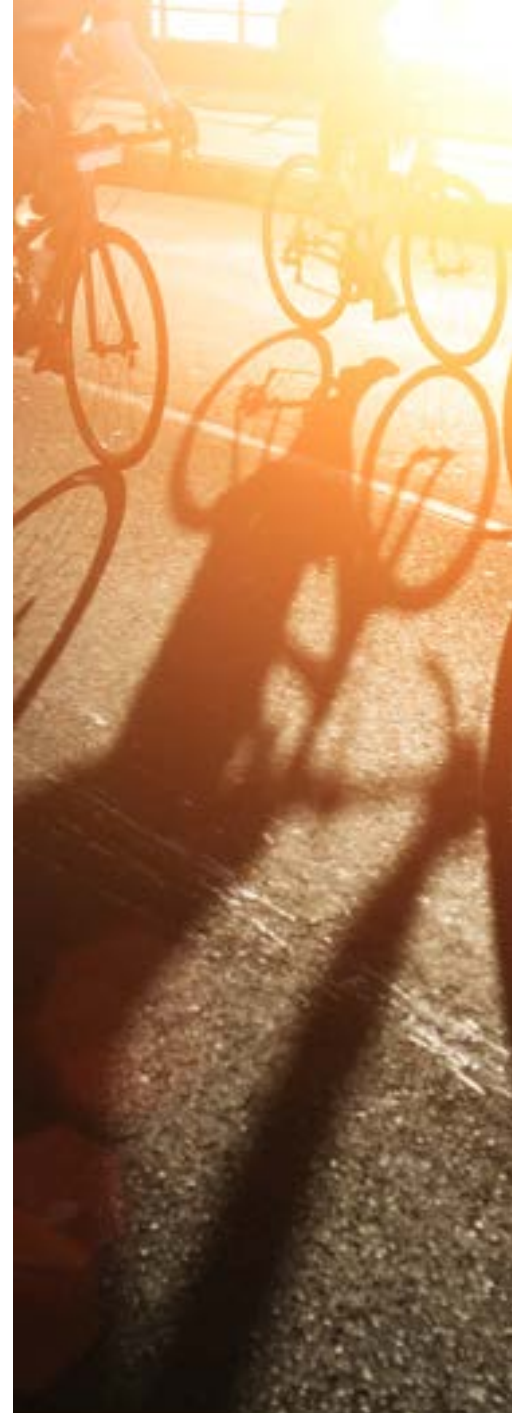

BOARD OF DIRECTORS MEETING

April 8, 2024

Consent Calendar

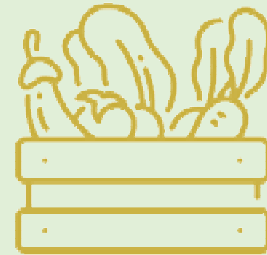
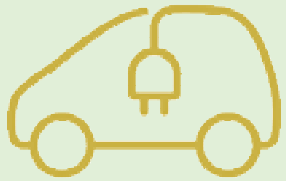
- 4a. Approve Board Minutes for the Regular Meeting of March 11, 2024
- 4b. Approve Resolution 2024-004 to Execute 2024-31 Short Range Transit Plan Consultant Agreement
- 4c. Approve Board Resolution 2024-005 FY 2023-2024 LCTOP Projects
- 4d. Approve Resolution 2024-006 Planning Department Position Reclassification
- 4e. Approve Correction to Resolution 2024-003 Authorizing Caltrans Master Agreement and Program Supplement Agreements



Yolo County Climate Action Plan

ITEM 5

Yolo County Climate Action and Adaptation Plan Update to YoloTD Board



**CLIMATE ACTION
& ADAPTATION PLAN**

Kristen Wraithwall
Yolo County Sustainability Manager

April 8, 2024

OVERVIEW



CLIMATE ACTION & ADAPTATION PLAN

I. Yolo County Context

II. Components of the Yolo Climate Action and Adaptation Plan (CAAP)

III. Work to Date

- Our Team
- Outreach Efforts to Date
- Emissions Inventory by Sector

IV. Strategy Framework

- Decarbonize Transportation
- Reduce VMT



HOW WE GOT HERE



CLIMATE ACTION & ADAPTATION PLAN

September 2020 | Passed Resolution Declaring a Climate Crisis Requiring an Urgent and Inclusive Mobilization in Yolo County.

- Set countywide goal of **carbon-negative footprint by 2030** while centering equity and ensuring a Just Transition.
- Directed the creation of **Yolo County Climate Action Commission** charged with the development of a new Yolo County Climate Action and Adaptation Plan and advising on Plan implementation.

January 2023 | Launched Climate Action and Adaptation Plan Development

- Scope of work includes development of a climate vulnerability assessment and adaptation and resilience strategies.

WHAT IS YOLO COUNTY'S CLIMATE ACTION & ADAPTATION PLAN? (CAAP)

In 2020, the Yolo County Board of Supervisors set the goal of meeting a carbon-negative footprint by 2030 with a focus on equity and justice. The Climate Action and Adaptation Plan (CAAP) is a roadmap that outlines the actions that Yolo County will take to meet these greenhouse gas (GHG) emissions reduction goals and help our community be more resilient to climate impacts such as higher temperatures, more frequent wildfires and floods, and drought.

Driven by public input, the CAAP will include recommendations for how we can lower emissions, protect our natural resources, use more renewable energy, support the sustainable agricultural practices that are already thriving here in Yolo County, and more. The CAAP is designed to benefit all community members and to promote health, equity, and resilience in all processes and outcomes.

WHAT IS A CARBON-NEGATIVE FOOTPRINT?

This means that Yolo County will remove more carbon from the atmosphere than we produce. We will do this by reducing our emissions, while also supporting practices that increase the amount of carbon stored in our soils.

WHAT IS A JUST TRANSITION?

Meeting our climate goals will require some big changes or "transitions" in our energy use, transportation system, and more. Yolo County wants to make sure that this transition is equitable and "just", and that vulnerable communities and those most impacted by climate change are not only protected, but also play a central role in the decision making process. Ensuring a Just Transition is a key focus point for the CAAP.

QUESTIONS OR WANT TO LEARN MORE?

Email Sustainability@yolocounty.org or visit www.YoloCAAP.org to get involved!



CLIMATE MITIGATION

Eliminate and sequester Emissions

CLIMATE ADAPTATION

Safeguard for current and future Hazards



WORK TO DATE



**CLIMATE ACTION
& ADAPTATION PLAN**



CLIMATE ACTION & ADAPTATION PLAN

Yolo County Climate Action Commission



Yolo County Interdepartmental Green Team

Public Input

City/Agency Coordination

Equity & Engagement Advisory Committee

Community Outreach Partners



Natural & Working Lands Advisory Committee



YOLO COUNTY RCD
Yolo County Resource Conservation District



YOLO COUNTY



FARM BUREAU

Local Farmer and Rancher Representatives

OUTREACH TO DATE

April 2023 - February 2024

KEY

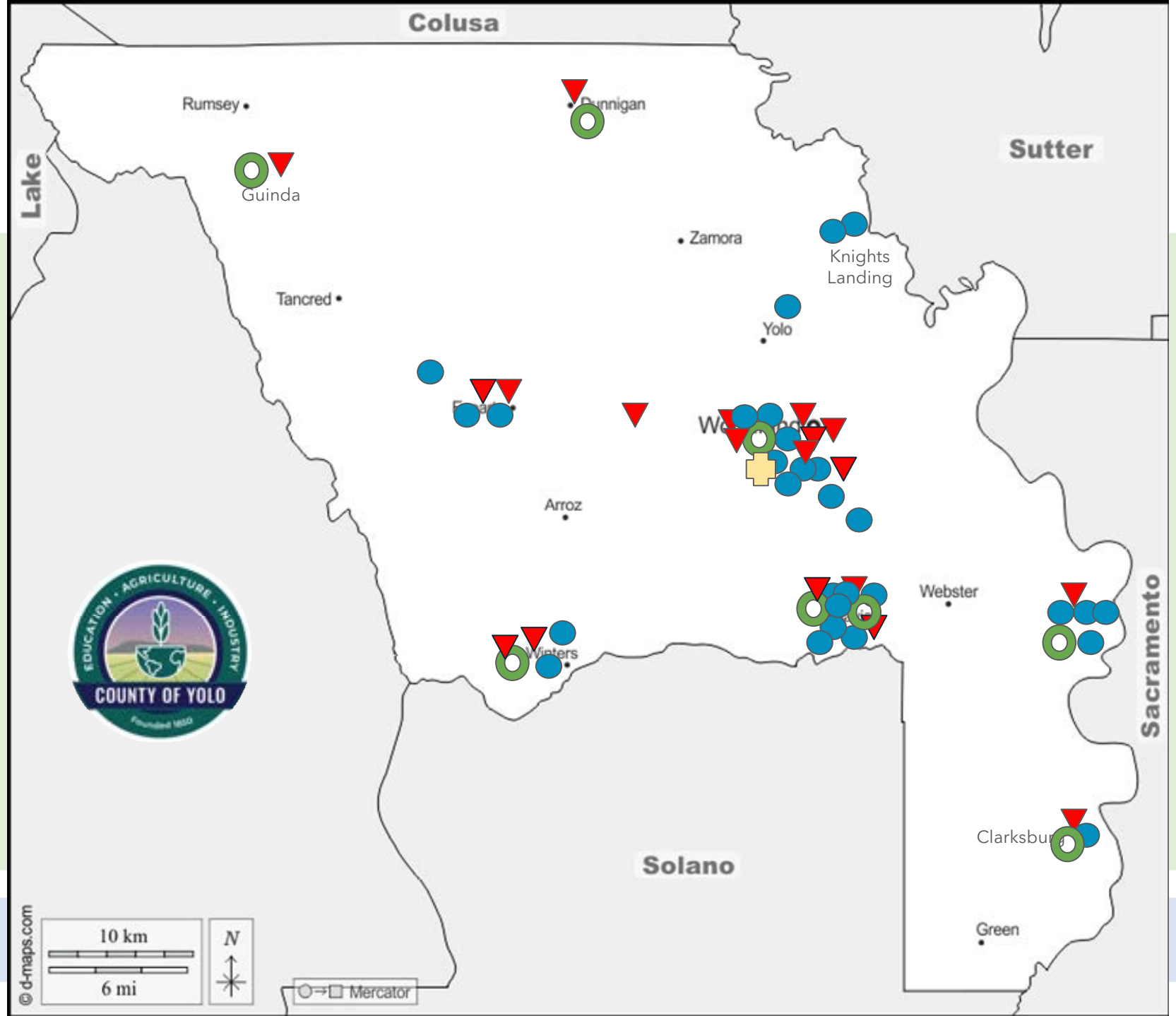
- Community Tabling Events (30)
- ▼ Presentation at Public Meetings (19)
- ✚ Intro Workshops (3)*
- Strategy Workshops in coordination with YATC (9)**



