



**SANTA CRUZ METROPOLITAN TRANSIT DISTRICT (METRO)
PERSONNEL/HUMAN RESOURCES STANDING COMMITTEE AGENDA
NOVEMBER 8, 2024 – 10:30 AM
HYBRID MEETING**

Members of the public may attend in-person or participate remotely via Zoom.

**METRO Admin Office
110 Vernon Street
Santa Cruz, CA 95060**

**Zoom [Link](#)
Dial In: 1-669-900-9128
Meeting ID: 812 5825 1568
Passcode: 938248**

The Personnel/Human Resources Standing Committee Agenda Packet can be found online at www.SCMTD.com and is available for inspection at Santa Cruz METRO's Administrative Office at 110 Vernon Street, Santa Cruz, CA.

Public comment may be submitted via email to boardinquiries@scmtd.com. Please indicate in your email the agenda item to which your comment applies. Comments submitted before the meeting will be provided to the Directors before or during the meeting. Comments submitted after the meeting is called to order will be included in the Board's correspondence that is posted online at the Board meeting packet link. Oral public comments will also be accepted during the meeting through Zoom. Each public comment is limited to three minutes or less. Board and Committee Chairs have the discretion to manage the public comment process in a manner that achieves the purpose of public communication and assures the orderly conduct of the meeting.

The Committee may take action on each item on the agenda. The action may consist of the recommended action, a related action, or no action. Staff recommendations are subject to action and/or change by the Board of Directors.

COMMITTEE ROSTER

Director Kristen Brown	City of Capitola
Director Rebecca Downing	County of Santa Cruz
Director Shebreh Kalantari-Johnson	City of Santa Cruz
Director Donna Lind	City of Scotts Valley
Director Vanessa Quiroz-Carter	County of Santa Cruz
Corey Aldridge	METRO CEO/General Manager
Julie Sherman	METRO General Counsel

SECTION I: OPEN SESSION

NOTE: THE COMMITTEE CHAIR MAY TAKE ITEMS OUT OF ORDER

1 CALL TO ORDER

2 SAFETY DEBRIEF

Gregory Strecker, Safety, Security & Risk Management Director

3 ROLL CALL

**4 ORAL AND WRITTEN COMMUNICATIONS TO THE PERSONNEL/HR
STANDING COMMITTEE**

This time is set aside for Directors and members of the general public to address any item not on the agenda, which is within the subject matter jurisdiction of the Board. No action or discussion shall be taken on any item presented except that any Director may respond to statements made or questions asked or may ask questions for clarification. All matters of an administrative nature will be referred to staff. Each public comment is limited to three minutes or less. Board and Committee Chairs have the discretion to manage the public comment process in a manner that achieves the purpose of public communication and assures the orderly conduct of the meeting. When addressing the Board, the individual may, but is not required to, provide his/her name and address in an audible tone for the record.

**5 ADDITIONS OR DELETIONS FROM AGENDA/ADDITIONAL DOCUMENTA-
TION TO SUPPORT EXISTING AGENDA ITEMS**

6 WAGE STUDIES PROCESS REVIEW

Corey Aldridge, CEO/General Manager

7 ADJOURNMENT

ACCESSIBILITY FOR INDIVIDUALS WITH DISABILITIES

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PUBLIC COMMENT

If you wish to address the Board, please follow the directions at the top of the agenda. If you have anything that you wish distributed to the Board and included for the official record, please include it in your email. Comments that require a response may be deferred for staff reply.

Pursuant to Section 54954.2(a)(1) of the Government Code of the State of California, this agenda was posted at least 72 hours in advance of the scheduled meeting at a public place freely accessible to the public 24 hours a day. The agenda packet and materials related to an item on this agenda submitted after distribution of the agenda packet are available for public inspection in the Santa Cruz METRO Administrative Office (110 Vernon Street, Santa Cruz) during normal business hours. Such documents are also available on the Santa Cruz METRO website at www.scmtd.com subject to staff's ability to post the document before the meeting.

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Wage Studies Process Review

HR/Personnel Committee

November 8, 2024

Purpose

- **Objective:** To provide an overview of the wage study process for both management and represented positions at METRO.
- **Scope:** Review current practices, approaches, and recent wage equity study findings.
- **Outcome:** Informational session; no action required.



Background

- Wage studies are conducted to ensure METRO's compensation:
 - Remains competitive with market conditions.
 - Promotes equity across roles.
 - Aligned with METRO's organizational objectives.
- Historically undertaken for both represented and non-represented positions.



Why Wage Studies Are Important



- **Attract and Retain Talent**
 - Competitive wages help attract skilled professionals and reduce turnover.
- **Address Disparities**
 - Identifying and correcting pay gaps or discrepancies.
- **Support Strategic Goals**
 - Align compensation with METRO's growth and service quality targets.

Types of Wage Studies

1. Market Comparison Study

- **Description:** Compares METRO's salaries to similar roles in the industry and regional labor market.
- **Purpose:** Ensures competitiveness to attract and retain talent.
- **Application:** Typically conducted for SEIU-represented positions to keep union roles aligned with market rates.

2. Internal Equity Study

- **Description:** Focuses on pay fairness within METRO by examining pay relationships between different positions.
- **Purpose:** Maintains equitable pay structures across roles and levels.
- **Application:** Recently conducted for Management to ensure pay equity and internal consistency within the organization.



