirement	\$218.40
Monterey/Salinas TD	\$3,865.67	\$5,411.92	\$469.87	-	-	-	-
Riverside Transit Agency	\$4,085.75	\$5,720.00	\$470.75	-	-	-	-
Santa Cruz Metropolitan TD	\$5,406.27	\$7,592.00	\$715.00	-	-	-	-
Santa Rosa City Bus	\$4,731.17	\$5,741.42	\$515.26	-	-	-	-
Santa Barbara MTD	\$3,913.25	\$4,891.58	-	-	-	401k	\$440.27
<b>Comparator Average</b>	<b>\$4,336.59</b>	<b>\$5,886.19</b>	<b>\$652.27</b>		<b>\$25.00</b>		<b>\$329.33</b>
<b>Gold Coast Transit District</b>	<b>\$5,103.75</b>	<b>\$7,147.50</b>	<b>\$826.96</b>	-	-	-	-
<b>Difference:</b>	<b>\$767.16</b>	<b>\$1,261.31</b>	<b>\$174.69</b>			<b>Base Pay Distance From Median:</b>	<b>-19.95%</b>

**TABLE 2B - MARKET PERCENTILES**

25th	50th	75th	Market Standing
\$4,402.67	\$4,903.60	\$6,460.13	Below 75th

**TABLE 2C - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Senior Accounting Assistant	NR	31.5%	Steps (8)	Unk	NE	-
Culver City Bus							
Golden Empire TD	Account Clerk II	NR	62.5%	Range	Merit	NE	-
Monterey/Salinas TD	Accounting Assistant	EA	40.0%	Range	Merit	NE	-
Riverside Transit Agency	Accounts Payable Specialist	Admin	40.0%	Range	Unk	NE	-
Santa Cruz Metropolitan TD	Accounting Specialist	SEIU	40.4%	Steps (6)	Steps	NE	-
Santa Rosa City Bus	Accounting Assistant	TMSTR	21.4%	Steps (5)	Steps/COLA	Unk	-
Santa Barbara MTD	Administrative Assistant II	NR	25.0%	Range	Unk	Unk	-
Gold Coast Transit District	Administrative (Accounts Payable) Specialist	NR	40.0%	Range	Merit	NE	No

**TABLE 2D - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus				
Golden Empire TD	100.00%	\$375.00	Yes	LTD
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus	88.30%	Unk	Yes	STD/LTD
Santa Barbara MTD	97.60%	-	Yes	-
Comparator Average	94.03%	\$282.08		
Gold Coast Transit District	80.60%	\$150.00	Yes	LTD
	-13.43%	-\$132.08		

**TABLE 2E - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus									
Golden Empire TD	15.00	25.00	12.00	6.00	-	-	-	33.00	43.00
Monterey/Salinas TD	-	-	-	13.00	15.00	35.00	-	28.00	48.00
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	Unk	8.00	22.00	34.00	5.00	35.00	47.00
Santa Rosa City Bus	10.00	25.00	12.00	13.00	-	-	-	35.00	50.00
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>11.40</b>	<b>25.00</b>	<b>11.60</b>	<b>10.71</b>	<b>18.50</b>	<b>34.50</b>	<b>5.00</b>	<b>33.86</b>	<b>48.14</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>36.66</b>	<b>47.66</b>
							<b>Difference</b>	<b>2.80</b>	<b>-0.48</b>

**TABLE 2F - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	3.50%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus									
Golden Empire TD	-	-	-	-	-	-	-	-	-
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus	3.0% at 60	9.84%	10.50%	2.5% at 55	9.84%	10.50%	2.0% at 62	9.84%	10.50%
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>11.49%</b>	<b>7.29%</b>		<b>9.84%</b>	<b>10.50%</b>		<b>10.09%</b>	<b>8.60%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
		<b>2.04%</b>	<b>-1.29%</b>					<b>1.44%</b>	<b>-0.60%</b>



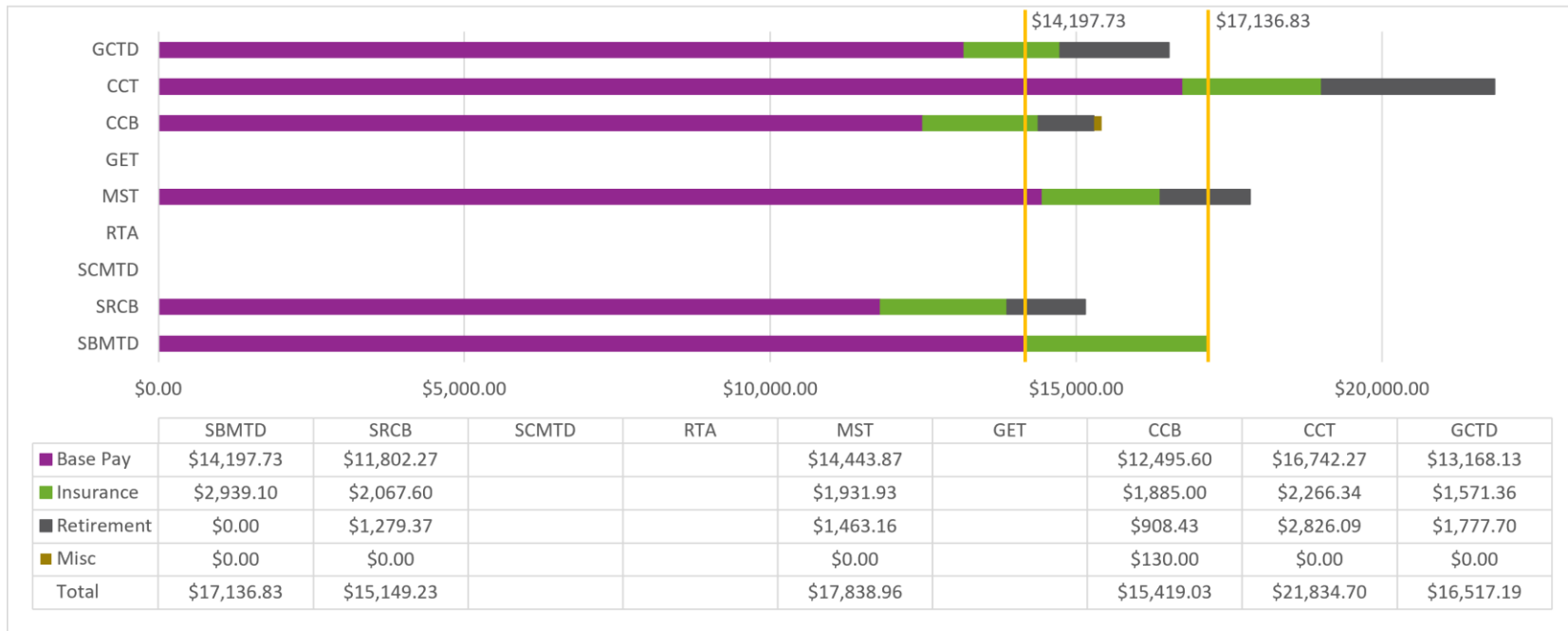
TABLE 2E – Specialty Pay

	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
<b>Bilingual Pay</b>	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written						\$130 - \$164.66 mo \$130 mo for verbal or \$164.66 mo for verbal and written	2% of base pay	
<b>Longevity Pay</b>	1% per 5 yrs Cumulative based on years of service				1% lump sum payment of base pay each 5 yrs Non-cumulative		5% base pay 5% after 15 yrs. Addl 5% after 20 yrs		
<b>Other</b>								\$208 mo Recording secretary pay for Sr. Admin Asst for all council responsibilities	
<b>ALLOWANCES/ INCENTIVES</b>									
<b>Tuition Reimbursement</b>	\$1200 yr			\$3000 yr Can also be used for student loan reduction payment					



**Figure 3 – Assistant General Manager – Monthly Total Compensation**

# Matched: 5


**TABLE 3A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Misc. on Chart	Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Cell Phone	Deferred Comp. Match Req.	
Contra Costa Transportation	\$14,279.92	\$19,204.00	\$2,826.09	-	-	-	-	-
Culver City Bus	\$11,254.99	\$13,737.77	\$908.43	-	-	\$130.00	457	\$346.67
Golden Empire TD								
Monterey/Salinas TD	\$12,037.00	\$16,851.83	\$1,463.16	-	-	-	-	-
Riverside Transit Agency								
Santa Cruz Metropolitan TD								
Santa Rosa City Bus	\$10,291.42	\$13,311.67	\$1,279.37	-	-	-	-	-
Santa Barbara MTD	\$12,620.67	\$15,775.83	-	-	-		401k	\$1,419.77
<b>Comparator Average</b>	<b>\$12,096.80</b>	<b>\$15,776.22</b>	<b>\$1,619.26</b>			<b>\$130.00</b>		<b>\$883.22</b>
<b>Gold Coast Transit District</b>	<b>\$10,990.42</b>	<b>\$15,345.00</b>	<b>\$1,777.70</b>	-	-	-	-	-
<b>Difference:</b>	<b>-\$1,106.38</b>	<b>-\$431.22</b>	<b>\$158.43</b>				<b>Base Pay Distance From Median:</b>	<b>7.82%</b>

**TABLE 3B - MARKET PERCENTILES**

25th	50th	75th	Market Standing
\$12,148.93	\$14,197.73	\$15,593.07	Below 50th

**TABLE 3C - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Assistant General Manager of Administration	NR	34.5%	Range	Unk	E	-
Culver City Bus	Deputy Transportation Director (Asst Chief Transportation Officer)	MGMT	22.1%	Steps (5)	Unk	E	-
Golden Empire TD							
Monterey/Salinas TD	Assistant General Manager	CU	40.0%	Range	Merit	E	-
Riverside Transit Agency							
Santa Cruz Metropolitan TD							
Santa Rosa City Bus	Deputy Director - Transit	MMM	29.3%	Steps (5)	Steps & COLA	Unk	-
Santa Barbara MTD	Chief Operating Officer/AGM	NR	25.0%	Range	Unk	Unk	-
<b>Gold Coast Transit District</b>	<b>Assistant General Manager</b>	<b>NR</b>	<b>39.6%</b>	<b>Range</b>	<b>Merit</b>	<b>E</b>	<b>No</b>

**TABLE 3D - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus	101.00%	\$854.00	Yes	-
Golden Empire TD				
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency				
Santa Cruz Metropolitan TD				
Santa Rosa City Bus	88.40%	Unk	Yes	STD/LTD
Santa Barbara MTD	97.60%	-	Yes	-
<b>Comparator Average</b>	<b>93.36%</b>	<b>\$200.00</b>		
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
	<b>-12.76%</b>	<b>-\$50.00</b>		

**TABLE 3E - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus	10.00	20.00+*	13.00	15.00	-	-	9.50	47.50	57.50
Golden Empire TD									
Monterey/Salinas TD	-	-	-	13.00	14.00	34.00	-	27.00	47.00
Riverside Transit Agency									
Santa Cruz Metropolitan TD									
Santa Rosa City Bus	10.00	25.00	12.00	13.00	10.00	-	-	45.00	50.00
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>10.50</b>	<b>22.50</b>	<b>11.75</b>	<b>12.60</b>	<b>12.00</b>	<b>34.00</b>	<b>7.25</b>	<b>38.10</b>	<b>49.70</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>5.00</b>	<b>39.16</b>	<b>50.16</b>
							<b>Difference</b>	<b>1.06</b>	<b>0.46</b>

\*One day for each addl yr after 20 yrs

**TABLE 3F - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	0.00%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Golden Empire TD									
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency									
Santa Cruz Metropolitan TD									
Santa Rosa City Bus	3.0% at 60	10.84%	9.50%	2.5% at 55	10.84%	9.50%	2.0% at 62	10.84%	9.50%
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>11.28%</b>	<b>7.11%</b>		<b>9.06%</b>	<b>10.00%</b>		<b>9.53%</b>	<b>9.25%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
	<b>Difference</b>	<b>2.25%</b>	<b>-1.11%</b>					<b>2.00%</b>	<b>-1.25%</b>

TABLE 3E – Specialty Pay

SPECIALTY PAY	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
Bilingual Pay	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written							2% of base pay	
Certificate/License Pay			5% American Institute of Certified Planners Pay (AICP)						
			5% Certified Public Accountant (CPA)						
Education Pay			\$200 mo Bachelor's Degree						
			\$400 mo Master's Degree or JD						
Longevity Pay	1% per 5 yrs Cumulative based on years of service		\$250 mo 5 years of service		1% lump sum payment of base pay each 5 yrs Non-cumulative				
			\$416.67 mo 10 years of service						
			\$583.33 mo 15 years of service						
			\$750 mo 20 years of service						
			\$916.65 mo 25 years of service						
Out of Class Pay			5% Or Step 1 of acting class whichever is greater						



	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Other			10% max Special Compensation Pay - Temporary higher level and complex duties. Not to be combined with out of class pay						
			Outstanding Performance Pay						
			Up to 3 days off per yr						
			Paid Sabbatical Leave						
			15 days after 11 yrs and only granted once within subsequent 5 yr period. No accrual or cash value						
<b>ALLOWANCES/ INCENTIVES</b>									
Cell Phone Allowance			\$130 mo						
Tuition Reimbursement	\$1200 yr		\$250 per unit Plus costs of books, registration and parking fees						
Wellness Incentive			\$500 yr					\$500 yr	

Figure 4 – Buyer – Monthly Total Compensation

# Matched: 6

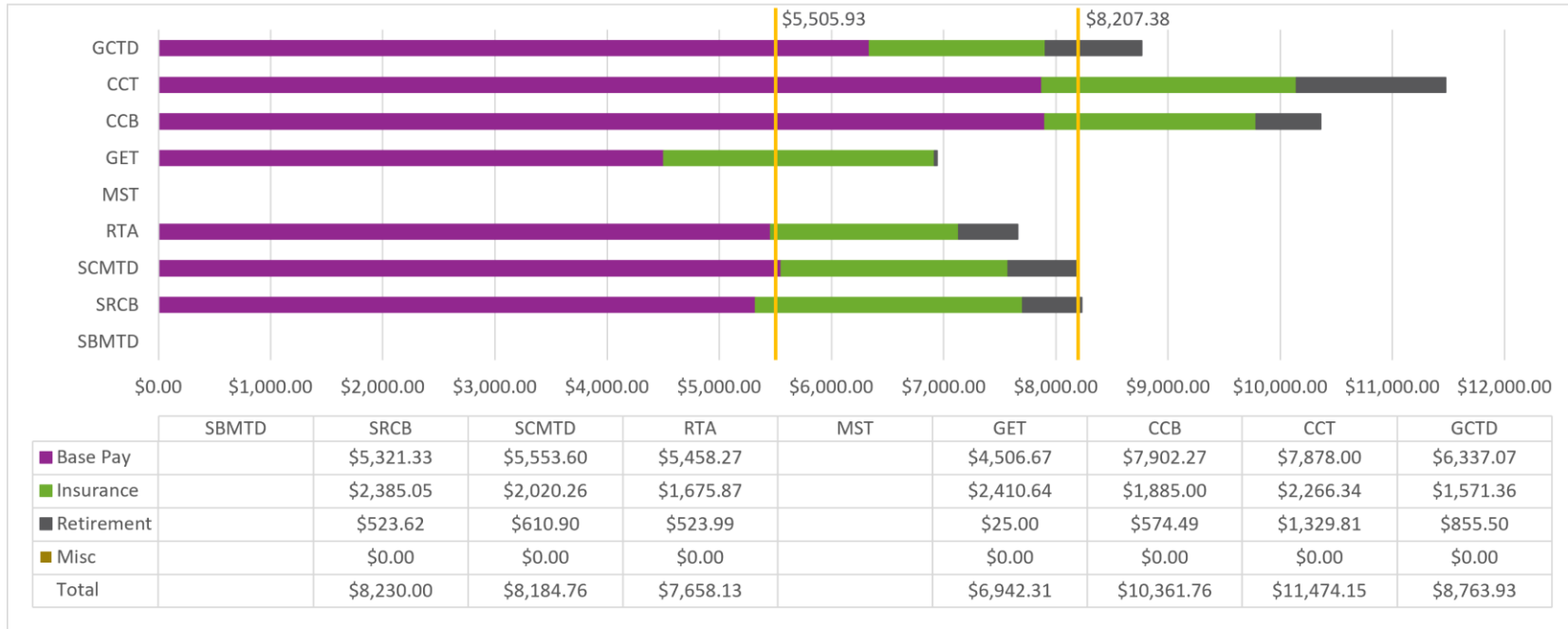


TABLE 4A - SALARY RANGE, ALLOWANCES & INCENTIVES

Org Name	Salary Range		Retirement on Chart			Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Deferred Comp. Match Req.	
Contra Costa Transportation	\$6,677.75	\$9,077.75	\$1,329.81	-	-	-	-
Culver City Bus	\$7,116.81	\$8,686.71	\$574.49	-	-	457	\$130.00
Golden Empire TD	\$3,640.00	\$5,373.33	-	457	\$25.00	Retirement	\$270.40
Monterey/Salinas TD							
Riverside Transit Agency	\$4,455.92	\$6,461.17	\$523.99	-	-	-	-
Santa Cruz Metropolitan TD	\$4,621.07	\$6,486.13	\$610.90	-	-	-	-
Santa Rosa City Bus	\$4,806.33	\$5,836.50	\$523.62	-	-	-	-
Santa Barbara MTD							
Comparator Average	\$5,219.65	\$6,986.93	\$712.56		\$25.00		\$200.20
Gold Coast Transit District	\$5,276.83	\$7,396.33	\$855.50	-	-	-	-
Difference:	\$57.19	\$409.40	\$142.94			Base Pay Distance From Median:	-13.11%

**TABLE 4B - MARKET PERCENTILES**

25th	50th	75th	Market Standing
\$5,117.67	\$5,505.93	\$7,884.07	Below 75th

**TABLE 4C - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Buyer	NR	35.9%	Range	Unk	E	-
Culver City Bus	Buyer	CEA	22.1%	Steps (5)	Unk	Unk	-
Golden Empire TD	Purchasing Agent	NR	47.6%	Range	Merit	E	-
Monterey/Salinas TD							-
Riverside Transit Agency	Buyer	Admin	45.0%	Range	Unk	NE	-
Santa Cruz Metropolitan TD	Buyer	SEIU	40.4%	Steps (6)	Steps	NE	-
Santa Rosa City Bus	Purchasing Technician	TMSTR	21.4%	Steps (5)	Steps/COLA	Unk	-
Santa Barbara MTD							-
<b>Gold Coast Transit District</b>	<b>Buyer</b>	<b>NR</b>	<b>40.2%</b>	<b>Range</b>	<b>Merit</b>	<b>E</b>	<b>No</b>

**TABLE 4D - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus	101.00%	\$854.00	Yes	-
Golden Empire TD	100.00%	\$375.00	Yes	LTD
Monterey/Salinas TD				
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus	88.30%	Unk	Yes	STD/LTD
Santa Barbara MTD				
<b>Comparator Average</b>	<b>96.27%</b>	<b>\$396.47</b>		
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
	<b>-15.67%</b>	<b>-\$246.47</b>		

**TABLE 4E - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus	10.00	20+*	13.00	15.00	-	-	-	38.00	48.00
Golden Empire TD	15.00	25.00	12.00	6.00	-	-	-	33.00	43.00
Monterey/Salinas TD								0.00	0.00
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	Unk	8.00	22.00	34.00	5.00	35.00	47.00
Santa Rosa City Bus	10.00	25.00	12.00	13.00	-	-	-	35.00	50.00
Santa Barbara MTD								0.00	0.00
<b>Comparator Average</b>	<b>11.40</b>	<b>24.00</b>	<b>12.20</b>	<b>11.17</b>	<b>22.00</b>	<b>34.00</b>	<b>5.00</b>	<b>35.33</b>	<b>47.83</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>36.66</b>	<b>47.66</b>
							<b>Difference</b>	<b>1.33</b>	<b>-0.17</b>

\*One day for each addl yr after 20 yrs

**TABLE 4F - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	3.50%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Golden Empire TD	-	-	-	-	-	-	-	-	-
Monterey/Salinas TD									
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus	3.0% at 60	9.84%	10.50%	2.5% at 55	9.84%	10.50%	2.0% at 62	9.84%	10.50%
Santa Barbara MTD									
<b>Comparator Average</b>		<b>10.92%</b>	<b>8.10%</b>		<b>8.56%</b>	<b>10.50%</b>		<b>9.52%</b>	<b>9.25%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
	<b>Difference</b>	<b>2.61%</b>	<b>-2.10%</b>					<b>2.01%</b>	<b>-1.25%</b>





TABLE 4E – Specialty Pay

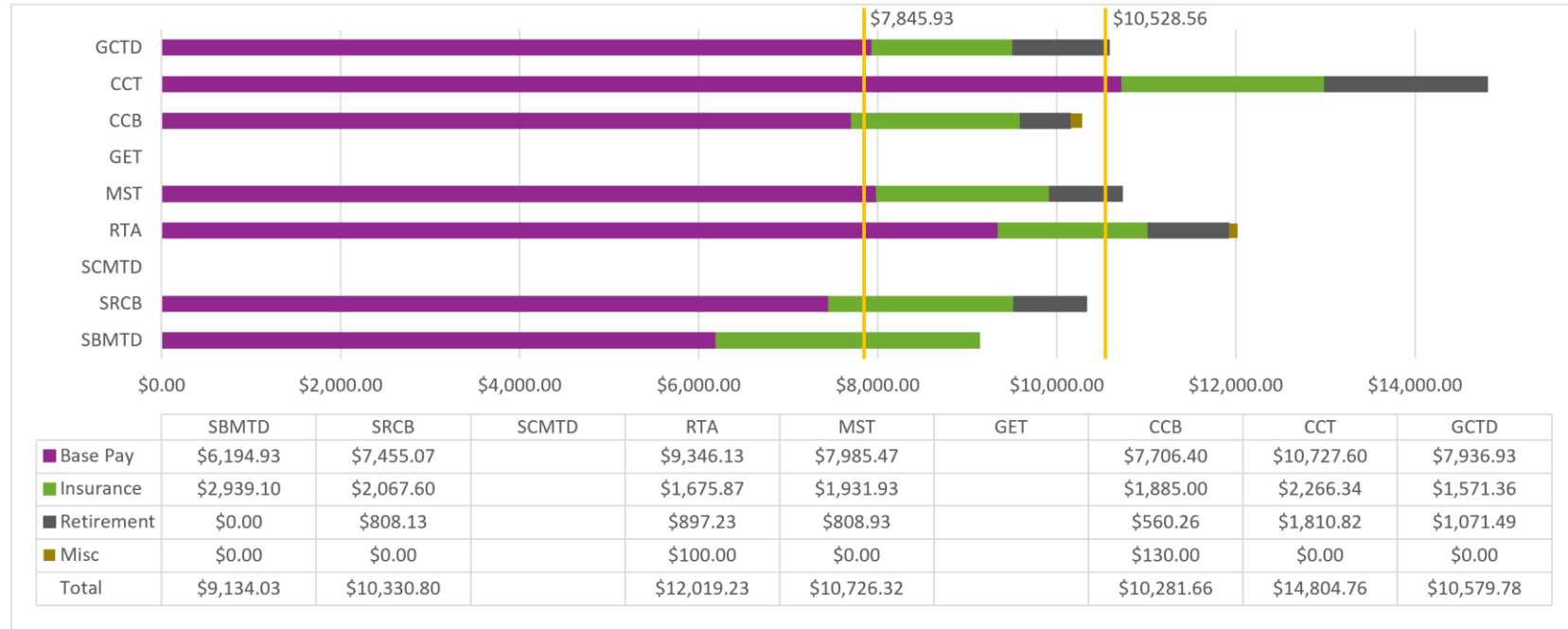
	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
<b>Bilingual Pay</b>	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written		5%/7.5% 5% for verbal/Addl 2.5% for written				\$130 - \$164.66 mo \$130 mo for verbal or \$164.66 mo for verbal and written	2% of base pay	
<b>Certificate/License Pay</b>			5% American Institute of Certified Planners Pay (AICP)						
			2% -5% Automotive Service Excellence Certifications - Fleet Services Supervisor						
<b>Education Pay</b>			\$86.66 mo Bachelor's Degree						
			\$130 mo Master's Degree						
<b>Longevity Pay</b>	1% per 5 yrs Cumulative based on years of service		\$250 mo 5 years of service				5% base pay 5% after 15 yrs. Addl 5% after 20 yrs		
			\$416.67 mo 10 years of service						
			\$583.33 mo 15 years of service						
			\$750 mo 20 years of service						
			\$916.65 mo 25 years of service						
<b>Out of Class Pay</b>			5% Or Step 1 of acting class whichever is greater						



	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Other			10% max Special Compensation Pay -Temporary higher level and complex duties. Not to be combined with out of class pay					\$208 mo Recording secretary pay for Sr. Admin Asst for all council responsibilities	
<b>ALLOWANCES/ INCENTIVES</b>									
Tuition Reimbursement	\$1200 yr					Up to 6 units for 4 quarters per FY			
Wellness Incentive								\$500 yr	

**Figure 5 – Communications & Marketing Manager – Monthly Total Compensation**

# Matched: 6


**TABLE 5A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Misc. on Chart	Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp.	ER Deferred Comp. No Match Req.	Cell Phone	Deferred Comp.	Match Req.
Contra Costa Transportation	\$7,255.33	\$14,199.17	\$1,810.82	-	-	-	-	-
Culver City Bus	\$6,940.72	\$8,471.78	\$560.26	-	-	\$130.00	457	\$346.67
Golden Empire TD								
Monterey/Salinas TD	\$6,655.00	\$9,317.00	\$808.93	-	-	-	-	-
Riverside Transit Agency	\$7,189.17	\$11,502.67	\$897.23	-	-	\$100.00	-	-
Santa Cruz Metropolitan TD								
Santa Rosa City Bus	\$6,791.25	\$8,120.00	\$808.13	-	-	-	-	-
Santa Barbara MTD	\$5,506.33	\$6,882.92	-	-	-		401k	\$619.49
<b>Comparator Average</b>	<b>\$6,722.97</b>	<b>\$9,748.92</b>	<b>\$977.07</b>			<b>\$115.00</b>	<b>0</b>	<b>\$483.08</b>
<b>Gold Coast Transit District</b>	<b>\$6,617.67</b>	<b>\$9,256.00</b>	<b>\$1,071.49</b>	-	-	-	-	-
<b>Difference:</b>	<b>-\$105.30</b>	<b>-\$492.92</b>	<b>\$94.41</b>					<b>Base Pay Distance From Median: -1.15%</b>

**TABLE 5B - MARKET PERCENTILES**

25th	50th	75th	Market Standing
\$7,140.03	\$7,845.93	\$9,691.50	Below 75th

**TABLE 5C - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Manager of Marketing and Communications	NR	95.7%	Range	Unk	E	-
Culver City Bus	Management Analyst - Community Engagement	MGMT	22.1%	Steps (5)	Unk	E	-
Golden Empire TD							-
Monterey/Salinas TD	Communications and Marketing Manager	EA	40.0%	Range	Merit	E	-
Riverside Transit Agency	Media and Public Relations Manager	Admin	60.0%	Range	Unk	E	-
Santa Cruz Metropolitan TD							-
Santa Rosa City Bus	Community Engagement Coordinator	MMM	19.6%	Steps (5)	Steps & COLA	Unk	-
Santa Barbara MTD	Marketing & Communications Coordinator	NR	25.0%	Range	Unk	Unk	-
<b>Gold Coast Transit District</b>	<b>Communications &amp; Marketing Manager</b>	<b>NR</b>	<b>39.9%</b>	<b>Range</b>	<b>Merit</b>	<b>E</b>	<b>N</b>

**TABLE 5D - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus	101.00%	\$854.00	Yes	-
Golden Empire TD				
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD				
Santa Rosa City Bus	88.40%	Unk	Yes	STD/LTD
Santa Barbara MTD	97.60%	-	Yes	-
<b>Comparator Average</b>	<b>94.05%</b>	<b>\$424.67</b>		
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
	<b>-13.45%</b>	<b>-\$274.67</b>		

**TABLE 5E - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus	10.00	20+*	13.00	15.00	-	-	9.50	47.50	57.50
Golden Empire TD									
Monterey/Salinas TD	-	-	-	13.00	14.00	34.00	-	27.00	47.00
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD									
Santa Rosa City Bus	10.00	25.00	12.00	13.00	10.00	-	-	45.00	50.00
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>10.40</b>	<b>24.00</b>	<b>11.80</b>	<b>12.67</b>	<b>12.00</b>	<b>34.00</b>	<b>7.25</b>	<b>37.58</b>	<b>50.58</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>36.66</b>	<b>47.66</b>
							<b>Difference</b>	<b>-0.92</b>	<b>-2.92</b>

\*One day for each addl yr after 20 yrs

**TABLE 5F - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	0.00%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Golden Empire TD									
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD									
Santa Rosa City Bus	3.0% at 60	10.84%	9.50%	2.5% at 55	10.84%	9.50%	2.0% at 62	10.84%	9.50%
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>10.94%</b>	<b>8.29%</b>		<b>9.06%</b>	<b>10.00%</b>		<b>9.54%</b>	<b>9.05%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
		<b>2.59%</b>	<b>-2.29%</b>					<b>1.99%</b>	<b>-1.05%</b>

TABLE 5E – Specialty Pay

	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
<b>Bilingual Pay</b>	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written							2% of base pay	
<b>Certificate/License Pay</b>			5% American Institute of Certified Planners Pay (AICP)						
			5% Certified Public Accountant (CPA)						
<b>Education Pay</b>			\$200 mo Bachelor's Degree						
			\$400 mo Master's Degree or JD						
<b>Longevity Pay</b>	1% per 5 yrs Cumulative based on years of service		\$250 mo 5 years of service		1% lump sum payment of base pay each 5 yrs Non-cumulative				
			\$416.67 mo 10 years of service						
			\$583.33 mo 15 years of service						
			\$750 mo 20 years of service						
			\$916.65 mo 25 years of service						
<b>Out of Class Pay</b>			5% Or Step 1 of acting class whichever is greater						



	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Other			10% max Special Compensation Pay -Temporary higher level and complex duties. Not to be combined with out of class pay						
			Outstanding Performance Pay						
			Up to 3 days off per yr						
			Paid Sabbatical Leave						
			15 days after 11 yrs and only granted once within subsequent 5 yr period. No accrual or cash value						
<b>ALLOWANCES/ INCENTIVES</b>									
Tuition Reimbursement	\$1200 yr								
Wellness Incentive								\$500 yr	

Figure 6 - Customer Service Supervisor – Monthly Total Compensation

# Matched: 4

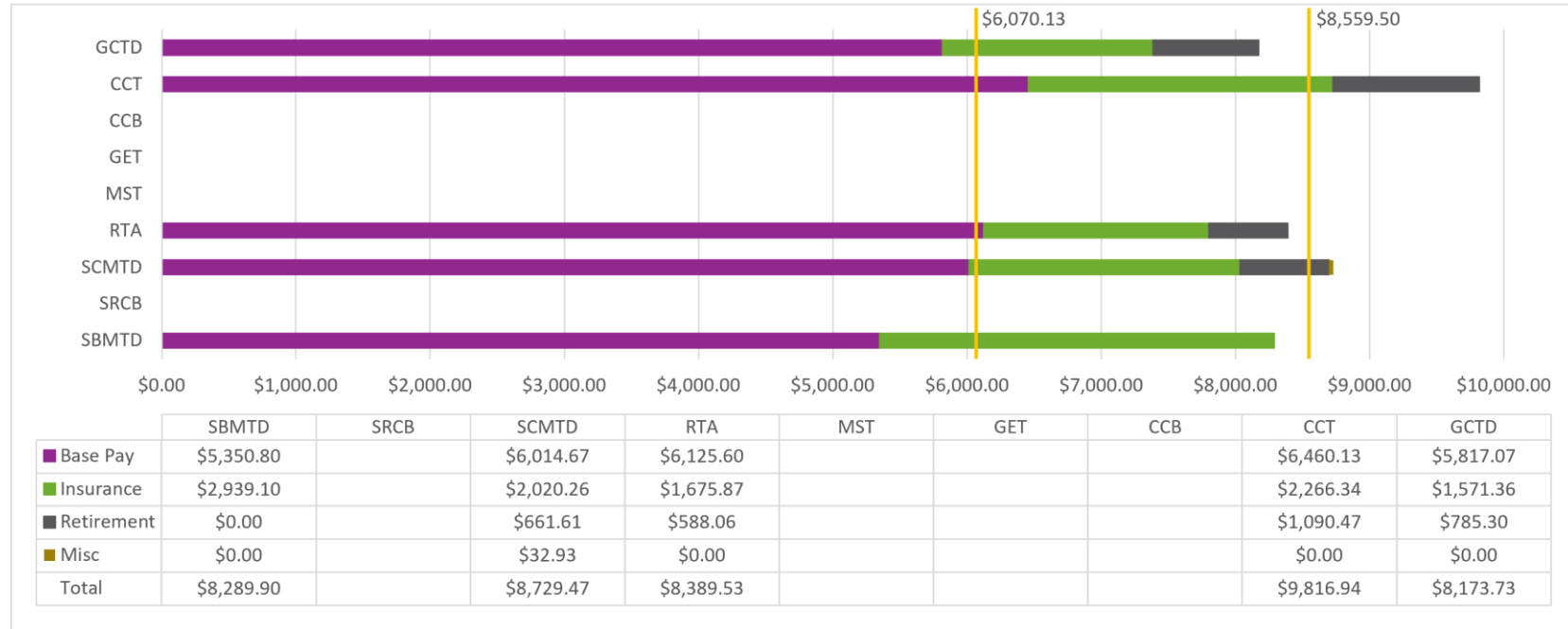


TABLE 6A - SALARY RANGE, ALLOWANCES & INCENTIVES

Org Name	Salary Range		Retirement on Chart			Misc. on Chart	Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Uniform Allowance	Deferred Comp. Match Req.	
Contra Costa Transportation	\$5,580.67	\$7,339.75	\$1,090.47	-	-	-	-	-
Culver City Bus								
Monterey/Salinas TD								-
Riverside Transit Agency	\$4,999.92	\$7,249.92	\$588.06	-	-		-	-
Santa Cruz Metropolitan TD	\$5,014.53	\$7,013.07	\$661.61	-	-	\$32.93	-	
Santa Rosa City Bus								-
Simi Valley City Bus								
Santa Barbara MTD	\$4,756.58	\$5,945.75	-	-	-		401k	\$535.08
Comparator Average	\$5,087.93	\$6,887.12	\$780.05			\$32.93		\$535.08
Gold Coast Transit District	\$5,250.00	\$6,383.17	\$785.30	-	-	-	-	-
Difference:	\$162.08	-\$503.95	\$5.26				Base Pay Distance From Median:	4.36%