* 2 Summer workshops were virtual
** 1 Fall workshop is virtual

1,000 +

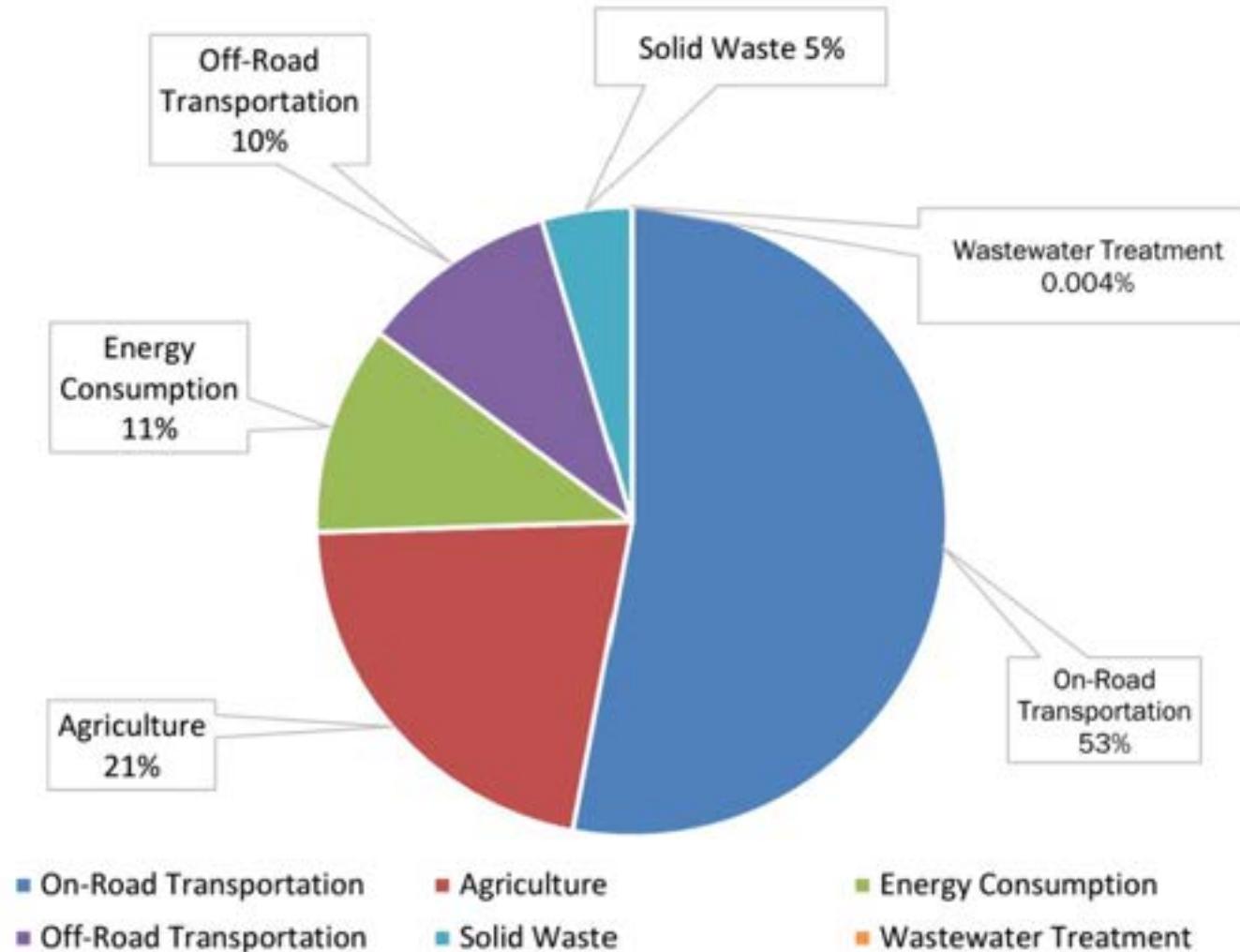
Survey Responses from Community



GHG EMISSIONS BY SECTOR



CLIMATE ACTION & ADAPTATION PLAN



Note: Wastewater Treatment not visible because it is less than one percent of the 2016 inventory.

STRATEGY FRAMEWORK



CLIMATE ACTION & ADAPTATION PLAN

1. Decarbonize Transportation
2. Reduce Vehicle Miles Traveled
3. Decarbonize Energy + Buildings/Increase Energy Efficiency
4. Optimize Water Use
5. Minimize Waste
6. Reduce Offroad Equipment Emissions
7. Support Climate Resilient Agriculture
8. Sequester and Store Carbon in Natural and Working Lands
9. Reduce Carbon Footprint of Consumption and Production
10. Build Resilient Infrastructure and Healthy Communities

175 +

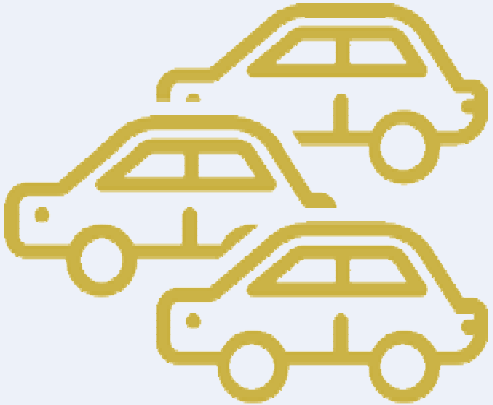
Number of Potential
Actions Needed to Meet
Emission Reduction +
Adaptation Goals

DECARB. TRANSPORTATION MEASURES

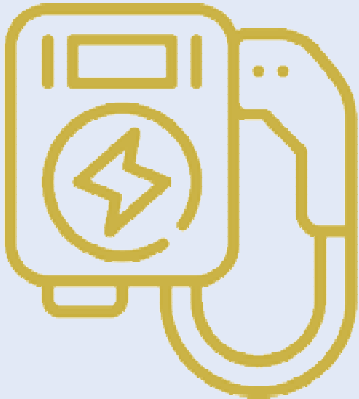


CLIMATE ACTION & ADAPTATION PLAN

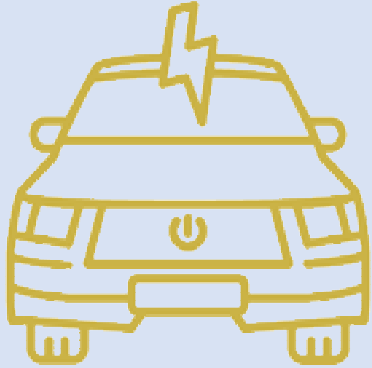
Electrify County Fleet



Install Electric Vehicle Charging Infrastructure



Encourage Transition to EVs and other ZEV Technologies

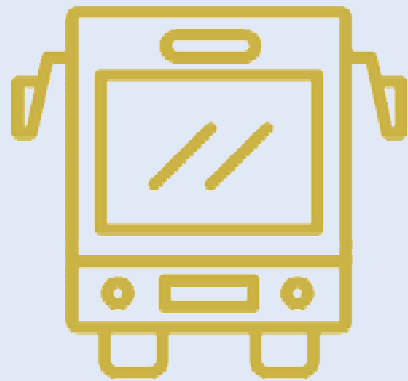


REDUCE VMT MEASURES

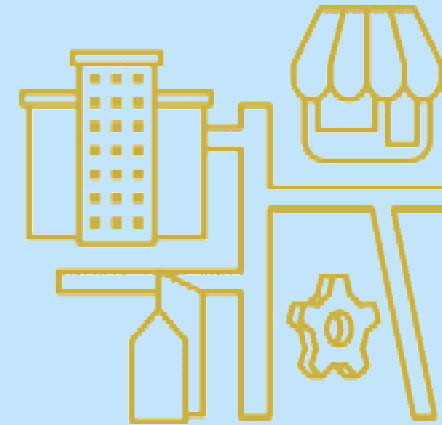


CLIMATE ACTION & ADAPTATION PLAN

Reduce Single-Occupancy Vehicle Trips



Encourage Transit-Oriented and Infill Development



NEXT STEPS



CLIMATE ACTION & ADAPTATION PLAN

June 2024 DRAFT CAAP is Released
Start of 30-day Public Comment Period
DRAFT CAAP Workshops

Sep/Oct 2024 Final CAAP Adoption + Official Implementation Kick-Off

WANT TO STAY ENGAGED AND LEARN MORE?



Scan for our
Facebook!



Scan for our
Instagram!



Scan for our
Website!

Kristen Wraithwall
Sustainability Manager

kristen.wraithwall@yolocounty.org



**CLIMATE ACTION
& ADAPTATION PLAN**

Align YoloTD Salary Scales with December 2023 Benchmarking Survey Results

ITEM 6:

Provided by Autumn Bernstein, Chas Fadrigio,
Nate Galindo and Debora Boutté

Our team

 Govinvest, Inc.

Nate Galindo

 CPS HR Consulting

Debora Boutte

 YoloTD

Autumn Bernstein, Executive Director
Chas Fadrigo, Director of Finance & Admin

Today's Objective

- 1 Communicate the **methodology** and **best practices employed** by GovInvest in conducting the salary survey.
- 2 Provide a comprehensive **walkthrough** of the report, to ensure staff gains a **clear understanding** of the data and findings.
- 3 Address **questions** related to the survey **process** and report **content**.

YTD Salary Survey Overview

01. Purpose

Third-party consultant used to determine if YTD salaries are internally equitable, externally competitive or a combination of both.

02. Compare YTD jobs to comparable agencies

Similar job roles to similar agencies using experience, education, skills, responsibilities, etc.

03. Comparable agencies

Industry, population, size, shared labor market, and geographical locations used to ensure meaningful salary comparisons.

04. Data Results

Understanding factors used to collect data and data used for salary determination relative to market.