Types of Wage Studies

3. Cost-of-Living Adjustment (COLA) Review

- **Description:** Adjusts wages based on changes in the regional cost of living.
- **Purpose:** Ensures wages maintain purchasing power over time.
- **Application:** Often used as an annual or periodic adjustment for all roles, regardless of specific study.

4. Position Reclassification Study

- **Description:** Reviews roles with significant changes in the scope of work to adjust pay scales accordingly.
- **Purpose:** Keeps pay aligned with job scope and expectations.
- **Application:** Applied selectively when roles evolve significantly, in accordance with contract language for represented employees.



Recent Wage Equity Study Overview

- A wage equity study for management positions was completed recently.
- Resulting wage adjustments were approved by the Board at the September 2024 meeting.
- Key Focus: Internal equity and alignment with fiscal sustainability.



Process

- **Data Collection**
 - Review of compensation across comparable transit agencies.
- **Analysis**
 - Focus on internal equity, market trends, and budget considerations.
- **Recommendations**
 - Proposed adjustments based on study findings.



Strategic Plan Alignment

- **Employee Engagement**
 - Competitive wages attract, retain, and develop talent.
- **Financial Stability**
 - Wage studies ensure alignment with fiscal stewardship and responsible budgeting.



Management Wage Study Policy

Staff will bring a management wage study policy for Board adoption in 2025.

The policy will outline:

- A commitment to reviewing positions at regular intervals.
- Ensuring fair and equitable across management roles.
- Alignment with METRO's strategic goals and market standards.



Santa Cruz Metropolitan Transit District
Market Compensation Data - Differentials
July 2024

Classification	Current Salary	Market Average % Differential	Recommended Internal Alignment - Differential	Recommended Internal Alignment - Class	Recommended Salary	Recommended % Adjustment
Management						
General Manager	\$310,000				\$310,000	0.0%
Finance						
Chief Financial Officer	\$203,882	28.6%	35.0%	GM	\$229,630	12.6%
Finance Deputy Director	\$152,838	39.8%	35.0%	CFO	\$170,096	11.3%
Supervisor (Payroll)	\$102,544	18.5%	65.9%	Manager	\$102,544	N/A
Human Resources						
Human Resources Director	\$191,214	34.2%	50.0%	GM	\$206,667	8.1%
Human Resources Deputy Director	\$143,458	N/A	35.0%	Director	\$153,086	6.7%
Information Technology						
Information Technology and Intelligent Transportation	\$191,214	46.9%	50.0%	GM	\$206,667	8.1%
Marketing and Communications						
Marketing and Communications Director	\$167,814	52.7%	60.0%	GM	\$193,750	15.5%
Customer Experience Manager	\$119,517	46.9%	50.0%	Director	\$129,167	8.1%
Customer Service Supervisor	\$80,683	58.3%	60.1%	Manager	\$80,683	N/A
Purchasing						
Purchasing and Special Projects Director	\$139,838	N/A	60.0%	GM	\$193,750	38.6%
Purchasing Manager	\$119,517	N/A	50.0%	Director	\$129,167	8.1%
Parts and Materials Manager	\$103,896	N/A	50.0%	Director	\$129,167	24.3%
Parts and Materials Supervisor	\$90,355	58.3%	43.0%	Manager	\$90,355	N/A
Operations and Maintenance						
Chief Operations Officer	\$203,882	40.8%	35.0%	GM	\$229,630	12.6%
Maintenance Deputy Director	\$167,960	14.0%	35.0%	COO	\$170,096	1.3%
Assistant Maintenance Manager	\$119,517	17.8%	25.0%	Deputy Director	\$136,077	13.9%
Fleet Maintenance Supervisor	\$109,949	22.8%	23.8%	Asst Manager	\$109,949	N/A
Operations Deputy Director	\$167,960	14.0%	35.0%	GM	\$170,096	1.3%
Assistant Operations Manager Fixed Route	\$114,213	22.3%	25.0%	Deputy Director	\$136,077	19.1%
Assistant Operations Manager Paratransit	\$107,078	22.3%	25.0%	Deputy Director	\$136,077	27.1%
Transit Supervisor	\$93,371	22.8%	45.7%	Asst Manager	\$93,371	N/A
Planning & Development						
Planning & Development Director	\$173,805	41.2%	50.0%	GM	\$206,667	18.9%
Transit Planning Supervisor	\$136,282	19.1%	51.6%	Director	\$136,282	N/A
Safety & Security						
Safety, Security & Risk Management Director	\$150,093	63.0%	60.0%	GM	\$193,750	29.1%
Safety & Training Coordinator	\$104,125	N/A	86.1%	Director	\$104,125	N/A
Other						
Special Projects Manager	\$108,077	N/A	55.9%	FSD	\$132,538	22.6%
Senior Full Stack Developer	\$152,381	N/A	35.6%	No change	\$152,381	0.0%
Full Stack Developer	\$132,538	N/A	15.0%	Senior FSD	\$132,538	0.0%
Revenue Account Program Manager	\$93,974	N/A	65.0%	Deputy FD	\$103,088	9.7%
Capital Planning and Grants Programs Manager	\$137,051	N/A	50.8%	No change	\$137,051	0.0%
Business Systems Programs Manager	\$137,051	N/A	50.8%	No change	\$137,051	0.0%
Executive Assistant	\$91,416	N/A	N/A	No change	\$91,416	0.0%

RED FONT - Classes are represented by SEIU

Santa Cruz Metropolitan Transit District
 Market Compensation Data - Differentials
 July 2024