**TABLE 6B - MARKET PERCENTILES**

25th	50th	75th	Market Standing
\$5,516.77	\$6,070.13	\$6,376.50	Below 50th

**TABLE 6C - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Senior Customer Service Representative	NR	31.5%	Steps (8)	Unk	NE	-
Culver City Bus							
Monterey/Salinas TD							
Riverside Transit Agency	Customer Information Supervisor	Admin	45.0%	Range	Unk	E	-
Santa Cruz Metropolitan TD	Customer Service Supervisor	SEIU	39.9%	Steps (6)	Steps	NE	-
Santa Rosa City Bus							
Simi Valley City Bus							
Santa Barbara MTD	Marketing and Community Relations Coordinator	NR	25.0%	Range	Unk	Unk	-
<b>Gold Coast Transit District</b>	<b>Customer Service Supervisor</b>	<b>TMSTR</b>	<b>21.6%</b>	<b>Steps (5)</b>	<b>Steps</b>	<b>E</b>	<b>N</b>

**TABLE 6D - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus				
Monterey/Salinas TD				
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus				
Simi Valley City Bus				
Santa Barbara MTD	97.60%	-	Yes	-
<b>Comparator Average</b>	<b>97.18%</b>	<b>\$282.08</b>		
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
	<b>-15.88%</b>	<b>-\$101.11</b>		

**TABLE 6E - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus									
Monterey/Salinas TD									
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	Unk	8.00	22.00	34.00	5.00	35.00	47.00
Santa Rosa City Bus									
Simi Valley City Bus									
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
County Connection	11.75	25.00	11.50	9.80	22.00	34.00	5.00	35.25	49.00
Gold Coast Transit District	11.50	22.50	8.66	14.00	-	-	-	34.00	45.16
Difference								-1.09	-3.84

**TABLE 6F - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	3.50%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus									
Monterey/Salinas TD									
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus									
Simi Valley City Bus									
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
Comparator Average		12.49%	6.17%	0	#DIV/0!	#DIV/0!	0	10.16%	8.17%
Gold Coast Transit District	2.7% at 55	13.53%	6.00%	-	-	-	2% at 62	11.53%	8.00%
Difference		1.04%	-0.17%					1.37%	-0.17%



TABLE 6E – Specialty Pay

	Gold Coast TD	County Connection	Culver City Bus	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Simi Valley City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Bilingual Pay	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written					\$130 - \$164.66 mo \$130 mo for verbal or \$164.66 mo for verbal and written			
Longevity Pay	1% of base pay per each 5 yrs Cumulative based on years of service					5% base pay 5% after 15 yrs. Addl 5% after 20 yrs			
Out of Class Pay	5% Above highest paid subordinate								
<b>ALLOWANCES/ INCENTIVES</b>									
Attendance Incentive	\$150 to \$400/yr \$150 per 6 mos of perfect attendance. Addl \$100 for 12 mos perfect attendance								
Tuition Reimbursement	\$1500 yr				Up to 6 units for 4 quarters per FY				

Figure 7 – Director, Finance – Monthly Total Compensation

# Matched: 5

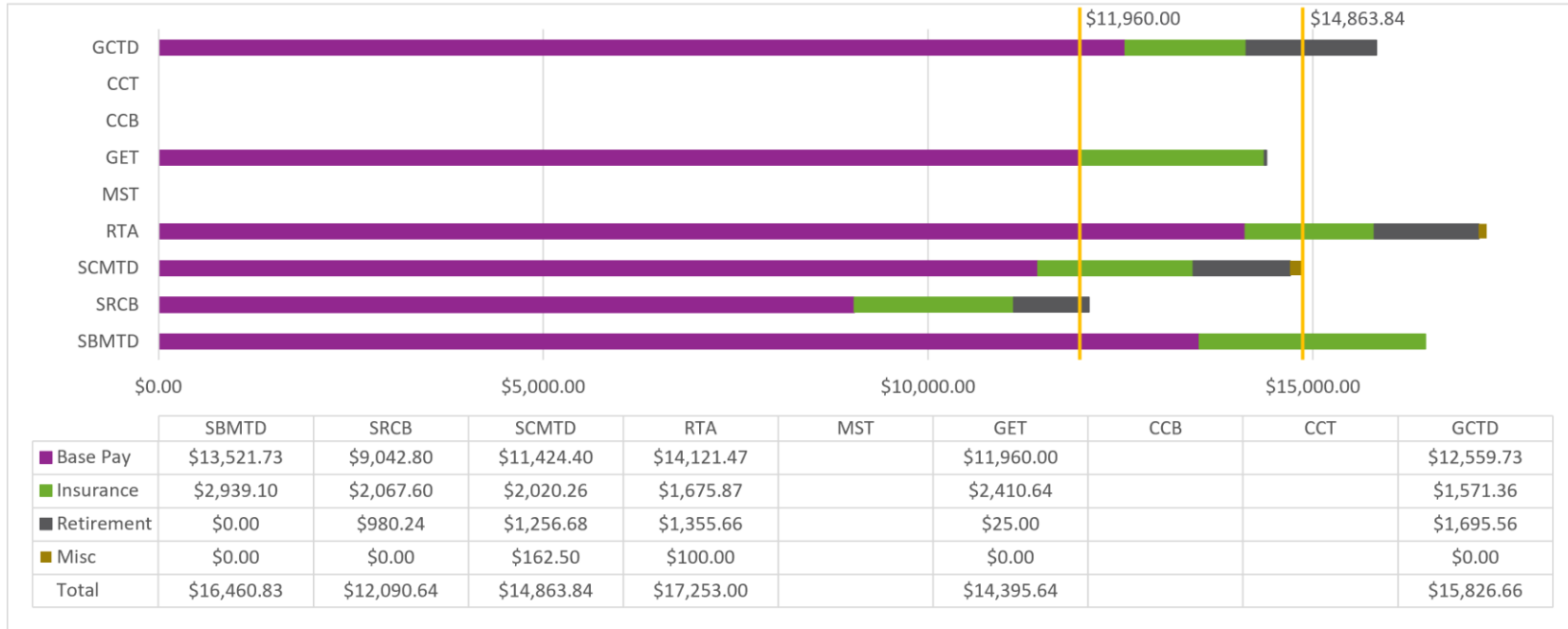


TABLE 7A - SALARY RANGE, ALLOWANCES & INCENTIVES

Org Name	Salary Range		Retirement on Chart			Misc. on Chart	Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Cell Phone	Deferred Comp. Match Req.	
Contra Costa Transportation								-
Culver City Bus								
Golden Empire TD	\$8,493.33	\$15,426.67	-	457	\$25.00	-	Retirement	\$717.60
Monterey/Salinas TD								-
Riverside Transit Agency	\$10,657.25	\$17,584.50	\$1,355.66	-	-	\$100.00	-	-
Santa Cruz Metropolitan TD	\$9,505.60	\$13,343.20	\$1,256.68	-	-	\$162.50	-	-
Santa Rosa City Bus	\$7,793.83	\$10,291.42	\$980.24	-	-	-	-	-
Santa Barbara MTD	\$12,019.67	\$15,024.58	-	-	-		401k	\$1,352.17
<b>Comparator Average</b>	<b>\$9,693.94</b>	<b>\$14,334.07</b>	<b>\$1,197.53</b>		<b>\$25.00</b>	<b>\$131.25</b>		<b>\$1,034.89</b>
<b>Gold Coast Transit District</b>	<b>\$10,467.08</b>	<b>\$14,651.83</b>	<b>\$1,695.56</b>	-	-	-	-	-
Difference:	<b>\$773.15</b>	<b>\$317.76</b>	<b>\$498.04</b>				Base Pay Distance From Median:	<b>-4.77%</b>

**TABLE 7B - MARKET PERCENTILES**

25th	50th	75th	Market Standing
\$10,233.60	\$11,960.00	\$13,821.60	Below 75th

**TABLE 7C - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection							
Culver City Bus							
Golden Empire TD	Chief Financial Officer	NR	81.6%	Range	Merit	E	-
Monterey/Salinas TD							
Riverside Transit Agency	Chief Financial Officer	Admin	0.0%	Range	Unk	E	-
Santa Cruz Metropolitan TD	Finance Deputy Director	MGMT	0.0%	Steps (6)	Unk	E	-
Santa Rosa City Bus	Administrative Services Officer	MMM	32.0%	Steps (5)	Steps/COLA	Unk	-
Santa Barbara MTD	Director of Finance & Administration	NR	0.0%	Range	Unk	Unk	-
<b>Gold Coast Transit District</b>	<b>Director, Finance</b>	<b>NR</b>	<b>40.0%</b>	<b>Range</b>	<b>Merit</b>	<b>E</b>	<b>No</b>

**TABLE 7D - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection				
Culver City Bus				
Golden Empire TD	100.00%	\$375.00	Yes	LTD
Monterey/Salinas TD				
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus	88.40%	Unk	Yes	STD/LTD
Santa Barbara MTD	97.60%	-	Yes	-
<b>Comparator Average</b>	<b>95.70%</b>	<b>\$309.44</b>		
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
	<b>-15.10%</b>	<b>-\$159.44</b>		

**TABLE 7E - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection									
Culver City Bus									
Golden Empire TD	15.00	25.00	12.00	6.00	-	-	-	33.00	43.00
Monterey/Salinas TD									
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	12.00	19.00	21.00	34.00	-	52.00	65.00
Santa Rosa City Bus	10.00	25.00	12.00	13.00	10.00	-	-	45.00	50.00
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>11.25</b>	<b>26.25</b>	<b>11.60</b>	<b>12.20</b>	<b>15.50</b>	<b>34.00</b>	<b>5.00</b>	<b>40.00</b>	<b>52.60</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>5.00</b>	<b>39.16</b>	<b>50.16</b>
							<b>Difference</b>	<b>-0.84</b>	<b>-2.44</b>

**TABLE 7F - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation									
Culver City Bus									
Golden Empire TD	-	-	-	-	-	-	-	-	-
Monterey/Salinas TD									
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus	3.0% at 60	10.84%	9.50%	2.5% at 55	10.84%	9.50%	2.0% at 62	10.84%	9.50%
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>10.48%</b>	<b>8.17%</b>		<b>10.84%</b>	<b>9.50%</b>		<b>10.48%</b>	<b>8.58%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
	<b>Difference</b>	<b>3.05%</b>	<b>-2.17%</b>					<b>1.05%</b>	<b>-0.58%</b>

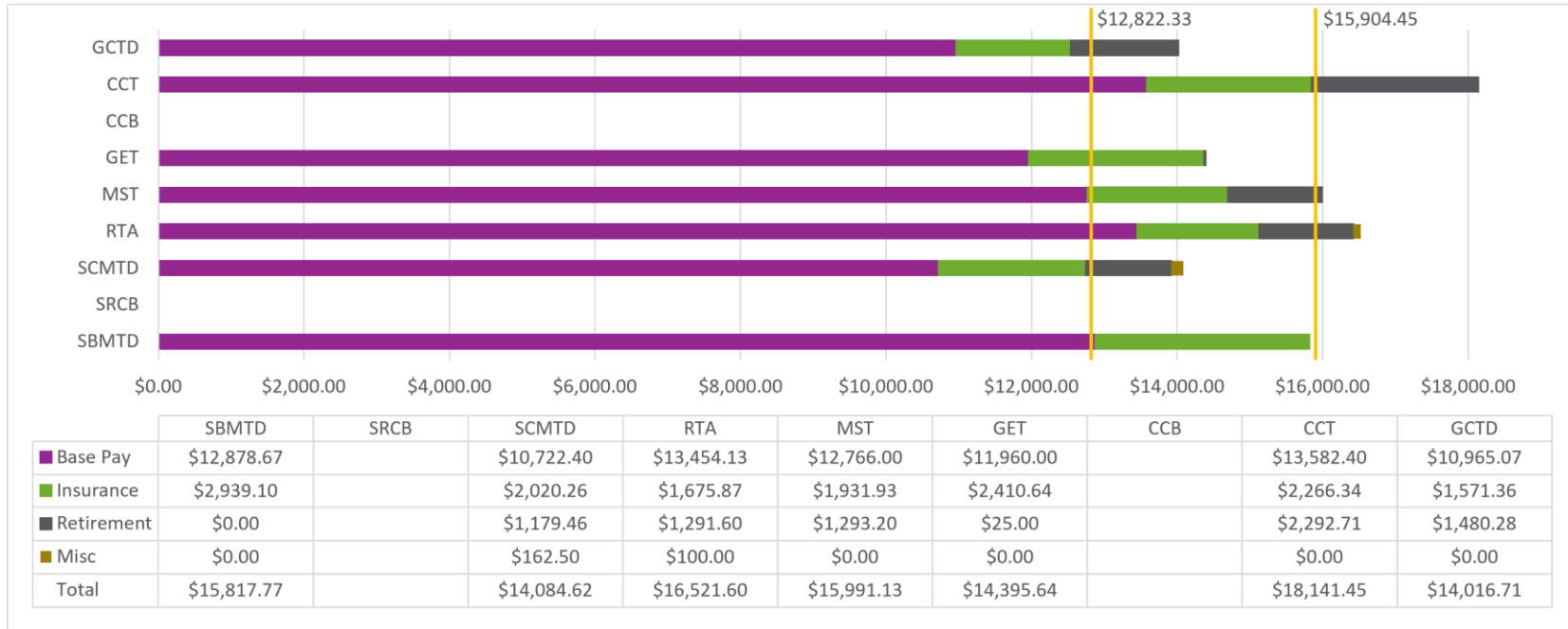


TABLE 7E – Specialty Pay

	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Bilingual Pay	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written							2% of base pay	
Longevity Pay	1% per 5 yrs Cumulative based on years of service						5% base pay 5% after 15 yrs. Addl 5% after 20 yrs		
<b>ALLOWANCES/ INCENTIVES</b>									
Tuition Reimbursement	\$1200 yr			\$3000 yr Can also be used for student loan reduction payment		Up to 6 units for 4 quarters per FY			

**Figure 8 – Director, Human Resources – Monthly Total Compensation**

# Matched: 6


**TABLE 8A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Misc. on Chart	Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Cell Phone	Deferred Comp. Match Req.	
Contra Costa Transportation	\$9,257.08	\$17,907.58	\$2,292.71	-	-	-	-	-
Culver City Bus								
Golden Empire TD	\$8,493.33	\$15,426.67	-	457	\$25.00	-	Retirement	\$717.60
Monterey/Salinas TD	\$10,639.00	\$14,894.58	\$1,293.20	-	-	-	-	-
Riverside Transit Agency	\$10,154.42	\$16,754.75	\$1,291.60	-	-	\$100.00	-	-
Santa Cruz Metropolitan TD	\$8,921.47	\$12,523.33	\$1,179.46	-	-	\$162.50	-	-
Santa Rosa City Bus								-
Santa Barbara MTD	\$11,447.25	\$14,309.08	-	-	-		401k	\$1,287.87
<b>Comparator Average</b>	<b>\$9,818.76</b>	<b>\$15,302.67</b>	<b>\$1,514.24</b>	<b>-</b>	<b>\$25.00</b>	<b>\$131.25</b>	<b>-</b>	<b>\$1,002.73</b>
<b>Gold Coast Transit District</b>	<b>\$9,126.42</b>	<b>\$12,802.83</b>	<b>\$1,480.28</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Difference:</b>	<b>-\$692.34</b>	<b>-\$2,499.83</b>	<b>-\$33.96</b>				<b>Base Pay Distance From Median:</b>	<b>16.94%</b>



**TABLE 8B - MARKET PERCENTILES**

25th	50th	75th	Market Standing
\$11,650.60	\$12,822.33	\$13,486.20	Below 25th

**TABLE 8C - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Director of Human Resources	NR	93.4%	Range	Unk	E	-
Culver City Bus							
Golden Empire TD	Director of Human Resources/ EEOC Officer	NR	81.6%	Range	Merit	E	-
Monterey/Salinas TD	Director of Human Resources & Risk Management	CU	40.0%	Range	Merit	E	-
Riverside Transit Agency	Chief Administrative Services Officer	Admin	65.0%	Range	Unk	E	-
Santa Cruz Metropolitan TD	Human Resources Deputy Director	MGMT	40.4%	Steps (6)	Unk	E	-
Santa Rosa City Bus							
Santa Barbara MTD	Director of Human Resources	NR	25.0%	Range	Unk	Unk	-
Gold Coast Transit District	Director, Human Resources	NR	40.3%	Range	Merit	E	No

**TABLE 8D - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus				
Golden Empire TD	100.00%	\$375.00	Yes	LTD
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus				
Santa Barbara MTD	97.60%	-	Yes	-
Comparator Average	94.98%	\$282.08		
Gold Coast Transit District	80.60%	\$150.00	Yes	LTD
	-14.38%	-\$132.08		

**TABLE 8E - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus									
Golden Empire TD	15.00	25.00	12.00	6.00	-	-	-	33.00	43.00
Monterey/Salinas TD	-	-	-	13.00	14.00	34.00	-	27.00	47.00
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	12.00	19.00	21.00	34.00	-	52.00	65.00
Santa Rosa City Bus									
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>11.75</b>	<b>25.00</b>	<b>11.60</b>	<b>12.17</b>	<b>17.50</b>	<b>34.00</b>	<b>5.00</b>	<b>36.33</b>	<b>50.67</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>5.00</b>	<b>39.16</b>	<b>50.16</b>
							<b>Difference</b>	<b>2.83</b>	<b>-0.51</b>

**TABLE 8F - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	0.00%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus									
Golden Empire TD	-	-	-	-	-	-	-	-	-
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus									
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>11.90%</b>	<b>5.61%</b>					<b>10.15%</b>	<b>8.13%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>				<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
	<b>Difference</b>	<b>1.63%</b>	<b>.39%</b>					<b>1.38%</b>	<b>-0.13%</b>

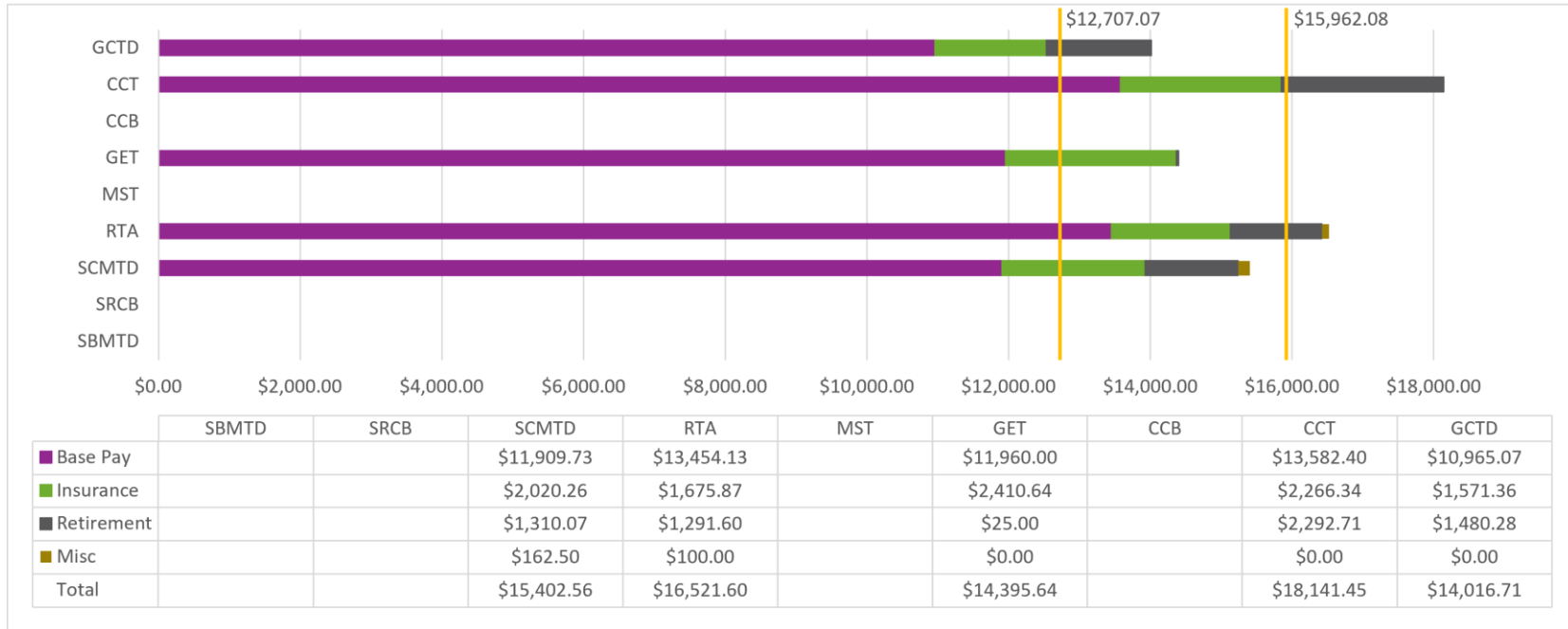


TABLE 8E – Specialty Pay

	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Bilingual Pay	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written								
Longevity Pay	1% per 5 yrs Cumulative based on years of service				1% lump sum payment of base pay each 5 yrs Non-cumulative		5% base pay 5% after 15 yrs. Addl 5% after 20 yrs		
<b>ALLOWANCES/ INCENTIVES</b>									
Tuition Reimbursement	\$1200 yr			\$3000 yr  Can also be used for student loan reduction payment		Up to 6 units for 4 quarters per FY			

**Figure 9 – Director, Operations & Maintenance – Monthly Total Compensation**

# Matched: 4


**TABLE 9A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Misc. on Chart	Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Cell Phone	Deferred Comp. Match Req.	
Contra Costa Transportation	\$9,257.08	\$17,907.58	\$2,292.71	-	-	-	-	-
Culver City Bus								
Golden Empire TD	\$8,493.33	\$15,426.67	-	457	\$25.00	-	Retirement	\$717.60
Monterey/Salinas TD								
Riverside Transit Agency	\$10,154.42	\$16,754.75	\$1,291.60	-	-	\$100.00	-	-
Santa Cruz Metropolitan TD	\$9,907.73	\$13,910.00	\$1,310.07	-	-	\$162.50	-	-
Santa Rosa City Bus								
Santa Barbara MTD								
<b>Comparator Average</b>	<b>\$9,453.14</b>	<b>\$15,999.75</b>	<b>\$1,631.46</b>		<b>\$25.00</b>	<b>\$131.25</b>		<b>\$717.60</b>
<b>Gold Coast Transit District</b>	<b>\$9,126.42</b>	<b>\$12,802.83</b>	<b>\$1,480.28</b>	-	-	-	-	-
<b>Difference:</b>	<b>-\$326.73</b>	<b>-\$3,196.92</b>	<b>-\$151.17</b>				<b>Base Pay Distance From Median:</b>	<b>15.89%</b>

**TABLE 9B - MARKET PERCENTILES**

25th	50th	75th	Market Standing
\$11,922.30	\$12,707.07	\$13,550.33	Below 25th

**TABLE 9C - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Director of Transportation	NR	93.4%	Range	Unk	E	-
Culver City Bus							-
Golden Empire TD	Director of Operations	NR	81.6%	Range	Merit	E	-
Monterey/Salinas TD							
Riverside Transit Agency	Director of Maintenance	Admin	65.0%	Range	Unk	E	-
Santa Cruz Metropolitan TD	Maintenance Manager	MGMT	40.4%	Steps (6)	Unk	E	-
Santa Rosa City Bus							
Santa Barbara MTD							
Gold Coast Transit District	Director, Operations & Maintenance	NR	40.3%	Range	Merit	E	No

**TABLE 9D - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus				
Golden Empire TD	100.00%	\$375.00	Yes	LTD
Monterey/Salinas TD				
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus				
Santa Barbara MTD				
Comparator Average	97.08%	\$282.08	-	-
Gold Coast Transit District	80.60%	\$150.00	Yes	LTD
	-16.48%	-\$132.08		

**TABLE 9E - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus									
Golden Empire TD	15.00	25.00	12.00	6.00	-	-	-	33.00	43.00
Monterey/Salinas TD									
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	12.00	19.00	21.00	34.00	-	52.00	65.00
Santa Rosa City Bus									
Santa Barbara MTD									
<b>Comparator Average</b>	<b>12.33</b>	<b>25.00</b>	<b>12.00</b>	<b>12.50</b>	<b>21.00</b>	<b>34.00</b>	<b>-</b>	<b>39.00</b>	<b>51.75</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>5.00</b>	<b>39.16</b>	<b>50.16</b>
							<b>Difference</b>	<b>0.16</b>	<b>-1.59</b>

**TABLE 9F - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	0.00%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus									
Golden Empire TD	-	-	-	-	-	-	-	-	-
Monterey/Salinas TD									
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus									
Santa Barbara MTD									
<b>Comparator Average</b>		<b>12.49%</b>	<b>7.50%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>10.16%</b>	<b>8.17%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
		<b>1.04%</b>	<b>-1.50%</b>					<b>1.37%</b>	<b>-0.17%</b>

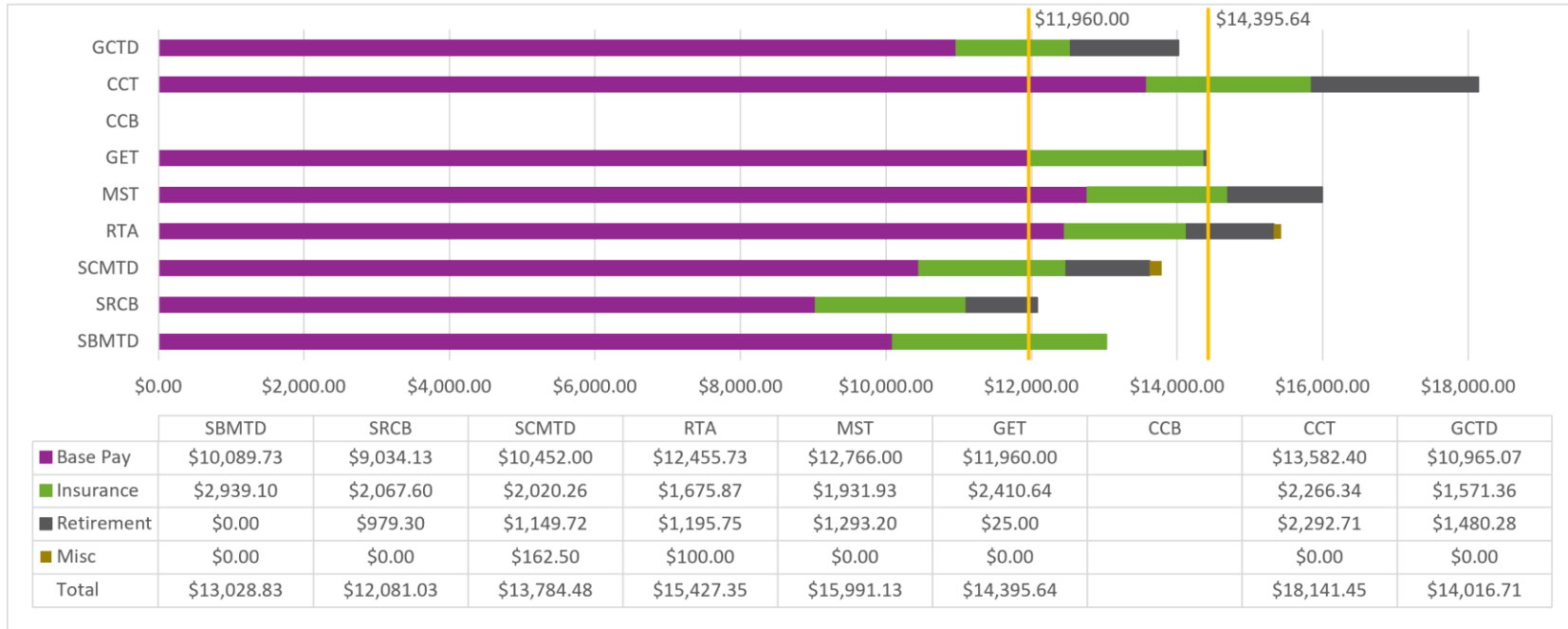


TABLE 9E – Specialty Pay

	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Bilingual Pay	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written								
Longevity Pay	1% per 5 yrs Cumulative based on years of service						5% base pay 5% after 15 yrs. Addl 5% after 20 yrs		
<b>ALLOWANCES/ INCENTIVES</b>									
Tuition Reimbursement	\$1200 yr			\$3000 yr Can also be used for student loan reduction payment		Up to 6 units for 4 quarters per FY			

**Figure 10 – Director, Planning & Marketing – Monthly Total Compensation**

# Matched: 7


**TABLE 10A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Misc. on Chart	Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp.	No Match Req.	Cell Phone	Deferred Comp.	Match Req.
Contra Costa Transportation	\$9,257.08	\$17,907.58	\$2,292.71	-	-	-	-	-
Culver City Bus								
Golden Empire TD	\$8,493.33	\$15,426.67	-	457	\$25.00	-	Retirement	\$717.60
Monterey/Salinas TD	\$10,639.00	\$14,894.58	\$1,293.20	-	-	-	-	-
Riverside Transit Agency	\$9,400.00	\$15,510.08	\$1,195.75	-	-	\$100.00	-	-
Santa Cruz Metropolitan TD	\$8,696.13	\$12,207.87	\$1,149.72	-	-	\$162.50	-	-
Santa Rosa City Bus	\$7,935.42	\$10,131.42	\$979.30	-	-	-	-	-
Santa Barbara MTD	\$8,969.25	\$11,211.58	-	-	-		401k	\$1,008.97
<b>Comparator Average</b>	<b>\$9,055.75</b>	<b>\$13,898.54</b>	<b>\$1,382.14</b>	<b>-</b>	<b>\$25.00</b>	<b>\$131.25</b>	<b>-</b>	<b>\$863.29</b>
<b>Gold Coast Transit District</b>	<b>\$9,126.42</b>	<b>\$12,802.83</b>	<b>\$1,480.28</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Difference:	<b>\$70.67</b>	<b>-\$1,095.71</b>	<b>\$98.15</b>				Base Pay Distance From Median:	<b>9.08%</b>



**TABLE 10B - MARKET PERCENTILES**

25th	50th	75th	Market Standing
\$10,089.73	\$11,960.00	\$12,766.00	Below 50th

**TABLE 10C - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Director of Planning, Marketing, & Innovation	NR	93.4%	Range	Unk	E	-
Culver City Bus							
Golden Empire TD	Director of Marketing	NR	81.6%	Range	Merit	E	-
Monterey/Salinas TD	Director of Planning & Innovation	CU	40.0%	Range	Merit	E	-
Riverside Transit Agency	Chief Marketing Officer	Admin	65.0%	Range	Unk	E	-
Santa Cruz Metropolitan TD	Marketing, Communications & Customer Service Director	MGMT	40.4%	Steps (6)	Unk	E	-
Santa Rosa City Bus	Communications Coordinator	MMM	27.7%	Steps (5)	Steps & COLA	Unk	-
Santa Barbara MTD	Planning & Marketing Manager	NR	25.0%	Range	Unk	Unk	-
<b>Gold Coast Transit District</b>	<b>Director, Planning &amp; Marketing</b>	<b>NR</b>	<b>40.3%</b>	<b>Range</b>	<b>Merit</b>	<b>E</b>	<b>No</b>

**TABLE 10D - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus				
Golden Empire TD	100.00%	\$375.00	Yes	LTD
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus	88.40%	Unk	Yes	STD/LTD
Santa Barbara MTD	97.60%	-	Yes	-
<b>Comparator Average</b>	<b>94.04%</b>	<b>\$282.08</b>		
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
	<b>-13.44%</b>	<b>-\$132.08</b>		

**TABLE 10E - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus									
Golden Empire TD	15.00	25.00	12.00	6.00	-	-	-	33.00	43.00
Monterey/Salinas TD	-	-	-	13.00	14.00	34.00	-	27.00	47.00
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	12.00	19.00	21.00	34.00	-	52.00	65.00
Santa Rosa City Bus	10.00	25.00	12.00	13.00	10.00	-	-	45.00	50.00
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>11.40</b>	<b>25.00</b>	<b>11.67</b>	<b>12.29</b>	<b>15.00</b>	<b>34.00</b>	<b>5.00</b>	<b>37.57</b>	<b>50.57</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>5.00</b>	<b>39.16</b>	<b>50.16</b>
							<b>Difference</b>	<b>1.59</b>	<b>-0.41</b>

**TABLE 10F - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	0.00%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus									
Golden Empire TD	-	-	-	-	-	-	-	-	-
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus	3.0% at 60	10.84%	9.50%	2.5% at 55	10.84%	9.50%	2.0% at 62	10.84%	9.50%
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>11.69%</b>	<b>7.98%</b>	<b>-</b>	<b>10.84%</b>	<b>9.50%</b>	<b>-</b>	<b>10.29%</b>	<b>8.40%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
	<b>Difference</b>	<b>1.84%</b>	<b>-1.98%</b>					<b>1.24%</b>	<b>-0.40%</b>