History of YCTD Salary Surveys

2018

- Prepared by YCTD Staff member
- Outdated Job Descriptions
- Non-comparable agencies
- No review of other benefits
- Applied the Mean - Hi/Low Out
- Only four (4) positions adjusted

2021

- Prepared by YCTD Staff member
- Outdated Job Descriptions
- Non-comparable agencies
- No review of other benefits
- Applied the Mean - Hi/Low Out
- Incumbents placed at lowest range if their current range did not fall within the new range

2023

- Prepared by consultant
- Updated Job Descriptions
- Comparable agencies
- Review of other benefits
- Applied the Median
- Incumbents placed based on KSA & Exp

Timeline of Salary Survey

May – July 2023

- Job Description Reviews and Updates.
- Supervisor and Incumbent Reviews Completed
- Govinvest hired to conduct salary survey.

August 2023

- Draft# 1 Completed with (6) Comp Agencies
- YTD requests to add (4) more Comp Agencies

September 2023

- Original Target Completion Date
- GovInvest encounters difficulty obtaining additional data
- YTD staff assists by contacting agencies

October 2023

- Draft #2 Completed with (10) Comp Agencies
- YTD Staff requests update of DOP & DTO positions to include (4) additional Comp Agencies
- Draft #3 Completed with (10) Comp Agencies

November 2023

- Survey Team Discuss Implementation Policy & Process
- Salary Survey Review provided to Executive Team
- All Staff Internal Outreach Salary Survey Review Meeting

December 2023

- Final Draft Completed
- Collected all job descriptions used in survey

March 2024

- Ad Hoc Committee Meeting
- Reviewed Survey
- Discussed Personnel Policy updates
- Discussed Budget Impact

April 2024

- Board Review
 1. Request to Approve Salary adjustments to align with survey
 2. Request to Approve Personnel Policy Amendments

Salary Survey Review

Introduction & Executive Summary	1-3
Executive Summary & List of Comparators	4
List of Positions Evaluated	5
Market Summary - Salary Comparison	6-10
Proposed Step Schedule – Fixed Increases	11
Comparator COLA Details	12
Budget Comparison	13
Appendix	14
Detail on Comparator Comparison by Position/Footnotes	15-41
Job Match Lists	42-52
Most Comparable to YTD Job Descriptions	53 -508

Yolo Transportation District – Salary Benchmarking

Executive Summary

- Yolo Transportation District's current salaries are more competitive at the minimum salary level but become less competitive as employees approach the maximum salary level
- 4 classifications are positioned below a competitive range of median in all 3 salary levels (min/mid/max), while 3 classifications are at or above a competitive range to median at all 3 levels.
- COLAs that have been most recently applied at comparator agencies range between 3%-5%, while upcoming COLAs range between 3%-4%
- To better align to the market, YoloTD may want to consider increases to salaries above the minimum end of the salary ranges, with additional emphasis on the classifications that are below market at all salary levels.

Market Summary: List of Comparators



- ▷ Central Contra Costa Transit Authority
- ▷ Contra Costa Transportation Authority
- ▷ Marin Transit
- ▷ Monterey-Salinas Transit
- ▷ Sacramento Regional Transit
- ▷ SamTrans (San Mateo)
- ▷ San Joaquin Regional Transit District
- ▷ Solano Transportation Authority
- ▷ SolTrans
- ▷ Yuba-Sutter Transit

Market Summary: List of Positions Evaluated



- ▷ Accounting Technician
- ▷ Accountant I
- ▷ Accountant II
- ▷ Assistant Transportation Planner
- ▷ Associate Transportation Planner
- ▷ Communications & Marketing Specialist
- ▷ Director of Finance and Administration
- ▷ Director of Planning
- ▷ Director of Transit Operations
- ▷ Executive Assistant and Clerk of the Board
- ▷ IT Lead
- ▷ IT Systems Support Tech
- ▷ Senior Transportation Planner

Market Summary

Market Summary: Starting Salary Comparison



Starting salaries are mixed in competitiveness across classifications

- ▶ When comparing the 12 starting salary ranges at YTD to peers:
 - 4 classifications are below a competitive range of median
 - 5 classifications are below the 25th percentile
 - 4 classifications are below -10% of their respective medians
 - IT Lead is above a competitive range of median, and 2 classifications (IT Lead and Communications & Marketing Specialist) are above the 75th percentile

Position	Sample Size	Starting Salary Rate				
		YTD	25th P	Median	75th P	% from Median
IT Lead	n=5	\$8,487	\$7,583	\$7,630	\$7,718	11.2%
Senior Transportation Planner	n=8	\$8,359	\$7,539	\$8,039	\$8,695	4.0%
Communications & Marketing Specialist	n=5	\$7,007	\$6,655	\$6,910	\$6,935	1.4%
Associate Transportation Planner	n=9	\$6,717	\$6,360	\$6,752	\$6,910	-0.5%
Director of Planning	n=9	\$11,775	\$10,639	\$11,989	\$13,225	-1.8%
Director of Transit Operations	n=8	\$11,775	\$11,786	\$12,020	\$12,628	-2.0%
Executive Assistant and Clerk of the Board	n=7	\$6,206	\$5,136	\$6,360	\$6,750	-2.4%
Assistant Transportation Planner	n=5	\$5,696	\$5,072	\$5,852	\$5,973	-2.7%
Accounting Technician	n=6	\$4,429	\$4,764	\$4,944	\$5,250	-10.4%
Director of Finance and Administration	n=6	\$11,453	\$11,985	\$12,808	\$15,415	-10.6%
Accountant I	n=7	\$5,319	\$5,689	\$6,191	\$6,969	-14.1%
IT Systems Support Tech	n=4	\$4,668	\$5,193	\$5,582	\$5,962	-16.4%
Accountant II	n=7	-	\$6,922	\$7,714	\$8,315	-

Market Summary: Salary Midpoint Comparison



Salary midpoints are less competitive across classifications

- ▷ When comparing the 12 salary midpoints at YTD to peers:
 - 7 classifications are below a competitive range of median, 5 of which are below the 25th percentile
 - 4 of the 7 classifications below a competitive range are also below -10% of their respective medians
 - Executive Assistant and Clerk of the Board is the only classification above a competitive range of median; IT Lead is positioned above the 75th percentile

Position	Sample Size	Midpoint Salary Rate				
		YTD	25th P	Median	75th P	% from Median
Executive Assistant and Clerk of the Board	n=7	\$7,138	\$6,159	\$6,777	\$7,758	5.3%
IT Lead	n=5	\$9,585	\$9,125	\$9,157	\$9,261	4.7%
Assistant Transportation Planner	n=5	\$6,391	\$6,087	\$6,617	\$6,778	-3.4%
Senior Transportation Planner	n=8	\$9,575	\$9,018	\$10,001	\$10,529	-4.3%
Communications & Marketing Specialist	n=5	\$7,635	\$7,503	\$7,986	\$8,120	-4.4%
Director of Transit Operations	n=8	\$13,006	\$13,183	\$13,924	\$14,417	-6.6%
Associate Transportation Planner	n=9	\$7,484	\$7,503	\$8,014	\$8,120	-6.6%
Director of Planning	n=9	\$13,006	\$12,767	\$14,119	\$14,649	-7.9%
Accounting Technician	n=6	\$4,917	\$5,284	\$5,598	\$5,718	-12.2%
Director of Finance and Administration	n=6	\$12,766	\$12,748	\$15,032	\$18,109	-15.1%
Accountant I	n=7	\$6,020	\$6,574	\$7,380	\$8,192	-18.4%
IT Systems Support Tech	n=4	\$5,219	\$6,063	\$6,512	\$7,046	-19.9%
Accountant II	n=7	-	\$8,359	\$8,968	\$10,123	-

Market Summary: Max Salary Comparison



Max salaries are not competitive across classifications

- ▶ When comparing the 12 max salary ranges at YTD to peers:
 - 9 classifications are below a competitive range of median
 - 9 classifications are below the 25th percentile
 - 8 classifications are below -10% of their respective medians
 - Executive Assistant and Clerk of the Board is the only classification above a competitive range of median; no classifications are positioned above the 75th percentile at the max

Position	Sample Size	Max Salary Rate				
		YTD	25th P	Median	75th P	% from Median
Executive Assistant and Clerk of the Board	n=7	\$8,069	\$7,058	\$7,259	\$8,975	11.2%
IT Lead	n=5	\$10,684	\$10,667	\$10,683	\$10,805	0.0%
Assistant Transportation Planner	n=5	\$7,085	\$7,101	\$7,260	\$7,704	-2.4%
Senior Transportation Planner	n=8	\$10,790	\$10,372	\$11,579	\$13,583	-6.8%
Accounting Technician	n=6	\$5,405	\$5,700	\$6,046	\$6,306	-10.6%
Director of Transit Operations	n=8	\$14,237	\$14,941	\$15,935	\$16,336	-10.7%
Communications & Marketing Specialist	n=5	\$8,264	\$8,646	\$9,317	\$9,329	-11.3%
Associate Transportation Planner	n=9	\$8,250	\$8,441	\$9,305	\$9,452	-11.3%
Director of Planning	n=9	\$14,237	\$14,895	\$16,072	\$16,594	-11.4%
Director of Finance and Administration	n=6	\$14,080	\$14,368	\$17,255	\$19,950	-18.4%
Accountant I	n=7	\$6,721	\$7,670	\$8,569	\$9,416	-21.6%
IT Systems Support Tech	n=4	\$5,770	\$6,932	\$7,443	\$8,129	-22.5%
Accountant II	n=7	-	\$9,394	\$9,840	\$11,739	-

Market Summary: Market-Aligned Pay Ranges



Classification	Current Salary Range			Market-Aligned Salary Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Accountant I	\$5,319	\$6,020	\$6,721	<i>\$6,191</i>	<i>\$7,380</i>	<i>\$8,569</i>
Accountant II	-	-	-	<i>\$7,714</i>	<i>\$8,968</i>	<i>\$9,840</i>
Accounting Technician	\$4,429	\$4,917	\$5,405	<i>\$4,944</i>	<i>\$5,598</i>	<i>\$6,046</i>
Assistant Transportation Planner	\$5,696	\$6,391	\$7,085	<i>\$5,852</i>	<i>\$6,617</i>	<i>\$7,260</i>
Associate Transportation Planner	\$6,717	\$7,484	\$8,250	<i>\$6,752</i>	<i>\$8,014</i>	<i>\$9,305</i>
Communications & Marketing Specialist	\$7,007	\$7,635	\$8,264	<i>\$6,910</i>	<i>\$7,986</i>	<i>\$9,317</i>
Director of Finance and Administration	\$11,453	\$12,766	\$14,080	<i>\$12,808</i>	<i>\$15,032</i>	<i>\$17,255</i>
Director of Planning	\$11,775	\$13,006	\$14,237	<i>\$11,989</i>	<i>\$14,119</i>	<i>\$16,072</i>
Director of Transit Operations	\$11,775	\$13,006	\$14,237	<i>\$12,020</i>	<i>\$13,924</i>	<i>\$15,935</i>
Executive Assistant and Clerk of the Board	\$6,206	\$7,138	\$8,069	<i>\$6,360</i>	<i>\$6,777</i>	<i>\$7,259</i>
IT Lead	\$8,487	\$9,585	\$10,684	<i>\$7,630</i>	<i>\$9,157</i>	<i>\$10,683</i>
IT Systems Support Tech	\$4,668	\$5,219	\$5,770	<i>\$5,582</i>	<i>\$6,512</i>	<i>\$7,443</i>
Senior Transportation Planner	\$8,359	\$9,575	\$10,790	<i>\$8,039</i>	<i>\$10,001</i>	<i>\$11,579</i>