Classification	Market Average % Differential	Notes
Management		
General Manager		
Assistant General Manager	28.6%	
Finance		
Director of Finance	28.6%	Differential between Director and GM
Assistant Director	39.8%	
Manager	55.9%	Differential between Manager and Director
Supervisor	18.5%	
Highest-Level Staff (non-supervisor)	41.0%	
Human Resources		
Director of Human Resources	34.2%	Differential between Director and GM
Assistant Director	N/A	
Manager	29.4%	Differential between Manager and Director
Supervisor	38.6%	
Highest-Level Staff (non-supervisor)	44.1%	
Information Technology		
Director of Information Technology	46.9%	Differential between Director and GM
Assistant Director	N/A	
Manager	35.3%	Differential between Manager and Director
Supervisor	28.8%	
Highest-Level Staff (non-supervisor)	28.7%	
Marketing and Communications		
Director of Marketing and Communications	52.7%	Differential between Director and GM
Assistant Director	N/A	
Manager	46.9%	Differential between Manager and Director
Supervisor	58.3%	
Highest-Level Staff (non-supervisor)	10.7%	

Santa Cruz Metropolitan Transit District
 Market Compensation Data - Differentials
 July 2024

Classification	Market Average % Differential	Notes
Operations and Maintenance		
Director of Operations	40.8%	Differential between Director and GM
Assistant Director	14.0%	
Manager - Maintenance	38.3%	Differential between Manager and Director
Assistant Manager	17.8%	
Supervisor	22.8%	
Manager - Operations	41.0%	Differential between Manager and Director
Assistant Manager	22.3%	
Supervisor	32.1%	
Highest-Level Staff (non-supervisor)	5.8%	
Planning & Development		
Director of Planning & Development	41.2%	Differential between Director and GM
Assistant Director	N/A	
Manager	42.7%	Differential between Manager and Director
Supervisor	19.1%	
Highest-Level Staff (non-supervisor)	24.0%	
Safety & Security		
Director of Safety, Security & Risk Management	63.0%	Differential between Director and GM
Assistant Director	N/A	
Manager	21.8%	Differential between Manager and Director
Supervisor	N/A	
Highest-Level Staff (non-supervisor)	37.1%	
Project Management		
Senior Project Manager	N/A	
Project Manager	13.0%	Differential between Senior PM and PM

AC Transit

AC Transit	Maximum Salary	% Differential	Maximum Salary	% Differential
Management				
General Manager/CEO	\$32,770		\$32,770	
Finance				
Chief Financial Officer	\$24,540	33.5%	\$24,540	33.5%
Assistant Director	\$18,756	30.8%	\$18,064	35.9%
Assistant Director	\$17,371	8.0%		
				Director of Procurement and Materials Management Controller (Accounting), Director of Management and Budget (OMB - Grants), Director of Revenue Management (Treasury)
Deputy Director	\$16,084	8.0%	\$16,084	12.3%
Manager	\$16,084	0.0%	\$14,957	64.1%
Manager	\$14,993	7.3%		
Manager	\$14,927	0.4%		
Manager	\$13,822	8.0%		
Supervisor	\$13,883	-0.4%	\$12,618	18.5%
Supervisor	\$12,841	8.1%		
Supervisor	\$11,900	7.9%		
Supervisor	\$11,849	0.4%		
Highest-Level Staff (non-supervisor)	\$12,841	-7.7%	\$12,841	-1.7%
				Senior Capital Planning Specialist (OMB - Grants), Senior Contracts Specialist (Procurement and Materials Mgmt)
Information Technology				
Chief Information Officer	\$24,540	33.5%	\$24,540	33.5%
Assistant Director	\$18,756	30.8%	\$18,756	30.8%
Deputy Director		N/A		N/A
Manager	\$16,084	16.6%	\$16,084	52.6%
Supervisor	\$12,841	25.3%	\$12,371	30.0%
Supervisor	\$11,900	7.9%		
Highest-Level Staff (non-supervisor)	\$14,993	-20.6%	\$14,993	-17.5%
				Director of Systems and Software Development (Director of Innovation and Technology) Information Technology Manager Computer Operations Administrator (IT Support Services) Telecommunications Administrator Enterprise Network Engineer, Enterprise Software Engineer, Senior PeopleSoft Engineer
Human Resources				
Executive Director of Human Resources	\$22,406	46.3%	\$22,406	46.3%
Assistant Director	\$18,756	19.5%	\$18,756	19.5%
Deputy Director	N/A	N/A	N/A	N/A
Manager	\$16,084	16.6%	\$15,506	44.5%
Manager	\$14,927	7.8%		
Supervisor	\$12,785	16.8%	\$12,785	21.3%
Highest-Level Staff (non-supervisor)	\$11,900	7.4%	\$11,900	7.4%
				Labor Relations Manager Human Resources Manager Labor Relations Administrator, Senior Human Resources Administrator Senior Human Resources Information Systems Analyst
External Affairs, Marketing & Communications				
Executive Director External Affairs, Marketing, Communications	\$22,406	46.3%	\$22,406	46.3%
Assistant Director	\$18,756	19.5%	\$18,756	19.5%
Deputy Director	N/A	N/A	N/A	N/A
Manager	\$13,883	35.1%	\$13,362	67.7%
Manager	\$12,841	8.1%		
Supervisor	\$10,214	25.7%	\$10,214	30.8%
Highest-Level Staff (non-supervisor)	\$12,841	-20.5%	\$12,841	-20.5%
				Director of Legislative Affairs and Community Relations, Director of Marketing, Communications, and Customer Service Director Customer Services Manager, Marketing Manager, Communications Manager Program Administrator (Print Shop) Customer Services Supervisor External Affairs Representative
Operations and Maintenance				
Chief Operating Officer	\$24,540	33.5%	\$24,540	33.5%
Assistant Director	\$20,253	21.2%	\$20,253	21.2%
Deputy Director	\$16,084	25.9%	\$16,084	25.9%
Manager - Maintenance	\$14,993	7.3%	\$14,993	63.7%
Assistant Manager	\$12,841	16.8%	\$12,841	16.8%
Supervisor	\$11,019	16.5%	\$11,019	16.5%
Manager - Operations	\$13,822	-20.3%	\$13,822	77.5%
Assistant Manager	\$11,900	16.2%	\$11,900	16.2%
Supervisor	\$11,900	0.0%	\$11,044	7.7%
Supervisor	\$11,019	8.0%		
Supervisor	\$10,214	7.9%		
Highest-Level Staff (non-supervisor)	\$12,841	-20.5%	\$12,841	-14.0%
				Electronic Systems Supervisor, Senior Maintenance Supervisor, Senior Transportation Supervisor Maintenance Supervisor, Maintenance Technical Supervisor, Transit Projects Supervisor Transportation Supervisor ZEB Program Administrator
Planning & Development				