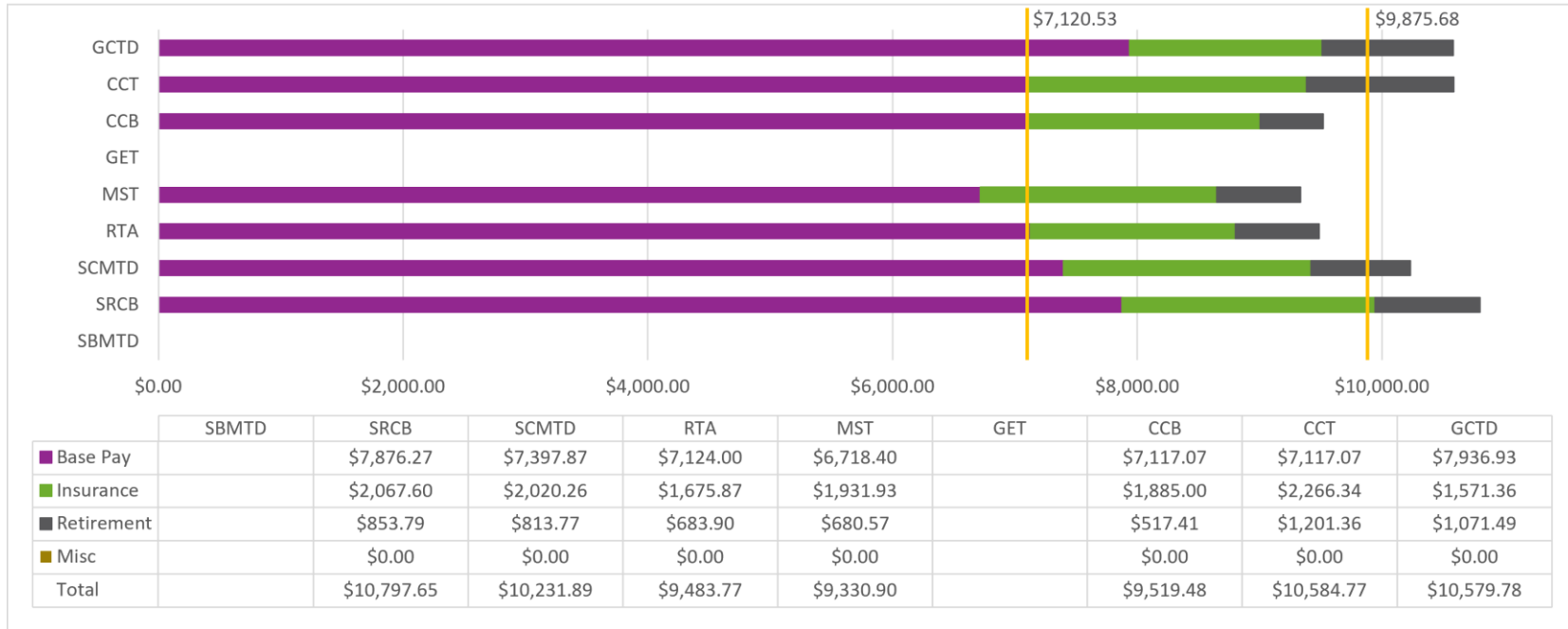


TABLE 10E – Specialty Pay

	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Bilingual Pay	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written							2% of base pay	
Longevity Pay	1% per 5 yrs Cumulative based on years of service				1% lump sum payment of base pay each 5 yrs Non-cumulative		5% base pay 5% after 15 yrs. Addl 5% after 20 yrs		
<b>ALLOWANCES/ INCENTIVES</b>									
Tuition Reimbursement	\$1200 yr			\$3000 yr	\$300 yr/ \$1500 per semester	Up to 6 units for 4 quarters per FY			
				Can also be used for student loan reduction payment	\$300 yr if non job related \$1500 semester if job related				
Wellness Incentive								\$500 yr	

**Figure 11 – Finance Analyst – Monthly Total Compensation**

# Matched: 6


**TABLE 11A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.	ER Deferred Comp. Match Req.	ER Deferred Comp. Match Req.	
Contra Costa Transportation	\$6,145.00	\$8,088.75	\$1,201.36	-	-	-	-
Culver City Bus	\$6,409.41	\$7,823.55	\$517.41	-	-	457	\$130.00
Golden Empire TD							
Monterey/Salinas TD	\$5,598.58	\$7,838.08	\$680.57	-	-	-	-
Riverside Transit Agency	\$5,699.50	\$8,549.25	\$683.90	-	-	-	-
Santa Cruz Metropolitan TD	\$6,153.33	\$8,642.40	\$813.77	-	-	-	-
Santa Rosa City Bus	\$6,785.25	\$8,968.83	\$853.79	-	-	-	-
Santa Barbara MTD							
Comparator Average	\$6,131.85	\$8,318.48	\$791.80	-	-	-	\$130.00
Gold Coast Transit District	\$6,617.67	\$9,256.00	\$1,071.49	-	-	-	-
Difference:	\$485.82	\$937.52	\$279.69	Base Pay Distance From Median:			-10.28%

**TABLE 11B - MARKET PERCENTILES**

25th	50th	75th	Market Standing
\$7,017.40	\$7,120.53	\$7,517.47	Above 75th

**TABLE 11C - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Accounting Analyst	NR	31.6%	Steps (8)	Unk	NE	-
Culver City Bus	Accountant II	CEA	22.1%	Steps (5)	Unk	NE	-
Golden Empire TD							
Monterey/Salinas TD	Accountant	EA	40.0%	Range	Merit	E	-
Riverside Transit Agency	Grants Financial Analyst	Admin	50.0%	Range	Unk	Unk	-
Santa Cruz Metropolitan TD	Accountant II	SEIU	40.5%	Steps (6)	Steps	E	-
Santa Rosa City Bus	Financial Analyst	MMM	32.2%	Steps (5)	Steps/COLA	Unk	-
Santa Barbara MTD							
Gold Coast Transit District	Finance Analyst	NR	39.9%	Range	Merit	E	Yes

**TABLE 11D - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus	101.00%	\$854.00	Yes	-
Golden Empire TD				
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus	88.40%	Unk	Yes	STD/LTD
Santa Barbara MTD				
Comparator Average	93.62%	\$401.83		
Gold Coast Transit District	80.60%	\$150.00	Yes	LTD
	-13.02%	-\$251.83		

**TABLE 11E - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus	10.00	20+*	13.00	15.00	-	-	-	38.00	48.00
Golden Empire TD									
Monterey/Salinas TD	-	-	-	13.00	14.00	34.00	-	27.00	47.00
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	Unk	8.00	22.00	34.00	5.00	35.00	47.00
Santa Rosa City Bus	10.00	25.00	12.00	13.00	10.00	-	-	45.00	50.00
Santa Barbara MTD									
<b>Comparator Average</b>	<b>10.50</b>	<b>23.75</b>	<b>12.25</b>	<b>12.33</b>	<b>15.33</b>	<b>34.00</b>	<b>5.00</b>	<b>36.00</b>	<b>48.50</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>36.66</b>	<b>47.66</b>
							<b>Difference</b>	<b>0.66</b>	<b>-0.84</b>

\*One day for each addl yr after 20 yrs

**TABLE 11F - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	3.50%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Golden Empire TD									
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus	3.0% at 60	10.84%	9.50%	2.5% at 55	10.84%	9.50%	2.0% at 62	10.84%	9.50%
Santa Barbara MTD									
<b>Comparator Average</b>		<b>10.95%</b>	<b>7.82%</b>	<b>-</b>	<b>9.06%</b>	<b>10.00%</b>	<b>-</b>	<b>9.79%</b>	<b>8.88%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
		<b>Difference</b>	<b>2.58%</b>					<b>1.74%</b>	<b>-0.88%</b>

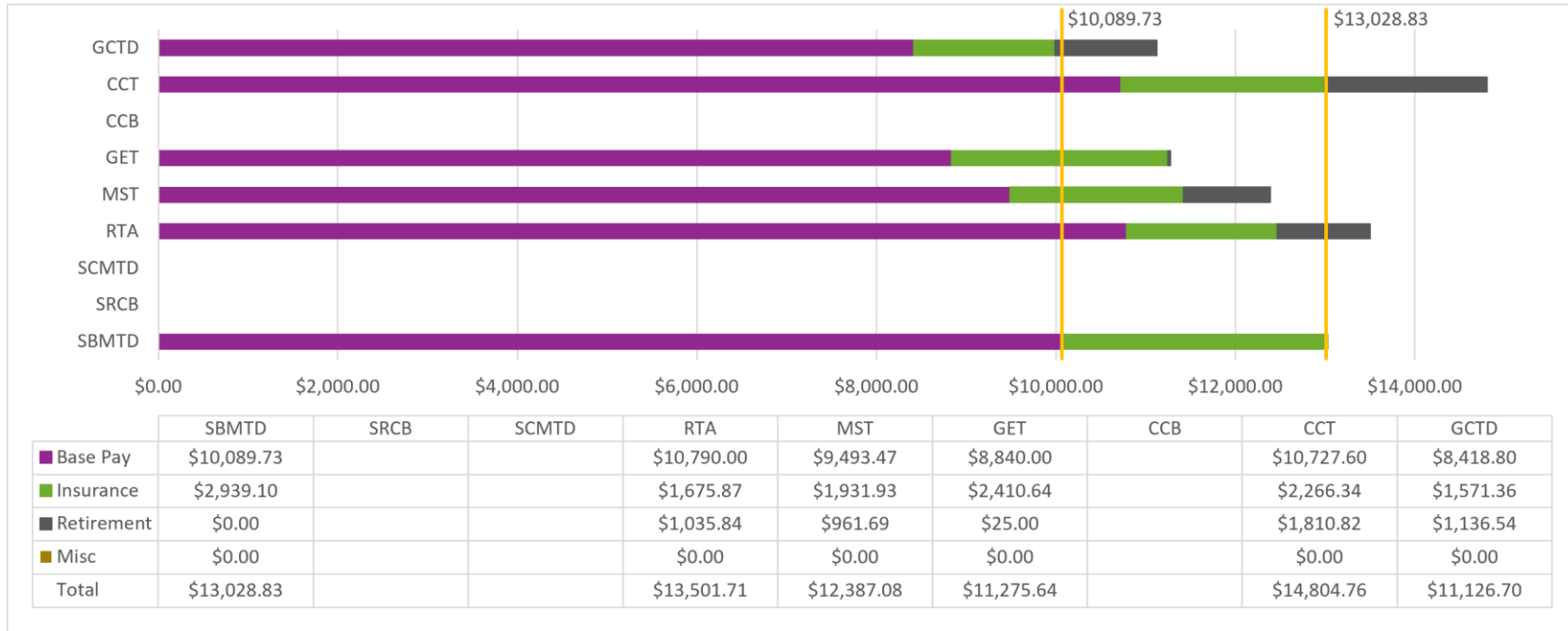


TABLE 11E – Specialty Pay

	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Bilingual Pay	\$60/\$90 mo						\$130 - \$164.66 mo	2% of base pay	
	\$60 for verbal/\$90 for verbal & written						\$130 mo for verbal or \$164.66 mo for verbal and written		
Longevity Pay	1% per 5 yrs				1% lump sum payment of base pay each 5 yrs		5% base pay		
	Cumulative based on years of service				Non-cumulative		5% after 15 yrs. Addl 5% after 20 yrs		
<b>ALLOWANCES/ INCENTIVES</b>									
Tuition Reimbursement	\$1200 yr					Up to 6 units for 4 quarters per FY			
Wellness Incentive								\$500 yr	

**Figure 12 – Finance Manager – Monthly Total Compensation**

# Matched: 5


**TABLE 12A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Deferred Comp. Match Req.	
Contra Costa Transportation	\$7,255.33	\$14,199.17	\$1,810.82	-	-	-	-
Culver City Bus							
Golden Empire TD	\$7,973.33	\$9,706.67	-	457	\$25.00	Retirement	\$530.40
Monterey/Salinas TD	\$7,910.67	\$11,074.92	\$961.69	-	-	-	-
Riverside Transit Agency	\$8,299.42	\$13,279.08	\$1,035.84	-	-	-	-
Santa Cruz Metropolitan TD							
Santa Rosa City Bus							
Santa Barbara MTD	\$8,969.25	\$11,211.58	-	-	-	401k	\$1,008.97
<b>Comparator Average</b>	<b>\$8,081.60</b>	<b>\$11,894.28</b>	<b>\$1,269.45</b>		<b>\$25.00</b>		<b>\$769.69</b>
<b>Gold Coast Transit District</b>	<b>\$7,006.92</b>	<b>\$9,829.17</b>	<b>\$1,136.54</b>	-	-	-	-
<b>Difference:</b>	<b>-\$1,074.68</b>	<b>-\$2,065.12</b>	<b>-\$132.91</b>	<b>Base Pay Distance From Median:</b>			<b>19.86%</b>



**TABLE 12B - MARKET PERCENTILES**

25th	50th	75th	Market Standing
\$9,166.73	\$10,089.73	\$10,758.80	Below 25th

**TABLE 12C - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Manager of Accounting	NR	95.7%	Range	Unk	E	-
Culver City Bus							
Golden Empire TD	Controller	NR	21.7%	Range	Merit	E	-
Monterey/Salinas TD	Finance Manager	CU	40.0%	Range	Merit	E	-
Riverside Transit Agency	Controller	Admin	60.0%	Range	Unk	E	-
Santa Cruz Metropolitan TD							
Santa Rosa City Bus							
Santa Barbara MTD	Finance Manager	NR	25.0%	Range	Unk	Unk	-
Gold Coast Transit District	Finance Manager	NR	40.3%	Range	Merit	E	No

**TABLE 12D - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus				
Golden Empire TD	100.00%	\$375.00	Yes	LTD
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD				
Santa Rosa City Bus				
Santa Barbara MTD	97.60%	-	Yes	-
Comparator Average	94.98%	\$265.00		
Gold Coast Transit District	80.60%	\$150.00	Yes	LTD
	-14.38%	-\$115.00		

**TABLE 12E - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus									
Golden Empire TD	15.00	25.00	12.00	6.00	-	-	-	33.00	43.00
Monterey/Salinas TD	-	-	-	13.00	14.00	34.00	-	27.00	47.00
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD									
Santa Rosa City Bus									
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>11.75</b>	<b>25.00</b>	<b>11.50</b>	<b>10.80</b>	<b>14.00</b>	<b>34.00</b>	<b>5.00</b>	<b>33.20</b>	<b>47.80</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>36.66</b>	<b>47.66</b>
							<b>Difference</b>	<b>3.46</b>	<b>-0.14</b>

**TABLE 12F - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	3.50%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Golden Empire TD									
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus	3.0% at 60	10.84%	9.50%	2.5% at 55	10.84%	9.50%	2.0% at 62	10.84%	9.50%
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>10.95%</b>	<b>7.82%</b>		<b>9.06%</b>	<b>10.00%</b>		<b>9.79%</b>	<b>8.88%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
	<b>Difference</b>	<b>2.58%</b>	<b>-1.82%</b>					<b>1.74%</b>	<b>-0.88%</b>



TABLE 12E – Specialty Pay

	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Bilingual Pay	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written								
Longevity Pay	1% per 5 yrs Cumulative based on years of service				1% lump sum payment of base pay each 5 yrs Non-cumulative				
<b>ALLOWANCES/ INCENTIVES</b>									
Cell Phone Allowance						\$100 mo			
Tuition Reimbursement	\$1200 yr			\$3000 yr Can also be used for student loan reduction payment	\$300 yr/ \$1500 per semester \$300 yr if non job related \$1500 semester if job related	Up to 6 units for 4 quarters per FY			

Figure 13 – Fleet Manager – Monthly Total Compensation

# Matched: 6

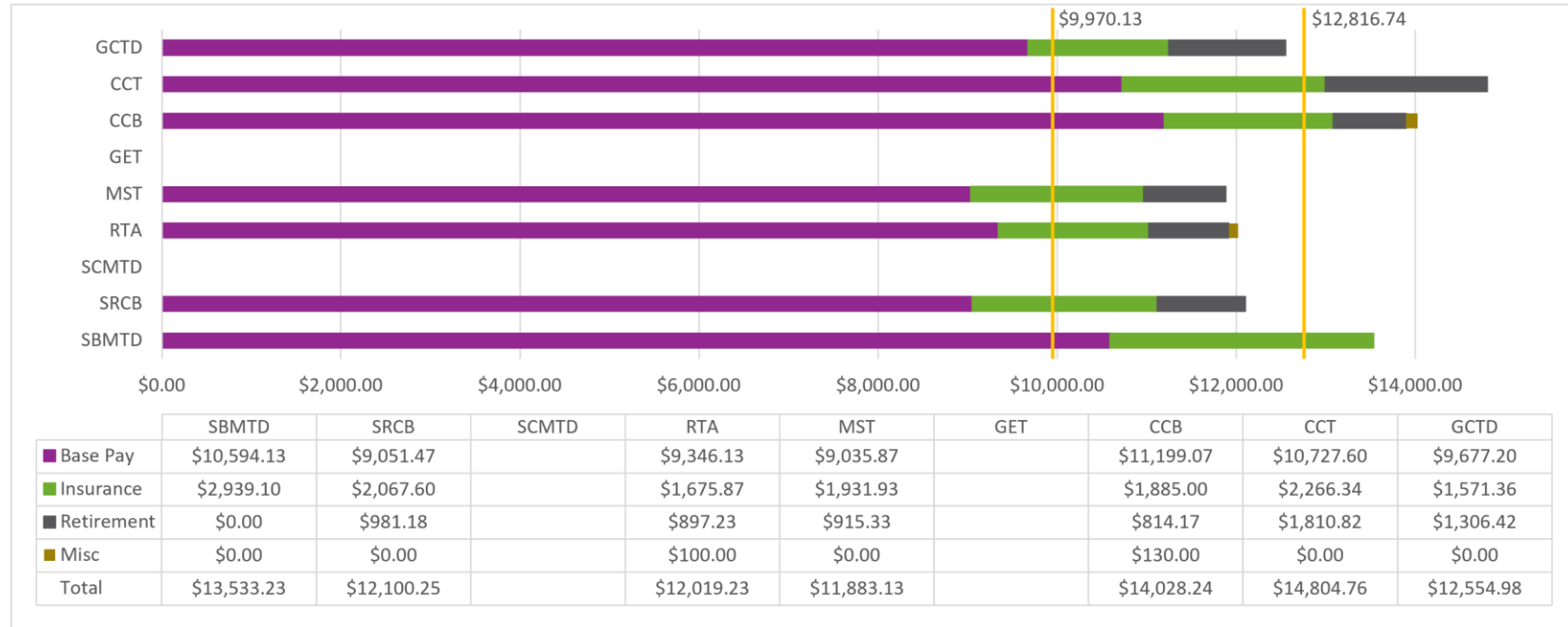


TABLE 13A - SALARY RANGE, ALLOWANCES & INCENTIVES

Org Name	Salary Range		Retirement on Chart			Misc. on Chart	Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Cell Phone	Deferred Comp. Match Req.	
Contra Costa Transportation	\$7,255.33	\$14,199.17	\$1,810.82	-	-	-	-	-
Culver City Bus	\$10,086.29	\$12,311.30	\$814.17	-	-	\$130.00	457	\$346.67
Golden Empire TD								
Monterey/Salinas TD	\$7,529.50	\$10,541.33	\$915.33	-	-	-	-	-
Riverside Transit Agency	\$7,189.17	\$11,502.67	\$897.23	-	-	\$100.00	-	-
Santa Cruz Metropolitan TD								
Santa Rosa City Bus	\$7,880.00	\$10,223.58	\$981.18	-	-	-	-	-
Santa Barbara MTD	\$9,417.75	\$11,772.17	-	-	-		401k	\$1,059.41
Comparator Average	\$8,226.34	\$11,758.37	\$1,083.75	-	-	\$115.00	-	\$703.04
Gold Coast Transit District	\$8,066.58	\$11,289.00	\$1,306.42	-	-	-	-	-
Difference:	-\$159.76	-\$469.37	\$222.68				Base Pay Distance From Median:	3.02%

**TABLE 13B - MARKET PERCENTILES**

25th	50th	75th	Market Standing
\$9,047.57	\$9,970.13	\$10,845.47	Below 50th

**TABLE 13C - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Manager of Maintenance	NR	95.7%	Range	Unk	E	-
Culver City Bus	Fleet Services Manager	MGMT	22.1%	Steps (5)	Unk	NE	-
Golden Empire TD							-
Monterey/Salinas TD	Maintenance Manager	EA	40.0%	Range	Merit	E	-
Riverside Transit Agency	Maintenance Manager	Admin	60.0%	Range	Unk	E	-
Santa Cruz Metropolitan TD							-
Santa Rosa City Bus	Transit Superintendent	MMM	29.7%	Steps (5)	Steps/COLA	Unk	-
Santa Barbara MTD	Fleet & Facilities Manager	NR	25.0%	Range	Unk	Unk	-
<b>Gold Coast Transit District</b>	<b>Fleet Manager</b>	<b>NR</b>	<b>39.9%</b>	<b>Range</b>	<b>Merit</b>	<b>E</b>	<b>No</b>

**TABLE 13D - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus	101.00%	\$854.00	Yes	-
Golden Empire TD				
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD				
Santa Rosa City Bus	88.40%	Unk	Yes	STD/LTD
Santa Barbara MTD	97.60%	-	Yes	-
<b>Comparator Average</b>	<b>94.05%</b>	<b>\$424.67</b>		
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
	<b>-13.45%</b>	<b>-\$274.67</b>		

**TABLE 13E - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus	10.00	20+*	13.00	15.00	-	-	9.50	47.50	57.50
Golden Empire TD									
Monterey/Salinas TD	-	-	-	13.00	14.00	34.00	-	27.00	47.00
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD									
Santa Rosa City Bus	10.00	25.00	12.00	13.00	10.00	-	-	45.00	50.00
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>10.40</b>	<b>24.00</b>	<b>11.80</b>	<b>12.67</b>	<b>12.00</b>	<b>34.00</b>	<b>7.25</b>	<b>37.58</b>	<b>50.58</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>36.66</b>	<b>47.66</b>
							<b>Difference</b>	<b>-0.92</b>	<b>-2.92</b>

\*One day for each addl yr after 20 yrs

**TABLE 13F - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	0.00%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Golden Empire TD									
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD									
Santa Rosa City Bus	3.0% at 60	10.84%	9.50%	2.5% at 55	10.84%	9.50%	2.0% at 62	10.84%	9.50%
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>10.94%</b>	<b>7.09%</b>		<b>9.06%</b>	<b>10.00%</b>		<b>9.54%</b>	<b>9.05%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
		<b>2.59%</b>	<b>-2.86%</b>					<b>1.99%</b>	<b>-1.05%</b>

**TABLE 13E – Specialty Pay**

	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
<b>Bilingual Pay</b>	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written							2% of base pay	
<b>Certificate/License Pay</b>				5% American Institute of Certified Planners Pay (AICP)					
				5% Certified Public Accountant (CPA)					
<b>Education Pay</b>				\$200 mo Bachelor's Degree					
				\$400 mo Master's Degree or JD					
<b>Longevity Pay</b>	1% per 5 yrs Cumulative based on years of service			\$250 mo 5 years of service	1% lump sum payment of base pay each 5 yrs Non-cumulative				
				\$416.67 mo 10 years of service					
				\$583.33 mo 15 years of service					
				\$750 mo 20 years of service					
				\$916.65 mo 25 years of service					
<b>Out of Class Pay</b>				5% Or Step 1 of acting class whichever is greater					



	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Other				10% max Special Compensation Pay -Temporary higher level and complex duties. Not to be combined with out of class pay					
				Outstanding Performance Pay					
				Up to 3 days off per yr					
				Paid Sabbatical Leave					
				15 days after 11 yrs and only granted once within each subsequent 5 yr period. No accrual or cash value					
<b>ALLOWANCES/ INCENTIVES</b>									
Tuition Reimbursement	\$1200 yr				\$300 yr/ \$1500 per semester	Up to 6 units for 4 quarters per FY			
					\$300 yr if non job related \$1500 semester if job related				
Wellness Incentive							\$500 yr		



Figure 14 – Paratransit and Special Projects Manager – Monthly Total Compensation

# Matched: 2 (insufficient data)

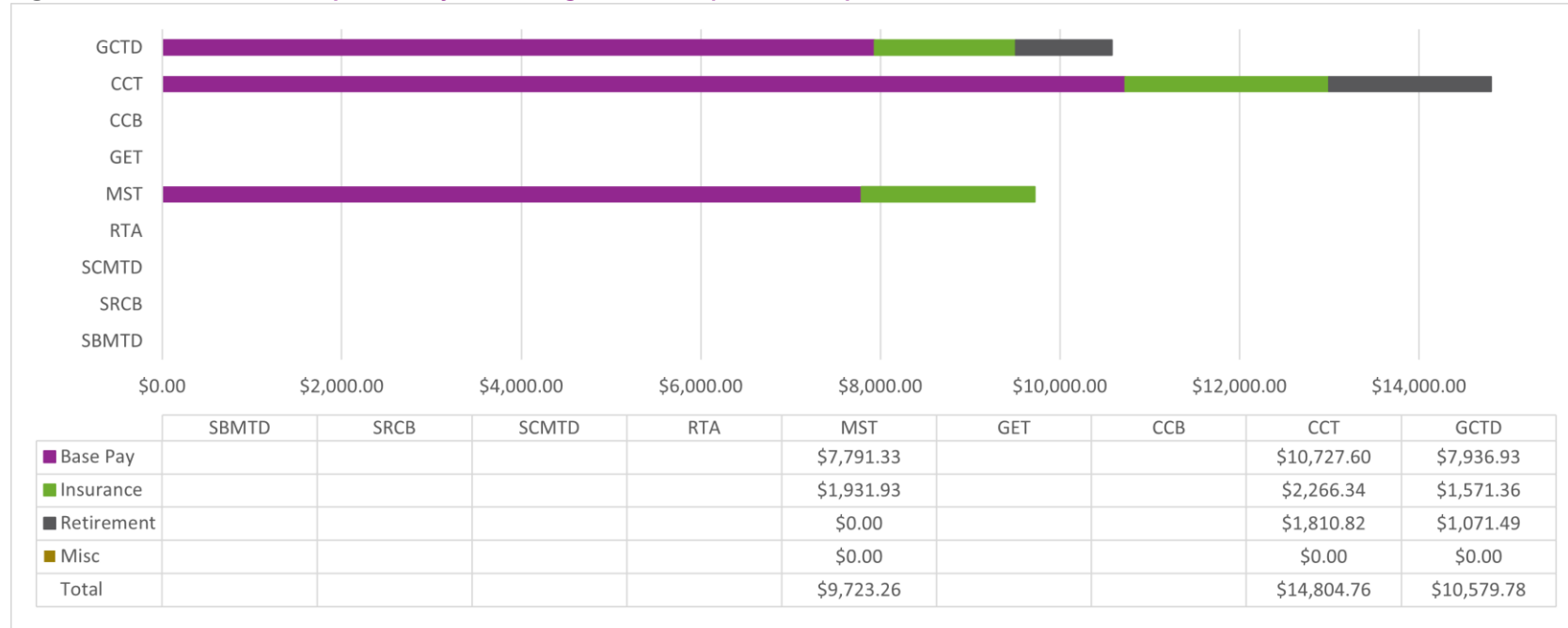


TABLE 14A - SALARY RANGE, ALLOWANCES & INCENTIVES

Org Name	Salary Range		Retirement on Chart			Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.	ER Deferred Comp. Match Req.	Deferred Comp. Match Req.	Deferred Comp. Match Req.
Contra Costa Transportation	\$7,255.33	\$14,199.17	\$1,810.82	-	-	-	-
Culver City Bus							
Golden Empire TD							
Monterey/Salinas TD	\$6,492.67	\$9,089.75	\$789.26	-	-	-	-
Riverside Transit Agency							
Santa Cruz Metropolitan TD							
Santa Rosa City Bus							
Santa Barbara MTD							
Comparator Average	-	-	-	-	-	-	-
Gold Coast Transit District	\$6,617.67	\$9,256.00	\$1,071.49	-	-	-	-

Difference:

-

-

-

Base Pay Distance From Median:

-

**TABLE 14B - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Manager of Accessible Services	NR	95.7%	Range	Unk	E	-
Culver City Bus							
Golden Empire TD							
Monterey/Salinas TD	Mobility Services Manager	EA	40.0%	Range	Merit	E	-
Riverside Transit Agency							
Santa Cruz Metropolitan TD							
Santa Rosa City Bus							
Santa Barbara MTD							
<b>Gold Coast Transit District</b>	<b>Paratransit and Special Projects Manager</b>	<b>NR</b>	<b>39.9%</b>	<b>Range</b>	<b>Merit</b>	<b>E</b>	<b>No</b>

**TABLE 14C - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus				
Golden Empire TD				
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency				
Santa Cruz Metropolitan TD				
Santa Rosa City Bus				
Santa Barbara MTD				
<b>Comparator Average</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>

**TABLE 14D - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus									
Golden Empire TD									
Monterey/Salinas TD	-	-	-	13.00	15.00	35.00	-	28.00	48.00
Riverside Transit Agency									
Santa Cruz Metropolitan TD									
Santa Rosa City Bus									
Santa Barbara MTD									
<b>Comparator Average</b>	-	-	-	-	-	-	-	-	-
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>36.66</b>	<b>47.66</b>
							<b>Difference</b>	-	-

**TABLE 14E - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	0.00%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus									
Golden Empire TD									
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency									
Santa Cruz Metropolitan TD									
Santa Rosa City Bus									
Santa Barbara MTD									
<b>Comparator Average</b>	-	-	-	-	-	-	-	-	-
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
	<b>Difference</b>	-	-	-	-	-	-	-	-

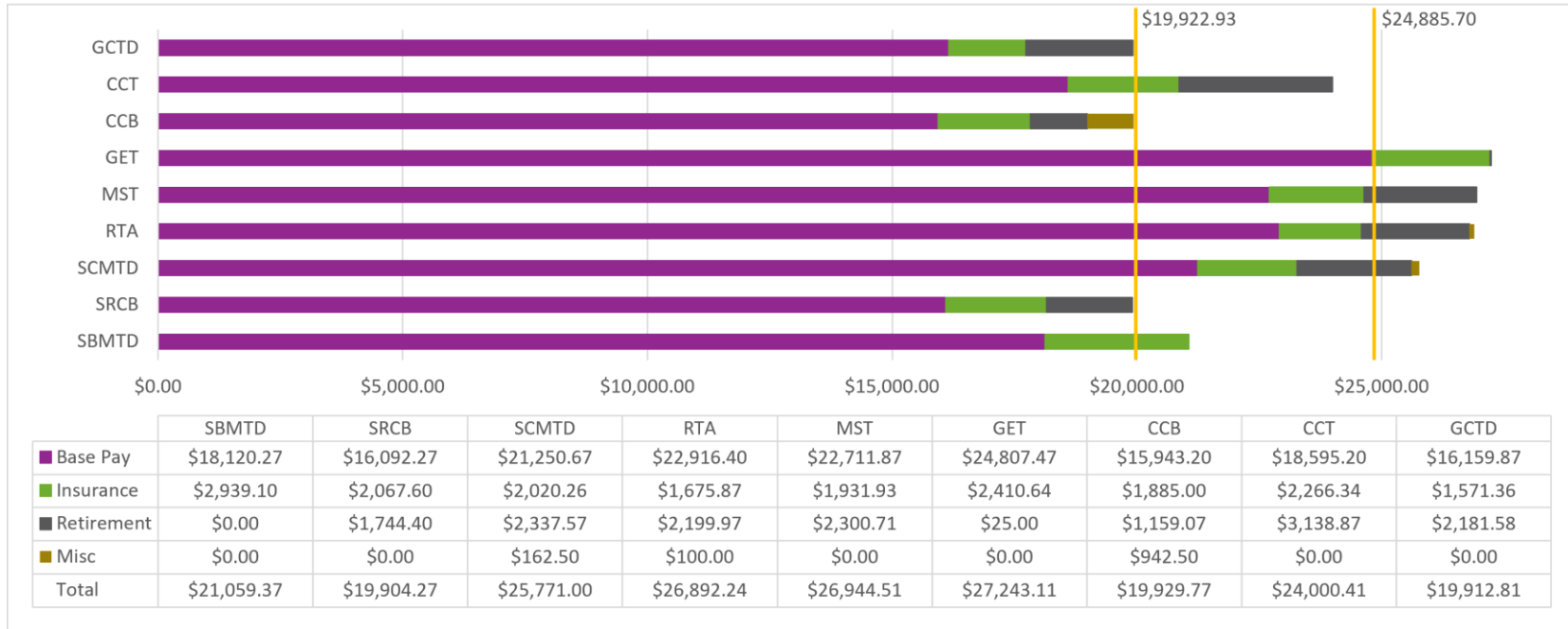


TABLE 14F – SPECIALTY PAY

	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Bilingual Pay	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written								
Longevity Pay	1% per 5 yrs Cumulative based on years of service				1% lump sum payment of base pay each 5 yrs Non-cumulative				
<b>ALLOWANCES/ INCENTIVES</b>									
Tuition Reimbursement	\$1200 yr				\$300 yr/ \$1500 per semester \$300 yr if non job related \$1500 semester if job related				

**Figure 15 – General Manager – Monthly Total Compensation**

# Matched: 8


**TABLE 15A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Misc. on Chart		Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Vehicle	Cell Phone	Deferred Comp. Match Req.	
Contra Costa Transportation	\$18,594.33	\$18,594.33	\$3,138.87	-	-	-	-	-	-
Culver City Bus	\$14,358.78	\$17,526.28	\$1,159.07	-	-	\$812.50	\$130.00	457	\$160.00
Golden Empire TD	\$24,807.75	\$24,807.75	-	457	\$25.00	-	-	Retirement	\$1,389.65
Monterey/Salinas TD	\$22,711.10	\$22,711.10	\$2,300.71	-	-	-	-	-	-
Riverside Transit Agency	\$22,916.67	\$22,916.67	\$2,199.97	-	-	-	\$100.00	-	-
Santa Cruz Metropolitan TD	\$21,250.67	\$21,250.67	\$2,337.57	-	-	-	\$162.50	-	-
Santa Rosa City Bus	\$13,957.58	\$18,227.42	\$1,744.40	-	-	-	-	-	-
Santa Barbara MTD	\$16,107.50	\$20,134.33	-	-	-	-	-	401k	\$1,812.03
<b>Comparator Average</b>	<b>\$19,338.05*</b>	<b>\$20,771.07*</b>	<b>\$2,146.77</b>		<b>\$25.00</b>	<b>\$812.50</b>	<b>\$130.83</b>		<b>\$1,120.56</b>
<b>Gold Coast Transit District</b>	<b>\$13,462.42</b>	<b>\$18,858.17</b>	<b>\$2,181.58</b>						
<b>Difference:</b>	<b>-\$5,875.63</b>	<b>-\$1912.90</b>	<b>\$34.82</b>					<b>Base Pay Distance From Median:</b>	<b>23.28%</b>