Market Summary: Proposed Step Schedule – Fixed Increases



Classification	Each Step for All Classifications Represents 7% Increase				
	Step 1	Step 2	Step 3	Step 4	Step 5
Accountant I	\$6,537	\$6,995	\$7,485	\$8,008	\$8,569
Accountant II	\$7,507	\$8,032	\$8,595	\$9,196	\$9,840
Accounting Technician	\$4,768	\$5,102	\$5,459	\$5,841	\$6,250
Assistant Transportation Planner	\$5,684	\$6,081	\$6,507	\$6,963	\$7,450
Associate Transportation Planner	\$7,099	\$7,596	\$8,128	\$8,697	\$9,305
Communications & Marketing Specialist	\$7,108	\$7,605	\$8,138	\$8,707	\$9,317
Director of Finance and Administration	\$13,164	\$14,085	\$15,071	\$16,126	\$17,255
Director of Planning	\$12,261	\$13,120	\$14,038	\$15,021	\$16,072
Director of Transit Operations	\$12,157	\$13,008	\$13,918	\$14,892	\$15,935
Executive Assistant and Clerk of the Board	\$5,817	\$6,224	\$6,660	\$7,126	\$7,625
IT Lead	\$8,150	\$8,721	\$9,331	\$9,984	\$10,683
IT Systems Support Tech	\$5,678	\$6,076	\$6,501	\$6,956	\$7,443
Senior Transportation Planner	\$8,834	\$9,452	\$10,114	\$10,822	\$11,579

Pros

- Each classification has both the same number of steps and the same percent increase at each step
- Each classification is equal to or within +5% above the market median at the maximum rate
- No classification is below a competitive range to median at either the min/max
- Percent difference between min/max is uniform for all classifications at about 31%

Cons

- Max salaries for all classifications except 3 will be aligned exactly at market median
- Accountant I, Associate Transportation Planner, IT Lead, and Senior Transportation Planner will be the only classifications above a competitive range at the step 1 salary rate

Market Summary: Comparator COLA Details



In an effort to better understand what COLAs comparators are providing to employees, the table at right details the most recent COLA applied as well as what the next COLA is disclosed as being, if applicable

County Connection, Contra Costa Transportation Authority, Marin Transit, Monterey-Salinas Transit, Sacramento Regional Transit, and STA each disclosed a COLA adjustment within the past year or two as approximately ranging between 3% to 5%

Only Sacramento Regional Transit disclosed forward-looking COLAs, which were stated as being 4% for ATU Admin classifications and 3% for Operating Engineers; County Connection is expected to implement a COLA but by an undisclosed amount

Comparator Agency	Union	Most Recent COLA		Upcoming COLA	
		Date	%	Date	%
Central Contra Costa Transit Authority	Administration	7/1/2023	4.9%	7/1/2024	ND
Contra Costa Transportation Authority	Administration	7/1/2023	4.9%	ND	ND
Contra Costa Transportation Authority	Finance	7/1/2023	4.9%	ND	ND
Contra Costa Transportation Authority	Planning	7/1/2023	4.9%	ND	ND
Marin Transit	Administrative Assistant	6/5/2023	5.3%	ND	ND
Marin Transit	Analyst	6/5/2023	5.3%	ND	ND
Marin Transit	Director	6/5/2023	5.3%	ND	ND
Marin Transit	Senior Analyst	6/5/2023	5.3%	ND	ND
Monterey-Salinas Transit	CU	1/1/2022	3.0%	ND	ND
Monterey-Salinas Transit	MSTEA	1/1/2022	3.0%	ND	ND
Sacramento Regional Transit	ATU - Admin	ND	ND	1/1/2024	4.0%
Sacramento Regional Transit	Operating Engineers (OE3)	1/1/2023	3.0%	1/1/2024	3.0%
SamTrans (San Mateo)	-	ND	ND	ND	ND
San Joaquin Regional Transit District	-	ND	ND	ND	ND
Solano Transportation Authority	-	7/1/2023	3.0%	ND	ND
SolTrans	-	ND	ND	ND	ND
Yuba-Sutter Transit	-	ND	ND	ND	ND

Market Summary: Budget Comparison



To better understand how the size of agency impacts salaries, we reviewed budget filing disclosures at each agency and compared the total budgeted expenses to YTD's

What we see is that most comparator agencies budget their expenses at almost twice the level of YTD's FY23/24 budgeted expenses

Sacramento Regional Transit has the largest budget by far, followed by SamTrans and Contra Costa Transportation Authority

SolTrans and Yuba-Sutter each have smaller budget sizes than YTD

Comparator Agency	Total Expenses		% Diff vs. YTD
	Budget Size (\$MM)	Fiscal Year	
Sacramento Regional Transit	\$230.9	FY23	1072.7%
SamTrans (San Mateo)	\$184.1	FY23	835.2%
Contra Costa Transportation Authority	\$134.9	FY21/22	585.1%
Monterey-Salinas Transit	\$58.7	FY23	198.1%
San Joquin Regional Transit District	\$48.7	FY22/23	198.1%
Central Contra Costa Transit Authority	\$47.3	FY23	140.2%
Marin Transit	\$43.0	FY23/24	118.4%
Solano Transportation Authority	\$29.8	FY21/22	51.3%
SolTrans	\$18.3	FY22/23	-7.1%
Yuba-Sutter Transit	\$8.8	FY23	-55.3%
Yolo Transportation District	\$19.7	FY23/24	-

Approve the proposed amendments to the YCTD Personnel Rules and Regulations.

ITEM 7



YCTD Personnel Policy Amendment #1: Salary Studies

Salary data shall be collected and matched at the **high end of the salary range** attainable by all employees in the classification. Data shall be analyzed by taking an **average** of the salary for all matches, and a comparison shall be made to the District salary to determine its position relative to the market.

↓
Changed to Median

YCTD Personnel Policy Amendment #2: Cost-of-Living Adjustment

Upon approval by the Board of Directors, the salary ranges of employees may be adjusted annually, effective July 1 of each fiscal year, to account for increases in the cost of living. The COLA shall be based on the increase in the “All Urban Consumers” category of the California Consumer Price Index (CPI), between April (two calendar years before the adjustment) and April (one calendar year before the adjustment), i.e., the July 1, 2022 adjustment used the CPI time period of April 2020 and April 2021.

Set a **Minimum at 2%**
and **Maximum at 4%**

“ “ YCTD Personnel Policy Amendment #3-4: Salary Scale Change/New Hire

The Executive Director shall determine the appropriate salary upon hire. New hires shall be entitled to the benefits outlined in this Policy.

Transition to Steps:
Salary Scales changed to 5-Step Series for each classification with 7% between each step.

Salary upon Hire:
Step 1 placement. Executive Director may review incumbent/new hire's qualifications to determine the appropriate step placement

“ “ YCTD Personnel Policy Amendment #5: Merit Adjustments/Increases

Employees shall be eligible for merit adjustments, but such adjustments shall not be automatic. Positive employee performance appraisals may result in a merit adjustment of up to **a five percent increase in salary annually** and shall be presented to the employee no later than thirty days after the date of their evaluation by the Executive Director or designee. Any granted merit-based pay increases must remain within the salary range approved by the Board of Directors.

Changed from 5% increases
to **Step Increases** within
salary scale classification.



Downtown Woodland Transit Center Study: Update

Item 8

Background

- Completed a **draft** study in November 2019 that was never finalized or approved.
- Looked at primarily off-street transit center options.
- Circumstances have changed:
 - COVID
 - Deteriorating situation at County Fair Mall
 - Microtransit service in Woodland
 - Desire for shorter-term solution
- April 2023, Board acted to prepare a new analysis for an on-street transit center.



Scope of Work

- Identify Facility requirements
- Prepare initial concept layouts for a feasible transit center
- Evaluate the location, options, features, and cost estimates for the preferred location
- Provide 10% design and cost estimate for completion



Existing Woodland Transit Center



Current Status of County Fair Mall

- Majority of stores are vacant/boarded up
- Inadequate lighting at night
- Poorly-maintained
- Safety concerns
- Few passenger amenities
- Not close to key destinations
- Lack of sidewalks and bike lanes