AC Transit

AC Transit	Maximum Salary	% Differential	Maximum Salary	% Differential	Director of Service Development and Planning
Executive Director of Planning and Engineering	\$22,406	46.3%	\$22,406	46.3%	Director of Bus Rapid Transit, Director of Business Sciences, Director of Capital Projects, Director of Service Development and Planning
Assistant Director	\$18,756	19.5%	\$18,756	19.5%	
Deputy Director	N/A	N/A	N/A	N/A	
Manager	\$11,900	57.6%	\$13,570	65.1%	Transit Schedules Manager
Manager	\$14,927	-20.3%			Manager of Business Analytics, Service Planning Manager, Transportation Planning Manager
Manager	\$13,883	7.5%			Accessible Services Manager
Supervisor	\$13,883	0.0%	\$13,883	-2.3%	Principal Transportation Planner
Highest-Level Staff (non-supervisor)	\$13,883	0.0%	\$13,883	0.0%	Traffic Engineer
Safety & Security					
Director of Safety, Security and Training	\$18,756	74.7%	\$18,756	74.7%	Director of Safety and Security (position is in General Manager's Office and reports to the General Manager)
Assistant Director	N/A	N/A	N/A	N/A	
Deputy Director	N/A	N/A	N/A	N/A	
Manager	\$16,084	16.6%	\$16,084	16.6%	Manager of Safety, Manager of Public Safety and Security
Supervisor	N/A	N/A	N/A	N/A	
Highest-Level Staff (non-supervisor)	\$11,900	35.2%	\$11,900	35.2%	Safety Administrator
Project Management					
Senior Project Manager	\$14,927		\$14,927		Found in Multiple Depts
Project Manager	\$13,822	8.0%	\$12,861	16.1%	Project Manager II, Found in Multiple Depts
Project Manager	\$11,900	16.2%			Project Manager I, Found in Multiple Depts
Highest-Level Staff (non-supervisor)	\$10,214	16.5%	\$10,214	25.9%	Project Coordinator, Found in Multiple Depts

Central Contra Costa

Central Contra Costa Transportation Agency	Maximum Salary	% Differential
Management		
General Manager/CEO	\$21,089	
Assistant General Manager	\$19,972	5.6%
Finance		
Chief Financial Officer	\$19,972	5.6%
Assistant Director	N/A	N/A
Deputy Director	N/A	N/A
Manager	\$14,767	35.2%
Supervisor	N/A	N/A
Highest-Level Staff (non-supervisor)	\$8,412	75.5%
Information Technology		
Chief Information Officer	\$18,624	13.2%
Assistant Director	N/A	N/A
Deputy Director	N/A	N/A
Manager	N/A	N/A
Supervisor	N/A	N/A
Highest-Level Staff (non-supervisor)	\$14,767	26.1%
Human Resources		
Director	\$18,624	13.2%
Assistant Director	N/A	N/A
Deputy Director	N/A	N/A
Manager	\$14,767	26.1%
Supervisor	N/A	N/A
Highest-Level Staff (non-supervisor)	\$9,441	56.4%
External Affairs, Marketing & Communications		
Executive Director External Affairs, Marketing, Communications	\$18,624	13.2%
Assistant Director	N/A	N/A
Deputy Director	N/A	N/A
Manager	\$14,767	26.1%
Supervisor	\$9,441	56.4%
Highest-Level Staff (non-supervisor)	\$7,633	23.7%
Operations and Maintenance		
Chief Operating Officer	\$19,972	5.6%
Assistant Director	\$18,624	7.2%
Deputy Director	N/A	N/A
Manager - Maintenance	\$14,767	35.2%
Assistant Manager	N/A	N/A
Supervisor	\$14,767	0.0%