**TABLE 15B - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	General Manager	NR	0.0%	-	Unk	E	-
Culver City Bus	Transportation Director (Chief Transportation Officer)	Exec	22.1%	Steps (5)	Merit	E	-
Golden Empire TD	Chief Executive Officer	NR	0.0%	Range	Merit	E	-
Monterey/Salinas TD	General Manager/CEO	EA	0.0%	Contract	Merit	E	-
Riverside Transit Agency	Chief Executive Officer	Admin	0.0%	Contract	Unk	E	-
Santa Cruz Metropolitan TD	Chief Executive Officer General Manager	MGMT	0.0%	Contract	Unk	E	-
Santa Rosa City Bus	Director - Transportation & Public Works	Exec	30.6%	Range	Merit/COLA	E	-
Santa Barbara MTD	General Manager	NR	25.0%	Range	Unk	E	-
<b>Gold Coast Transit District</b>	<b>General Manager</b>	<b>NR</b>	<b>40.1%</b>	<b>Range</b>	<b>Merit</b>	<b>E</b>	<b>No</b>

**TABLE 15C - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus	101.00%	\$854.00	Yes	STD/LTD
Golden Empire TD	100.00%	\$375.00	Yes	LTD
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus	88.40%	Unk	Yes	STD/LTD
Santa Barbara MTD	97.60%	-	Yes	-
<b>Comparator Average</b>	<b>94.91%</b>	<b>\$396.47</b>		
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
	<b>-14.31%</b>	<b>-\$246.47</b>		

**TABLE 15D - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus	10.00	20+*	13.00	15.00	-	-	14.00	52.00	62.00
Golden Empire TD	15.00	25.00	12.00	6.00	-	-	-	33.00	43.00
Monterey/Salinas TD	-	-	-	13.00	14.00	34.00	-	27.00	47.00
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	12.00	19.00	21.00	34.00	-	52.00	65.00
Santa Rosa City Bus	10.00	25.00	12.00	13.00	10.00	-	-	45.00	50.00
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>11.17</b>	<b>24.17</b>	<b>11.86</b>	<b>12.63</b>	<b>15.00</b>	<b>34.00</b>	<b>9.50</b>	<b>39.38</b>	<b>52.00</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>5.00</b>	<b>39.16</b>	<b>50.16</b>
							<b>Difference</b>	<b>-0.22</b>	<b>-1.84</b>

\*One day for each addl yr after 20 YOS

**TABLE 15E - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	0.00%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Golden Empire TD	-	-	-	-	-	-	-	-	-
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus	3.0% at 60	10.84%	9.50%	2.5% at 55	10.84%	9.50%	2.0% at 62	10.84%	9.50%
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>10.95%</b>	<b>8.69%</b>		<b>9.06%</b>	<b>10.00%</b>		<b>9.79%</b>	<b>8.88%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
		<b>2.58%</b>	<b>-2.69%</b>					<b>1.74%</b>	<b>-0.88%</b>



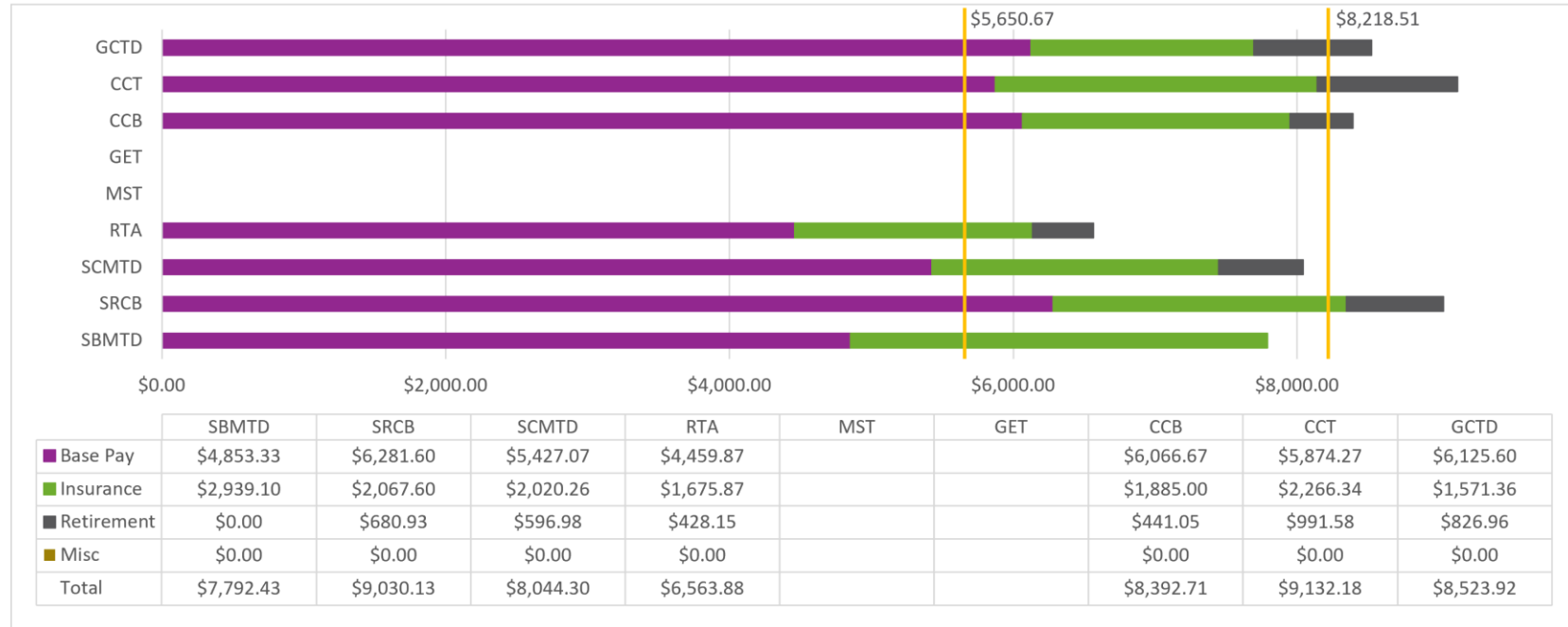
TABLE 15F – SPECIALTY PAY

	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Bilingual Pay	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written								
Education Pay			\$400 mo Master's Degree, if not a requirement of position						
Longevity Pay	1% per 5 yrs Cumulative based on years of service		\$250 mo 5 years of service		1% lump sum payment of base pay each 5 yrs Non-cumulative		5% base pay 5% after 15 yrs. Addl 5% after 20 yrs		
			\$416.67 mo 10 years of service						
			\$583.33 mo 15 years of service						
			\$750 mo 20 years of service						
			\$916.65 mo 25 years of service						
Other			Paid Sabbatical Leave 15 days after 11 yrs and only granted once within each subsequent 5 yr period. No accrual/cash value						
<b>ALLOWANCES/ INCENTIVES</b>									
Tuition Reimbursement	\$1200 yr		\$250 per unit Plus costs of books, registration and parking fees	\$3000 yr Can also be used for student loan reduction payment	\$300 yr/ \$1500 per semester \$300 yr if non job related \$1500 semester if job related	Up to 6 units for 4 qrts per FY			
Wellness Incentive			\$500 yr						



**Figure 16 – Human Resources Coordinator – Monthly Total Compensation**

# Matched: 6


**TABLE 16A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.	ER Deferred Comp. Match Req.	Deferred Comp. Match Req.	Deferred Comp. Match Req.
Contra Costa Transportation	\$5,071.58	\$6,677.75	\$991.58	-	-	-	-
Culver City Bus	\$5,464.55	\$6,670.26	\$441.05	-	-	457	\$130.00
Golden Empire TD							
Monterey/Salinas TD							
Riverside Transit Agency	\$3,715.92	\$5,202.25	\$428.15	-	-	-	-
Santa Cruz Metropolitan TD	\$4,515.33	\$6,338.80	\$596.98	-	-	-	-
Santa Rosa City Bus	\$5,664.83	\$6,897.00	\$680.93	-	-	-	-
Santa Barbara MTD	\$4,314.33	\$5,392.92	-	-	-	401k	\$485.33
<b>Comparator Average</b>	<b>\$4,791.09</b>	<b>\$6,196.50</b>	<b>\$627.73</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>\$307.67</b>
<b>Gold Coast Transit District</b>	<b>\$5,103.75</b>	<b>\$7,147.50</b>	<b>\$826.96</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Difference:</b>	<b>\$312.66</b>	<b>\$951.00</b>	<b>\$199.22</b>	<b>Base Pay Distance From Median:</b>			<b>-7.75%</b>

**TABLE 16B - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Admin Assistant III	NR	31.7%	Steps (8)	Unk	NE	-
Culver City Bus	Human Resources Technician	CEA	22.1%	Steps (5)	Unk	NE	-
Golden Empire TD							-
Monterey/Salinas TD							-
Riverside Transit Agency	Human Resources Technician	Admin	40.0%	Range	Unk	Unk	-
Santa Cruz Metropolitan TD	Human Resources Technician	SEIU	40.4%	Steps (6)	Steps	NE	-
Santa Rosa City Bus	Human Resources Technician	MMC	21.8%	Steps (5)	Steps & COLA	Unk	-
Santa Barbara MTD	HR Assistant II (Recruiter)	NR	25.0%	Range	Unk	Unk	-
<b>Gold Coast Transit District</b>	<b>Human Resources Coordinator</b>	<b>NR</b>	<b>40.0%</b>	<b>Range</b>	<b>Merit</b>	<b>E</b>	<b>Yes</b>

**TABLE 16C - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus	101.00%	\$854.00	Yes	-
Golden Empire TD				
Monterey/Salinas TD				
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus	88.40%	Unk	Yes	STD/LTD
Santa Barbara MTD	97.60%	-	Yes	-
<b>Comparator Average</b>	<b>95.88%</b>	<b>\$401.83</b>		
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
	<b>-15.28%</b>	<b>-\$251.83</b>		

**TABLE 16D - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus	10.00	20+*	13.00	15.00	-	-	-	38.00	48.00
Golden Empire TD									
Monterey/Salinas TD									
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	Unk	8.00	22.00	34.00	5.00	35.00	47.00
Santa Rosa City Bus	10.00	25.00	12.00	13**	10.00	-	-	45.00	50.00
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>10.40</b>	<b>24.00</b>	<b>11.80</b>	<b>11.83</b>	<b>16.00</b>	<b>34.00</b>	<b>5.00</b>	<b>37.33</b>	<b>49.00</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>36.66</b>	<b>47.66</b>
							<b>Difference</b>	<b>-0.67</b>	<b>-1.34</b>

\*One day for each addl yr after 20 YOS

\*\*Addl floating holiday after 20 YOS

**TABLE 16E - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	3.50%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Golden Empire TD									
Monterey/Salinas TD									
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus	3.0% at 60	10.84%	9.50%	2.5% at 55	10.84%	9.50%	2.0% at 62	10.84%	9.50%
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>11.12%</b>	<b>7.90%</b>		<b>9.06%</b>	<b>10.00%</b>		<b>9.72%</b>	<b>9.05%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
	<b>Difference</b>	<b>2.41%</b>	<b>-1.90%</b>					<b>1.81%</b>	<b>-1.05%</b>



TABLE 16F – SPECIALTY PAY

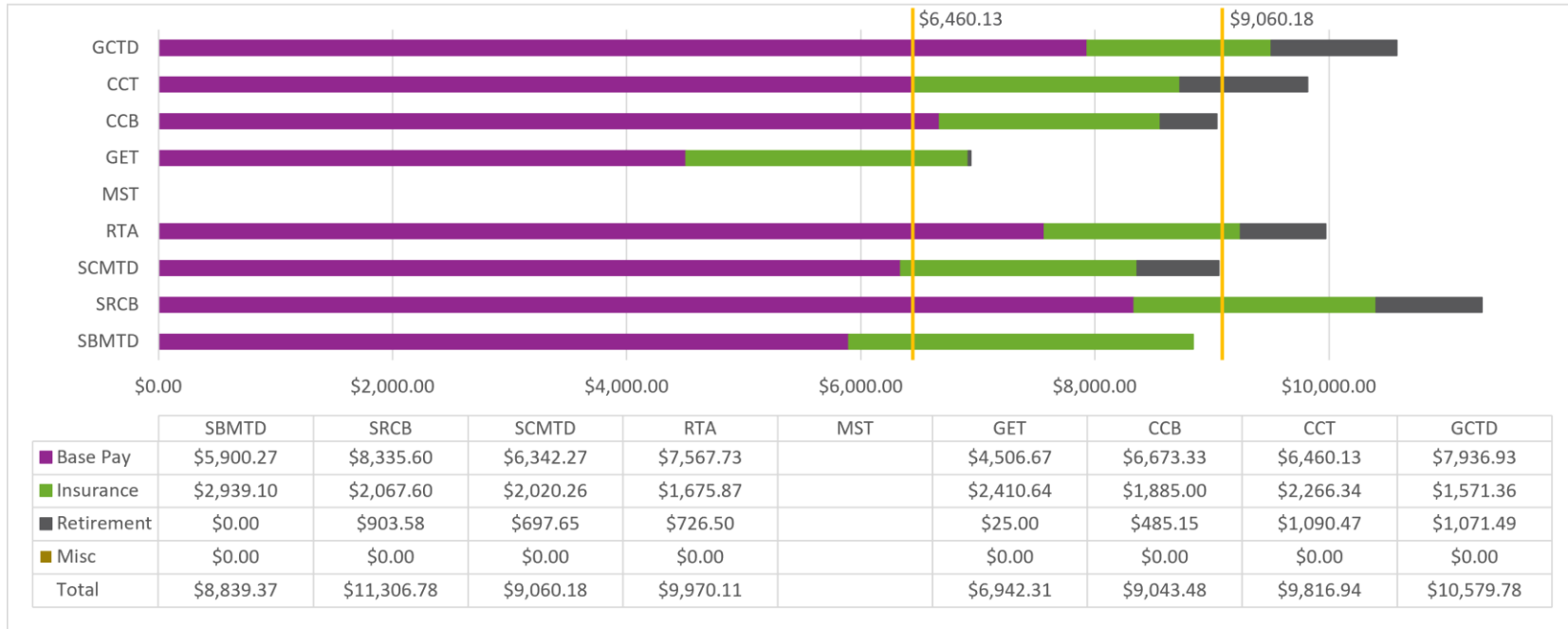
SPECIALTY PAY	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
Bilingual Pay	\$60/\$90 mo		5%/7.5%				\$130 - \$164.66 mo	2% of base pay	
	\$60 for verbal/\$90 for verbal & written		5% for verbal/Addl 2.5% for written				\$130 mo for verbal or \$164.66 mo for verbal and written		
Certificate/License Pay			5%						
			American Institute of Certified Planners Pay (AICP)						
Education Pay			2% -5%						
			Automotive Service Excellence Certifications - Fleet Services Supervisor						
Longevity Pay			\$86.66 mo						
			Bachelor's Degree						
Longevity Pay	1% per 5 yrs Cumulative based on years of service		\$130 mo						
			Master's Degree						
			\$250 mo				5% base pay		
			5 years of service				5% after 15 yrs.		
			\$416.67 mo				Addl 5% after 20 yrs		
			10 years of service						
			\$583.33 mo						
		15 years of service							
		\$750 mo							
		20 years of service							
		\$916.65 mo							
		25 years of service							



	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Out of Class Pay			5% Or Step 1 of acting class whichever is greater						
Other			10% max Special Compensation Pay - Temporary higher level and complex duties. Not to be combined with out of class pay						
<b>ALLOWANCES/ INCENTIVES</b>									
Tuition Reimbursement	\$1200 yr					Up to 6 units for 4 quarters per FY			
Wellness Incentive								\$500 yr	

**Figure 17 – Human Resources Generalist – Monthly Total Compensation**

# Matched: 7


**TABLE 17A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Deferred Comp. Match Req.	
Contra Costa Transportation	\$5,580.67	\$7,339.75	\$1,090.47	-	-	-	-
Culver City Bus	\$6,010.98	\$7,337.27	\$485.15	-	-	457	\$130.00
Golden Empire TD	\$3,640.00	\$5,373.33	-	457	\$25.00	Retirement	\$270.40
Monterey/Salinas TD							
Riverside Transit Agency	\$6,054.50	\$9,081.83	\$726.50	-	-	-	-
Santa Cruz Metropolitan TD	\$5,276.27	\$7,406.53	\$697.65	-	-	-	-
Santa Rosa City Bus	\$7,166.50	\$9,504.08	\$903.58	-	-	-	-
Santa Barbara MTD	\$5,244.17	\$6,555.17	-	-	-	401k	\$590.03
<b>Comparator Average</b>	<b>\$5,567.58</b>	<b>\$7,514.00</b>	<b>\$780.67</b>		<b>\$25.00</b>		<b>\$330.14</b>
<b>Gold Coast Transit District</b>	<b>\$6,617.67</b>	<b>\$9,256.00</b>	<b>\$1,071.49</b>				
<b>Difference:</b>	<b>\$1,050.08</b>	<b>\$1,742.01</b>	<b>\$290.82</b>			<b>Base Pay Distance From Median:</b>	<b>-18.61%</b>

**TABLE 17B - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	HR Specialist	NR	31.5%	Steps (8)	Unk	NE	-
Culver City Bus	Human Resources Associate	CEA	22.1%	Steps (5)	Unk	Unk	-
Golden Empire TD	Human Resources Generalist	NR	47.6%	Range	Merit	NE	-
Monterey/Salinas TD							
Riverside Transit Agency	Human Resources Generalist	Admin	50.0%	Range	Unk	Unk	-
Santa Cruz Metropolitan TD	HR Analyst I	SEIU	40.4%	Steps (6)	Steps	Unk	-
Santa Rosa City Bus	Human Resources Analyst	MMC	32.6%	Range	Merit & COLA	Unk	-
Santa Barbara MTD	HR Generalist	NR	25.0%	Range	Unk	Unk	-
<b>Gold Coast Transit District</b>	<b>Human Resources Generalist</b>	<b>NR</b>	<b>39.9%</b>	<b>Range</b>	<b>Merit</b>	<b>E</b>	<b>No</b>

**TABLE 17C - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus	101.00%	\$854.00	Yes	-
Golden Empire TD	100.00%	\$375.00	Yes	LTD
Monterey/Salinas TD				
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus	88.40%	Unk	Yes	STD/LTD
Santa Barbara MTD	97.60%	-	Yes	-
<b>Comparator Average</b>	<b>96.47%</b>	<b>\$396.47</b>		
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
	<b>-15.87%</b>	<b>-\$246.47</b>		

**TABLE 17D - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus	10.00	20+*	13.00	15.00	-	-	-	38.00	48.00
Golden Empire TD	15.00	25.00	12.00	6.00	-	-	-	33.00	43.00
Monterey/Salinas TD									
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	Unk	8.00	22.00	34.00	5.00	35.00	47.00
Santa Rosa City Bus	10.00	25.00	12.00	13.00**	10.00	-	-	45.00	50.00
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>11.17</b>	<b>24.17</b>	<b>11.83</b>	<b>11.00</b>	<b>16.00</b>	<b>34.00</b>	<b>5.00</b>	<b>36.71</b>	<b>48.14</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>36.66</b>	<b>47.66</b>
							<b>Difference</b>	<b>-0.05</b>	<b>-0.48</b>

\*One day for each addl yr after 20 YOS

\*\*Addl floating holiday after 20 YOS

**TABLE 17E - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	3.50%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Golden Empire TD	-	-	-	-	-	-	-	-	-
Monterey/Salinas TD									
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus	3.0% at 60	10.84%	9.50%	2.5% at 55	10.84%	9.50%	2.0% at 62	10.84%	9.50%
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>11.12%</b>	<b>7.90%</b>		<b>9.06%</b>	<b>10.00%</b>		<b>9.72%</b>	<b>9.05%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
	<b>Difference</b>	<b>2.41%</b>	<b>-1.90%</b>					<b>1.81%</b>	<b>-1.05%</b>





TABLE 17F - SPECIALTY PAY

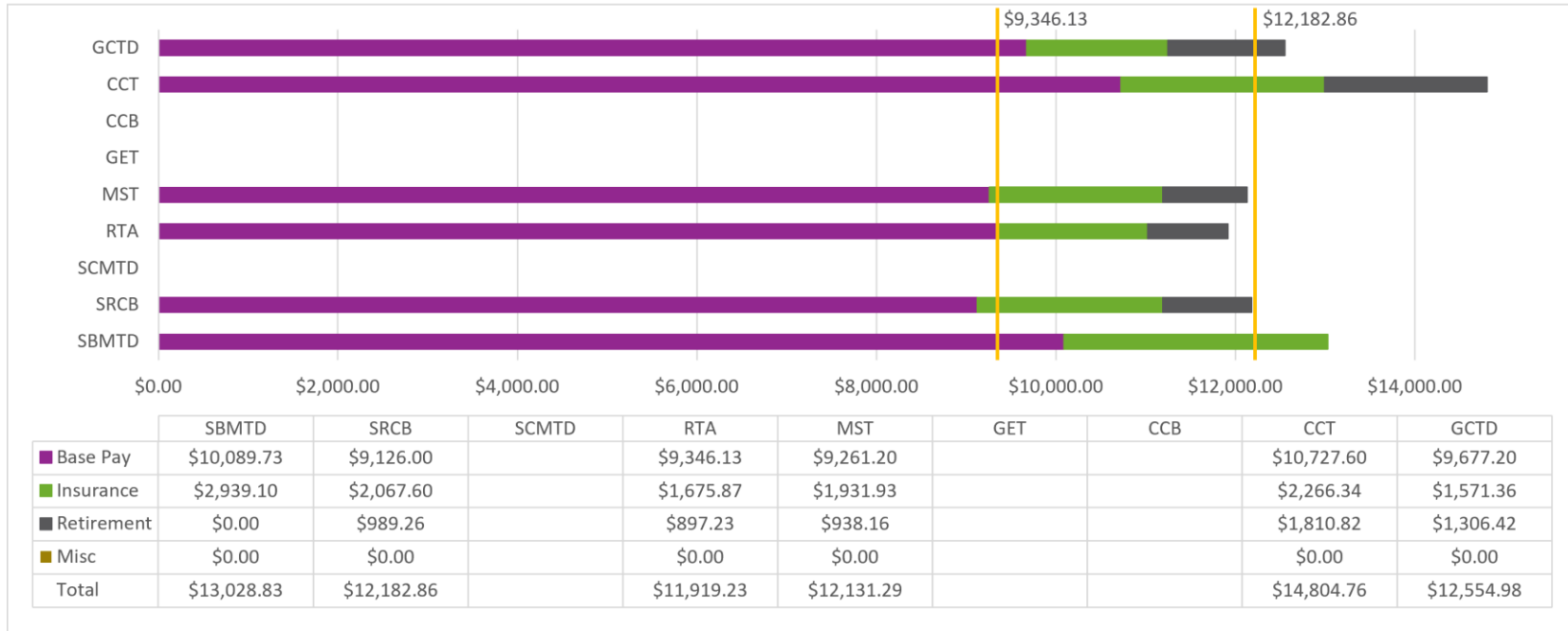
	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
<b>Bilingual Pay</b>	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written		5%/7.5% 5% for verbal/Addl 2.5% for written				\$130 - \$164.66 mo \$130 mo for verbal or \$164.66 mo for verbal and written	2% of base pay	
<b>Certificate/License Pay</b>			5% American Institute of Certified Planners Pay (AICP)						
			2% -5% Automotive Service Excellence Certifications - Fleet Services Supervisor						
<b>Education Pay</b>			\$86.66 mo Bachelor's Degree \$130 mo Master's Degree						
<b>Longevity Pay</b>	1% per 5 yrs Cumulative based on years of service		\$250 mo 5 years of service				5% base pay 5% after 15 yrs. Addl 5% after 20 yrs		
			\$416.67 mo 10 years of service						
			\$583.33 mo 15 years of service						
			\$750 mo 20 years of service						
			\$916.65 mo 25 years of service						
<b>Out of Class Pay</b>			5% Or Step 1 of acting class whichever is greater						



	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Other			10% max Special Compensation Pay -Temporary higher level and complex duties. Not to be combined with out of class pay						
<b>ALLOWANCES/ INCENTIVES</b>									
Tuition Reimbursement	\$1200 yr			\$3000 yr		Up to 6 units for 4 quarters per FY			
				Can also be used for student loan reduction payment					
Wellness Incentive								\$500 yr	

**Figure 18 – Information Technology Manager – Monthly Total Compensation**

# Matched: 5


**TABLE 18A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Deferred Comp. Match Req.	
Contra Costa Transportation	\$7,255.33	\$14,199.17	\$1,810.82	-	-	-	-
Culver City Bus							
Golden Empire TD							
Monterey/Salinas TD	\$7,717.75	\$10,804.83	\$938.16	-	-	-	-
Riverside Transit Agency	\$7,189.17	\$11,502.67	\$897.23	-	-	-	-
Santa Cruz Metropolitan TD							
Santa Rosa City Bus	\$7,990.75	\$10,260.75	\$989.26	-	-	-	-
Santa Barbara MTD	\$8,969.25	\$11,211.58	-	-	-	401k	\$1,008.97
<b>Comparator Average</b>	<b>\$7,824.45</b>	<b>\$11,595.80</b>	<b>\$1,158.87</b>	-	-	-	<b>\$1,008.97</b>
<b>Gold Coast Transit District</b>	<b>\$8,066.58</b>	<b>\$11,289.00</b>	<b>\$1,306.42</b>	-	-	-	-
Difference:	<b>\$242.13</b>	<b>-\$306.80</b>	<b>\$147.56</b>	Base Pay Distance From Median:			<b>-3.43%</b>

**TABLE 18B - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Systems/Network Administrator	NR	95.7%	Range	Unk	E	-
Culver City Bus							
Golden Empire TD							
Monterey/Salinas TD	Information Technology Manager	CU	40.0%	Range	Merit	E	-
Riverside Transit Agency	IT Manager	Admin	60.0%	Range	Unk	Unk	-
Santa Cruz Metropolitan TD							
Santa Rosa City Bus	Information Technology Supervisor	MMM	28.4%	Steps (5)	Steps & COLA	Unk	-
Santa Barbara MTD	IT Manager	NR	25.0%	Range	Unk	Unk	-
<b>Gold Coast Transit District</b>	<b>Information Technology Manager</b>	<b>NR</b>	<b>39.9%</b>	<b>Range</b>	<b>Merit</b>	<b>E</b>	<b>No</b>

**TABLE 18C - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus				
Golden Empire TD				
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD				
Santa Rosa City Bus	88.40%	Unk	Yes	STD/LTD
Santa Barbara MTD	97.60%	-	Yes	-
Comparator Average	92.66%	\$210.00	-	-
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
	<b>-12.06%</b>	<b>-\$60.00</b>		

**TABLE 18D - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus									
Golden Empire TD									
Monterey/Salinas TD	-	-	-	13.00	14.00	34.00	-	27.00	47.00
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD									
Santa Rosa City Bus	10.00	25.00	12.00	13.00	10.00	-	-	45.00	50.00
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>10.50</b>	<b>25.00</b>	<b>11.50</b>	<b>12.20</b>	<b>12.00</b>	<b>34.00</b>	<b>5.00</b>	<b>35.60</b>	<b>49.20</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>36.66</b>	<b>47.66</b>
							<b>Difference</b>	<b>1.06</b>	<b>-1.54</b>

**TABLE 18E - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	0.00%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus									
Golden Empire TD									
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD									
Santa Rosa City Bus	3.0% at 60	10.84%	9.50%	2.5% at 55	10.84%	9.50%	2.0% at 62	10.84%	9.50%
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>11.86%</b>	<b>5.98%</b>		<b>10.84%</b>	<b>9.50%</b>		<b>10.11%</b>	<b>8.50%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
		<b>1.67%</b>	<b>-0.02%</b>					<b>1.42%</b>	<b>-0.50%</b>

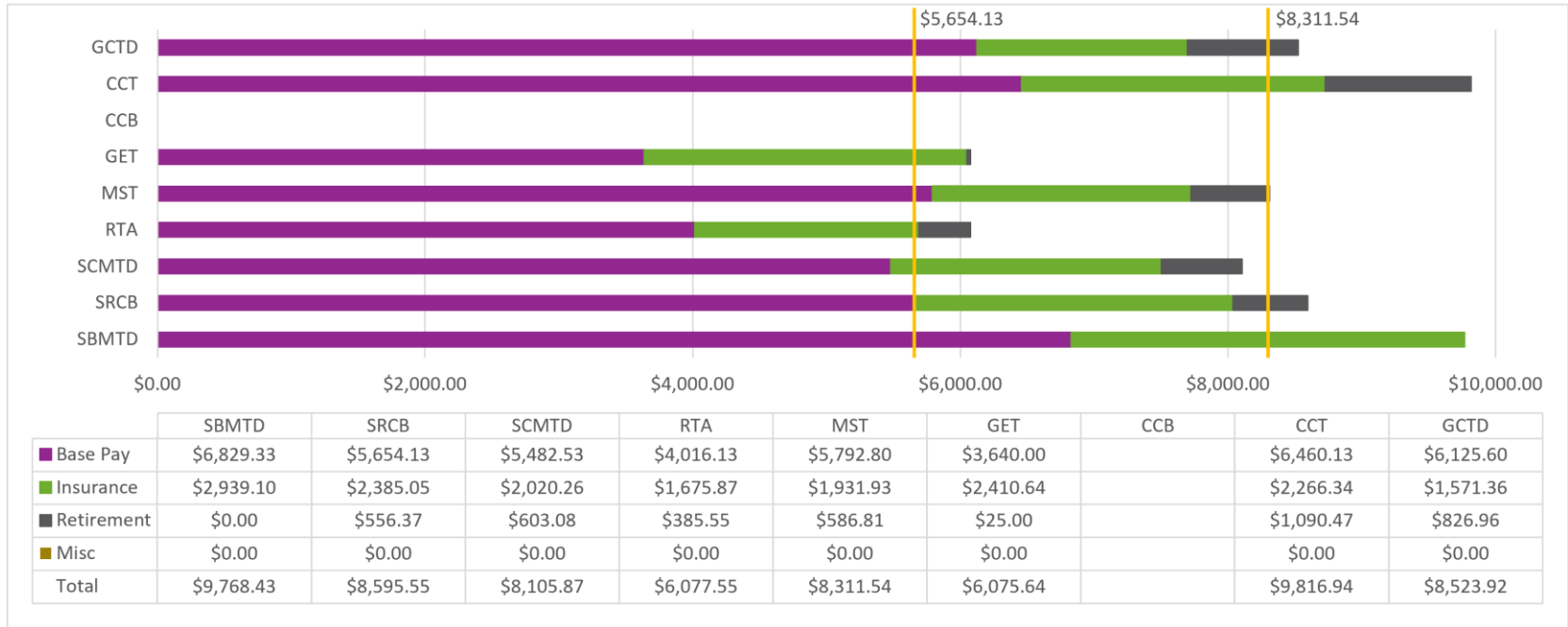


TABLE 18F – SPECIALTY PAY

	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Bilingual Pay	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written							2% of base pay	
Longevity Pay	1% per 5 yrs Cumulative based on years of service				1% lump sum payment of base pay each 5 yrs Non-cumulative				
<b>ALLOWANCES/ INCENTIVES</b>									
Tuition Reimbursement	\$1200 yr				\$300 yr/ \$1500 per semester \$300 yr if non job related \$1500 semester if job related	Up to 6 units for 4 quarters per FY			
Wellness Incentive								\$500 yr	

**Figure 19 – Information Technology Technician – Monthly Total Compensation**

# Matched: 7


**TABLE 19A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Deferred Comp. Match Req.	
Contra Costa Transportation	\$5,580.67	\$7,339.75	\$1,090.47	-	-	-	-
Culver City Bus							
Golden Empire TD	\$2,773.33	\$4,506.67	-	457	\$25.00	Retirement	\$218.40
Monterey/Salinas TD	\$4,826.92	\$6,758.75	\$586.81	-	-	-	-
Riverside Transit Agency	\$3,346.17	\$4,684.58	\$385.55	-	-	-	-
Santa Cruz Metropolitan TD	\$4,560.40	\$6,402.93	\$603.08	-	-	-	-
Santa Rosa City Bus	\$5,103.33	\$6,203.92	\$556.37	-	-	-	-
Santa Barbara MTD	\$6,070.75	\$7,588.42	-	-	-	401k	\$682.93
<b>Comparator Average</b>	<b>\$4,608.80</b>	<b>\$6,212.15</b>	<b>\$644.46</b>	<b>-</b>	<b>\$25.00</b>	<b>-</b>	<b>\$450.67</b>
<b>Gold Coast Transit District</b>	<b>\$5,103.75</b>	<b>\$7,147.50</b>	<b>\$826.96</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Difference:</b>	<b>\$494.95</b>	<b>\$935.35</b>	<b>\$182.50</b>	<b>Base Pay Distance From Median:</b>			<b>-7.70%</b>

**TABLE 19B - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Help Desk and User Support	NR	31.5%	Steps (8)	Unk	NE	-
Culver City Bus							
Golden Empire TD	Information Technology Technician	NR	62.5%	Range	Merit	NE	-
Monterey/Salinas TD	IT Specialist	EA	40.0%	Range	Merit	NE	-
Riverside Transit Agency	Information Technologies Technician	Admin	40.0%	Range	Unk	Unk	-
Santa Cruz Metropolitan TD	Information Technology Support Analyst I	SEIU	40.4%	Steps (6)	Steps	NE	-
Santa Rosa City Bus	Information Technology Support Specialist	TMSTR	21.6%	Steps (5)	Steps & COLA	Unk	-
Santa Barbara MTD	IT Support Technician	NR	25.0%	Range	Unk	Unk	-
<b>Gold Coast Transit District</b>	<b>Information Technology Technician</b>	<b>NR</b>	<b>40.0%</b>	<b>Range</b>	<b>Merit</b>	<b>E</b>	<b>Yes</b>

**TABLE 19C - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus				
Golden Empire TD	100.00%	\$375.00	Yes	LTD
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus	88.30%	Unk	Yes	STD/LTD
Santa Barbara MTD	97.60%	-	Yes	-
<b>Comparator Average</b>	<b>94.03%</b>	<b>\$282.08</b>	<b>-</b>	<b>-</b>
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
	<b>-13.43%</b>	<b>-\$132.08</b>		