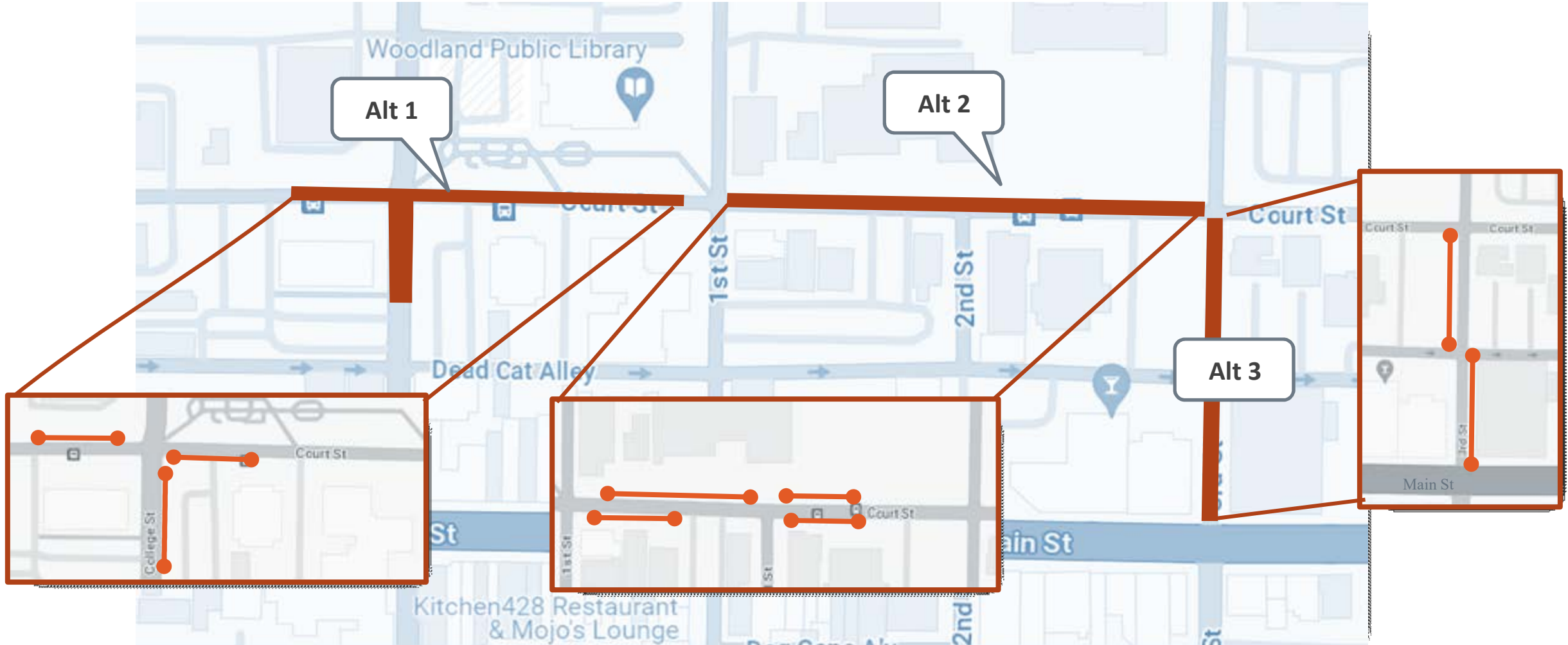
Milestones Completed Since April 2023

1. Identified the type, size, #, & configuration of bus bays
2. Identified the sizing and passenger loading areas, and ADA accessibility
3. Determined operational support and facilities needed for the new location
4. Identified land use and circulation constraints
5. Identified potential impacts to adjacent land uses
6. Analyzed several alternatives
7. Completed routing & turning movement assumptions
8. Outreach: CAC, City of Wodland, Transit riders
9. Identified preliminary preferred alternative
10. Developed planning-level cost estimates

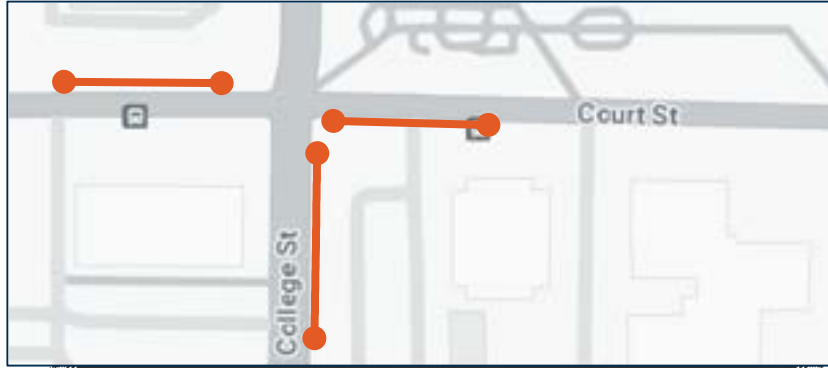
Siting Criteria

1. Proximity to key destinations and compatibility with surrounding land uses
2. Timeliness to implement and transition to new site
3. Environmental / surrounding infrastructure improvements needed
4. Pedestrian, vehicular, rider safety
5. Transitioning existing service and routes for 42A, 42B, 45, 211, 212, and 215 without increasing route times or delay

First Round of Alternatives (1-3)



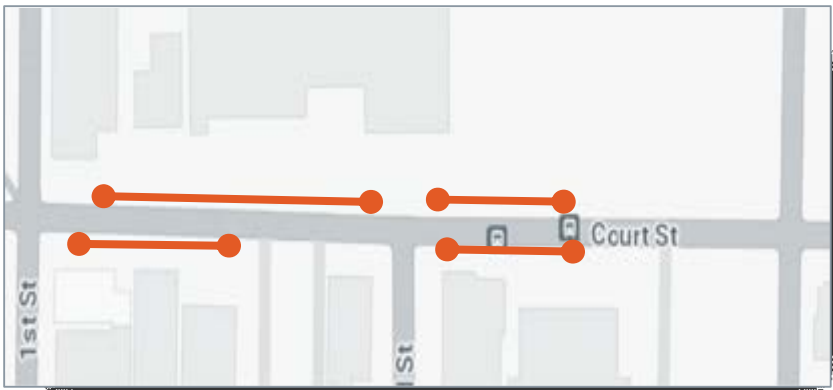
Round 1 Alternative 1



Benefits	Drawbacks
Can efficiently route buses	Potentially confusing for riders, lack of identity
Minimal on-street parking effects	Large intersection, potentially requires crossing two streets for transfer
Plentiful off-street parking	Longer travel time for 42 A/B
Independent arrival and departure for all buses	

Round 1 Alternative 2

Benefits	Drawbacks
Close to County offices & heart of downtown	Substantial on-street parking loss, incl. post office
Independent arrival and departure for all buses	Uncontrolled mid-block crossing @ 2 nd St.
Accommodates existing routes using Court St	Bus berth fronts residential use
Existing curb frontage adequate for passenger loading zones	
Existing bus shelter, shade trees, and street lighting	



Round 1 Alternative 3



Benefits	Drawbacks
Easy access to Court & Main Streets	Narrow street, short block faces
Existing curb frontage adequate for passenger loading zones	Substantial on-street parking loss.
	No street lighting, "eyes on the street"

What We Heard...

Citizens Advisory Committee:

- Unanimous support for Court Street between 1st & 3rd Streets.

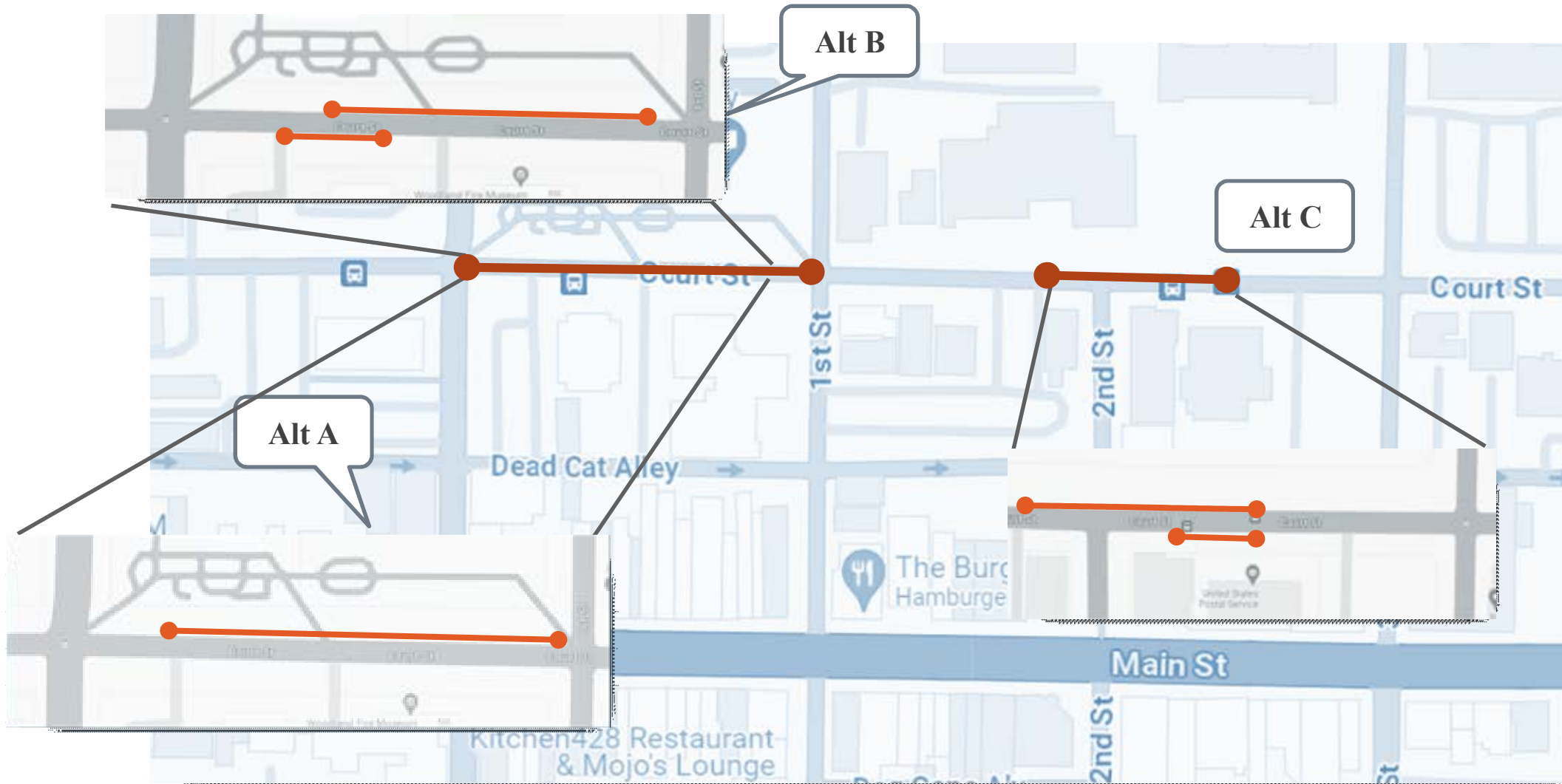
Transit Rider Survey:

- 38% of respondents arrive by walking, 15% by bicycling
- 41% have “positive” or “very positive” feelings about relocating. 55% neutral.