Central Contra Costa

Manager - Operations	\$14,767	35.2%	Manager of Transportation
Assistant Manager	N/A	N/A	
Supervisor	\$7,823	88.8%	Transit Supervisor
Highest-Level Staff (non-supervisor)	\$8,412	- 7.0%	Maintenance Assistant, Maintenance Data Analyst, Transportation Assistant
Planning & Development			
Director	\$18,624	13.2%	Director Planning, Marketing and Innovation
Assistant Director	N/A	N/A	
Deputy Director	N/A	N/A	
Manager	\$14,676	26.9%	Manager of Planning
Supervisor	\$9,441	55.4%	Chief Scheduler
Highest-Level Staff (non-supervisor)	\$9,441	0.0%	Grants Administrator
Safety & Security			
Director of Safety and Training	\$18,624	13.2%	Director of ADA and Specialized Services
Assistant Director	N/A	N/A	
Deputy Director	N/A	N/A	Manager Accessible Services
Manager	\$14,676	26.9%	Manager Accessible Services
Supervisor	N/A	N/A	
Highest-Level Staff (non-supervisor)	\$9,441	55.4%	Training Coordinator
Project Management			
Senior Project Manager	N/A	N/A	
Project Manager	N/A	N/A	

SUPPORTING DOCUMENTATION FOR ITEM 6 DISTRIBUTED 11/8/24

Golden Gate

Golden Gate Bridge Highway and Transportation District	Maximum Salary	% Differential	Maximum Salary	% Differential	salary eff date
Management					
General Manager/CEO	\$32,383		\$32,383		7/1/2023
Deputy General Manager	\$22,493		\$22,493	44.0%	
Finance					
Chief Financial Officer	\$26,663	21.5%	\$26,663	21.5%	7/1/2023
Assistant Director	\$16,604	60.6%	\$16,128	65.3%	7/1/2023
Assistant Director	\$15,652	6.1%			7/1/2023
Deputy Director	N/A	N/A	N/A	N/A	
Manager	\$12,757	22.7%	\$12,290	116.9%	7/1/2023
Manager	\$11,823	7.9%			7/1/2023
Supervisor	N/A	N/A	N/A	N/A	
Highest-Level Staff (non-supervisor)	\$14,333	-17.5%	\$14,333	-14.3%	7/1/2023
Information Technology					
Chief Information Officer	\$17,139	88.9%	\$17,139	88.9%	7/1/2023
Assistant Director	N/A	N/A	N/A	N/A	
Deputy Director	N/A	N/A	N/A	N/A	
Manager	\$14,973	14.5%	\$14,973	14.5%	7/1/2023
Supervisor	N/A	N/A	N/A	N/A	
Highest-Level Staff (non-supervisor)	\$12,402	20.7%	\$12,402	20.7%	7/1/2023
Human Resources					
Executive Director of Human Resources	N/A	N/A	N/A	N/A	
Assistant Director	N/A	N/A	N/A	N/A	
Deputy Director	N/A	N/A	N/A	N/A	
Manager	\$14,333	N/A	\$14,333	N/A	7/1/2023
Supervisor	N/A	N/A	N/A	N/A	
Highest-Level Staff (non-supervisor)	\$11,823	21.2%	\$11,823	21.2%	7/1/2023
External Affairs, Marketing & Communications					
Executive Director External Affairs, Marketing, Communications	\$16,604	95.0%	\$16,604	95.0%	7/1/2023
Assistant Director	N/A	N/A	N/A	N/A	
Deputy Director	N/A	N/A	N/A	N/A	
Manager	N/A	N/A	N/A	N/A	
Supervisor	\$9,263	79.3%	\$9,263	79.3%	7/1/2023
Highest-Level Staff (non-supervisor)	\$11,823	-21.7%	\$11,823	-21.7%	7/1/2023
Operations and Maintenance					
Chief Operating Officer	\$17,139	88.9%	\$17,139	88.9%	7/1/2023
Assistant Director	\$15,839	8.2%	\$15,086	13.6%	7/1/2023

Golden Gate

Assistant Director	\$14,333	10.5%		Director of Transit Training and Safety, Director of Schedules and Services Development, Director of Data Analytics and Project Management	7/1/2023
Deputy Director	N/A	N/A	N/A		
Manager - Maintenance	\$13,612	5.3%	25.9%	Fleet and Facilities Superintendent	7/1/2023
Assistant Manager	N/A	N/A	N/A		
Supervisor	\$10,521	29.4%	29.4%	Chief Mechanic-Bus	7/1/2023
Manager - Operations	\$11,823	-11.0%	45.0%	Operations Control Center Manager, Manager of Transportation Field Operations	7/1/2023
Assistant Manager	N/A	N/A	N/A		
Supervisor	\$10,553	12.0%	12.0%	Transportation Field Supervisor	7/1/2023
Highest-Level Staff (non-supervisor)	\$9,958	6.0%	6.0%	Operations Analyst	7/1/2023
Planning & Development					
Executive Director of Planning and Engineering	\$17,139	88.9%	88.9%	Director of Planning (reports to Deput GM of Admin and Development)	7/1/2023
Assistant Director	N/A	N/A	N/A		
Deputy Director	N/A	N/A	N/A		
Manager	\$14,907	15.0%	20.2%	Manager Traffic Engineering and Transit Facilities	7/1/2023
Manager	\$13,612	9.5%		Manager of Real Estate Services and Property Dvlp	7/1/2023
Supervisor	\$14,333	-5.0%	-0.5%	Principal Planner	7/1/2023
Highest-Level Staff (non-supervisor)	\$11,144	28.6%	28.6%	Senior Planner	7/1/2023
Engineering					
Executive Director of Planning and Engineering	\$25,685	26.1%	26.1%	District Engineer (reports to the GM)	7/1/2023
Assistant Director	\$20,486	25.4%	25.4%	Deputy District Engineer	7/1/2023
Deputy Director	N/A	N/A	N/A		
Manager	\$18,167	12.8%	73.0%	Directing Civil Engineer	7/1/2023
Manager	\$13,612	33.5%		Director of Engineering Contracts	7/1/2023
Manager	\$12,757	6.7%		Engineering Document Control Manager	7/1/2023
Supervisor	N/A	N/A	N/A		
Highest-Level Staff (non-supervisor)	\$15,353	-16.9%	-3.3%	Facilities Engineer	7/1/2023
Safety & Security					
Director of Safety and Training	\$14,907	117.2%	117.2%	Director of Risk Management and Safety	7/1/2023
Assistant Director	N/A	N/A	N/A		
Deputy Director	N/A	N/A	N/A		
Manager	N/A	N/A	N/A		
Supervisor	N/A	N/A	N/A		
Highest-Level Staff (non-supervisor)	\$11,081	34.5%	34.5%	Security Emergency Management Specialist	7/1/2023
Project Management					
Senior Project Manager	\$14,973	N/A	N/A	Senior Project Manager in IT Dept	7/1/2023
Project Manager	\$13,612	10.0%	10.0%	Project Manager in IT Dept, Transit Asset Management Project Manager in Finance Dept	7/1/2023