**TABLE 19D - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus									
Golden Empire TD	15.00	25.00	12.00	6.00	-	-	-	33.00	43.00
Monterey/Salinas TD	-	-	-	13.00	15.00	35.00	-	13.00	13.00
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	Unk	8.00	22.00	34.00	5.00	35.00	47.00
Santa Rosa City Bus	10.00	25.00	12.00	13.00	-	-	-	35.00	50.00
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>11.40</b>	<b>25.00</b>	<b>11.60</b>	<b>10.71</b>	<b>18.50</b>	<b>34.50</b>	<b>5.00</b>	<b>31.71</b>	<b>43.14</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>34.16</b>	<b>45.16</b>
							<b>Difference</b>	<b>2.45</b>	<b>2.02</b>

**TABLE 19E - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	0.00%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus									
Golden Empire TD	-	-	-	-	-	-	-	-	-
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus	3.0% at 60	9.84%	10.50%	2.5% at 55	9.84%	10.50%	2.0% at 62	9.84%	10.50%
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>11.49%</b>	<b>8.23%</b>		<b>9.84%</b>	<b>10.50%</b>		<b>10.09%</b>	<b>8.60%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
	<b>Difference</b>	<b>2.04%</b>	<b>-2.23%</b>					<b>1.44%</b>	<b>-0.60%</b>

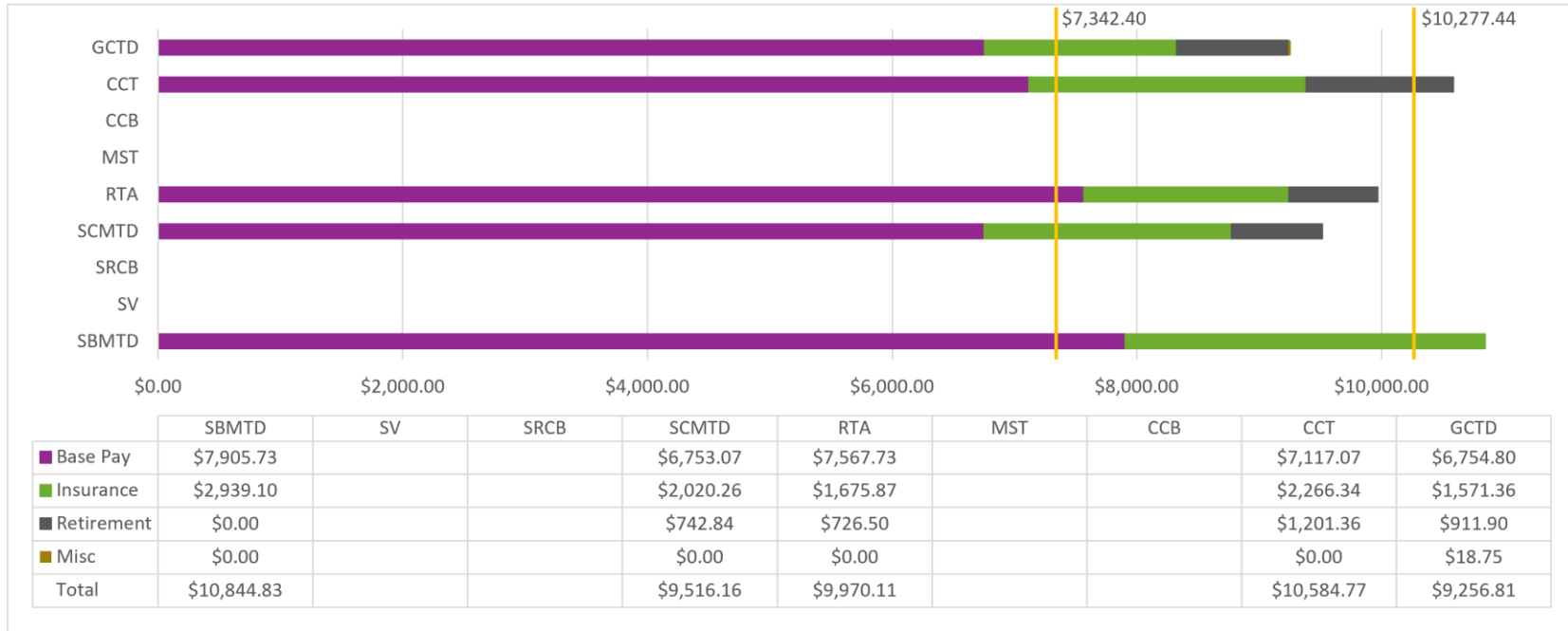


TABLE 19F – SPECIALTY PAY

	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
<b>Bilingual Pay</b>	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written						\$130 - \$164.66 mo \$130 mo for verbal or \$164.66 mo for verbal and written	2% of base pay	
<b>Longevity Pay</b>	1% per 5 yrs Cumulative based on years of service				1% lump sum payment of base pay each 5 yrs Non-cumulative		5% base pay 5% after 15 yrs. Addl 5% after 20 yrs		
<b>ALLOWANCES/ INCENTIVES</b>									
<b>Tuition Reimbursement</b>	\$1200 yr			\$3000 yr Can also be used for student loan reduction payment	\$300 yr/ \$1500 per semester \$300 yr if non job related \$1500 semester if job related	Up to 6 units for 4 quarters per FY			
<b>Wellness Incentive</b>								\$500 yr	

**Figure 20 – Maintenance Administration Supervisor – Monthly Total Compensation**

# Matched: 4


**TABLE 20A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Misc. on Chart	Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp.	ER Deferred Comp. No Match Req.	Safety Shoes	Deferred Comp.	Match Req.
Contra Costa Transportation	\$6,145.00	\$8,088.75	\$1,201.36	-	-	-	-	-
Culver City Bus								
Monterey/Salinas TD								
Riverside Transit Agency	\$6,054.50	\$9,081.83	\$726.50	-	-	-	-	-
Santa Cruz Metropolitan TD	\$5,617.73	\$7,888.40	\$742.84	-	-	-	-	-
Santa Rosa City Bus								
Simi Valley City Bus								
Santa Barbara MTD	\$7,027.67	\$8,784.58	-	-	-	-	401k	\$790.57
<b>Comparator Average</b>	<b>\$6,211.23</b>	<b>\$8,460.89</b>	<b>\$890.23</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>\$790.57</b>
Gold Coast Transit District	\$6,098.33	\$7,412.58	\$911.90	-	-	\$18.75	-	-
<b>Difference:</b>	<b>-\$112.89</b>	<b>-\$1,048.31</b>	<b>\$21.66</b>				<b>Base Pay Distance From Median:</b>	<b>8.69%</b>

**TABLE 20B - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Assistant Facilities Superintendent	NR	31.6%	Steps (8)	Unk	NE	-
Culver City Bus							
Monterey/Salinas TD							
Riverside Transit Agency	Facilities Supervisor/ Storeroom Supervisor	Admin	50.0%	Range	Unk	Unk	-
Santa Cruz Metropolitan TD	Parts & Materials Supervisor	SEIU	40.4%	Steps (6)	Steps	E	-
Santa Rosa City Bus							
Simi Valley City Bus							
Santa Barbara MTD	Materials Manager	NR	25.0%	Range	Unk	Unk	-
Gold Coast Transit District	Maintenance Administration Supervisor	TMSTR	21.6%	Steps (5)	Steps	E	No

**TABLE 20C - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus				
Monterey/Salinas TD				
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus				
Simi Valley City Bus				
Santa Barbara MTD	97.60%	-	Yes	-
Comparator Average	96.48%	\$251.11	-	-
Gold Coast Transit District	80.60%	\$150.00	Yes	LTD
	-15.88%	-\$101.11		

**TABLE 20D - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus									
Monterey/Salinas TD									
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	Unk	8.00	22.00	34.00	5.00	35.00	47.00
Santa Rosa City Bus									
Simi Valley City Bus									
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>10.67</b>	<b>25.00</b>	<b>11.33</b>	<b>10.75</b>	<b>22.00</b>	<b>34.00</b>	<b>5.00</b>	<b>35.25</b>	<b>49.00</b>
<b>Gold Coast Transit District</b>	<b>11.5</b>	<b>22.5</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>34.16</b>	<b>45.16</b>
							<b>Difference</b>	<b>-1.09</b>	<b>-1.34</b>

**TABLE 20E - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	3.50%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus									
Monterey/Salinas TD									
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus									
Simi Valley City Bus									
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>12.49%</b>	<b>6.17%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>10.16%</b>	<b>8.17%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
	<b>Difference</b>	<b>1.04%</b>	<b>-0.17%</b>					<b>1.37%</b>	<b>-0.17%</b>



TABLE 20F – SPECIALTY PAY

	Gold Coast TD	County Connection	Culver City Bus	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Simi Valley City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
<b>Bilingual Pay</b>	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written					\$130 - \$164.66 mo \$130 mo for verbal or \$164.66 mo for verbal and written			
<b>Longevity Pay</b>	1% of base pay per each 5 yrs Cumulative based on years of service					5% base pay 5% after 15 yrs. Addl 5% after 20 yrs			
<b>Out of Class Pay</b>	5% Above highest paid subordinate								
<b>ALLOWANCES/ INCENTIVES</b>									
<b>Attendance Incentive</b>	\$150 to \$400/yr \$150 per 6 mos of perfect attendance. Addl \$100 for 12 mos perfect attendance								
<b>Tuition Reimbursement</b>	\$1500 yr				Up to 6 units for 4 quarters per FY				

Figure 21 - Maintenance Supervisor - Monthly Total Compensation

# Matched: 8

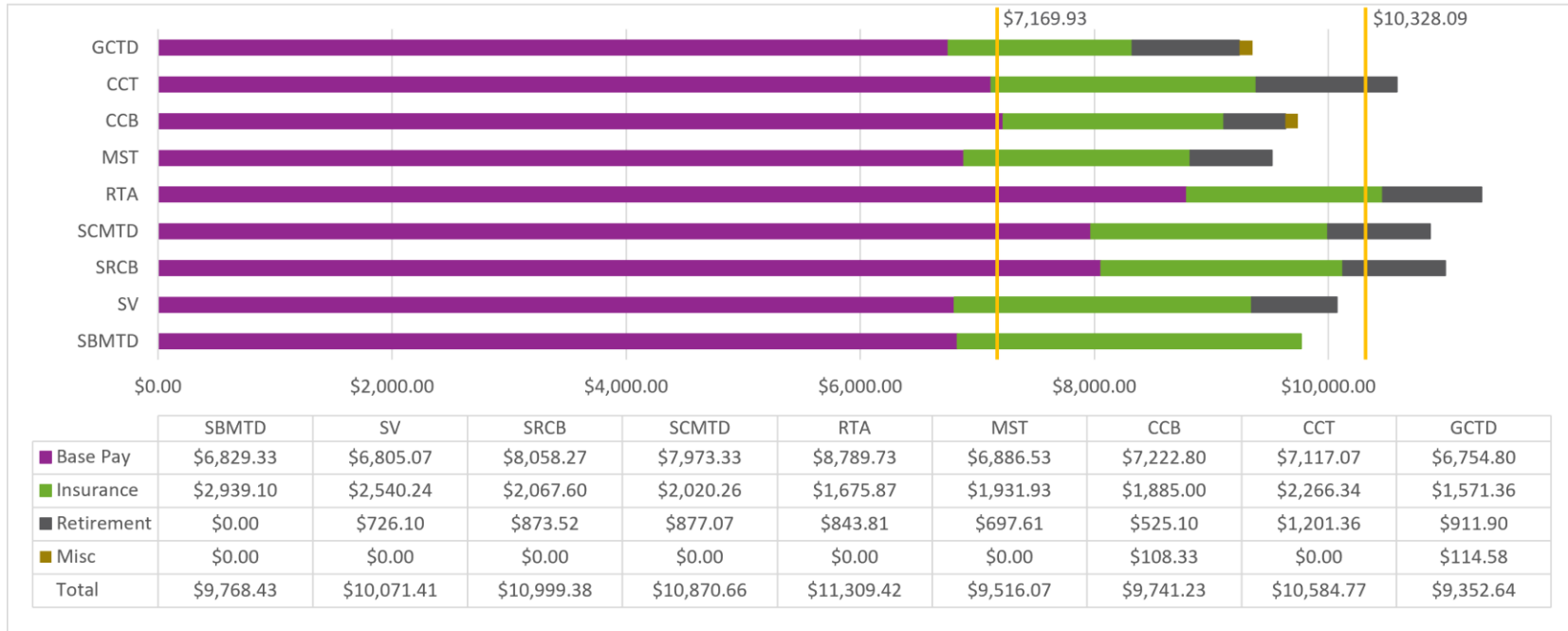


TABLE 21A - SALARY RANGE, ALLOWANCES & INCENTIVES

Org Name	Salary Range		Retirement on Chart			Misc. on Chart		Safety Shoes	Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp.	ER Deferred Comp. No Match Req.	Uniform Allowance	Tool Allowance		Deferred Comp.	Deferred Comp. Match Req.
Contra Costa Transportation	\$6,145.00	\$8,088.75	\$1,201.36	-	-	-	-	-	-	-
Culver City Bus	\$6,505.16	\$7,940.36	\$525.10	-	-	\$58.33	\$50.00	-	457	\$130.00
Monterey/Salinas TD	\$5,738.58	\$8,034.00	\$697.61	-	-	-	-	-	-	-
Riverside Transit Agency	\$6,894.33	\$10,686.17	\$843.81	-	-	-	-	-	-	-
Santa Cruz Metropolitan TD	\$6,633.47	\$9,313.20	\$877.07	-	-	-	-	-	-	-
Santa Rosa City Bus	\$7,031.25	\$9,085.67	\$873.52	-	-	-	-	-	-	-
Simi Valley City Bus	\$5,966.81	\$7,642.20	\$726.10	-	-	-	-	-	401k or Roth	\$200.00
Santa Barbara MTD	\$6,070.75	\$7,588.42	-	-	-	-	-	-	401k	\$682.93
Comparator Average	\$6,373.17	\$8,547.34	\$820.65	-	-	\$58.00	\$50.00	-	-	\$337.64
Gold Coast Transit District	\$6,098.33	\$7,412.58	\$911.90	-	-	-	\$95.83	\$18.75	-	-
Difference	-\$274.84	-\$1,134.76	\$91.25						Base Pay Distance From Median	6.14%

**TABLE 21B - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Maintenance Assistant	NR	31.6%	Steps (8)	Unk	NE	-
Culver City Bus	Fleet Services Supervisor	CEA	22.1%	Steps (5)	Unk	NE	-
Monterey/Salinas TD	Fleet Supervisor	EA	40.0%	Range	Merit	E	-
Riverside Transit Agency	Maintenance Supervisor	Admin	55.0%	Range	Unk	E	-
Santa Cruz Metropolitan TD	Fleet Maintenance Supervisor	SEIU	40.4%	Steps (6)	Steps	NE	-
Santa Rosa City Bus	Fleet Maintenance Supervisor	MMM	29.2%	Steps (5)	Steps/COLA	Unk	-
Simi Valley City Bus	Maintenance Supervisor	NRM	28.1%	Range	Merit/COLA	Unk	-
Santa Barbara MTD	Fleet Supervisor I	NR	25.0%	Range	Unk	Unk	-
<b>Gold Coast Transit District</b>	<b>Maintenance Supervisor</b>	<b>TMSTR</b>	<b>21.6%</b>	<b>Steps (5)</b>	<b>Steps</b>	<b>E</b>	<b>No</b>

**TABLE 21C - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus	101.00%	\$854.00	Yes	-
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus	88.40%	Unk	Yes	STD/LTD
Simi Valley City Bus	131.50%	\$335.83	Yes	STD/LTD
Santa Barbara MTD	97.60%	-	Yes	-
<b>Comparator Average</b>	<b>98.85%</b>	<b>\$388.63</b>	<b>0.00%</b>	<b>\$0.00</b>
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
	<b>-18.25%</b>	<b>-\$238.63</b>		



**TABLE 21D - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus	10.00	20+*	13.00	15.00	-	-	-	38.00	48.00
Monterey/Salinas TD	-	-	-	13.00	14.00	34.00	-	27.00	47.00
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	Unk	8.00	22.00	34.00	5.00	35.00	47.00
Santa Rosa City Bus	10.00	25.00	12.00	13.00	10.00	-	-	45.00	50.00
Simi Valley City Bus	-	-	-	12.00	28.40	34.90	-	40.40	46.90
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>10.40</b>	<b>24.00</b>	<b>11.80</b>	<b>12.00</b>	<b>18.60</b>	<b>34.30</b>	<b>5.00</b>	<b>36.43</b>	<b>48.49</b>
<b>Gold Coast Transit District</b>	<b>11.5</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>34.16</b>	<b>45.16</b>
							<b>Difference</b>	<b>-2.27</b>	<b>-0.83</b>

\*One day for each addl yr after 20 YOS

**TABLE 21E - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	3.50%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus	3.0% at 60	10.84%	9.50%	2.5% at 55	10.84%	9.50%	2.0% at 62	10.84%	9.50%
Simi Valley City Bus	2.0% at 55	7.67%	7.00%	-	-	-	2.0% at 62	10.67%	8.00%
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>10.48%</b>	<b>7.70%</b>		<b>9.06%</b>	<b>10.00%</b>		<b>9.91%</b>	<b>8.75%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
		<b>3.05%</b>	<b>-1.70%</b>					<b>1.62%</b>	<b>-0.75%</b>



TABLE 21F – SPECIALTY PAY

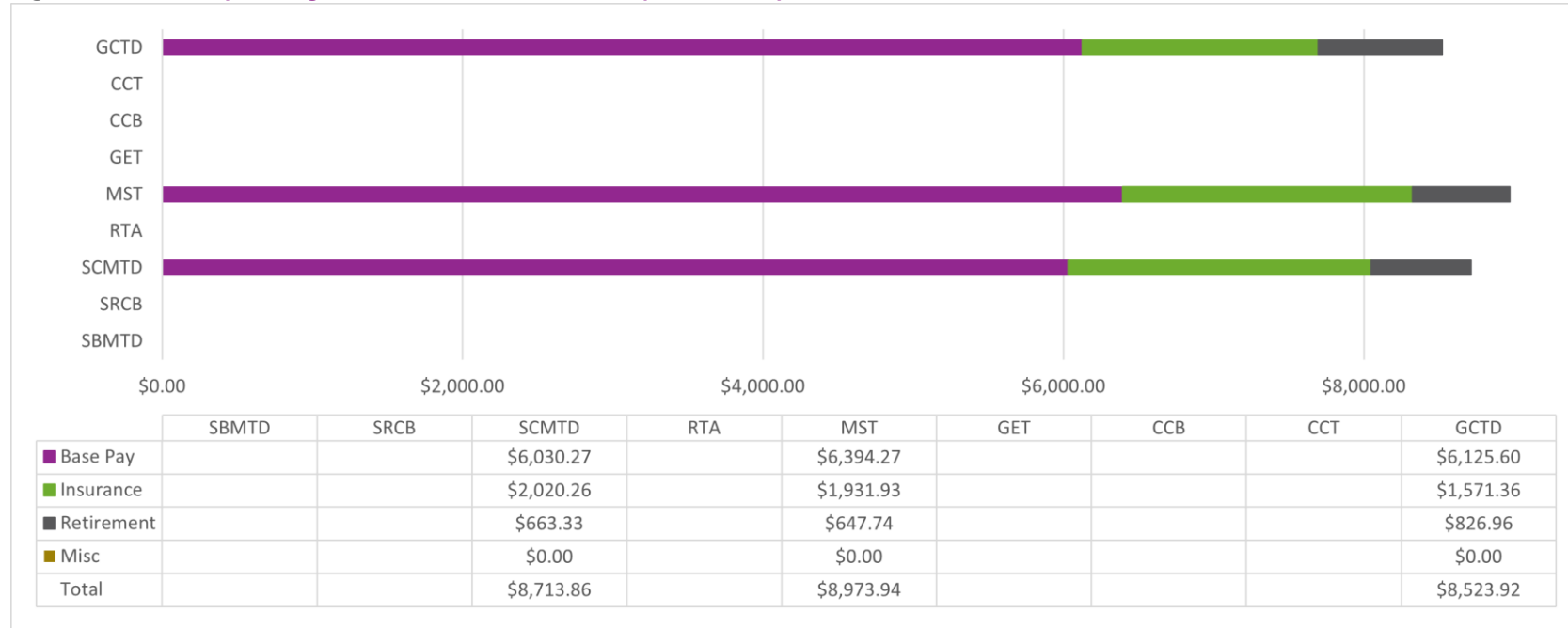
	Gold Coast TD	County Connection	Culver City Bus	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Simi Valley City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
<b>Bilingual Pay</b>	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written		5%/7.5% 5% for verbal/Addl 2.5% for written			\$130 - \$164.66 mo \$130 mo for verbal or \$164.66 mo for verbal and written	2% of base pay		
<b>Certificate/License Pay</b>			5% American Institute of Certified Planners Pay (AICP) 2% -5%						
			Automotive Service Excellence Certifications - Fleet Services Supervisor						
<b>Education Pay</b>			\$86.66 mo Bachelor's Degree \$130 mo Master's Degree						
<b>Longevity Pay</b>	1% of base pay per each 5 yrs Cumulative based on years of service		\$250 mo 5 years of service \$416.67 mo 10 years of service \$583.33 mo 15 years of service \$750 mo 20 years of service \$916.65 mo 25 years of service	1% lump sum payment of base pay each 5 yrs Non-cumulative		5% base pay 5% after 15 yrs. Addl 5% after 20 yrs			



	Gold Coast TD	County Connection	Culver City Bus	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Simi Valley City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Out of Class Pay	5% Above highest paid subordinate		5% Or Step 1 of acting class whichever is greater					5.5% Or min salary of position	
Other			10% max Special Compensation Pay -Temporary higher level and complex duties. Not to be combined with out of class pay						
<b>ALLOWANCES/ INCENTIVES</b>									
Attendance Incentive	\$150 to \$400/yr \$150 per 6 mos of perfect attendance. Addl \$100 for 12 mos perfect attendance								
Tuition Reimbursement	\$1500 yr			\$300 yr/ \$1500 per semester \$300 yr if non job related \$1500 semester if job related	Up to 6 units for 4 quarters per FY			\$1600 yr	
Wellness Incentive							\$500 yr		

**Figure 22 – Mobility Management Coordinator – Monthly Total Compensation**

# Matched: 2 (insufficient data)


**TABLE 22A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.	ER Deferred Comp. Match Req.	ER Deferred Comp. Match Req.	ER Deferred Comp. Match Req.
Contra Costa Transportation							
Culver City Bus							
Golden Empire TD							
Monterey/Salinas TD	\$5,328.83	\$7,460.33	\$647.74	-	-	-	-
Riverside Transit Agency							
Santa Cruz Metropolitan TD	\$5,014.53	\$7,044.27	\$663.33	-	-	-	-
Santa Rosa City Bus							
Santa Barbara MTD							
<b>Comparator Average</b>	-	-	-	-	-	-	-
<b>Gold Coast Transit District</b>	<b>\$5,103.75</b>	<b>\$7,147.50</b>	<b>\$826.96</b>	-	-	-	-
<b>Difference</b>	-	-	-	<b>Base Pay Distance From Median</b>			-

**TABLE 22B - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection							
Culver City Bus							
Golden Empire TD							
Monterey/Salinas TD	Mobility Coordinator	EA	40.0%	Range	Merit	E	-
Riverside Transit Agency							
Santa Cruz Metropolitan TD	Mobility Training Coordinator	SEIU	40.5%	Steps (6)	Steps	Unk	-
Santa Rosa City Bus							
Santa Barbara MTD							
<b>Gold Coast Transit District</b>	<b>Mobility Management Coordinator</b>	<b>NR</b>	<b>40.0%</b>	<b>Range</b>	<b>Merit</b>	<b>E</b>	<b>Yes</b>

**TABLE 22C - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection				
Culver City Bus				
Golden Empire TD				
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency				
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus				
Santa Barbara MTD				
<b>Comparator Average</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>

**TABLE 22D - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection									
Culver City Bus									
Golden Empire TD									
Monterey/Salinas TD	-	-	-	13.00	14.00	34.00	-	27.00	47.00
Riverside Transit Agency									
Santa Cruz Metropolitan TD	-	-	Unk	8.00	22.00	34.00	5.00	35.00	47.00
Santa Rosa City Bus									
Santa Barbara MTD									
<b>Comparator Average</b>	-	-	-	-	-	-	-	-	-
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>36.66</b>	<b>47.66</b>

**TABLE 22E - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation									
Culver City Bus									
Golden Empire TD									
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency									
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus									
Santa Barbara MTD									
<b>Comparator Average</b>	-	-	-	-	-	-	-	-	-
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>

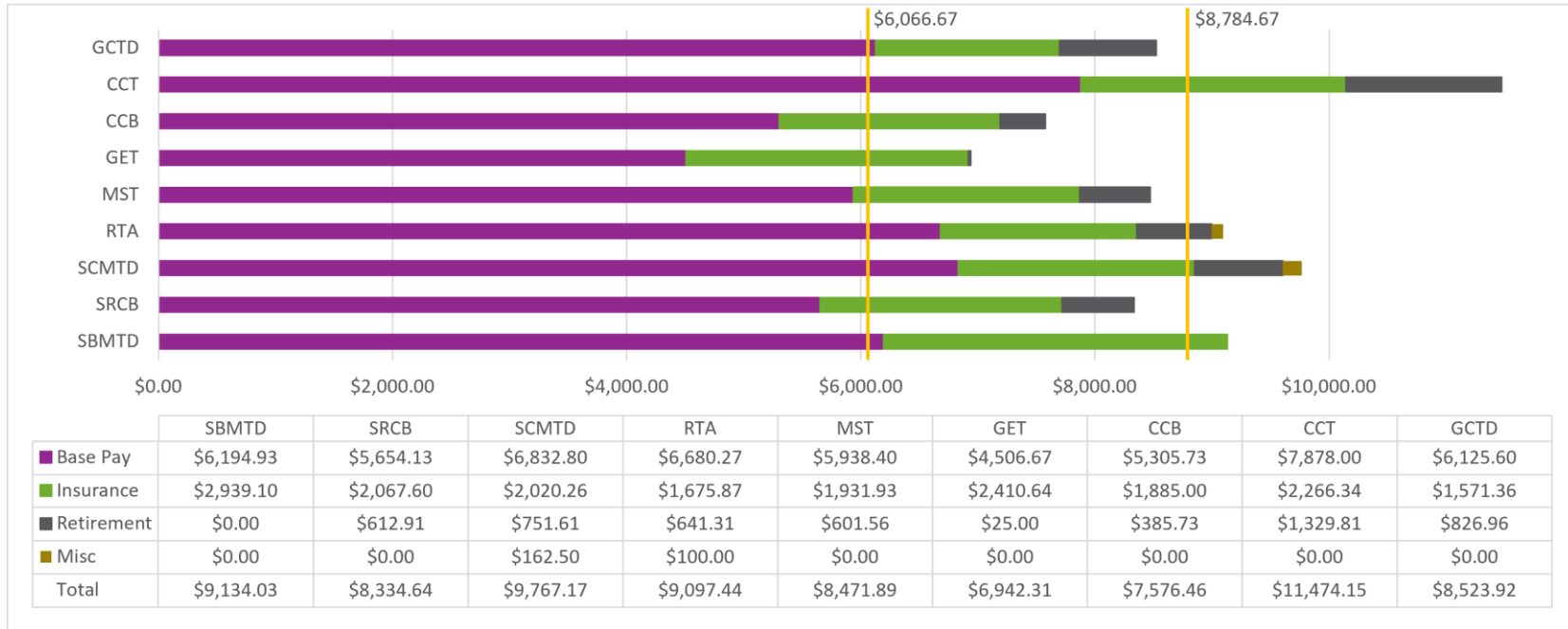


TABLE 22F – SPECIALTY PAY

	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
<b>Bilingual Pay</b>	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written						\$130 - \$164.66 mo \$130 mo for verbal or \$164.66 mo for verbal and written		
<b>Longevity Pay</b>	1% per 5 yrs Cumulative based on years of service				1% lump sum payment of base pay each 5 yrs Non-cumulative		5% base pay 5% after 15 yrs. Addl 5% after 20 yrs		
<b>ALLOWANCES/ INCENTIVES</b>									
<b>Tuition Reimbursement</b>	\$1200 yr				\$300 yr/ \$1500 per semester \$300 yr if non job related \$1500 semester if job related				

**Figure 23 – Office Coordinator/Executive Assistant – Monthly Total Compensation**

# Matched: 8


**TABLE 23A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Misc. on Chart	Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Cell Phone	Deferred Comp. Match Req.	
Contra Costa Transportation	\$6,677.75	\$9,077.75	\$1,329.81	-	-	-	-	-
Culver City Bus	\$4,782.74	\$5,830.39	\$385.73	-	-	-	457	\$130.00
Golden Empire TD	\$3,640.00	\$5,373.33	-	457	\$25.00	-	Retirement	\$270.40
Monterey/Salinas TD	\$4,948.33	\$6,927.67	\$601.56	-	-	-	-	-
Riverside Transit Agency	\$5,344.50	\$8,016.83	\$641.31	-	-	\$100.00	-	-
Santa Cruz Metropolitan TD	\$5,685.33	\$7,980.27	\$751.61	-	-	\$162.50	-	-
Santa Rosa City Bus	\$5,108.33	\$6,198.67	\$612.91	-	-	-	-	-
Santa Barbara MTD	\$5,506.33	\$6,882.92	-	-	-	-	401k	\$619.49
<b>Comparator Average</b>	<b>\$5,211.67</b>	<b>\$7,035.98</b>	<b>\$720.49</b>	<b>-</b>	<b>\$25.00</b>	<b>\$131.25</b>	<b>-</b>	<b>\$339.96</b>
<b>Gold Coast Transit District</b>	<b>\$5,103.75</b>	<b>\$7,147.50</b>	<b>\$826.96</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Difference</b>	<b>-\$107.92</b>	<b>\$111.52</b>	<b>\$106.47</b>				<b>Base Pay Distance From Median</b>	<b>-0.96%</b>



**TABLE 23B - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Assistant to the GM/CFO & Board Clerk	NR	35.9%	Range	Unk	E	-
Culver City Bus	Administrative Secretary	CEA	21.9%	Steps (5)	Unk	NE	-
Golden Empire TD	Executive Assistant	NR	47.6%	Range	Merit	NE	-
Monterey/Salinas TD	Executive Assistant/ Clerk to the Board	CU	40.0%	Range	Merit	NE	-
Riverside Transit Agency	Clerk of the Board/ Administrative Specialist	Admin	N/A	Range	Unk	Unk	-
Santa Cruz Metropolitan TD	Executive Assistant	MGMT	40.4%	Steps (6)	Unk	Unk	-
Santa Rosa City Bus	Administrative Secretary - Conf	MMC	21.3%	Steps (5)	Steps & COLA	Unk	-
Santa Barbara MTD	Administrative Assistant (Clerk of the Board)	NR	25.0%	Range	Unk	Unk	-
<b>Gold Coast Transit District</b>	<b>Office Coordinator/Executive Assistant</b>	<b>NR</b>	<b>40.0%</b>	<b>Range</b>	<b>Merit</b>	<b>E</b>	<b>No</b>

**TABLE 23C - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus	101.00%	\$854.00	Yes	-
Golden Empire TD	100.00%	\$375.00	Yes	LTD
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus	88.40%	Unk	Yes	STD/LTD
Santa Barbara MTD	97.60%	-	Yes	-
<b>Comparator Average</b>	<b>94.91%</b>	<b>\$396.47</b>	<b>-</b>	<b>-</b>
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
<b>Difference</b>	<b>-14.31%</b>	<b>-\$246.47</b>		

TABLE 23D - PAID TIME INFO (in days per year)

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus	10.00	20+*	13.00	15.00	-	-	-	38.00	48.00
Golden Empire TD	15.00	25.00	12.00	6.00	-	-	-	33.00	43.00
Monterey/Salinas TD	-	-	-	13.00	15.00	35.00	-	28.00	48.00
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	12.00	19.00	21.00	34.00	-	52.00	65.00
Santa Rosa City Bus	10.00	25.00	12.00	13.00**	10.00	-	-	45.00	50.00
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>11.17</b>	<b>24.17</b>	<b>11.86</b>	<b>12.63</b>	<b>15.33</b>	<b>34.50</b>	<b>5.00</b>	<b>37.75</b>	<b>50.38</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>36.66</b>	<b>47.66</b>
							<b>Difference</b>	<b>-1.09</b>	<b>-2.72</b>

\*One day for each addl yr after 20 YOS

\*\*Addl floating holiday after 20 YOS

TABLE 23E - CALPERS

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	3.50%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Golden Empire TD	-	-	-	-	-	-	-	-	-
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus	3.0% at 60	10.84%	9.50%	2.5% at 55	10.84%	9.50%	2.0% at 62	10.84%	9.50%
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>10.95%</b>	<b>7.82%</b>		<b>9.06%</b>	<b>10.00%</b>		<b>9.79%</b>	<b>8.88%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
	<b>Difference</b>	<b>2.58%</b>	<b>-1.82%</b>					<b>1.74%</b>	<b>-0.88%</b>