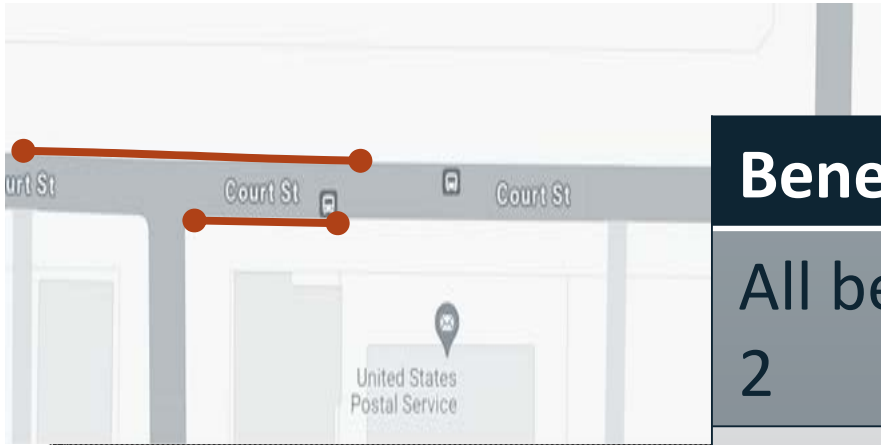
City of Woodland General Concerns:

- Impacts to residential property on Court Street (Alt 2)
- Minimize on-street parking removal, particularly Post Office (Alt 2)
- Better understand turning movements and relationship to street widths.

Second Round of Alternatives (A-C)



Preliminary Preferred Alternative: Alt C



Benefits

All benefits of Round 1 Alt 2

No Post Office on-street parking impacts

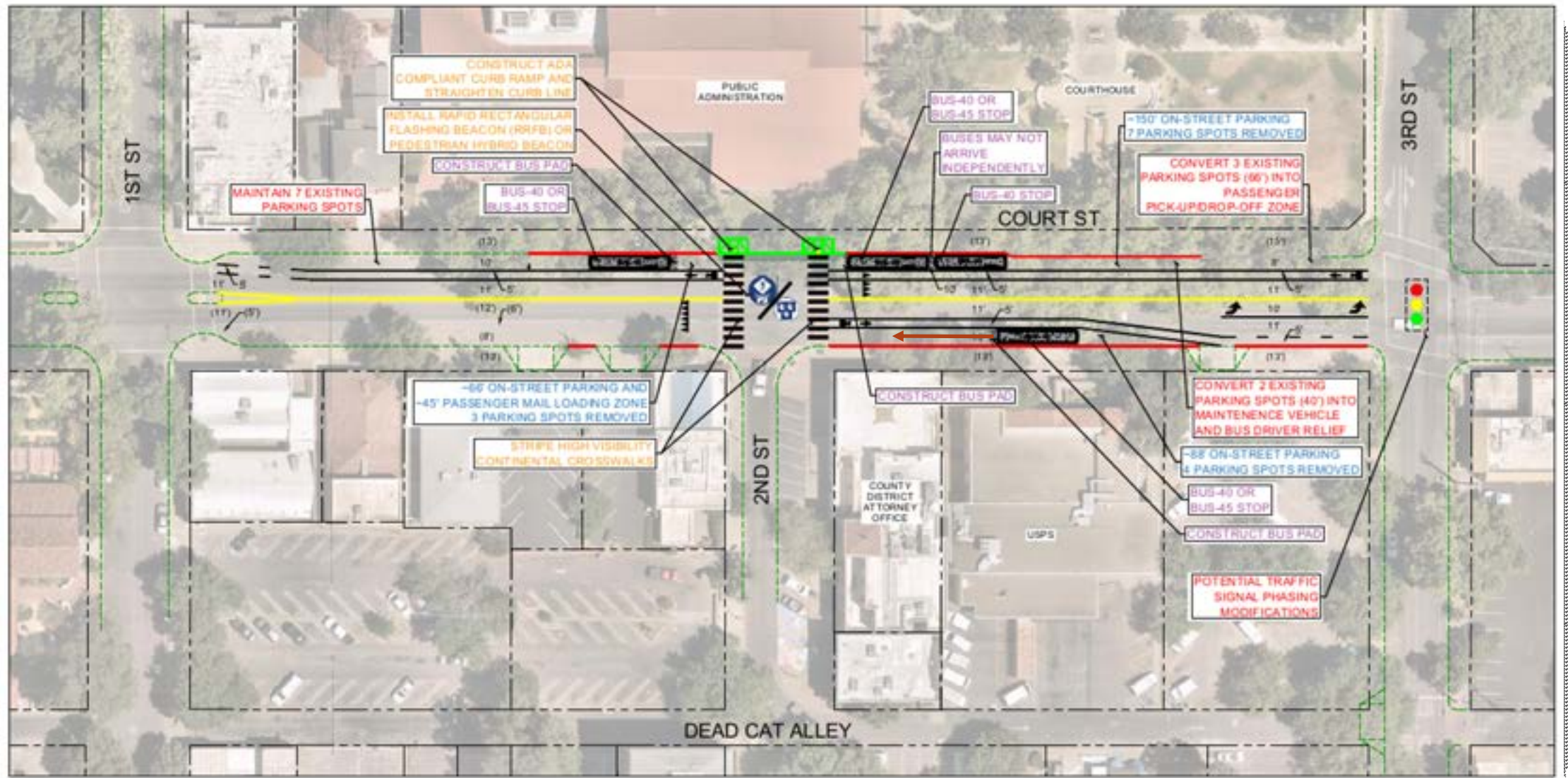
Enhanced mid-block crossing.

Drawbacks

On-street parking removal on north side.

Potential intersection issues (applies to A-C)

Preliminary Preferred Alternative: Alt C



Routing

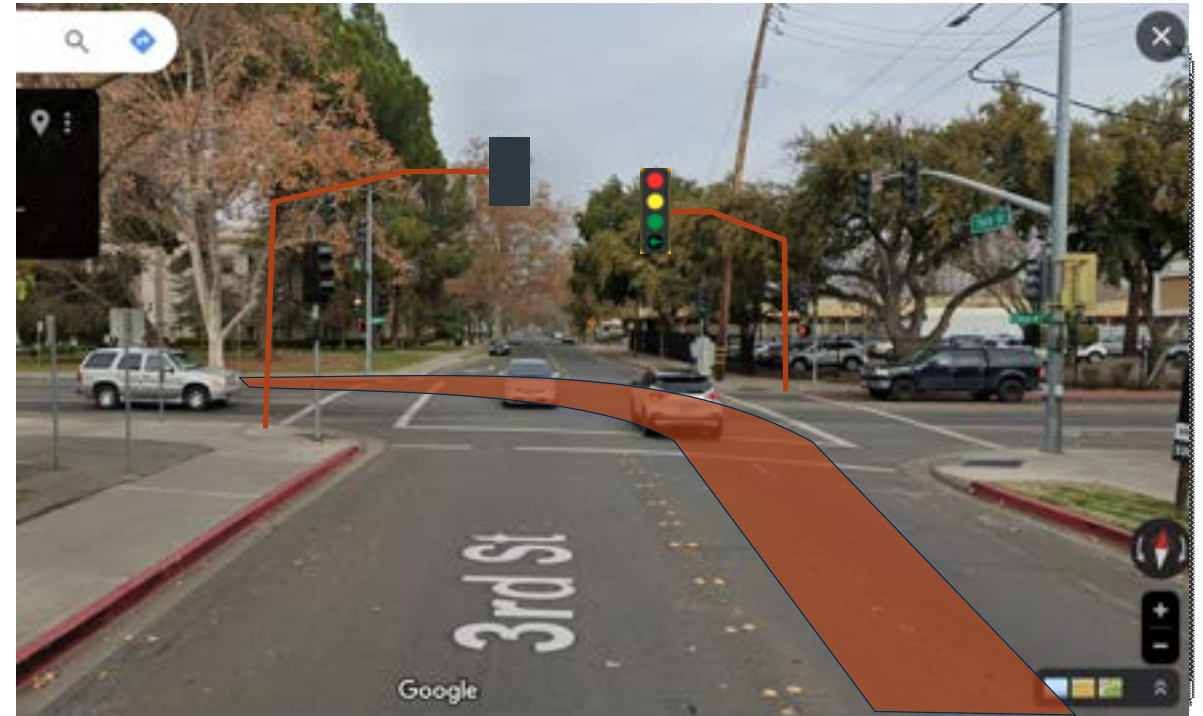


Routing

WB Court &
College



NB 3rd & Court



Routing Implications

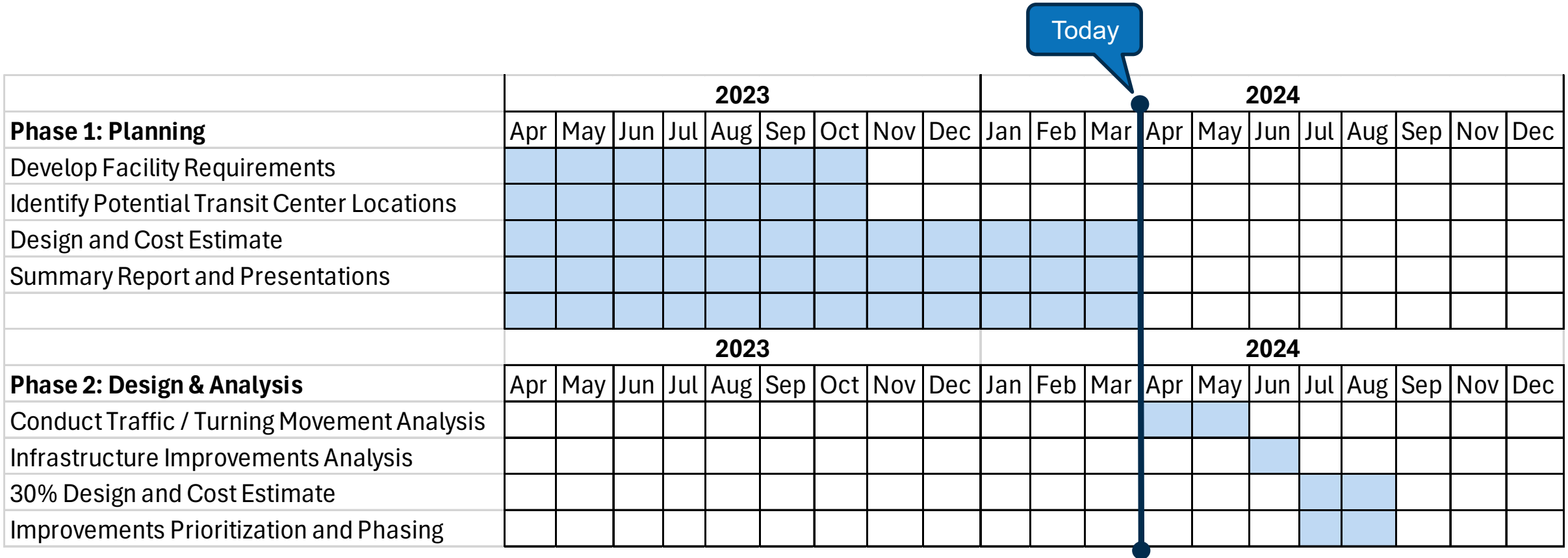
A Closer Look is Needed...