Monterey-Salinas Transit

Monterey Salinas Transit District	Maximum Salary	% Differential	salary eff date
Management			
General Manager/CEO	\$22,939		HR/Dir provided
Assistant General Manager	\$16,852	36.1%	2024 salaries will not be available until sometime in August
Finance			
Chief Financial Officer	N/A	N/A	
Assistant Director	N/A	N/A	
Deputy Director	N/A	N/A	
Manager	\$11,075	N/A	7/1/2023
Supervisor	N/A	N/A	
Highest-Level Staff (non-supervisor)	\$7,838	41.3%	7/1/2023
Information Technology			
Chief Information Officer	\$15,184	51.1%	7/1/2023
Assistant Director	N/A	N/A	
Deputy Director	N/A	N/A	
Manager	\$10,805	40.5%	7/1/2023
Supervisor	N/A	N/A	
Highest-Level Staff (non-supervisor)	\$6,759	59.9%	7/1/2023
Human Resources			
Executive Director of Human Resources	\$14,895	54.0%	7/1/2023
Assistant Director	N/A	N/A	
Deputy Director	N/A	N/A	
Manager	\$10,805	37.9%	7/1/2023
Supervisor	\$9,550	56.0%	7/1/2023
Highest-Level Staff (non-supervisor)	\$5,280	80.9%	7/1/2023
External Affairs, Marketing & Communications			
Executive Director External Affairs, Marketing, Communications	N/A	N/A	
Assistant Director	N/A	N/A	
Deputy Director	N/A	N/A	
Manager	\$9,317	N/A	7/1/2023
Supervisor	\$7,638	18.9%	7/1/2023
Highest-Level Staff (non-supervisor)	\$5,412	44.8%	7/1/2023
Operations and Maintenance			
Chief Operating Officer	\$15,649	46.6%	7/1/2023
Assistant Director	N/A	N/A	
Deputy Director	N/A	N/A	
Manager - Maintenance	\$10,541	48.5%	7/1/2023
Assistant Manager	\$8,868	18.9%	7/1/2023
Supervisor	\$8,034	10.4%	7/1/2023
Manager - Operations	\$11,636	34.5%	7/1/2023
Assistant Manager	\$8,652	34.5%	7/1/2023
Supervisor	\$7,485	15.6%	7/1/2023
Highest-Level Staff (non-supervisor)	\$8,791	-8.6%	7/1/2024
Planning & Development			
Executive Director of Planning and Engineering	\$14,895	54.0%	7/1/2023

Monterey-Salinas Transit

Assistant Director	N/A	N/A			
Deputy Director	N/A	N/A			7/1/2023
Manager	\$8,533	74.6%	Planning Manager		
Supervisor	N/A	N/A			7/1/2023
Highest-Level Staff (non-supervisor)	\$8,441	1.1%	Associate Planner		
Engineering					
Executive Director of Planning and Engineering	N/A	N/A			
Assistant Director	N/A	N/A			
Deputy Director	N/A	N/A			
Manager	N/A	N/A			
Supervisor	N/A	N/A			
Highest-Level Staff (non-supervisor)	N/A	N/A			
Safety & Security					
Director of Safety and Training	N/A	N/A			
Assistant Director	N/A	N/A			
Deputy Director	N/A	N/A			
Manager	\$8,034	N/A	Safety Training Officer (in Operations Dept)		7/1/2023
Supervisor	N/A	N/A			
Highest-Level Staff (non-supervisor)	\$7,467	7.6%	Trainer		7/1/2023
Project Management					
Senior Project Manager	N/A	N/A			
Project Manager	N/A	N/A			