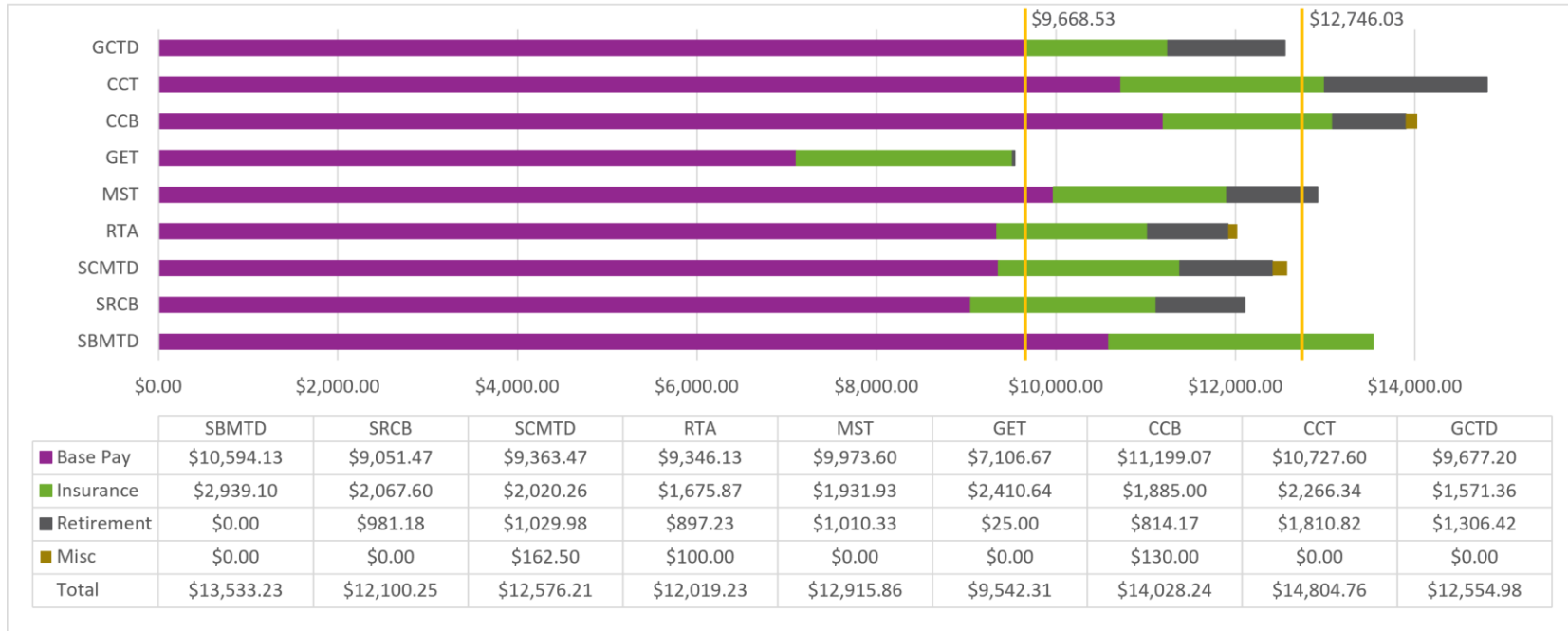


TABLE 23F – SPECIALTY PAY

	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
<b>Bilingual Pay</b>	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written		5% Or Step 1 of acting class whichever is greater					2% of base pay	
<b>Certificate/License Pay</b>			10% max Special Compensation Pay -Temporary higher level and complex duties. Not to be combined with out of class pay						
<b>Education Pay</b>									
<b>Longevity Pay</b>	1% per 5 yrs Cumulative based on years of service				1% lump sum payment of base pay each 5 yrs Non-cumulative		5% base pay 5% after 15 yrs. Addl 5% after 20 yrs		
<b>ALLOWANCES/ INCENTIVES</b>									
<b>Tuition Reimbursement</b>	\$1200 yr			\$3000 yr Can also be used for student loan reduction payment	\$300 yr/ \$1500 per semester \$300 yr if non job related \$1500 semester if job related	Up to 6 units for 4 quarters per FY			
<b>Wellness Incentive</b>								\$500 yr	

**Figure 24 – Operations Manager – Monthly Total Compensation**

# Matched: 8


**TABLE 24A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Misc. on Chart	Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Cell Phone	Deferred Comp. Match Req.	
Contra Costa Transportation	\$7,255.33	\$14,199.17	\$1,810.82	-	-	-	-	-
Culver City Bus	\$10,086.29	\$12,311.30	\$814.17	-	-	\$130.00	457	\$346.67
Golden Empire TD	\$6,240.00	\$7,973.33	-	457	\$25.00	-	Retirement	\$426.40
Monterey/Salinas TD	\$8,311.92	\$11,635.67	\$1,010.33	-	-	-	-	-
Riverside Transit Agency	\$7,189.17	\$11,502.67	\$897.23	-	-	\$100.00	-	-
Santa Cruz Metropolitan TD	\$7,789.60	\$10,937.33	\$1,029.98	-	-	\$162.50	-	-
Santa Rosa City Bus	\$7,880.00	\$10,223.58	\$981.18	-	-	-	-	-
Santa Barbara MTD	\$9,417.75	\$11,772.17	-	-	-	-	401k	\$1,059.41
<b>Comparator Average</b>	<b>\$8,021.26</b>	<b>\$11,319.40</b>	<b>\$1,090.62</b>		<b>\$25.00</b>	<b>\$130.83</b>		<b>\$610.83</b>
<b>Gold Coast Transit District</b>	<b>\$8,066.58</b>	<b>\$11,289.00</b>	<b>\$1,306.42</b>					
<b>Difference</b>	<b>\$45.33</b>	<b>-\$30.40</b>	<b>\$215.80</b>				<b>Base Pay Distance From Median</b>	<b>-0.10%</b>

**TABLE 24B - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Manager of Transportation	NR	95.7%	Range	Unk	E	-
Culver City Bus	Transit Operations Manager	MGMT	22.1%	Steps (5)	Unk	Unk	-
Golden Empire TD	Operations Superintendent	NR	27.8%	Range	Merit	NE	-
Monterey/Salinas TD	Transportation Manager	EA	40.0%	Range	Merit	E	-
Riverside Transit Agency	Operations Manager	Admin	60.0%	Range	Unk	E	-
Santa Cruz Metropolitan TD	Operations Manager - Fixed Route Division	MGMT	40.4%	Steps (6)	Unk	E	-
Santa Rosa City Bus	Transit Superintendent	MMM	29.7%	Steps (5)	Steps & COLA	Unk	-
Santa Barbara MTD	Operations Manager	NR	25.0%	Range	Unk	Unk	-
<b>Gold Coast Transit District</b>	<b>Operations Manager</b>	<b>NR</b>	<b>39.9%</b>	<b>Range</b>	<b>Steps</b>	<b>E</b>	<b>No</b>

**TABLE 24C - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus	101.00%	\$854.00	Yes	-
Golden Empire TD	100.00%	\$375.00	Yes	LTD
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus	88.40%	Unk	Yes	STD/LTD
Santa Barbara MTD	97.60%	-	Yes	-
<b>Comparator Average</b>	<b>94.91%</b>	<b>\$396.47</b>	<b>-</b>	<b>-</b>
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
	<b>-14.31%</b>	<b>-\$246.47</b>		

**TABLE 24D - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.7	47.66
Culver City Bus	10.00	20+*	13.00	15.00	-	-	9.50	36	44
Golden Empire TD	15.00	25.00	12.00	6.00	-	-	-	47.5	57.5
Monterey/Salinas TD	-	-	-	13.00	14.00	34.00	-	33	43
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	27	47
Santa Cruz Metropolitan TD	-	-	12.00	19.00	21.00	34.00	-	35	55
Santa Rosa City Bus	10.00	25.00	12.00	13.00	10.00	-	-	52	65
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	45	50
<b>Comparator Average</b>	<b>11.17</b>	<b>24.17</b>	<b>11.86</b>	<b>12.63</b>	<b>15.00</b>	<b>34.00</b>	<b>7.25</b>	<b>38.81</b>	<b>51.44</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>36.66</b>	<b>47.66</b>
							<b>Difference</b>	<b>-2.15</b>	<b>-3.78</b>

**TABLE 24E - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	0.00%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Golden Empire TD	-	-	-	-	-	-	-	-	-
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus	3.0% at 60	10.84%	9.50%	2.5% at 55	10.84%	9.50%	2.0% at 62	10.84%	9.50%
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>10.95%</b>	<b>7.24%</b>		<b>9.06%</b>	<b>10.00%</b>		<b>9.79%</b>	<b>8.88%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
	<b>Difference</b>	<b>2.58%</b>	<b>-1.24%</b>					<b>1.74%</b>	<b>-0.88%</b>

**TABLE 24F – SPECIALTY PAY**

	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
<b>Bilingual Pay</b>	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written							2% of base pay	
<b>Certificate/License Pay</b>			5% American Institute of Certified Planners Pay (AICP) 5% Certified Public Accountant (CPA)						
<b>Education Pay</b>			\$200 mo Bachelor's Degree \$400 mo Master's Degree or JD						
<b>Longevity Pay</b>	1% per 5 yrs Cumulative based on years of service		\$250 mo 5 years of service \$416.67 mo 10 years of service \$583.33 mo 15 years of service \$750 mo 20 years of service \$916.65 mo 25 years of service		1% lump sum payment of base pay each 5 yrs Non-cumulative		5% base pay 5% after 15 yrs. Addl 5% after 20 yrs		
<b>Out of Class Pay</b>			5% Or Step 1 of acting class whichever is greater						

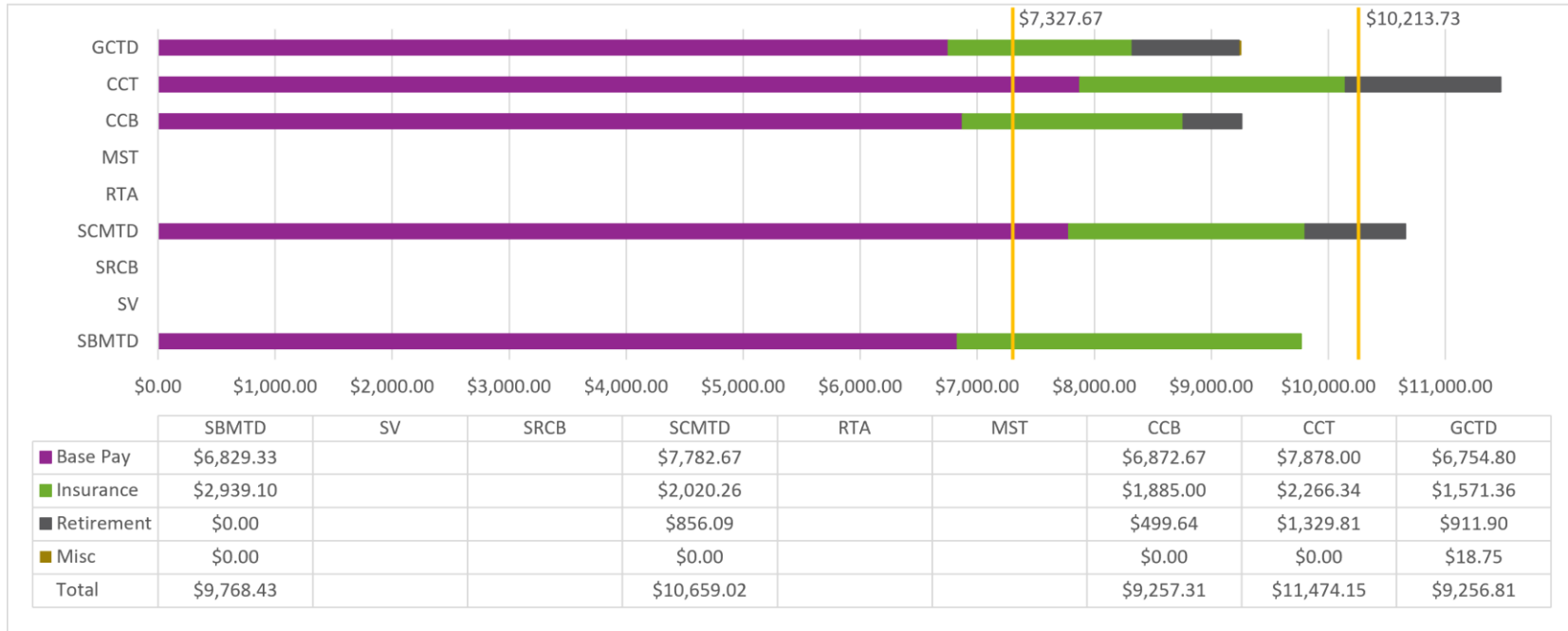


	Gold Coast TD	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Other			10% max						
			Special Compensation Pay -Temporary higher level and complex duties. Not to be combined with out of class pay						
			Outstanding Performance Pay						
			Up to 3 days off per yr						
			Paid Sabbatical Leave						
			15 days after 11 yrs and only granted once within each subsequent 5 yr period. No accrual or cash value						
<b>ALLOWANCES/ INCENTIVES</b>									
Tuition Reimbursement	\$1200 yr		\$250 per unit	\$3000 yr	\$300 yr/ \$1500 per semester	Up to 6 units for 4 quarters per FY			
			Plus costs of books, registration and parking fees	Can also be used for student loan reduction payment	\$300 yr if non job related \$1500 semester if job related				
Wellness Incentive			\$500 yr					\$500 yr	



**Figure 25 – Operations Safety & Training Supervisor – Monthly Total Compensation**

# Matched: 4


**TABLE 25A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Misc. on Chart	Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Safety Shoes	Deferred Comp. Match Req.	
Contra Costa Transportation	\$6,677.75	\$9,077.75	\$1,329.81	-	-	-	-	-
Culver City Bus	\$6,189.78	\$7,555.47	\$499.64	-	-	-	457	\$130.00
Monterey/Salinas TD								
Riverside Transit Agency								
Santa Cruz Metropolitan TD	\$6,475.73	\$9,089.60	\$856.09	-	-	-	-	-
Santa Rosa City Bus								
Simi Valley City Bus								
Santa Barbara MTD	\$6,070.75	\$7,588.42	-	-	-	-	401k	\$682.93
<b>Comparator Average</b>	<b>\$6,353.50</b>	<b>\$8,327.81</b>	<b>\$895.18</b>	-	-	-	-	<b>\$406.47</b>
Gold Coast Transit District	\$6,098.33	\$7,412.58	\$911.90	-	-	\$18.75	-	-
<b>Difference</b>	<b>-\$255.17</b>	<b>-\$915.23</b>	<b>\$16.72</b>	<b>Base Pay Distance From Median</b>			<b>8.47%</b>	

**TABLE 25B - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Training Coordinator	NR	35.9%	Range	Unk	E	-
Culver City Bus	Training & Safety Instructor	CEA	22.1%	Steps (5)	Unk	NE	-
Monterey/Salinas TD							-
Riverside Transit Agency							-
Santa Cruz Metropolitan TD	Safety & Training Coordinator	SEIU	40.4%	Steps (6)	Steps	NE	-
Santa Rosa City Bus							-
Simi Valley City Bus							-
Santa Barbara MTD	Safety & Training Administrator	NR	25.0%	Range	Unk	Unk	-
<b>Gold Coast Transit District</b>	<b>Operations Safety &amp; Training Supervisor</b>	<b>TMSTR</b>	<b>21.6%</b>	<b>Steps (5)</b>	<b>Steps</b>	<b>E</b>	<b>No</b>

**TABLE 25C - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus	101.00%	\$854.00	Yes	-
Monterey/Salinas TD				
Riverside Transit Agency				
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus				
Simi Valley City Bus				
Santa Barbara MTD	97.60%	-	Yes	-
<b>Comparator Average</b>	<b>97.35%</b>	<b>\$462.44</b>		
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
<b>Difference</b>	<b>-16.75%</b>	<b>-\$312.44</b>		

**TABLE 25D - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus	10.00	20+*	13.00	15.00	-	-	-	38.00	28.00
Monterey/Salinas TD									
Riverside Transit Agency									
Santa Cruz Metropolitan TD	-	-	Unk	8.00	22.00	34.00	5.00	35.00	47.00
Santa Rosa City Bus									
Simi Valley City Bus									
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>10.67</b>	<b>22.50</b>	<b>11.67</b>	<b>11.25</b>	<b>22.00</b>	<b>34.00</b>	<b>5.00</b>	<b>36.00</b>	<b>42.25</b>
<b>Gold Coast Transit District</b>	<b>11.5</b>	<b>22.5</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>34.16</b>	<b>45.16</b>
							<b>Difference</b>	<b>-1.84</b>	<b>2.91</b>

\*One day for each addl yr after 20 YOS

**TABLE 25E - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	3.50%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Monterey/Salinas TD									
Riverside Transit Agency									
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus									
Simi Valley City Bus									
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>11.72%</b>	<b>7.67%</b>		<b>7.27%</b>	<b>10.50%</b>		<b>9.38%</b>	<b>9.17%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
	<b>Difference</b>	<b>1.81%</b>	<b>-1.67%</b>					<b>2.15%</b>	<b>-1.17%</b>

**TABLE 25F – SPECIALTY PAY**

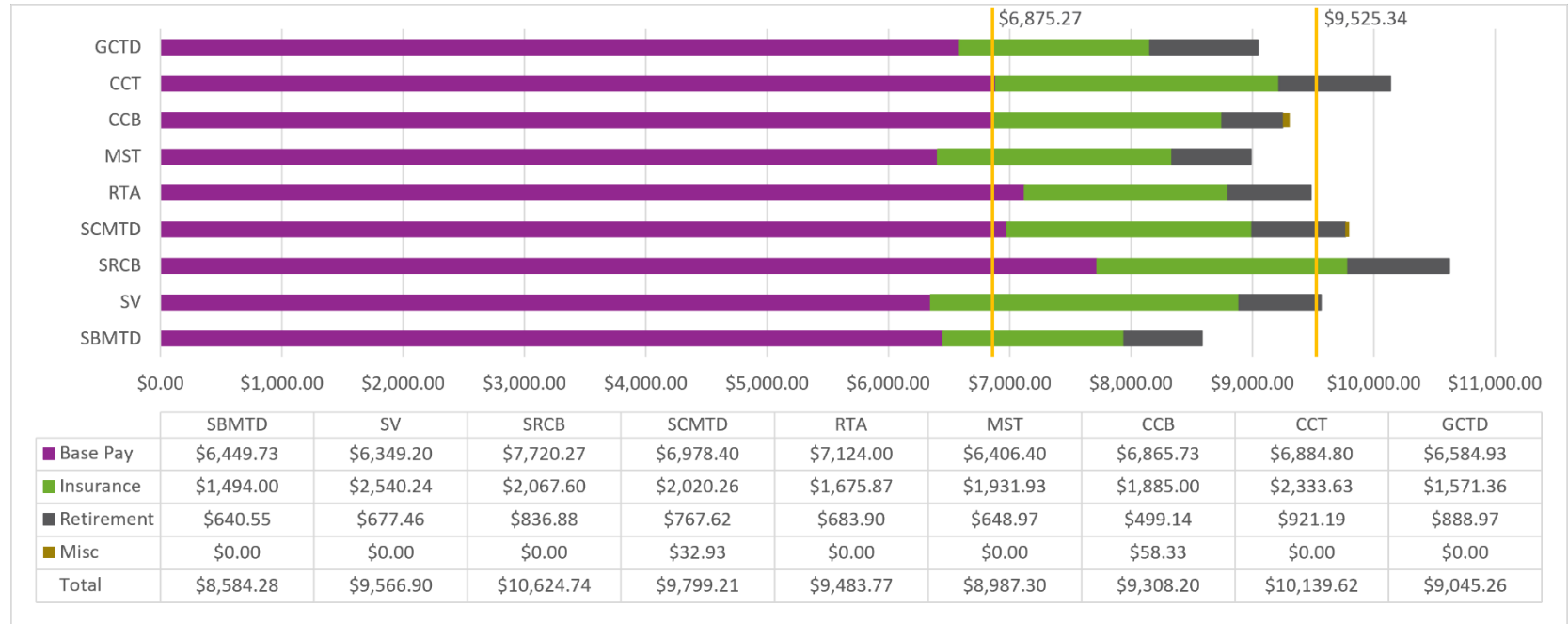
SPECIALTY PAY	Gold Coast TD	County Connection	Culver City Bus	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Simi Valley	Santa Barbara MTD
Bilingual Pay	\$60/\$90 mo		5%/7.5%			\$130 - \$164.66 mo			
	\$60 for verbal/\$90 for verbal & written		5% for verbal/Addl 2.5% for written			\$130 mo for verbal or \$164.66 mo for verbal and written			
Certificate/License Pay			5%						
			American Institute of Certified Planners Pay (AICP)						
Education Pay			2% -5%						
			Automotive Service Excellence Certifications - Fleet Services Supervisor						
Longevity Pay			\$86.66 mo						
			Bachelor's Degree						
Out of Class Pay			\$130 mo						
			Master's Degree						
	1% of base pay per each 5 yrs		\$250 mo			5% base pay			
	Cumulative based on years of service		5 years of service			5% after 15 yrs. Addl 5% after 20 yrs			
			\$416.67 mo						
			10 years of service						
			\$583.33 mo						
			15 years of service						
		\$750 mo							
		20 years of service							
		\$916.65 mo							
		25 years of service							
Out of Class Pay	5%		5%						
	Above highest paid subordinate		Or Step 1 of acting class whichever is greater						



	Gold Coast TD	County Connection	Culver City Bus	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Simi Valley	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Other			10% max Special Compensation Pay -Temporary higher level and complex duties. Not to be combined with out of class pay						
<b>ALLOWANCES/ INCENTIVES</b>									
Attendance Incentive	\$150 to \$400/yr \$150 per 6 mos of perfect attendance. Addl \$100 for 12 mos perfect attendance								
Tuition Reimbursement	\$1500 yr								

**Figure 26 – Operations Supervisor – Monthly Total Compensation**

# Matched: 8


**TABLE 26A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Misc. on Chart	Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Uniform Allowance	Deferred Comp. Match Req.	
Contra Costa Transportation	\$5,945.33	\$7,822.53	\$921.19	-	-	-	-	-
Culver City Bus	\$6,183.28	\$7,547.56	\$499.14	-	-	\$58.33	457	\$130.00
Monterey/Salinas TD	\$5,328.83	\$7,485.33	\$648.97	-	-	-	-	-
Riverside Transit Agency	\$5,699.50	\$8,549.25	\$683.90	-	-	-	-	-
Santa Cruz Metropolitan TD	\$5,804.93	\$8,151.87	\$767.62	-	-	\$32.93	-	-
Santa Rosa City Bus	\$6,858.83	\$8,581.33	\$836.88	-	-	-	-	-
Simi Valley City Bus	\$5,570.88	\$7,127.64	\$677.46	-	-	-	401k or Roth	\$200.00
Santa Barbara MTD	\$6,449.73	\$6,449.73	-	Tmstr Pension	\$640.55	-	-	-
<b>Comparator Average</b>	<b>\$5,980.17</b>	<b>\$7,714.41</b>	<b>\$719.31</b>	<b>-</b>	<b>\$640.55</b>	<b>\$45.63</b>	<b>-</b>	<b>\$165.00</b>
Gold Coast Transit District	\$5,944.50	\$7,225.67	\$888.97	-	-	-	-	-
<b>Difference</b>	<b>-\$35.67</b>	<b>-\$488.74</b>	<b>\$169.66</b>				<b>Base Pay Distance From Median</b>	<b>4.41%</b>

**TABLE 26B - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Transit Supervisor	TMSTR	31.6%	Steps (8)	Unk	Unk	-
Culver City Bus	Transit Operations Supervisor	CEA	22.1%	Steps (5)	Unk	Unk	-
Monterey/Salinas TD	Operations Supervisor	EA	40.5%	Range	Merit	E	-
Riverside Transit Agency	Operations Supervisor	Admin	50.0%	Range	Unk	NE	-
Santa Cruz Metropolitan TD	Transit Supervisor	SEIU	40.4%	Steps (6)	Steps	NE	-
Santa Rosa City Bus	Transit Field Supervisor	MMM	25.1%	Steps (5)	Steps & COLA	Unk	-
Simi Valley City Bus	Transit Supervisor	NRM	27.9%	Range	Merit & COLA	Unk	-
Santa Barbara MTD	Operations Supervisor	TMSTR	0.0%	Range	Set Rate	Unk	-
<b>Gold Coast Transit District</b>	<b>Operations Supervisor</b>	<b>TMSTR</b>	<b>21.6%</b>	<b>Steps (5)</b>	<b>Steps</b>	<b>E</b>	<b>No</b>

**TABLE 26C - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	98.60%	\$50.00	Yes	-
Culver City Bus	101.00%	\$854.00	Yes	-
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus	88.40%	Unk	Yes	STD/LTD
Simi Valley City Bus	131.50%	\$335.83	Yes	STD/LTD
Santa Barbara MTD	69.00%	-	Unk	-
<b>Comparator Average</b>	<b>95.63%</b>	<b>\$358.63</b>		
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
<b>Difference</b>	<b>-15.03%</b>	<b>-\$208.63</b>		

TABLE 26D - PAID TIME INFO (in days per year)

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus	10.00	20+*	13.00	15.00	-	-	-	38.00	48.00
Monterey/Salinas TD	-	-	-	13.00	14.00	34.00	-	27.00	47.00
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	Unk	8.00	22.00	34.00	5.00	35.00	47.00
Santa Rosa City Bus	10.00	25.00	12.00	13.00	10.00	-	-	45.00	50.00
Simi Valley City Bus	-	-	-	12.00	28.40	34.90	-	40.40	46.90
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	3.00	33.00	48.00
<b>Comparator Average</b>	<b>10.40</b>	<b>24.00</b>	<b>11.80</b>	<b>12.00</b>	<b>18.60</b>	<b>34.30</b>	<b>4.00</b>	<b>36.18</b>	<b>48.24</b>
<b>Gold Coast Transit District</b>	<b>11.5</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>34.16</b>	<b>45.16</b>
							<b>Difference</b>	<b>-2.02</b>	<b>-3.08</b>

\*One day for each addl yr after 20 YOS

TABLE 26E - CALPERS

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	13.38%	3.50%	-	-	-	2.0% at 62	9.88%	7.00%
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus	3.0% at 60	10.84%	9.50%	2.5% at 55	10.84%	9.50%	2.0% at 62	10.84%	9.50%
Simi Valley City Bus	2.0% at 55	7.67%	7.00%	-	-	-	2.0% at 62	10.67%	8.00%
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>9.98%</b>	<b>7.70%</b>		<b>9.06%</b>	<b>10.00%</b>		<b>9.91%</b>	<b>8.57%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>				<b>2% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
	<b>Difference</b>	<b>3.55%</b>	<b>-1.70%</b>					<b>1.62%</b>	<b>-0.57%</b>

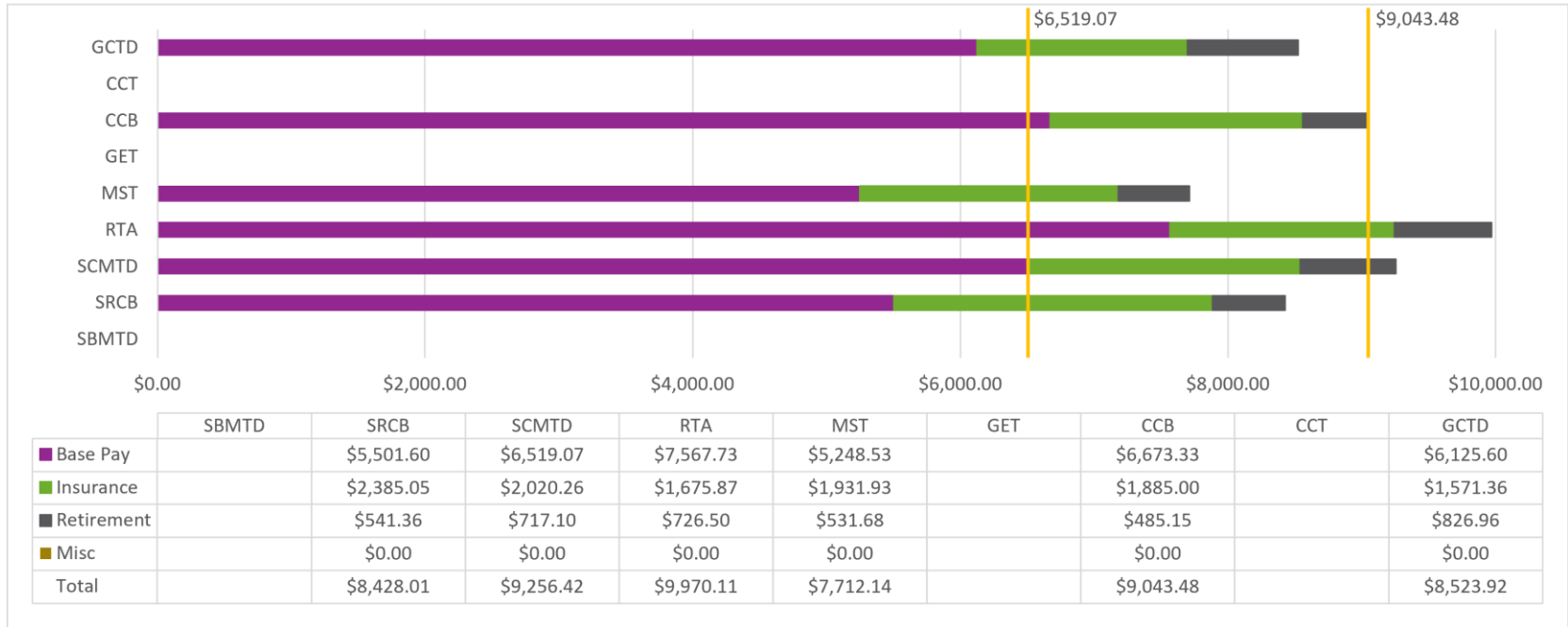


**TABLE 26F – SPECIALTY PAY**

	Gold Coast TD	County Connection	Culver City Bus	Monterey/Salinas TD	Riverside TD	Santa Cruz MTD	Santa Rosa City Bus	Simi Valley	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
<b>Bilingual Pay</b>	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written					\$130 - \$164.66 mo \$130 mo for verbal or \$164.66 mo for verbal and written	2% of base pay		
<b>Longevity Pay</b>	1% of base pay per each 5 yrs Cumulative based on years of service			1% lump sum payment of base pay each 5 yrs Non-cumulative		5% base pay 5% after 15 yrs. Addl 5% after 20 yrs			
<b>Out of Class Pay</b>	5% Above highest paid subordinate							5.5% Or min salary of position	
<b>ALLOWANCES/ INCENTIVES</b>									
<b>Attendance Incentive</b>	\$150 to \$400/yr \$150 per 6 mos of perfect attendance. Addl \$100 for 12 mos perfect attendance								
<b>Tuition Reimbursement</b>	\$1500 yr			\$300 yr/ \$1500 per semester \$300 yr if non job related \$1500 semester if job related	Up to 6 units for 4 quarters per FY			\$1600 yr	
<b>Wellness Incentive</b>							\$500 yr		

**Figure 27 – Payroll Specialist – Monthly Total Compensation**

# Matched: 5


**TABLE 27A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Deferred Comp. Match Req.	
County Connection							
Culver City Bus	\$6,010.98	\$7,337.27	\$485.15	-	-	457	\$130.00
Golden Empire TD							
Monterey/Salinas TD	\$4,373.58	\$6,123.08	\$531.68	-	-	-	-
Riverside Transit Agency	\$6,054.50	\$9,081.83	\$726.50	-	-	-	-
Santa Cruz Metropolitan TD	\$5,423.60	\$7,612.80	\$717.10	-	-	-	-
Santa Rosa City Bus	\$4,971.83	\$6,029.67	\$541.36	-	-	-	-
Santa Barbara MTD							
Comparator Average	\$5,366.90	\$7,236.93	\$600.36	0	#DIV/0!	0	\$130.00
Gold Coast Transit District	\$5,103.75	\$7,147.50	\$826.96	-	-	-	-
Difference	-\$263.15	-\$89.43	\$226.60	Base Pay Distance From Median			6.42%

**TABLE 27B - MARKET PERCENTILES**

25th	50th	75th	Market Standing
\$5,375.07	\$6,519.07	\$7,120.53	Below 50th

**TABLE 27C - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection							-
Culver City Bus	Payroll Technician	CEA	22.1%	Steps (5)	Unk	NE	-
Golden Empire TD							-
Monterey/Salinas TD	Payroll Specialist	EA	40.0%	Range	Merit	NE	-
Riverside Transit Agency	Payroll Administrator	Admin	50.0%	Range	Unk	NE	-
Santa Cruz Metropolitan TD	Senior Payroll Specialist	SEIU	40.4%	Steps (6)	Steps	NE	-
Santa Rosa City Bus	Payroll Specialist	TMSTR	21.3%	Steps (5)	Steps & COLA	Unk	-
Santa Barbara MTD							-
<b>Gold Coast Transit District</b>	<b>Payroll Specialist</b>	<b>NR</b>	<b>40.0%</b>	<b>Range</b>	<b>Merit</b>	<b>NE</b>	<b>No</b>

**TABLE 27D - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection				
Culver City Bus	101.00%	\$854.00	Yes	-
Golden Empire TD				
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus	88.30%	Unk	Yes	STD/LTD
Santa Barbara MTD				
<b>Comparator Average</b>	<b>93.16%</b>	<b>\$469.11</b>	<b>-</b>	<b>-</b>
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
	<b>-12.56%</b>	<b>-\$319.11</b>		

**TABLE 27E - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection									
Culver City Bus	10.00	20+*	13.00	15.00	-	-	-	38.00	48.00
Golden Empire TD									
Monterey/Salinas TD	-	-	-	13.00	15.00	35.00	-	28.00	48.00
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	Unk	8.00	22.00	34.00	5.00	35.00	47.00
Santa Rosa City Bus	10.00	25.00	12.00	13.00	-	-	-	35.00	50.00
Santa Barbara MTD									
<b>Comparator Average</b>	<b>10.00</b>	<b>25.00</b>	<b>12.33</b>	<b>12.40</b>	<b>18.50</b>	<b>34.50</b>	<b>5.00</b>	<b>34.20</b>	<b>49.60</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>36.66</b>	<b>47.66</b>
							<b>Difference</b>	<b>2.46</b>	<b>-1.94</b>

\*One day for each addl yr after 20 YOS

**TABLE 27F - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
County Connection									
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Golden Empire TD									
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus	3.0% at 60	9.84%	10.50%	2.5% at 55	9.84%	10.50%	2.0% at 62	9.84%	10.50%
Santa Barbara MTD									
<b>Comparator Average</b>		<b>9.57%</b>	<b>8.89%</b>		<b>8.56%</b>	<b>10.50%</b>		<b>9.57%</b>	<b>9.20%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
	<b>Difference</b>	<b>3.96%</b>	<b>-2.89%</b>					<b>1.96%</b>	<b>-1.20%</b>

TABLE 27E – Specialty Pay

	Gold Coast Transit District	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside Transit	Santa Cruz Metro TD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
<b>Bilingual Pay</b>	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written		5%/7.5% 5% for verbal/Addl 2.5% for written				\$130 - \$164.66 mo \$130 mo for verbal or \$164.66 mo for verbal and written	2% of base pay	
<b>Certificate/License Pay</b>			5% American Institute of Certified Planners Pay (AICP)						
			2% - 5% Automotive Service Excellence Certifications - Fleet Services Supervisor						
<b>Education Pay</b>			\$86.66 mo Bachelor's Degree						
			\$130 mo Master's Degree						
<b>Longevity Pay</b>	1% per 5 yrs Cumulative based on years of service		\$250 mo 5 years of service		1% lump sum payment of base pay each 5 yrs Non-cumulative		5% base pay 5% after 15 yrs. Addl 5% after 20 yrs		
			\$416.67 mo 10 years of service						
			\$583.33 mo 15 years of service						
			\$750 mo 20 years of service						
			\$916.65 mo 25 years of service						



