




July 6, 2016

TO: GCTD Board of Directors

FROM: Steve L. Rosenberg 
Director of Finance and Administration

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

I. Discussion

Effective July 3, 2016 GCTD's represented employees will receive a 4% wage increase as part of the Memoranda of Understanding negotiated between GCTD and its three bargaining units of SEIU Local 721 dated July 2, 2014. Included in the agreement and also effective July 3, 2016, the pension contribution from GCTD's represented employees who are considered "classic" employees (employees enrolled in CalPERS or a reciprocal public pension system prior to the implementation of the PEPRA legislation in 2013) will increase from 4% to 6%.

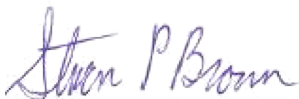
In May 2014 the Board adopted Resolution 2014-02 implementing an equivalent increase in employee pension contribution for GCTD's non-represented employees effective on the same date.

In order to maintain equity with the much-larger represented work force, staff recommends that the Board approve a 4% increase to GCTD's non-represented salary ranges effective July 3, 2016. Attachment "A" to this report is the current salary range table incorporating all Board-approved changes through May 2016. Attachment "B" to this report is the proposed salary range table including all approved positions effective July 3, 2016, incorporating the 4% increase.

II. SUMMARY AND RECOMMENDATIONS

IT IS RECOMMENDED that the Board of Directors approve a revision to GCTD's Non-Represented Salary Ranges incorporating a 4% increase effective July 3, 2016.

Concurrence:



Steven P. Brown
General Manager

Attachment "A"
Current GCTD Non-Represented Salary Ranges

Position	Current Annual Salary Ranges		
	Minimum	Midpoint	Maximum
General Manager	\$ 130,725	\$ 156,923	\$ 183,120
Director, Finance & Administration	101,640	121,958	142,275
Director, Engineering & Construction	101,640	121,958	142,275
Director, Fleet and Facilities	88,620	106,470	124,320
Director, Human Resources	88,620	106,470	124,320
Director, Planning and Marketing	88,620	106,470	124,320
Director, Transit Operations	88,620	106,470	124,320
Accounting Manager	68,040	81,743	95,445
Administrative Specialist	49,560	59,483	69,405
Buyer	51,240	61,530	71,820
Finance Analyst	64,260	77,070	89,880
Human Resources and Risk Manager	68,040	81,743	95,445
Human Resources Assistant	49,560	59,483	69,405
Information Technology Manager	78,330	93,975	109,620
Office Manager	49,560	59,483	69,405
Payroll Specialist	49,560	59,483	69,405
Purchasing Manager/DBE Officer	64,260	77,070	89,880
Risk and Safety Manager	64,260	77,070	89,880
Maintenance Supervisor	64,260	77,070	89,880
Maintenance Admin. Supervisor	64,260	77,070	89,880
Dispatch and Revenue Control Specialist	47,250	56,700	66,150
Operations Safety & Training Officer	64,260	77,070	89,880
Operations Support Specialist	42,000	50,400	58,800
Transit Supervisor	60,690	72,818	84,945
Communications and Marketing Manager	64,260	77,070	89,880
Customer Service Supervisor	42,000	50,000	58,000
Paratransit and Special Projects Manager	64,260	77,070	89,880
Transit Planner I	60,690	72,818	84,945
Transit Planner II	64,260	77,070	89,880
Transit Planner, Second Tier *	40,320	48,353	56,385
Transit Planning Manager	68,040	81,743	95,445

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

Attachment "B"
Proposed GCTD Non-Represented Salary Ranges, Effective July 3, 2016

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

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