Riverside Transit

Riverside Transit Agency	Maximum Salary	% Differential	Maximum Salary	% Differential
Management				
General Manager/CEO	\$25,266		\$25,266	
Finance				
Chief Financial Officer	\$19,018	32.9%	\$19,018	32.9%
Assistant Director	N/A	N/A	N/A	N/A
Deputy Director	N/A	N/A	N/A	N/A
Manager	\$14,091	35.0%	\$14,091	35.0%
Supervisor	N/A	N/A	N/A	N/A
Highest-Level Staff (non-supervisor)	\$7,841	79.7%	\$7,841	79.7%
Information Technology				
Chief Information Officer	\$16,774	50.6%	\$16,774	50.6%
Assistant Director	N/A	N/A	N/A	N/A
Deputy Director	N/A	N/A	N/A	N/A
Manager	\$12,440	34.8%	\$12,440	34.8%
Supervisor	N/A	N/A	N/A	N/A
Highest-Level Staff (non-supervisor)	\$8,670	43.5%	\$8,670	43.5%
Human Resources				
Executive Director of Human Resources	\$18,120	39.4%	\$18,120	39.4%
Assistant Director	N/A	N/A	N/A	N/A
Deputy Director	N/A	N/A	N/A	N/A
Manager	\$14,091	28.6%	\$14,091	28.6%
Supervisor	N/A	N/A	N/A	N/A
Highest-Level Staff (non-supervisor)	\$9,822	43.5%	\$9,822	43.5%
External Affairs, Marketing & Communications				
Executive Director External Affairs, Marketing, Communications	\$16,176	56.2%	\$16,176	56.2%
Assistant Director	N/A	N/A	N/A	N/A
Deputy Director	N/A	N/A	N/A	N/A
Manager	\$7,841	106.3%	\$7,841	106.3%
Supervisor	\$9,246	-15.2%	\$9,246	-15.2%
Highest-Level Staff (non-supervisor)				
Operations and Maintenance				
Chief Operating Officer	\$19,018	32.9%	\$18,195	38.9%
Chief Operating Officer	\$17,372	45.4%		
Assistant Director	N/A	N/A	N/A	N/A
Deputy Director	N/A	N/A	N/A	N/A
Manager - Maintenance	\$12,440	52.9%	\$12,440	46.3%
Assistant Manager	N/A	N/A	N/A	N/A
Supervisor	\$11,557	7.6%	\$11,557	7.6%
Manager - Operations	\$12,440	39.6%	\$12,440	46.3%
Assistant Manager	\$11,557	7.6%	\$11,557	7.6%
Supervisor	\$9,246	25.0%	\$9,246	25.0%
Highest-Level Staff (non-supervisor)	\$9,246	0.0%	\$9,246	0.0%

Riverside Transit

Planning & Development						
Executive Director of Planning and Engineering	\$18,120	39.4%	\$18,120	39.4%	Director of Planning	
Assistant Director	N/A	N/A	N/A	N/A		
Deputy Director	N/A	N/A	N/A	N/A		
Manager	N/A	N/A	N/A	N/A		
Supervisor	N/A	N/A	N/A	N/A		
Highest-Level Staff (non-supervisor)	\$9,822	84.5%	\$9,822	84.5%	Planning Analyst	
Engineering						
Executive Director of Planning and Engineering	N/A	N/A	N/A	N/A		
Assistant Director	N/A	N/A	N/A	N/A		
Deputy Director	N/A	N/A	N/A	N/A		
Manager	N/A	N/A	N/A	N/A		
Supervisor	N/A	N/A	N/A	N/A		
Highest-Level Staff (non-supervisor)	N/A	N/A	N/A	N/A		
Safety & Security						
Director of Safety and Training	\$16,176	39.4%	\$16,176	39.4%	Director of Risk Management	
Assistant Director	N/A	N/A	N/A	N/A		
Deputy Director	N/A	N/A	N/A	N/A		
Manager	\$12,440	30.0%	\$11,561	39.9%	Transit Safety Compliance Manager (in Risk Management)	
Manager	\$10,681	16.5%			Training Manager (in Operations)	
Supervisor	N/A	N/A	N/A	N/A		
Highest-Level Staff (non-supervisor)	\$9,246	34.5%	\$9,246	25.0%	Training Instructor (in Operations)	
Project Management						
Senior Project Manager	N/A	N/A	N/A	N/A	Project Manager	
Project Manager	\$10,681	N/A	\$10,681	N/A		

San Joaquin RTD

San Joaquin Rapid Transit District	Maximum Salary	% Differential	Salary Eff Date
Management			
General Manager/CEO	\$23,433		1/31/2023
Finance			
Chief Financial Officer	\$16,250	44.2%	5/19/2023
Assistant Director	\$13,750	18.2%	5/19/2023
Deputy Director	N/A	N/A	
Manager	\$10,833	50.0%	5/19/2023
Supervisor	N/A	N/A	
Highest-Level Staff (non-supervisor)	\$7,565	43.2%	5/19/2023
Information Technology			
Chief Information Officer	\$16,250	44.2%	5/19/2023
Assistant Director	N/A	N/A	
Deputy Director	N/A	N/A	
Manager	N/A	N/A	
Supervisor	N/A	N/A	
Highest-Level Staff (non-supervisor)	\$10,667	52.3%	5/19/2023
Human Resources			
Executive Director of Human Resources	\$13,750	18.2%	5/19/2023
Assistant Director	N/A	N/A	
Deputy Director	N/A	N/A	
Manager	N/A	N/A	
Supervisor	N/A	N/A	
Highest-Level Staff (non-supervisor)	\$8,333	65.0%	5/19/2023
External Affairs, Marketing & Communications			
Executive Director External Affairs, Marketing, Communications	N/A	N/A	
Assistant Director	N/A	N/A	
Deputy Director	N/A	N/A	
Manager	N/A	N/A	
Supervisor	\$8,750	N/A	5/19/2023
Highest-Level Staff (non-supervisor)	\$7,565	15.7%	5/19/2023
Operations and Maintenance			
Chief Operating Officer	\$16,250	44.2%	5/19/2023
Assistant Director	N/A	N/A	
Deputy Director	N/A	N/A	
Manager - Maintenance	\$14,167	14.7%	5/19/2023