	Gold Coast Transit District	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside Transit	Santa Cruz Metro TD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Out of Class Pay			5% Or Step 1 of acting class whichever is greater						
Other			10% max Special Compensation Pay -Temporary higher level and complex duties. Not to be combined with out of class pay					\$208 mo Recording secretary pay for Sr. Admin Asst for all council responsibilities	
<b>ALLOWANCES/ INCENTIVES</b>									
Tuition Reimbursement	\$1200 yr				\$300 yr/ \$1500 per semester	Up to 6 units for 4 quarters per FY			
					\$300 yr if non job related \$1500 semester if job related				
Wellness Incentive								\$500 yr	

Figure 28 – Purchasing Manager/DBE Officer – Monthly Total Compensation

# Matched: 6

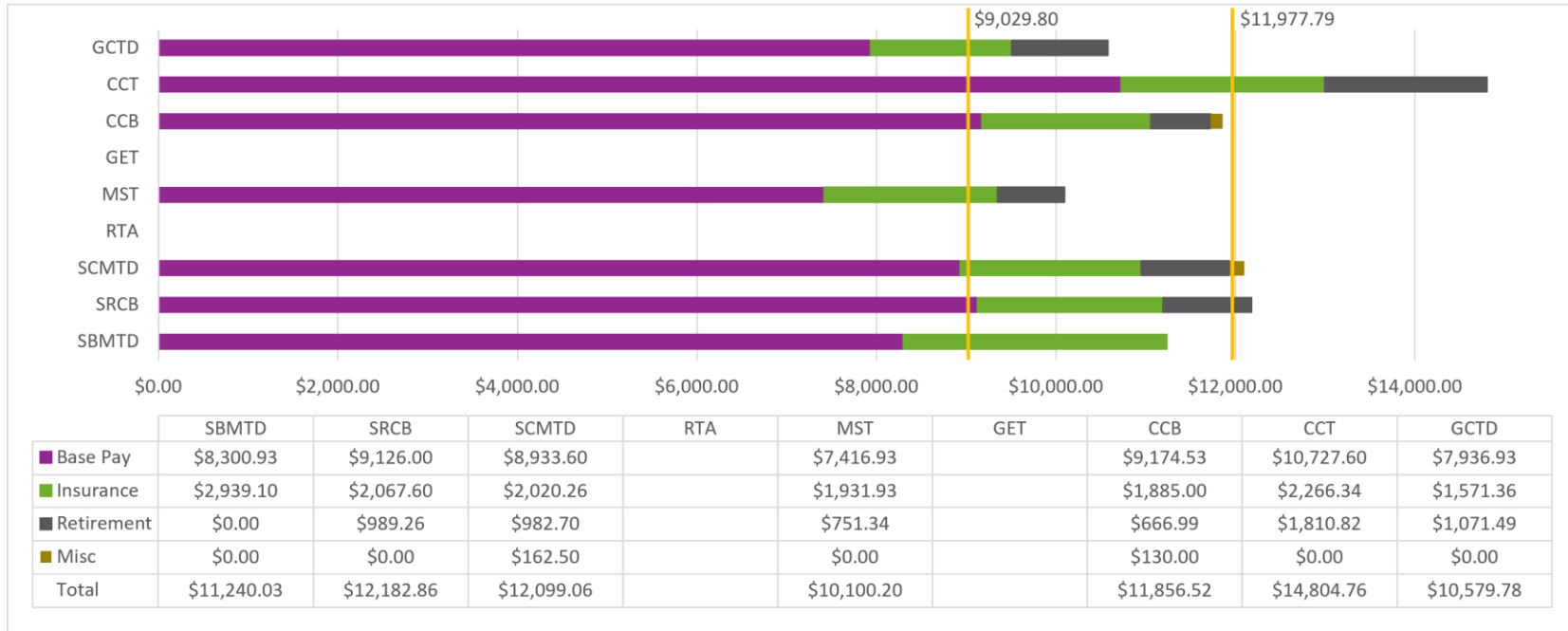


TABLE 28A - SALARY RANGE, ALLOWANCES & INCENTIVES

Org Name	Salary Range		Retirement on Chart			Misc. on Chart	Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp.	ER Deferred Comp. No Match Req.	Cell Phone	Deferred Comp.	Match Req.
County Connection	\$7,255.33	\$14,199.17	\$1,810.82	-	-	-	-	-
Culver City Bus	\$8,263.28	\$10,086.29	\$666.99	-	-	\$130.00	457	\$346.67
Golden Empire TD								
Monterey/Salinas TD	\$6,179.83	\$8,652.58	\$751.34	-	-	-	-	-
Riverside Transit Agency								
Santa Cruz Metropolitan TD	\$7,432.53	\$10,434.67	\$982.70	-	-	\$162.50	-	-
Santa Rosa City Bus	\$7,990.75	\$10,260.75	\$989.26	-	-	-	-	-
Santa Barbara MTD	\$7,379.00	\$9,223.75	-	-	-		401k	\$830.09
Comparator Average	\$7,416.79	\$10,476.20	\$1,040.22	-	-	\$146.25	-	\$588.38
Gold Coast Transit District	\$6,617.67	\$9,256.00	\$1,071.49	-	-	-	-	-
Difference	-\$799.12	-\$1,220.20	\$31.27				Base Pay Distance From Median	13.77%

**TABLE 28B - MARKET PERCENTILES**

25th	50th	75th	Market Standing
\$8,079.93	\$9,029.80	\$9,562.80	Below 25th

**TABLE 28C - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Manager of Purchasing & Grants	NR	95.7%	Range	Unk	E	-
Culver City Bus	Purchasing Supervisor	MGMT	22.1%	Steps (5)	Unk	Unk	-
Golden Empire TD							
Monterey/Salinas TD	Contract Services Manager	EA	40.0%	Range	Merit	E	-
Riverside Transit Agency							
Santa Cruz Metropolitan TD	Purchasing Manager	MGMT	40.4%	Steps	Unk	Unk	-
Santa Rosa City Bus	Purchasing Agent	MMM	28.4%	Steps (5)	Steps & COLA	Unk	-
Santa Barbara MTD	Capital Projects Manager	NR	25.0%	Range	Unk	Unk	-
<b>Gold Coast Transit District</b>	<b>Purchasing Manager/DBE Officer</b>	<b>NR</b>	<b>39.9%</b>	<b>Range</b>	<b>Merit</b>	<b>E</b>	<b>No</b>

**TABLE 28D - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus	101.00%	\$854.00	Yes	-
Golden Empire TD				
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency				
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus	88.40%	Unk	Yes	STD/LTD
Santa Barbara MTD	97.60%	-	Yes	-
<b>Comparator Average</b>	<b>93.63%</b>	<b>\$462.44</b>		
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
<b>Difference</b>	<b>-13.03%</b>	<b>-\$312.44</b>		



**TABLE 28E - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus	10.00	20+*	13.00	15.00	-	-	9.50	47.50	57.50
Golden Empire TD									
Monterey/Salinas TD	-	-	-	13.00	14.00	34.00	-	27.00	47.00
Riverside Transit Agency									
Santa Cruz Metropolitan TD	-	-	12.00	19.00	21.00	34.00	-	52.00	65.00
Santa Rosa City Bus	10.00	25.00	12.00	13.00	10.00	-	-	45.00	50.00
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>10.50</b>	<b>22.50</b>	<b>11.80</b>	<b>13.67</b>	<b>15.00</b>	<b>34.00</b>	<b>7.25</b>	<b>40.42</b>	<b>52.25</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>36.66</b>	<b>47.66</b>
							<b>Difference</b>	<b>-3.76</b>	<b>-4.59</b>

\*One day for each addl yr after 20 YOS

**TABLE 28F - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
County Connection	2.0% at 60	16.88%	0.00%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Golden Empire TD									
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency									
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus	3.0% at 60	10.84%	9.50%	2.5% at 55	10.84%	9.50%	2.0% at 62	10.84%	9.50%
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>11.22%</b>	<b>7.29%</b>		<b>9.06%</b>	<b>10.00%</b>		<b>9.82%</b>	<b>9.00%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
	<b>Difference</b>	<b>2.31%</b>	<b>-1.29%</b>					<b>1.71%</b>	<b>-1.00%</b>

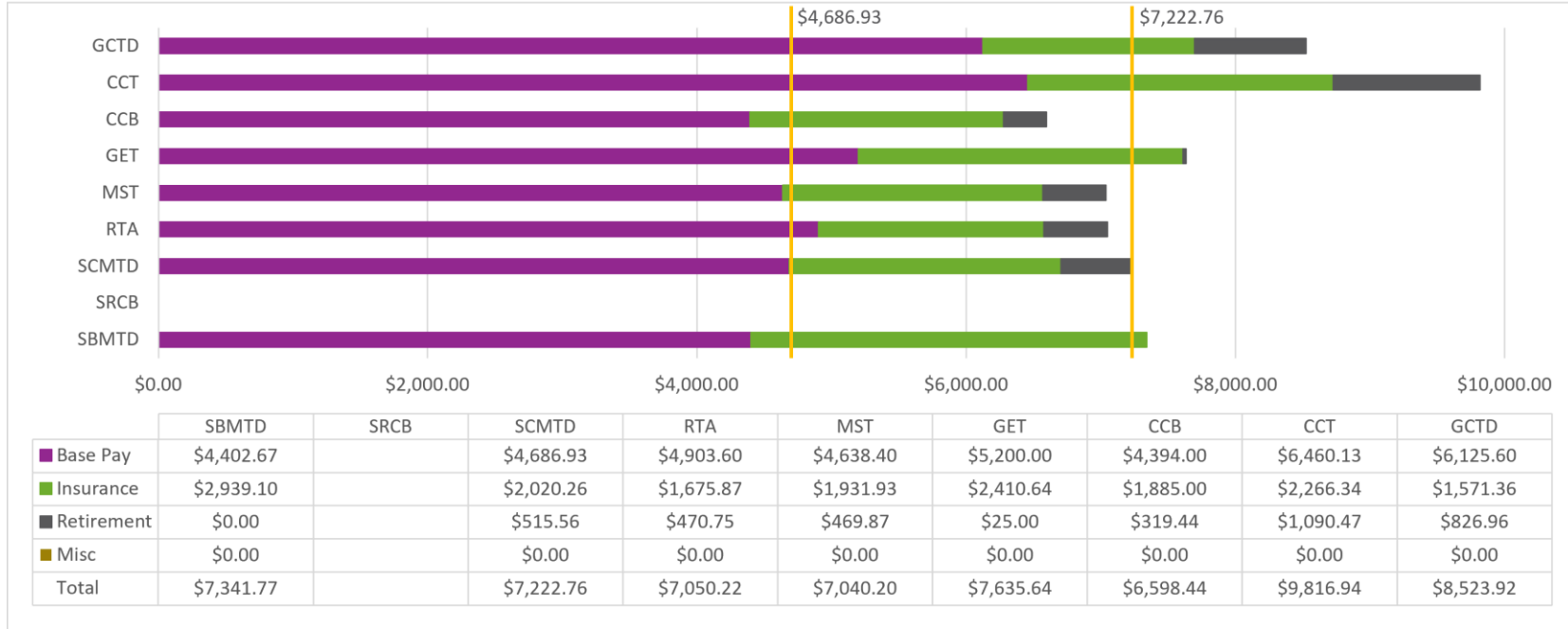


TABLE 28E – Specialty Pay

	Gold Coast Transit District	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside Transit	Santa Cruz Metro TD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Bilingual Pay	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written							2% of base pay	
Longevity Pay	1% per 5 yrs Cumulative based on years of service				1% lump sum payment of base pay each 5 yrs Non-cumulative		5% base pay 5% after 15 yrs. Addl 5% after 20 yrs		
<b>ALLOWANCES/ INCENTIVES</b>									
Tuition Reimbursement	\$1200 yr				\$300 yr/ \$1500 per semester \$300 yr if non job related \$1500 semester if job related				
Wellness Incentive								\$500 yr	

**Figure 29 – Revenue Specialist – Monthly Total Compensation**

# Matched: 7


**TABLE 29A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Deferred Comp. Match Req.	
County Connection	\$5,580.67	\$7,339.75	\$1,090.47	-	-	-	-
Culver City Bus	\$3,957.03	\$4,830.78	\$319.44	-	-	457	\$130.00
Golden Empire TD	\$4,333.33	\$6,066.67	-	457	\$25.00	Retirement	\$312.00
Monterey/Salinas TD	\$3,865.67	\$5,411.92	\$469.87	-	-	-	-
Riverside Transit Agency	\$4,085.75	\$5,720.00	\$470.75	-	-	-	-
Santa Cruz Metropolitan TD	\$3,898.27	\$5,473.87	\$515.56	-	-	-	-
Santa Rosa City Bus							
Santa Barbara MTD	\$3,913.25	\$4,891.58	-	-	-	401k	\$440.27
<b>Comparator Average</b>	<b>\$4,233.42</b>	<b>\$5,676.37</b>	<b>\$573.22</b>	<b>0</b>	<b>\$25.00</b>	<b>0</b>	<b>\$294.09</b>
<b>Gold Coast Transit District</b>	<b>\$5,103.75</b>	<b>\$7,147.50</b>	<b>\$826.96</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Difference</b>	<b>\$870.33</b>	<b>\$1,471.13</b>	<b>\$253.74</b>	<b>Base Pay Distance From Median</b>			<b>-23.49%</b>

**TABLE 29B - MARKET PERCENTILES**

25th	50th	75th	Market Standing
\$4,402.67	\$4,686.93	\$5,200.00	Above 75th

**TABLE 29C - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Accounting Technician I	NR	31.5%	Steps (8)	Unk	NE	-
Culver City Bus	Account Clerk	CEA	22.1%	Steps (5)	Unk	NE	-
Golden Empire TD	Senior Account Clerk	NR	40.0%	Range	Merit	Unk	-
Monterey/Salinas TD	Accounting Assistant	EA	40.0%	Range	Merit	NE	-
Riverside Transit Agency	Revenue Account Coordinator	Admin	40.0%	Range	Unk	NE	-
Santa Cruz Metropolitan TD	Revenue Account Coordinator	SEIU	40.4%	Steps (6)	Steps	NE	-
Santa Rosa City Bus							-
Santa Barbara MTD	Administrative Assistant II	NR	25.0%	Range	Unk	Unk	-
<b>Gold Coast Transit District</b>	<b>Revenue Specialist</b>	<b>NR</b>	<b>40.0%</b>	<b>Range</b>	<b>Merit</b>	<b>E</b>	<b>Yes</b>

**TABLE 29D - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus	101.00%	\$854.00	Yes	-
Golden Empire TD	100.00%	\$375.00	Yes	LTD
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus				
Santa Barbara MTD	97.60%	-	Yes	-
<b>Comparator Average</b>	<b>95.84%</b>	<b>\$396.47</b>	<b>-</b>	<b>-</b>
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
<b>Difference</b>	<b>-15.24%</b>	<b>-\$246.47</b>		

**TABLE 29E - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus	10.00	20+*	13.00	15.00	-	-	-	38.00	48.00
Golden Empire TD	15.00	25.00	12.00	6.00	-	-	-	33.00	43.00
Monterey/Salinas TD	-	-	-	13.00	15.00	35.00	-	28.00	48.00
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	Unk	8.00	22.00	34.00	5.00	35.00	47.00
Santa Rosa City Bus									
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>11.40</b>	<b>24.00</b>	<b>11.80</b>	<b>11.00</b>	<b>18.50</b>	<b>34.50</b>	<b>5.00</b>	<b>34.29</b>	<b>47.86</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>36.66</b>	<b>47.66</b>
							<b>Difference</b>	<b>2.37</b>	<b>-0.20</b>

\*One day for each addl yr after 20 YOS

**TABLE 29F - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
County Connection	2.0% at 60	16.88%	3.50%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Golden Empire TD	-	-	-	-	-	-	-	-	-
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus									
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>10.98%</b>	<b>7.49%</b>		<b>7.27%</b>	<b>10.50%</b>		<b>9.58%</b>	<b>8.75%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
	<b>Difference</b>	<b>2.55%</b>	<b>-1.49%</b>					<b>1.95%</b>	<b>-0.75%</b>

TABLE 29E – Specialty Pay

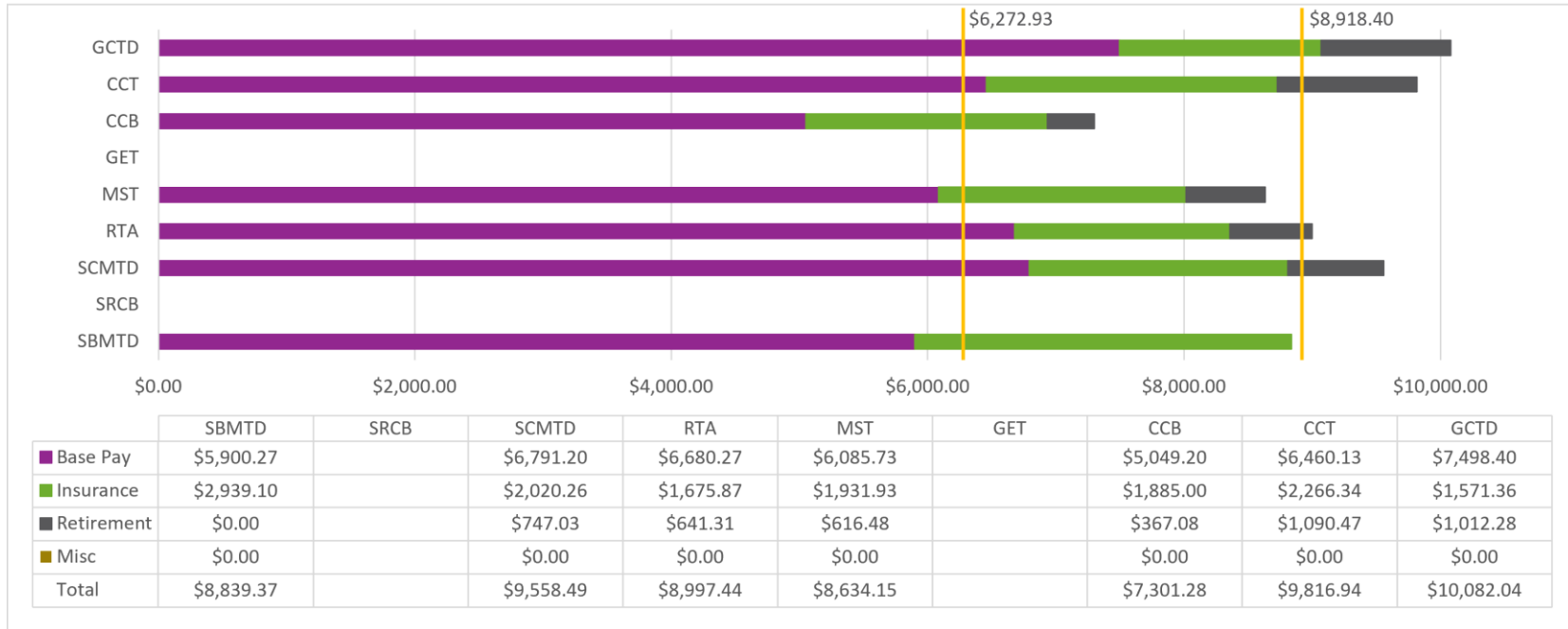
	Gold Coast Transit District	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside Transit	Santa Cruz Metro TD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
<b>Bilingual Pay</b>	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written		5%/7.5% 5% for verbal/Addl 2.5% for written				\$130 -\$164.66 mo \$130 mo for verbal or \$164.66 mo for verbal and written		
<b>Certificate/License Pay</b>			5% American Institute of Certified Planners Pay (AICP)						
			2% -5% Automotive Service Excellence Certifications - Fleet Services Supervisor						
<b>Education Pay</b>			\$86.66 mo Bachelor's Degree						
			\$130 mo Master's Degree						
<b>Longevity Pay</b>	1% per 5 yrs Cumulative based on years of service		\$250 mo 5 years of service		1% lump sum payment of base pay each 5 yrs Non-cumulative		5% base pay 5% after 15 yrs. Addl 5% after 20 yrs		
			\$416.67 mo 10 years of service						
			\$583.33 mo 15 years of service						
			\$750 mo 20 years of service						
			\$916.65 mo 25 years of service						



	Gold Coast Transit District	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside Transit	Santa Cruz Metro TD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Out of Class Pay			5% Or Step 1 of acting class whichever is greater						
Other			10% max Special Compensation Pay -Temporary higher level and complex duties. Not to be combined with out of class pay						
<b>ALLOWANCES/ INCENTIVES</b>									
Tuition Reimbursement	\$1200 yr			\$3000 yr	\$300 yr/ \$1500 per semester	Up to 6 units for 4 quarters per FY			
				Can also be used for student loan reduction payment	\$300 yr if non job related \$1500 semester if job related				

**Figure 30 – Transit Planner I – Monthly Total Compensation**

# Matched: 6


**TABLE 30A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.	ER Deferred Comp. Match Req.	Deferred Comp. Match Req.	Deferred Comp. Match Req.
County Connection	\$5,580.67	\$7,339.75	\$1,090.47	-	-	-	-
Culver City Bus	\$4,549.83	\$5,547.14	\$367.08	-	-	457	\$130.00
Golden Empire TD							
Monterey/Salinas TD	\$5,072.08	\$7,100.92	\$616.48	-	-	-	-
Riverside Transit Agency	\$5,344.50	\$8,016.83	\$641.31	-	-	-	-
Santa Cruz Metropolitan TD	\$5,648.93	\$7,931.73	\$747.03	-	-	-	-
Santa Rosa City Bus							
Santa Barbara MTD	\$5,244.17	\$6,555.17	-	-	-	401k	\$590.03
<b>Comparator Average</b>	<b>\$5,240.03</b>	<b>\$7,081.92</b>	<b>\$692.47</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>\$360.01</b>
<b>Gold Coast Transit District</b>	<b>\$6,250.17</b>	<b>\$8,747.75</b>	<b>\$1,012.28</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Difference</b>	<b>\$1,010.14</b>	<b>\$1,665.83</b>	<b>\$319.81</b>	<b>Base Pay Distance From Median</b>			<b>-16.35%</b>



**TABLE 30B - MARKET PERCENTILES**

25th	50th	75th	Market Standing
\$5,687.50	\$6,272.93	\$6,708.00	Above 75th

**TABLE 30C - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
County Connection	Service Scheduler	NR	31.5%	Steps (8)	Unk	NE	-
Culver City Bus	Planning Technician I	CEA	21.9%	Steps (5)	Unk	NE	-
Golden Empire TD							-
Monterey/Salinas TD	Assistant Planner	EA	40.0%	Range	Merit	NE	-
Riverside Transit Agency	Scheduling Analyst	Admin	50.0%	Range	Unk	NE	-
Santa Cruz Metropolitan TD	Transportation Planner I	SEIU	40.4%	Steps (6)	Steps	NE	-
Santa Rosa City Bus							-
Santa Barbara MTD	Transit Planner I (Route Scheduler)	NR	25.0%	Range	Unk	Unk	-
<b>Gold Coast Transit District</b>	<b>Transit Planner I</b>	<b>NR</b>	<b>40.0%</b>	<b>Range</b>	<b>Merit</b>	<b>E</b>	<b>Yes</b>

**TABLE 30D - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
County Connection	95.80%	\$200.00	Unk	-
Culver City Bus	101.00%	\$854.00	Yes	-
Golden Empire TD				
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus				
Santa Barbara MTD	97.60%	-	Yes	-
<b>Comparator Average</b>	<b>95.15%</b>	<b>\$401.83</b>	<b>-</b>	<b>-</b>
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
<b>Difference</b>	<b>-14.55%</b>	<b>-\$251.83</b>		

**TABLE 30E - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
County Connection	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus	10.00	20+*	13.00	15.00	-	-	-	38.00	48.00
Golden Empire TD									
Monterey/Salinas TD	-	-	-	13.00	15.00	35.00	-	28.00	48.00
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	Unk	8.00	22.00	34.00	5.00	35.00	47.00
Santa Rosa City Bus									
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>10.50</b>	<b>23.75</b>	<b>11.75</b>	<b>11.83</b>	<b>18.50</b>	<b>34.50</b>	<b>5.00</b>	<b>34.50</b>	<b>48.67</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>36.66</b>	<b>47.66</b>
							<b>Difference</b>	<b>2.16</b>	<b>-1.01</b>

\*One day for each addl yr after 20 YOS

**TABLE 30F - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
County Connection	2.0% at 60	16.88%	3.50%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Golden Empire TD									
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus									
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>10.98%</b>	<b>7.49%</b>		<b>7.27%</b>	<b>10.50%</b>		<b>9.58%</b>	<b>8.75%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
		<b>Difference</b>	<b>2.55%</b>					<b>1.95%</b>	<b>-0.75%</b>

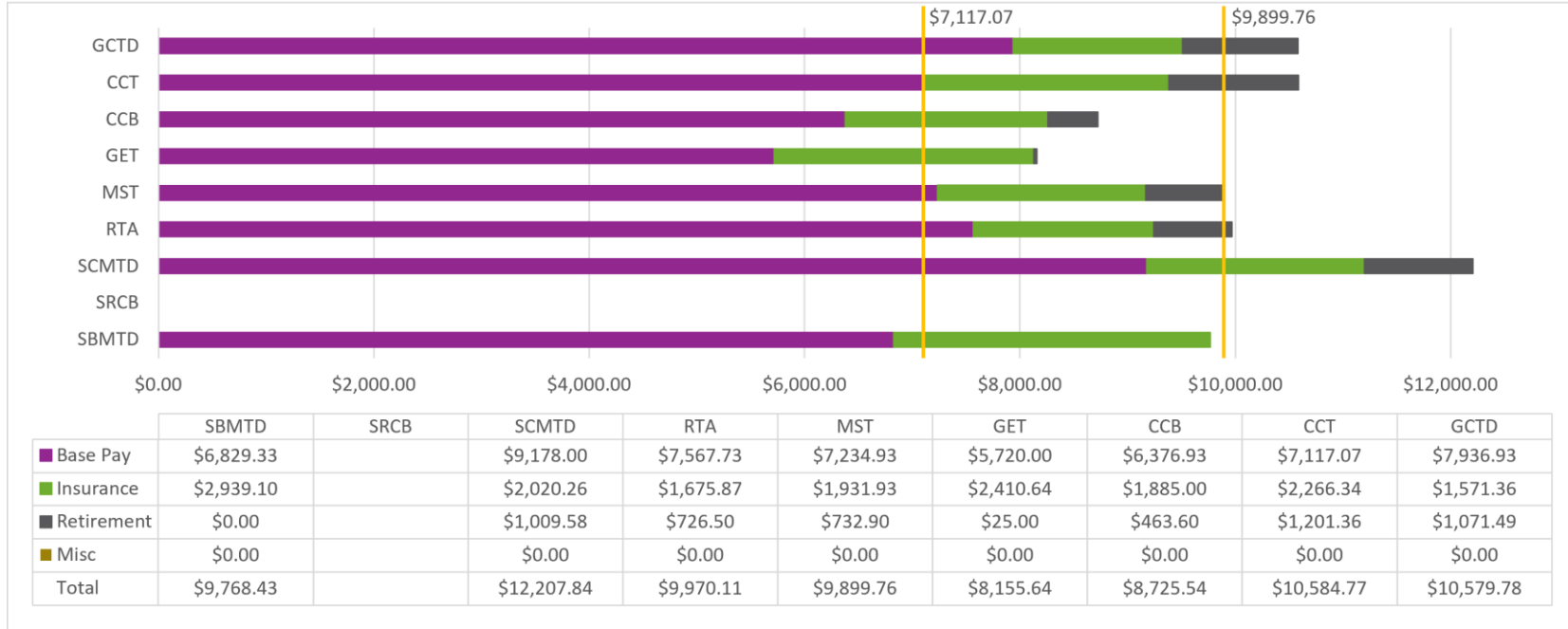


TABLE 30E – Specialty Pay

	Gold Coast Transit District	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside Transit	Santa Cruz Metro TD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
<b>Bilingual Pay</b>	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written						\$130 - \$164.66 mo \$130 mo for verbal or \$164.66 mo for verbal and written		
<b>Longevity Pay</b>	1% per 5 yrs Cumulative based on years of service				1% lump sum payment of base pay each 5 yrs Non-cumulative		5% base pay 5% after 15 yrs. Addl 5% after 20 yrs		
<b>ALLOWANCES/ INCENTIVES</b>									
<b>Tuition Reimbursement</b>	\$1200 yr				\$300 yr/ \$1500 per semester \$300 yr if non job related \$1500 semester if job related	Up to 6 units for 4 quarters per FY			

**Figure 31 – Transit Planner II – Monthly Total Compensation**

# Matched: 7


**TABLE 31A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp. No Match Req.		Deferred Comp. Match Req.	
Contra Costa Transportation	\$6,145.00	\$8,088.75	\$1,201.36	-	-	-	-
Culver City Bus	\$5,743.88	\$7,010.94	\$463.60	-	-	457	\$130.00
Golden Empire TD	\$4,853.33	\$6,586.67	-	457	\$25.00	Retirement	\$343.20
Monterey/Salinas TD	\$6,029.08	\$8,440.75	\$732.90	-	-	-	-
Riverside Transit Agency	\$6,054.50	\$9,081.83	\$726.50	-	-	-	-
Santa Cruz Metropolitan TD	\$7,635.33	\$10,718.93	\$1,009.58	-	-	-	-
Santa Rosa City Bus							
Santa Barbara MTD	\$6,070.75	\$7,588.42	-	-	-	401k	\$682.93
<b>Comparator Average</b>	<b>\$6,075.98</b>	<b>\$8,216.61</b>	<b>\$826.79</b>	<b>-</b>	<b>\$25.00</b>	<b>-</b>	<b>\$385.38</b>
<b>Gold Coast Transit District</b>	<b>\$6,617.67</b>	<b>\$9,256.00</b>	<b>\$1,071.49</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Difference</b>	<b>\$541.68</b>	<b>\$1,039.39</b>	<b>\$244.70</b>	<b>Base Pay Distance From Median</b>			<b>-10.33%</b>

**TABLE 31B - MARKET PERCENTILES**

25th	50th	75th	Market Standing
\$6,376.93	\$7,117.07	\$7,567.73	Above 75th

**TABLE 31C - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
Contra Costa Transportation	Planner/Assistant Scheduler	NR	31.6%	Steps (8)	Unk	NE	-
Culver City Bus	Planning Technician II	CEA	22.1%	Steps (5)	Unk	NE	-
Golden Empire TD	Transit Planner	NR	35.7%	Range	Merit	E	-
Monterey/Salinas TD	Associate Planner	EA	40.0%	Range	Merit	E	-
Riverside Transit Agency	Planning Analyst	Admin	50.0%	Range	Unk	NE	-
Santa Cruz Metropolitan TD	Transportation Planner II	SEIU	40.4%	Steps (6)	Steps	NE	-
Santa Rosa City Bus							
Santa Barbara MTD	Transit Planner II	NR	25.0%	Range	Unk	Unk	-
<b>Gold Coast Transit District</b>	<b>Transit Planner II</b>	<b>NR</b>	<b>39.9%</b>	<b>Range</b>	<b>Merit</b>	<b>E</b>	<b>Yes</b>

**TABLE 31D - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
Contra Costa Transportation	95.80%	\$200.00	Unk	-
Culver City Bus	101.00%	\$854.00	Yes	-
Golden Empire TD	100.00%	\$375.00	Yes	LTD
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency	97.50%	\$220.00	Yes	LTD
Santa Cruz Metropolitan TD	95.00%	\$333.33	Yes	LTD
Santa Rosa City Bus				
Santa Barbara MTD	97.60%	-	Yes	-
<b>Comparator Average</b>	<b>95.84%</b>	<b>\$396.47</b>	<b>-</b>	<b>-</b>
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
	<b>-15.24%</b>	<b>-\$246.47</b>		

**TABLE 31E - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
Contra Costa Transportation	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus	10.00	20+*	13.00	15.00	-	-	-	38.00	48.00
Golden Empire TD	15.00	25.00	12.00	6.00	-	-	-	33.00	43.00
Monterey/Salinas TD	-	-	-	13.00	14.00	34.00	-	27.00	47.00
Riverside Transit Agency	10.00	30.00	12.00	13.00	-	-	-	35.00	55.00
Santa Cruz Metropolitan TD	-	-	Unk	8.00	22.00	34.00	5.00	35.00	47.00
Santa Rosa City Bus									
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>11.40</b>	<b>24.00</b>	<b>11.80</b>	<b>11.00</b>	<b>18.00</b>	<b>34.00</b>	<b>5.00</b>	<b>34.14</b>	<b>47.71</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>36.66</b>	<b>47.66</b>
							<b>Difference</b>	<b>2.52</b>	<b>-0.05</b>

\*One day for each addl yr after 20 YOS

**TABLE 31F - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	3.50%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Golden Empire TD	-	-	-	-	-	-	-	-	-
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency	2.0% at 55	9.60%	7.00%	-	-	-	2.0% at 62	9.60%	8.25%
Santa Cruz Metropolitan TD	2.5% at 55	11.00%	8.00%	-	-	-	2.0% at 62	11.00%	8.00%
Santa Rosa City Bus									
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>10.98%</b>	<b>7.49%</b>		<b>7.27%</b>	<b>10.50%</b>		<b>9.58%</b>	<b>8.75%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
		<b>Difference</b>	<b>2.55%</b>					<b>1.95%</b>	<b>-0.75%</b>

**TABLE 31E – Specialty Pay**

	Gold Coast Transit District	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside Transit	Santa Cruz Metro TD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
<b>Bilingual Pay</b>	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written		5%/7.5% 5% for verbal/Addl 2.5% for written				\$130 -\$164.66 mo \$130 mo for verbal or \$164.66 mo for verbal and written		
<b>Certificate/License Pay</b>			5% American Institute of Certified Planners Pay (AICP) 2% -5% Automotive Service Excellence Certifications - Fleet Services Supervisor						
<b>Education Pay</b>			\$86.66 mo Bachelor's Degree \$130 mo Master's Degree						
<b>Longevity Pay</b>	1% per 5 yrs Cumulative based on years of service		\$250 mo 5 years of service \$416.67 mo 10 years of service \$583.33 mo 15 years of service \$750 mo 20 years of service \$916.65 mo 25 years of service		1% lump sum payment of base pay each 5 yrs Non-cumulative		5% base pay 5% after 15 yrs. Addl 5% after 20 yrs		