- **Data:** What are the intersection turn movement volumes at Court Street intersections?
- **Need:** Are traffic signal upgrades, “protected” left turns needed, what are the priorities?
- **Cost:** What exactly is needed and how much will it cost?
- **Effects:** How do traffic signal upgrades affect timing of relocation and can they be phased?

Recommended Action

- **Recommendation #2:** Affirm Preliminary Preferred Alternative location as Court Street between 2nd and 3rd Streets pending completion of Phase 2 design and analysis.
- **Recommendation #3:** Approve resolution advancing Preliminary Preferred Alternative to 30% design.
 - Answers questions raised in Routing Implications slide
 - Cost-effective step to ensure project feasibility prior to full commitment.
 - Cost: Not to exceed \$84,003

Schedule



Board Discussion

Item 7: Administrative Reports

- a. Board Members' Verbal Reports
- b. Transdev's Verbal Report
- c. Executive Director's Verbal Report
- d. Yolo 80 Managed Lanes Project Update
- e. Long-Range Calendar
- f. Roof Repair and Mold Remediation Update

Item 7: Administrative Reports

Long Range Calendar

May

- Draft Workplan for FY 24-25 (Informational)
- Draft Budget for FY 24-25 (Informational)
- Audited Financial Report for FY 22-23 (Informational)
- Updates to ADA Policy, Rider Information, Application and Service Changes (Action)
- Roof and Building Repairs (Action)

June

- Yolo 80 Managed Lanes FHWA Funding Obligation (Action)
- Approve Workplan for FY 24-25 (Action)
- Approve Budget for FY 24-25: Preliminary or Final (Action)

June

- *If Need Be:* Approve FINAL Budget for FY 24-25 (Action)
- Yolo Active Transportation Corridors (YATC) Update (Informational)

Adjournment

Route	Start of Service	End of Service	Cycles / Day	Average Cycle Time (min)	Estimated Net Travel Time Change (min)
42A	5:00 AM	12:05 AM	27	120	+3
42B	5:20 AM	12:10 AM	27	120	+5
45 (AM)	5:55 AM	-	1	58	0
45 (PM)	-	5:47 PM	1	72	+1
211	8:00 AM	6:50 PM	11	50	0
212	8:00 AM	6:50 PM	11	50	0
215 (EB)	7:55 AM	12:55 PM	12	48	+3
215 (WB)	5:45 AM	9:55 PM	12	54	+3

Facility	Phase 1	Subsequent Phases
Bus bays (40ft to 45ft)	4	6
Pick-up/drop-off space	-	50 ft
Bike parking	-	20 spaces
Shelters and benches for passenger waiting	X	X
Wayfinding signage	X	X
Pedestrian lighting at all waiting areas and along surrounding infrastructure	X	X
Maintenance vehicle/driver relief vehicle parking	X	X
Access to driver relief facilities	X	X
Connect Card ticketing kiosks		X
Real-time bus arrival information		X
E-bike and micromobility device charging stations		X
Micromobility dock stations		X
Public art and landscaping		X
Park-and-ride locations and/or parking management strategies		X
Security cameras		X
Bus charging		X

Appendix

Appendix: External Prevailing Rate Comparison



Position ▼	Sample Size	Starting Salary Rate					Midpoint Salary Rate					Max Salary Rate				
		YTD	25th P	Median	75th P	% from Median	YTD	25th P	Median	75th P	% from Median	YTD	25th P	Median	75th P	% from Median
Accountant I	n=7	\$5,319	\$5,689	\$6,191	\$6,969	-14.1%	\$6,020	\$6,574	\$7,380	\$8,192	-18.4%	\$6,721	\$7,670	\$8,569	\$9,416	-21.6%
Accountant II	n=7	-	\$6,922	\$7,714	\$8,315	-	-	\$8,359	\$8,968	\$10,123	-	-	\$9,394	\$9,840	\$11,739	-
Accounting Technician	n=6	\$4,429	\$4,764	\$4,944	\$5,250	-10.4%	\$4,917	\$5,284	\$5,598	\$5,718	-12.2%	\$5,405	\$5,700	\$6,046	\$6,306	-10.6%
Assistant Transportation Planner	n=5	\$5,696	\$5,072	\$5,852	\$5,973	-2.7%	\$6,391	\$6,087	\$6,617	\$6,778	-3.4%	\$7,085	\$7,101	\$7,260	\$7,704	-2.4%
Associate Transportation Planner	n=9	\$6,717	\$6,360	\$6,752	\$6,910	-0.5%	\$7,484	\$7,503	\$8,014	\$8,120	-6.6%	\$8,250	\$8,441	\$9,305	\$9,452	-11.3%
Communications & Marketing Specialist	n=5	\$7,007	\$6,655	\$6,910	\$6,935	1.4%	\$7,635	\$7,503	\$7,986	\$8,120	-4.4%	\$8,264	\$8,646	\$9,317	\$9,329	-11.3%
Director of Finance and Administration	n=6	\$11,453	\$11,985	\$12,808	\$15,415	-10.6%	\$12,766	\$12,748	\$15,032	\$18,109	-15.1%	\$14,080	\$14,368	\$17,255	\$19,950	-18.4%
Director of Planning	n=9	\$11,775	\$10,639	\$11,989	\$13,225	-1.8%	\$13,006	\$12,767	\$14,119	\$14,649	-7.9%	\$14,237	\$14,895	\$16,072	\$16,594	-11.4%
Director of Transit Operations	n=8	\$11,775	\$11,786	\$12,020	\$12,628	-2.0%	\$13,006	\$13,183	\$13,924	\$14,417	-6.6%	\$14,237	\$14,941	\$15,935	\$16,336	-10.7%
Executive Assistant and Clerk of the Board	n=7	\$6,206	\$5,136	\$6,360	\$6,750	-2.4%	\$7,138	\$6,159	\$6,777	\$7,758	5.3%	\$8,069	\$7,058	\$7,259	\$8,975	11.2%
IT Lead	n=5	\$8,487	\$7,583	\$7,630	\$7,718	11.2%	\$9,585	\$9,125	\$9,157	\$9,261	4.7%	\$10,684	\$10,667	\$10,683	\$10,805	0.0%
IT Systems Support Tech	n=4	\$4,668	\$5,193	\$5,582	\$5,962	-16.4%	\$5,219	\$6,063	\$6,512	\$7,046	-19.9%	\$5,770	\$6,932	\$7,443	\$8,129	-22.5%
Senior Transportation Planner	n=8	\$8,359	\$7,539	\$8,039	\$8,695	4.0%	\$9,575	\$9,018	\$10,001	\$10,529	-4.3%	\$10,790	\$10,372	\$11,579	\$13,583	-6.8%

Detail on Comparator Compensation: Example



“Percent Rank” is the percentile that the respective field is positioned at

“% from Median” indicates the percent difference between the respective field against the median value

These fields contain summary statistics of what the dispersion of data is like for the list of matches below

List of position matches from the agencies listed, what job titles were used, and what groups they fall in at their respective agencies, if applicable

Comparator Compensation - Administrative Analyst

Salary is hourly; starting salary represents step 1 pay level, if applicable

Agency	Position	Group	Max Steps	Starting Salary	Max Salary
[Client]	Administrative Analyst	-	7	\$31.99	\$43.48
	Percent Rank		83p	21p	18p
	% from Median		+56%	-15%	-8%
Comparator Group Statistics					
	Sample Size: n=10				
	Max		20	\$80.99	\$103.38
	75th Percentile		6	\$38.01	\$54.73
	Median		4.5	\$37.69	\$47.13
	25th Percentile		2.25	\$33.87	\$45.02
	Min		2	\$27.65	\$41.21
	Average		5.8	\$39.66	\$54.04

These fields would read: “the max salary for the Administrative Analyst classification at the client agency is -8% below the market median, and is positioned at the 18th percentile (i.e., 82% of matches are above Long Beach’s max salary for this role)”

Agency	Position	Group	Max Steps	Starting Salary	Max Salary ▼
Comparator List	ADMINISTRATIVE ANALYST	-	2	\$80.99	\$103.38
	Administrative Analyst	Senior Administrative and Administrative Analysts	20	\$38.03	\$63.67
	Administrative Analyst	AFSCME - PROFESSIONAL AND TECHNICAL	4	\$37.94	\$56.92
	ADMINISTRATIVE ANALYST (C)	MANAGEMENT NON REPRESENTED	3	\$38.09	\$47.61
	Admin Analyst	Community Development	2	\$37.65	\$46.65
	ADMIN ANALYST	ATA	5	\$37.64	\$46.47
	Admin Analyst - Tier 1	TPSA	2	\$27.65	\$44.54
	Administrative Analyst I	SM	6	\$32.61	\$41.82
	ADMINISTRATIVE ANALYST	GMAM	8	\$28.33	\$41.21
	MANAGEMENT ANALYST (UC)	UC	6	\$37.72	\$48.15

Detail on Comparator Compensation: Accountant I



Comparator Compensation - Accountant I

Salary is monthly; starting salary represents step 1 pay level, if applicable

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Yolo Transportation District	Accountant I	-	2	\$5,319	\$6,020	\$6,721	FY22/23	ND	ND	ND	ND
	Percent Rank		Op	Op	Op	Op					
	% from Median		0%	-14%	-18%	-22%					

Comparator Group Statistics

Sample Size: n=7

Max	3	\$7,496	\$9,370	\$11,244
75th Percentile	2.5	\$6,969	\$8,192	\$9,416
Median	2	\$6,191	\$7,380	\$8,569
25th Percentile	2	\$5,689	\$6,574	\$7,670
Min	2	\$5,360	\$6,403	\$7,026
Average	2.3	\$6,338	\$7,527	\$8,716