San Joaquin RTD

Assistant Manager	N/A	N/A			5/19/2023
Supervisor	\$8,750	61.9%	Maintenance Supervisor		5/19/2023
Manager - Operations	\$14,167	14.7%	Transportation Superintendent		5/19/2023
Assistant Manager	\$10,833	30.8%	Assistant Transportation Superintendent		5/19/2023
Supervisor	\$8,750	23.8%	Transportation Supervisor/Trainer		5/19/2023
Highest-Level Staff (non-supervisor)	\$6,728	30.1%	Transportation Specialist II		5/19/2023
Planning & Development					
Executive Director of Planning and Engineering	\$13,750	18.2%	Service Development and Planning Director		5/19/2023
Assistant Director	N/A	N/A			
Deputy Director	N/A	N/A			
Manager	\$10,833	26.9%	Mobility Manager		5/19/2023
Supervisor	\$8,750	23.8%	Supervisor		5/19/2023
Highest-Level Staff (non-supervisor)	\$8,333	30.0%	Administrator		5/19/2023
Engineering					
Executive Director of Planning and Engineering	N/A	N/A			
Assistant Director	N/A	N/A			
Deputy Director	N/A	N/A			
Manager	N/A	N/A			
Supervisor	N/A	N/A			
Highest-Level Staff (non-supervisor)	N/A	N/A			
Safety & Security					
Director of Safety and Training	\$13,750	70.4%	Safety and Security Director		5/19/2023
Assistant Director	N/A	N/A			
Deputy Director	N/A	N/A			
Manager	N/A	N/A			
Supervisor	N/A	N/A			
Highest-Level Staff (non-supervisor)	\$8,333	65.0%	Safety and Security Administrator		5/19/2023
Project Management					
Senior Project Manager	N/A	N/A			
Project Manager	\$10,833	N/A	Project Manager		5/19/2023

Santa Barbara MTD

Santa Barbara Metropolitan Transit District	Maximum Salary	% Differential	salary eff date
Management			
General Manager/CEO	\$20,940		7/1/2024
Finance			
Chief Financial Officer	\$15,626	34.0%	7/1/2024
Assistant Director	N/A	N/A	
Deputy Director	N/A	N/A	
Manager	\$11,660	34.0%	7/1/2024
Supervisor	N/A	N/A	
Highest-Level Staff (non-supervisor)	\$7,158	62.9%	7/1/2024
Information Technology			
Chief Information Officer	N/A	N/A	
Assistant Director	N/A	N/A	
Deputy Director	N/A	N/A	
Manager	\$11,660	34.0%	7/1/2024
Supervisor	\$9,136	27.6%	7/1/2024
Highest-Level Staff (non-supervisor)	\$7,892	15.8%	7/1/2024
Human Resources			
Executive Director of Human Resources	\$14,881	40.7%	7/1/2024
Assistant Director	N/A	N/A	
Deputy Director	N/A	N/A	
Manager	\$12,243	21.5%	7/1/2024
Supervisor	N/A	N/A	
Highest-Level Staff (non-supervisor)	\$9,136	34.0%	7/1/2024
External Affairs, Marketing & Communications			
Executive Director External Affairs, Marketing, Communications	\$14,881	40.7%	7/1/2024
Assistant Director	N/A	N/A	
Deputy Director	N/A	N/A	
Manager	\$11,660	27.6%	7/1/2024
Supervisor	N/A	N/A	
Highest-Level Staff (non-supervisor)	\$7,892	47.7%	7/1/2024
Operations and Maintenance			
Chief Operating Officer	\$16,407	27.6%	7/1/2024
Assistant Director	N/A	N/A	
Deputy Director	N/A	N/A	
Manager - Maintenance	\$12,243	34.0%	7/1/2024
Assistant Manager	N/A	N/A	
Supervisor	\$8,287	47.7%	7/1/2024
Manager - Operations	\$12,243	34.0%	7/1/2024
Assistant Manager	N/A	N/A	
Supervisor	\$9,593	27.6%	7/1/2024

Santa Barbara MTD

Highest-Level Staff (non-supervisor)	\$7,158	34.0%	Facilities Specialist	7/1/2024
Planning & Development				
Executive Director of Planning and Engineering	\$14,881	40.7%	Director of Planning and Marketing (not currently filled, on salary schedule)	7/1/2024
Assistant Director	N/A	N/A		
Deputy Director	N/A	N/A		
Manager	\$11,660	27.6%	Planning and Marketing Manager	7/1/2024
Supervisor	N/A	N/A		
Highest-Level Staff (non-supervisor)	\$7,158	62.9%	Marketing and Communications Coordinator	7/1/2024
Engineering				
Executive Director of Planning and Engineering	N/A	N/A		
Assistant Director	N/A	N/A		
Deputy Director	N/A	N/A		
Manager	N/A	N/A		
Supervisor	N/A	N/A		
Highest-Level Staff (non-supervisor)	N/A	N/A		
Safety & Security				
Director of Safety and Training	N/A	N/A		
Assistant Director	N/A	N/A		
Deputy Director	N/A	N/A		
Manager	N/A	N/A		
Manager	N/A	N/A		
Supervisor	N/A	N/A		
Highest-Level Staff (non-supervisor)	\$6,817	N/A	Assistant Safety and Training Administrator (reports to the Operations Manager)	7/1/2024
Project Management				
Senior Project Manager	N/A	N/A		
Project Manager	N/A	N/A		