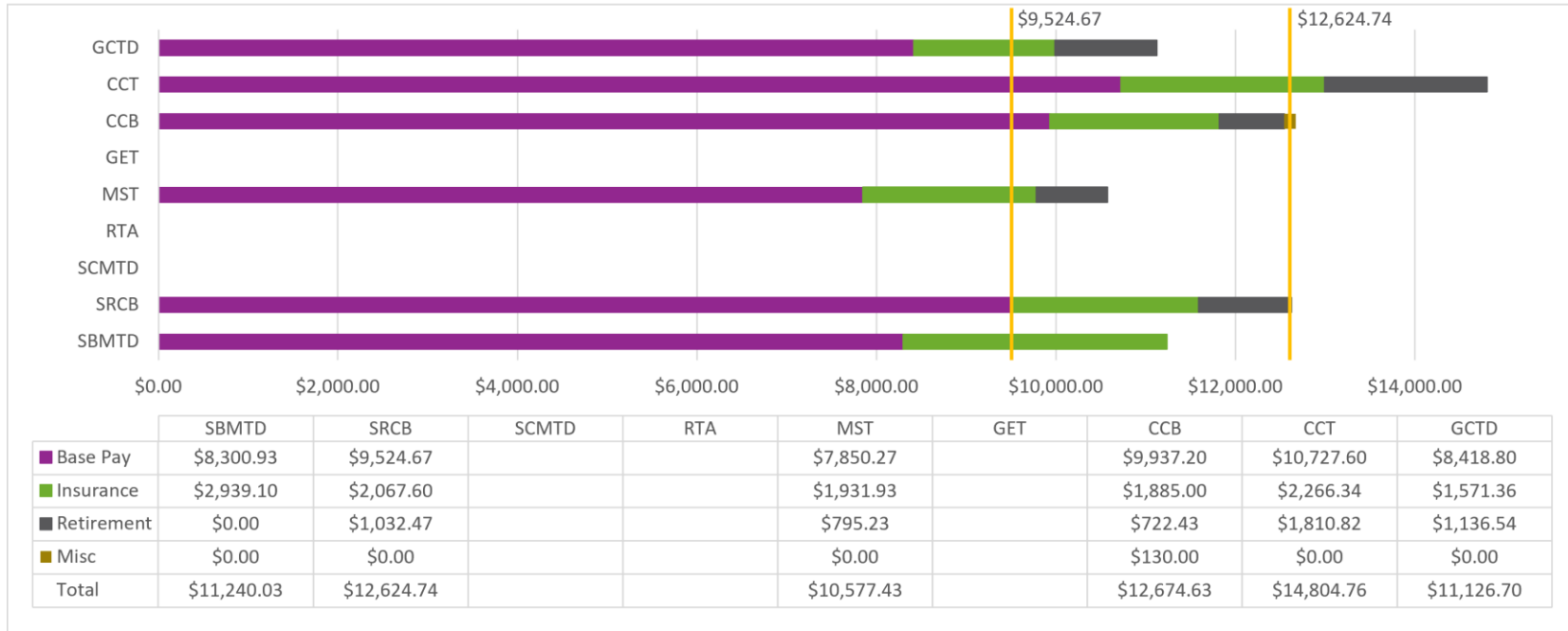


	Gold Coast Transit District	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside Transit	Santa Cruz Metro TD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Out of Class Pay			5% Or Step 1 of acting class whichever is greater						
Other			10% max Special Compensation Pay -Temporary higher level and complex duties. Not to be combined with out of class pay						
<b>ALLOWANCES/ INCENTIVES</b>									
Tuition Reimbursement				\$3000 yr	\$300 yr/ \$1500 per semester	Up to 6 units for 4 quarters per FY			
				Can also be used for student loan reduction payment	\$300 yr if non job related \$1500 semester if job related				



**Figure 32 – Transit Planning Manager – Monthly Total Compensation**

# Matched: 5


**TABLE 32A - SALARY RANGE, ALLOWANCES & INCENTIVES**

Org Name	Salary Range		Retirement on Chart			Misc. on Chart	Additional Reporting Only	
	Min	Max	ER CALPERS	ER Deferred Comp.	ER Deferred Comp. No Match Req.	Cell Phone	Deferred Comp.	Deferred Comp. Match Req.
Contra Costa Transportation	\$7,255.33	\$14,199.17	\$1,810.82	-	-	-	-	-
Culver City Bus	\$8,949.33	\$10,923.62	\$722.43	-	-	\$130.00	457	\$346.67
Golden Empire TD								
Monterey/Salinas TD	\$7,166.67	\$8,533.33	\$795.23	-	-	-	-	-
Riverside Transit Agency								
Santa Cruz Metropolitan TD								
Santa Rosa City Bus	\$8,599.75	\$10,451.25	\$1,032.47	-	-	-	-	-
Santa Barbara MTD	\$7,379.00	\$9,223.75	-	-	-		401k	\$830.09
<b>Comparator Average</b>	<b>\$7,870.02</b>	<b>\$10,666.22</b>	<b>\$1,090.24</b>	-	-	<b>\$130.00</b>	-	<b>\$588.38</b>
Gold Coast Transit District	\$7,006.92	\$9,829.17	\$1,136.54	-	-	-	-	-
Difference	<b>-\$863.10</b>	<b>-\$837.06</b>	<b>\$46.30</b>				Base Pay Distance From Median	<b>13.15%</b>

**TABLE 32B - MARKET PERCENTILES**

25th	50th	75th	Market Standing
\$8,075.60	\$9,524.67	\$10,332.40	Below 50th

**TABLE 32C - AGREEMENT INFO**

Org Name	Job Title	Group	Range Detail		Documented Increase Type	FLSA Detail	
			Spread	Type		Status	Review FLSA
Contra Costa Transportation	Manager of Planning	NR	95.7%	Range	Unk	E	-
Culver City Bus	Senior Planner	MGMT	22.1%	Steps (5)	Unk	Unk	-
Golden Empire TD							-
Monterey/Salinas TD	Planning Manager	EA	19.1%	Range	Merit	E	-
Riverside Transit Agency							-
Santa Cruz Metropolitan TD							-
Santa Rosa City Bus	Transit Planner	MMM	21.5%	Steps (5)	Steps & COLA	Unk	-
Santa Barbara MTD	Grants & Compliance Manager	NR	25.0%	Range	Unk	Unk	-
<b>Gold Coast Transit District</b>	<b>Transit Planning Manger</b>	<b>NR</b>	<b>40.3%</b>	<b>Range</b>	<b>Merit</b>	<b>E</b>	<b>No</b>

**TABLE 32D - BENEFIT INFO**

Org Name	% ER Paid Medical	Monthly Medical Opt-Out	ER Paid Life Insurance	ER Paid STD/LTD
Contra Costa Transportation	95.80%	\$200.00	Unk	-
Culver City Bus	101.00%	\$854.00	Yes	-
Golden Empire TD				
Monterey/Salinas TD	84.00%	Unk	Yes	-
Riverside Transit Agency				
Santa Cruz Metropolitan TD				
Santa Rosa City Bus	88.40%	Unk	Yes	STD/LTD
Santa Barbara MTD	97.60%	-	Yes	-
<b>Comparator Average</b>	<b>93.36%</b>	<b>\$527.00</b>		
<b>Gold Coast Transit District</b>	<b>80.60%</b>	<b>\$150.00</b>	<b>Yes</b>	<b>LTD</b>
<b>Difference</b>	<b>-12.76%</b>	<b>-\$377.00</b>		

**TABLE 32E - PAID TIME INFO (in days per year)**

Org Name	Vacation		Sick	Holidays	Annual Leave		Other	Total Time Off	
	Min	Max			Min	Max		Min	Max
Contra Costa Transportation	12.00	20.00	12.00	12.00	-	-	-	36.00	44.00
Culver City Bus	10.00	20+*	13.00	15.00	-	-	9.50	47.50	57.50
Golden Empire TD									
Monterey/Salinas TD	-	-	-	13.00	14.00	34.00	-	27.00	47.00
Riverside Transit Agency									
Santa Cruz Metropolitan TD									
Santa Rosa City Bus	10.00	25.00	12.00	13.00	10.00	-	-	45.00	50.00
Santa Barbara MTD	10.00	25.00	10.00	10.00	-	-	5.00	35.00	50.00
<b>Comparator Average</b>	<b>10.50</b>	<b>22.50</b>	<b>11.75</b>	<b>12.60</b>	<b>12.00</b>	<b>34.00</b>	<b>7.25</b>	<b>38.10</b>	<b>49.70</b>
<b>Gold Coast Transit District</b>	<b>11.50</b>	<b>22.50</b>	<b>8.66</b>	<b>14.00</b>	<b>-</b>	<b>-</b>	<b>2.50</b>	<b>36.66</b>	<b>47.66</b>
							<b>Difference</b>	<b>-1.44</b>	<b>-2.04</b>

\*One day for each addl yr after 20 YOS

**TABLE 32F - CALPERS**

Org Name	Tier I			Tier II			PEPRA		
	Offering	ER	EE	Offering	ER	EE	Offering	ER	EE
Contra Costa Transportation	2.0% at 60	16.88%	0.00%	-	-	-	2.0% at 62	9.88%	8.25%
Culver City Bus	2.5% at 55	7.27%	11.50%	2.0% at 60	7.27%	10.50%	2.0% at 62	7.27%	11.25%
Golden Empire TD									
Monterey/Salinas TD	2.0% at 55	10.13%	7.43%	-	-	-	2.0% at 62	10.13%	8.00%
Riverside Transit Agency									
Santa Cruz Metropolitan TD									
Santa Rosa City Bus	3.0% at 60	10.84%	9.50%	2.5% at 55	10.84%	9.50%	2.0% at 62	10.84%	9.50%
Santa Barbara MTD	-	-	-	-	-	-	-	-	-
<b>Comparator Average</b>		<b>11.28%</b>	<b>7.11%</b>		<b>9.06%</b>	<b>10.00%</b>		<b>9.53%</b>	<b>9.25%</b>
<b>Gold Coast Transit District</b>	<b>2.7% at 55</b>	<b>13.53%</b>	<b>6.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.0% at 62</b>	<b>11.53%</b>	<b>8.00%</b>
	<b>Difference</b>	<b>2.25%</b>	<b>-3.48%</b>					<b>2.00%</b>	<b>-1.25%</b>



TABLE 32E – Specialty Pay

	Gold Coast Transit District	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside Transit	Santa Cruz Metro TD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>									
Bilingual Pay	\$60/\$90 mo \$60 for verbal/\$90 for verbal & written							2% of base pay	
Certificate/License Pay			5% American Institute of Certified Planners Pay (AICP)						
			5% Certified Public Accountant (CPA)						
Education Pay			\$200 mo Bachelor's Degree						
			\$400 mo Master's Degree or JD						
Longevity Pay	1% per 5 yrs Cumulative based on years of service		\$250 mo 5 years of service		1% lump sum payment of base pay each 5 yrs Non-cumulative				
			\$416.67 mo 10 years of service						
			\$583.33 mo 15 years of service						
			\$750 mo 20 years of service						
			\$916.65 mo 25 years of service						
Out of Class Pay			5% Or Step 1 of acting class whichever is greater						
Other			10% max Special Compensation Pay -Temporary						



	Gold Coast Transit District	County Connection	Culver City Bus	Golden Empire TD	Monterey/Salinas TD	Riverside Transit	Santa Cruz Metro TD	Santa Rosa City Bus	Santa Barbara MTD
<b>SPECIALTY PAY</b>			higher level and complex duties. Not to be combined with out of class pay						
			Outstanding Performance Pay						
			Up to 3 days off per yr						
			Paid Sabbatical Leave						
			15 days after 11 yrs and only granted once within each subsequent 5 yr period. No accrual or cash value						
<b>ALLOWANCES/ INCENTIVES</b>									
<b>Attendance Incentive</b>									
<b>Tuition Reimbursement</b>	\$1200 yr		\$250 per unit		\$300 yr/ \$1500 per semester				
			Plus costs of books, registration and parking fees		\$300 yr if non job related \$1500 semester if job related				
<b>Wellness Incentive</b>			\$500 yr				\$500 yr		

## JOB DESCRIPTION

<b>Job Title:</b> [Title]	
<b>Department:</b> Enter Department	<b>Reports To:</b> Enter Reports To Job Title
<b>FLSA:</b> Choose an item.	<b>Union Status:</b> Choose an item.
<b>Salary Grade:</b> Enter grade	Choose an item. [Publish Date]

### **JOB SUMMARY**

#### **SUPERVISORY RESPONSIBILITIES**

Responsible for supervision of assigned, staff, interns, performance management and other personnel processes, including, but not limited to, hiring, setting individual goals and objectives, providing guidance, training, direction, corrective action, and separations.

Or

None.

#### **ESSENTIAL FUNCTIONS**

Perform other duties as assigned.

#### **MINIMUM QUALIFICATIONS**

*To execute this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability needed to perform this role. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

#### **EDUCATION**

#### **EXPERIENCE**

#### **LICENSES & CERTIFICATIONS**

#### **ADDITIONAL COMPETENCIES**

Occasionally travel for company business using reliable transportation.

Maintain regular attendance and punctuality.

Willing to work non-traditional hours and days to meet the needs of this position.

**KNOWLEDGE OF**

**SKILLS**

**ABILITY TO**

**PHYSICAL DEMANDS**

*The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee is regularly required to

**WORK ENVIRONMENT**

*The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee is  exposed to outside weather conditions. The noise level in the work environment is usually  noise level.

*Note: This job description is not designed to cover or contain a comprehensive listing of all activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice at the discretion of GCTD.*

**GENERAL MANAGER'S CONCURRENCE**

\_\_\_\_\_  
Vanessa Rauschenberger  
General Manager

\_\_\_\_\_  
Date

Board Approved Date:

Received By:

\_\_\_\_\_

\_\_\_\_\_

## Group Coding Key

AGENCY NAME	Employee Group Abbreviation Employee Group Description	
GOLD COAST TRANSIT DISTRICT	NR	Non Represented Employee
	TMSTR	Teamsters Supervisors
COUNTY CONNECTION CONTRA COSTA	NR	Non Represented Employee
	TMSTR	Teamsters
CULVER CITY BUS	CEA	Culver City Employee Association
	MGMT	Management Group
	EXEC	Executives
GOLDEN EMPIRE TRANSIT (Non-Rep Only)	NR	Non Represented Employee
MONTEREY/SALINAS TRANSIT	CU	Confidential Unit
	MSTEA	Monterey Salinas Transit Employee Association
RIVERSIDE TRANSIT	ADMIN	Administrative Employee
	ATU	Amalgamated Transit Unit
SANTA BARBARA MTD	NR	Staff & Management
	TMSTR	Teamsters
SANTA CRUZ MTD	MGMT	Management
	SEIU	Service Employees Internation Union
SANTA ROSA CITY BUS	TMSTR	Teamsters
	MMM	Misc Mid Management
	MMC	Middle Management and Confidential Unit
	EXEC	Executive Management
SIMI VALLEY TRANSIT (REP Only)	SEIU	Service Employees International Unit



**Current Classification Structure for GCTD Non-Represented Employees**

<b>Position Title w/ Current Salary Ranges (Effective July 1, 2023)</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
General Manager	\$ 161,549	\$ 193,955	\$ 226,298
Assistant General Manager/CFO	\$ 131,885	\$ 158,013	\$ 184,140
Director, Finance	\$ 125,605	\$ 150,715	\$ 175,822
Director, Human Resources	\$ 109,517	\$ 131,575	\$ 153,634
Director, Planning and Marketing	\$ 109,517	\$ 131,575	\$ 153,634
Director, Operations & Maintenance	\$ 109,517	\$ 131,575	\$ 153,634
Operations Manager	\$ 96,799	\$ 116,133	\$ 135,468
Fleet Manager	\$ 96,799	\$ 116,133	\$ 135,468
Accounting Manager	\$ 84,083	\$ 101,017	\$ 117,950
Transit Planning Manager	\$ 84,083	\$ 101,017	\$ 117,950
Procurement Manager/DBE Officer	\$ 79,412	\$ 95,242	\$ 111,072
Communications and Marketing Manager	\$ 79,412	\$ 95,242	\$ 111,072
Paratransit and Special Projects Manager	\$ 79,412	\$ 95,242	\$ 111,072
Transit Planner II	\$ 79,412	\$ 95,242	\$ 111,072
Human Resources Generalist	\$ 79,412	\$ 95,242	\$ 111,072
Transit Planner I	\$ 75,002	\$ 89,989	\$ 104,973
Inventory & Asset Management Coordinator (Buyer)	\$ 63,322	\$ 76,040	\$ 88,756
Finance & Grants Analyst (Accounting Analyst)	\$ 61,245	\$ 73,507	\$ 85,770
Operations Assistant Management Coordinator	\$ 61,245	\$ 73,507	\$ 85,770
Accounting Specialist A/P (Administrative Specialist)	\$ 61,245	\$ 73,507	\$ 85,770
Payroll Coordinator (formerly Payroll Specialist)	\$ 61,245	\$ 73,507	\$ 85,770
Office Coordinator/Executive Assistant	\$ 61,245	\$ 73,507	\$ 85,770
Revenue Specialist	\$ 61,245	\$ 73,507	\$ 85,770
Human Resources Coordinator	\$ 61,245	\$ 73,507	\$ 85,770
Mobility Management Coordinator	\$ 61,245	\$ 73,507	\$ 85,770
Information Technology Technician	\$ 61,245	\$ 73,507	\$ 85,770

### Recommended Classification Structure for GCTD Non-Represented Employees

Position Title	Class	Market Median										
		STEP 1	STEP 2	STEP 3	Step 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
General Manager/CEO	Class 9	\$ 191,963	<i>determined by contract</i>									
Management IV (AGM/CFO)	Class 8	\$ 155,907	\$ 160,584	\$ 165,402	\$ 170,364	\$ 175,475	\$ 180,739	\$ 186,161	\$ 191,746	\$ 197,499	\$ 203,424	
Management III (Director)	Class 7	\$ 135,759	\$ 139,831	\$ 144,026	\$ 148,347	\$ 152,797	\$ 157,381	\$ 162,103	\$ 166,966	\$ 171,975	\$ 177,134	
Management II	Class 6	\$ 120,305	\$ 123,914	\$ 127,631	\$ 131,460	\$ 135,404	\$ 139,466	\$ 143,650	\$ 147,959	\$ 152,398	\$ 156,970	
Management I	Class 5	\$ 104,851	\$ 107,996	\$ 111,236	\$ 114,573	\$ 118,010	\$ 121,550	\$ 125,197	\$ 128,953	\$ 132,822	\$ 136,806	
Professional IV	Class 4	\$ 84,123	\$ 86,646	\$ 89,246	\$ 91,923	\$ 94,681	\$ 97,521	\$ 100,447	\$ 103,460	\$ 106,564	\$ 109,761	
Professional III	Class 3	\$ 69,091	\$ 71,164	\$ 73,299	\$ 75,498	\$ 77,763	\$ 80,096	\$ 82,499	\$ 84,974	\$ 87,523	\$ 90,149	
Professional II	Class 2	\$ 58,176	\$ 59,921	\$ 61,718	\$ 63,570	\$ 65,477	\$ 67,441	\$ 69,465	\$ 71,549	\$ 73,695	\$ 75,906	
Professional I	Class 1	\$ 51,460	\$ 53,004	\$ 54,594	\$ 56,232	\$ 57,919	\$ 59,657	\$ 61,446	\$ 63,290	\$ 65,188	\$ 67,144	

The proposed **draft** classification structure below is based on results of classification and compensation study, as well as GCTD current salary structure. This structure is intended to be used for Budget Planning purposes only. As part of the FY 25 budget development process, this table may be adjusted to include COLA's subject to budget availability. Placement of individual employees into steps will take place in accordance with GCTD Personnel Rules.

Position Title	Class	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
General Manager	Class 9	\$ 191,963	<i>not eligible for steps / determined by contract</i>									
Assistant General Manager/CFO	Class 8	\$ 155,907	\$ 160,584	\$ 165,402	\$ 170,364	\$ 175,475	\$ 180,739	\$ 186,161	\$ 191,746	\$ 197,499	\$ 203,424	
Director, Human Resources	Class 7	\$ 135,759	\$ 139,831	\$ 144,026	\$ 148,347	\$ 152,797	\$ 157,381	\$ 162,103	\$ 166,966	\$ 171,975	\$ 177,134	
Director, Planning and Marketing	Class 7	\$ 135,759	\$ 139,831	\$ 144,026	\$ 148,347	\$ 152,797	\$ 157,381	\$ 162,103	\$ 166,966	\$ 171,975	\$ 177,134	
Director, Operations & Maintenance	Class 7	\$ 135,759	\$ 139,831	\$ 144,026	\$ 148,347	\$ 152,797	\$ 157,381	\$ 162,103	\$ 166,966	\$ 171,975	\$ 177,134	
Controller (future position placeholder)	Class 6	\$ 120,305	\$ 123,914	\$ 127,631	\$ 131,460	\$ 135,404	\$ 139,466	\$ 143,650	\$ 147,959	\$ 152,398	\$ 156,970	
Operations Manager	Class 5	\$ 104,851	\$ 107,996	\$ 111,236	\$ 114,573	\$ 118,010	\$ 121,550	\$ 125,197	\$ 128,953	\$ 132,822	\$ 136,806	
Fleet Manager	Class 5	\$ 104,851	\$ 107,996	\$ 111,236	\$ 114,573	\$ 118,010	\$ 121,550	\$ 125,197	\$ 128,953	\$ 132,822	\$ 136,806	
Accounting Manager	Class 5	\$ 104,851	\$ 107,996	\$ 111,236	\$ 114,573	\$ 118,010	\$ 121,550	\$ 125,197	\$ 128,953	\$ 132,822	\$ 136,806	
Transit Planning Manager	Class 5	\$ 104,851	\$ 107,996	\$ 111,236	\$ 114,573	\$ 118,010	\$ 121,550	\$ 125,197	\$ 128,953	\$ 132,822	\$ 136,806	
Procurement Manager/DBE Officer	Class 5	\$ 104,851	\$ 107,996	\$ 111,236	\$ 114,573	\$ 118,010	\$ 121,550	\$ 125,197	\$ 128,953	\$ 132,822	\$ 136,806	
Communications and Marketing Manager	Class 5	\$ 104,851	\$ 107,996	\$ 111,236	\$ 114,573	\$ 118,010	\$ 121,550	\$ 125,197	\$ 128,953	\$ 132,822	\$ 136,806	
Paratransit and Special Projects Manager	Class 5	\$ 104,851	\$ 107,996	\$ 111,236	\$ 114,573	\$ 118,010	\$ 121,550	\$ 125,197	\$ 128,953	\$ 132,822	\$ 136,806	
Transit Planner II	Class 4	\$ 84,123	\$ 86,646	\$ 89,246	\$ 91,923	\$ 94,681	\$ 97,521	\$ 100,447	\$ 103,460	\$ 106,564	\$ 109,761	
Human Resources Generalist	Class 4	\$ 84,123	\$ 86,646	\$ 89,246	\$ 91,923	\$ 94,681	\$ 97,521	\$ 100,447	\$ 103,460	\$ 106,564	\$ 109,761	
Finance & Grants Analyst (Accounting Analyst)	Class 4	\$ 84,123	\$ 86,646	\$ 89,246	\$ 91,923	\$ 94,681	\$ 97,521	\$ 100,447	\$ 103,460	\$ 106,564	\$ 109,761	
Transit Planner I	Class 3	\$ 69,091	\$ 71,164	\$ 73,299	\$ 75,498	\$ 77,763	\$ 80,096	\$ 82,499	\$ 84,974	\$ 87,523	\$ 90,149	
Inventory & Asset Management Coordinator (Buyer)	Class 3	\$ 69,091	\$ 71,164	\$ 73,299	\$ 75,498	\$ 77,763	\$ 80,096	\$ 82,499	\$ 84,974	\$ 87,523	\$ 90,149	
Operations Assistant Management Coordinator	Class 3	\$ 69,091	\$ 71,164	\$ 73,299	\$ 75,498	\$ 77,763	\$ 80,096	\$ 82,499	\$ 84,974	\$ 87,523	\$ 90,149	
Accounting Specialist A/P (Administrative Specialist)	Class 3	\$ 69,091	\$ 71,164	\$ 73,299	\$ 75,498	\$ 77,763	\$ 80,096	\$ 82,499	\$ 84,974	\$ 87,523	\$ 90,149	
Payroll Coordinator (Payroll Specialist)	Class 3	\$ 69,091	\$ 71,164	\$ 73,299	\$ 75,498	\$ 77,763	\$ 80,096	\$ 82,499	\$ 84,974	\$ 87,523	\$ 90,149	
Office Coordinator/Executive Assistant	Class 3	\$ 69,091	\$ 71,164	\$ 73,299	\$ 75,498	\$ 77,763	\$ 80,096	\$ 82,499	\$ 84,974	\$ 87,523	\$ 90,149	
Revenue Specialist	Class 2	\$ 58,176	\$ 59,921	\$ 61,718	\$ 63,570	\$ 65,477	\$ 67,441	\$ 69,465	\$ 71,549	\$ 73,695	\$ 75,906	
Human Resources Coordinator	Class 2	\$ 58,176	\$ 59,921	\$ 61,718	\$ 63,570	\$ 65,477	\$ 67,441	\$ 69,465	\$ 71,549	\$ 73,695	\$ 75,906	
Mobility Management Coordinator	Class 2	\$ 58,176	\$ 59,921	\$ 61,718	\$ 63,570	\$ 65,477	\$ 67,441	\$ 69,465	\$ 71,549	\$ 73,695	\$ 75,906	
Information Technology Technician	Class 2	\$ 58,176	\$ 59,921	\$ 61,718	\$ 63,570	\$ 65,477	\$ 67,441	\$ 69,465	\$ 71,549	\$ 73,695	\$ 75,906	
Admin Assistant (future position placeholder)	Class 1	\$ 51,460	\$ 53,004	\$ 54,594	\$ 56,232	\$ 57,919	\$ 59,657	\$ 61,446	\$ 63,290	\$ 65,188	\$ 67,144	



Item #13

**DATE:** December 6, 2023  
**TO:** GCTD Board of Directors  
**FROM:** Margaret Schoep, Paratransit & Special Projects Manager  
**SUBJECT:** **Consider the Formation of an Ad Hoc Committee to Discuss the Potential Use of the GCTD Facility for GO ACCESS & Flexible Services**

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## **SUMMARY**

GCTD is approaching the end of its base contract with MV Transportation, Inc. for the management, maintenance, and operations of the GO ACCESS & Flexible Services division. The current contract is set to expire in June 2024 but includes optional renewal periods. Currently, GCTD is exploring various options for achieving fiscal savings and streamlined operations, including better utilization of GCTD's Maintenance & Operations facility which has a significant amount of space available for expanded operations.

## **BACKGROUND**

Since 1996, GCTD has provided federally mandated ADA transportation services. GO ACCESS provides service during the same hours that GCTD's fixed services operate throughout the GCTD service area of Ojai, Oxnard, Port Hueneme, Ventura, and the unincorporated areas between GCTD's member cities. In addition to the mandated services, the services have been expanded to include flexible services including Late Night Safe Rides, GO Now, and Health Zones.

This service was initially located off-site, using a contractor for three reasons:

1. The transit industry during the late 1980s and early 1990s believed that the ADA paratransit transportation provisions would be a temporary accessible service as the nation's public transit fixed-route buses transitioned to being 100% accessible. Once the fixed-route buses were accessible, the assumption then was the need for ADA paratransit services would be diminished, if not eliminated.
2. The old yard located at 301 East Third Street was already at capacity with the fixed-route operations, and it made sense to have a contractor assume the risk for the short-term service requirements.
3. Desire to keep labor costs under control. Contracted transportation services historically have had lower costs per hour than those operated in-house.

As time passed, some of these assumptions have been found to be no longer valid with ADA paratransit services now being an integral part of public transit nationwide now and for the foreseeable future and the market rate for labor resulting in less significant differences in labor rates.

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Facility for GO ACCESS & Flexible Services

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Additionally, in 2019, GCTD moved from a 3-acre site (301 Third St) to a 15-acre site (1901 Auto Center Drive) designed to accommodate the growth of GCTD's public transit services over the next 50 years. GCTD's facility is currently being utilized at approximately 50% of its available capacity. Bringing the demand response services on-site, would take up approximately 15 bus parking spaces (assuming two smaller vehicles per space) and add approximately 40 operators. The facility has space for 125 full-sized buses and 225 Operators. Using the facility would also provide some operational efficiencies, as the Demand Response electric fleet currently charges nightly at the GCTD yard, and the ACCESS CNG vehicles currently deadhead to the GCTD facility daily to be fueled. The fleet and equipment are currently already 100% owned by GCTD.

The FY2024 flexible services budget of \$5.4M covers GCTD expenses including oversight staffing, materials, advertising, and fuel to support the contracted flexible service operations. The contracted flexible service operations account for \$4.5M or 85% of the flexible services FY2024 budget. The Contractor currently operates off-site approximately 1.5 miles from our 1901 facility. The MV facility is leased for \$162K/year plus utilities of approximately \$247K/year for an approximate GO ACCESS Flexible Services off-site annual cost of \$408K. The contract structure reimburses MV for its operating costs by paying a fully loaded per vehicle revenue hour (VRH) cost. (Currently \$87.62/VRH)

In June 2018, GCTD released an RFP for operation of all demand-response services which included a 6-year base and two 3-year options. All respondents to the RFP were required to price their RFP response based on operating costs at an offsite location. GCTD awarded a six-year contract for the maintenance, management, and operations of the GO ACCESS services to MV Transportation in January 2019. The current 6-year base contract will expire in June 2024. Since the award of this contract, GCTD vacated its 3-acre Third Street site in July 2019 and moved into its current 15-acre facility.

#### **POTENTIAL FUTURE DEMAND RESPONSE OPERATIONS CONSIDERATIONS:**

As GCTD approaches the end of the base contract, staff is exploring various options for flexible service operations including potential fiscal savings, streamlined operations, and further integration with GCTD's fixed-route operations. The following four options are offered to the Board for further study and direction:

**A: OFF-SITE/OUT-SOURCE - Continue as is** using the current contractor and contractor facilities to operate the flexible services off-site by renewing a 3-year option with MV Transportation at their current facility.

**B: RE-COMPETE with OFF-SITE/ON-SITE options in the bids:**

- Request all bidders include *off-site* costs similar to the original 2018 RFP.
- Request all bidders include costs to operate on the 1901 facility.

**C: ON-SITE/OUT-SOURCE - Transition current contractor** on-site to the 1901 yard.

**D: ON-SITE/IN-SOURCE - Transition the flexible services in-house** to 1901 to operate with GCTD employees.

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## **CONCLUSION**

GCTD is approaching the end of its base contract with MV Transportation, Inc. for the management, maintenance, and operations of the GO ACCESS Demand Response Services. The current contract incorporates operating parameters and assumptions that may no longer be valid. This contract is set to expire in June 2024 but includes optional renewal periods. GCTD is exploring various options for flexible service operations including possible fiscal savings and streamlined operations by utilizing excess capacity at the GCTD facility to house demand response operations.

Due to the many considerations involved in the evolution of the options, staff recommends the Board form an Ad Hoc Committee to meet with staff to help further evaluate the options and provide feedback to staff so that a recommendation of one option can be brought back to the Board for consideration.

The Ad Hoc Committee would likely require one meeting for a more detailed discussion around the following topics to be evaluated against the four proposed options.

- Customer Experience
- Labor Considerations
- Safety & Risk
- Financial Impacts
- Contractual Requirements / Federal Regulations
- Facilities Space Usage

## **RECOMMENDATION**

**It is recommended that the Board of Directors form an Ad Hoc Committee to further provide staff input, evaluate the proposed options, and provide direction to staff.**



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**General Manager's Concurrence**



Item #14

**DATE** December 6, 2023  
**TO** GCTD Board of Directors  
**FROM** Austin Novstrup, Planning Manager  
**SUBJECT** Update and Presentation on Upcoming January 2024 Service Changes

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**SUMMARY**

For this report staff will provide an update and presentation on planned changes to GCTD's fixed-route bus service scheduled to go into effect on January 8, 2024.

GCTD modifies fixed route service schedules biannually in order to maintain and improve ontime performance and implement other service improvements. Changes planned for January include minor schedule adjustments and new booster services to address overcrowding at peak times on some routes.

**RECOMMENDATION**

It is recommended that the Board of Directors receive and file this presentation and provide any feedback to staff on the material presented.

General Manager's Concurrence

A handwritten signature in black ink that reads 'Vanessa Rauschenberger'.

Vanessa Rauschenberger

**GOLD COAST TRANSIT DISTRICT**



**DATE** December 6, 2023

**Item #15**

**TO** GCTD Board of Directors

**FROM** Vanessa Rauschenberger, General Manager<sup>VR</sup>

**SUBJECT** **Discuss Future Agenda Items**

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### **SUMMARY**

It is recommended that the Board of Directors provide input to staff on future agenda items that they would like staff to review and/or report on in a future meeting.

### **FUTURE AGENDA ITEMS**

Below are some of the future agenda items planned. To help staff prioritize timing of reports, staff seeks input on these items or other items that the Board is interested in discussing.

#### **Future Agenda Items**

- Short Range Transit Plan
- Review of Bylaws, Goals & Objectives
- FY 24 Budget - Mid Year Review
- Redevelopment of 301 Property
- *Other Items?*

#### **Future Routine Items**

- Monthly Financial Statements & Procurement Reports
- Monthly Operations & Maintenance Update
- Quarterly Fixed-Route & Paratransit Performance Reports
- Bi-Annual Service Plan & Outreach Updates

### **CONCLUSION**

**It is recommended that the Board of Directors provide input to staff on future agenda items that they would like staff to review and/or report on in a future meeting.**

#### **GOLD COAST TRANSIT DISTRICT**