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary ▼	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
SamTrans (San Mateo)	Financial Reporting Accountant	-	2	\$7,496	\$9,370	\$11,244	5/23/2022	ND	ND	ND	ND
¹ Contra Costa Transportation Authority	Accounting Specialist	Finance	2	\$7,028	\$8,265	\$9,502	7/1/2023	7/1/2023	4.9%	ND	ND
Marin Transit	Accounting Analyst	Analyst	2	\$6,910	\$8,120	\$9,329	6/5/2023	6/5/2023	5.3%	ND	ND
SolTrans	Accountant	-	3	\$6,191	\$7,380	\$8,569	9/11/2023	ND	ND	ND	ND
Monterey-Salinas Transit	Accountant	MSTEA	3	\$5,599	\$6,718	\$7,838	1/24/2023	1/1/2022	3.0%	ND	ND
Sacramento Regional Transit	Accountant I	Operating Engineers (OE3)	2	\$5,360	\$6,431	\$7,501	1/1/2023	1/1/2023	3.0%	1/1/2024	3.0%
Solano Transportation Authority	Accountant I	-	2	\$5,780	\$6,403	\$7,026	7/1/2023	7/1/2023	3.0%	ND	ND

¹ This agency only had an Accounting Specialist and Senior Accountant; Senior Accountant was more appropriate of a match for Accountant II, while Accounting Specialist lined up well for responsibilities and seniority

Detail on Comparator Compensation: Accountant II



Comparator Compensation - Accountant II

Salary is monthly; starting salary represents step 1 pay level, if applicable

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Yolo Transportation District	Accountant II	-	-	-	-	-	-	ND	ND	ND	ND
	Percent Rank		NA	NA	NA	NA					
	% from Median		NA	NA	NA	NA					

Comparator Group Statistics

Sample Size: n=7

Max	5	\$8,851	\$10,403	\$13,523
75th Percentile	2	\$8,315	\$10,123	\$11,739
Median	2	\$7,714	\$8,968	\$9,840
25th Percentile	2	\$6,922	\$8,359	\$9,394
Min	2	\$6,212	\$6,882	\$7,551
Average	2.4	\$7,607	\$9,031	\$10,454

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary ▼	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
¹ Central Contra Costa Transit Authority	MGR. OF ACCOUNTING	Administration	2	\$6,910	\$10,216	\$13,523	1/1/2023	7/1/2023	4.9%	7/1/2024	ND
Contra Costa Transportation Authority	Senior Accountant	Finance	2	\$8,851	\$10,403	\$11,955	7/1/2023	7/1/2023	4.9%	ND	ND
² Marin Transit	Senior Accounting Analyst	Senior Analyst	2	\$8,535	\$10,029	\$11,523	6/5/2023	6/5/2023	5.3%	ND	ND
Yuba-Sutter Transit	Finance Manager	-	5	\$8,095	\$8,968	\$9,840	7/1/2023	ND	ND	ND	ND
Sacramento Regional Transit	Accountant II	Operating Engineers (OE3)	2	\$6,935	\$8,324	\$9,713	1/1/2023	1/1/2023	3.0%	1/1/2024	3.0%
SamTrans (San Mateo)	Accountant II	-	2	\$7,714	\$8,395	\$9,075	1/1/2022	ND	ND	ND	ND
Solano Transportation Authority	Accountant II	-	2	\$6,212	\$6,882	\$7,551	7/1/2023	7/1/2023	3.0%	ND	ND

Detail on Comparator Compensation: Accountant II – Footnotes



#	Agency	Description
1	Central Contra Costa Transit Authority	Exact job description unavailable for the selected match; closest available was for "Senior Accounting Assistant" which was more closely aligned with a traditional Accounting Technician at YTD and "Chief Financial Officer" which more closely aligned with the Director of Finance and Administration; next closest classifications were "Mgr of Accounting" and "Payroll Supervisor" but job descriptions for those classifications were not available so "Mgr of Accounting" was determined to be the closest match due to it being the closer in focus and aligning more with an journey/management level employee that is positioned below a CFO but above an Accounting Assistant
2	Marin Transit	Exact job description unavailable for the selected match; closest available was for "Senior Accounting & Administrative Analyst" but was from 2019

Detail on Comparator Compensation: Accounting Technician



Comparator Compensation - Accounting Technician

Salary is monthly; starting salary represents step 1 pay level, if applicable

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Yolo Transportation District	Accounting Technician	-	2	\$4,429	\$4,917	\$5,405	FY22/23	ND	ND	ND	ND
	Percent Rank		0p	13p	10p	0p					
	% from Median		-50%	-10%	-12%	-11%					

Comparator Group Statistics

Sample Size: n=6

Max	8	\$5,569	\$6,153	\$6,990
75th Percentile	7.25	\$5,250	\$5,718	\$6,306
Median	4	\$4,944	\$5,598	\$6,046
25th Percentile	2.25	\$4,764	\$5,284	\$5,700
Min	2	\$3,866	\$4,639	\$5,412
Average	4.7	\$4,896	\$5,488	\$6,079

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary ▼	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Central Contra Costa Transit Authority	SR. ACCOUNTING ASSIST.	Administration	8	\$5,315	\$6,153	\$6,990	1/1/2023	7/1/2023	4.9%	7/1/2024	ND
¹ Central Contra Costa Transit Authority	PAYROLL SPECIALIST	Administration	8	\$4,830	\$5,595	\$6,360	1/1/2023	7/1/2023	4.9%	7/1/2024	ND
Solano Transportation Authority	Accounting Technician	-	2	\$5,057	\$5,602	\$6,146	7/1/2023	7/1/2023	3.0%	ND	ND
² SamTrans (San Mateo)	Accounting Specialist	-	2	\$5,569	\$5,757	\$5,946	1/1/2022	ND	ND	ND	ND
³ Sacramento Regional Transit	Accounting Technician	ATU - Admin	5	\$4,742	\$5,180	\$5,618	1/1/2023	ND	ND	1/1/2024	4.0%
⁴ Monterey-Salinas Transit	Accounting Assistant	MSTEA	3	\$3,866	\$4,639	\$5,412	1/24/2023	1/1/2022	3.0%	ND	ND

Detail on Comparator Compensation: Accounting Technician – Footnotes



#	Agency	Description
1	Central Contra Costa Transit Authority	Exact job description unavailable for the selected match; closest available was for "Sr. Accounting Assist." which was selected as a match here but felt more senior than a traditional Accounting Technician at YTD (no job description exists yet as this is replacing the Financial Associate); next closest classification was "Payroll Specialist" but the job description for this classification was not available so "Payroll Specialist" was added as a match due to it being less senior than a Sr Accounting Assist in the event that YTD chooses to make this role more entry-level
2	SamTrans (San Mateo)	Exact job description unavailable for the selected match; closest available was for "Accountant II" which more closely aligned with Accountant II at YTD and "Financial Reporting Accountant" which more closely aligned with Accountant I at YTD; next closest classification were "Accounting Specialist", "Business Systems Analyst III", and "Senior Financial Analyst" but the job descriptions for these classifications were not available so "Accounting Specialist" was added as a match due to it being less senior than the other job titles listed
3	Sacramento Regional Transit	Exact job description unavailable for the selected match; closest available were for "Accountant I" which more closely aligned with Accountant I at YTD, "Accountant II" which more closely aligned with Accountant II at YTD, and then "Senior Accountant" and "Manager, Accounting" which were senior to the match selected for Accountant II at YTD; next closest classifications were "Accounts Payable Clerk", "Payroll Technician" and "Accounting Technician" but job descriptions for those classifications were not available so "Accounting Technician" was determined to be the closest match due to it being the closer in focus and aligning more with an entry/journey level employee that is positioned below an Accountant and above a Clerk
4	Monterey-Salinas Transit	Exact job description unavailable for the selected match; closest available was for "Accountant" but more closely aligned with Accountant I at YTD; next closest classifications were "Accounting Assistant", "Payroll Specialist" and "Finance Manager" but job descriptions for those classifications were not available so "Accounting Assistant" was determined to be the closest match due to it being the closer in focus and aligning more with an entry/journey level employee that is positioned below an Accountant

Detail on Comparator Compensation: Assistant Transportation Planner



Comparator Compensation - Assistant Transportation Planner

Salary is monthly; starting salary represents step 1 pay level, if applicable

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Yolo Transportation District	Assistant Transportation Planner	-	2	\$5,696	\$6,391	\$7,085	FY22/23	ND	ND	ND	ND
	Percent Rank		0p	45p	39p	25p					
	% from Median		-33%	-3%	-3%	-2%					

Comparator Group Statistics

Sample Size: n=5

Max	8	\$6,252	\$7,500	\$8,747
75th Percentile	5	\$5,973	\$6,778	\$7,704
Median	3	\$5,852	\$6,617	\$7,260
25th Percentile	2	\$5,072	\$6,087	\$7,101
Min	2	\$4,992	\$5,530	\$6,068
Average	4.0	\$5,628	\$6,502	\$7,376

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary ▼	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Sacramento Regional Transit	Assistant Planner	Operating Engineers (OE3)	2	\$6,252	\$7,500	\$8,747	1/1/2023	1/1/2023	3.0%	1/1/2024	3.0%
¹ Central Contra Costa Transit Authority	PLANNER/ASSISTANT SCHEDULER	Administration	8	\$5,852	\$6,778	\$7,704	1/1/2023	7/1/2023	4.9%	7/1/2024	ND
Solano Transportation Authority	Assistant Planner	-	2	\$5,973	\$6,617	\$7,260	7/1/2023	7/1/2023	3.0%	ND	ND
Monterey-Salinas Transit	Assistant Planner	MSTEA	3	\$5,072	\$6,087	\$7,101	1/24/2023	1/1/2022	3.0%	ND	ND
Yuba-Sutter Transit	Program Analyst I	-	5	\$4,992	\$5,530	\$6,068	7/1/2023	ND	ND	ND	ND

Detail on Comparator Compensation: Assistant Transportation Planner – Footnotes



#	Agency	Description
1	Central Contra Costa Transit Authority	Exact job description unavailable for the selected match; closest available was for "Manager of Planning" which was more closely aligned with a traditional Senior Transportation Planner at YTD ; next closest classifications were "Planner/Community Liason", "Asst. Scheduler", "Service Scheduler", "Transportation Assistant" and "Planner/Assistant Scheduler" but job descriptions for those classifications were not available so "Planner/Assistant Scheduler" was determined to be the closest match due to it being the closer in focus and aligning more with an Assistant level below an Associate Planner (Transportation Assistant at this agency pays the same as the Planner/Assistant Scheduler match used)

Detail on Comparator Compensation: Associate Transportation Planner



Comparator Compensation - Associate Transportation Planner

Salary is monthly; starting salary represents step 1 pay level, if applicable

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Yolo Transportation District	Associate Transportation Planner	-	2	\$6,717	\$7,484	\$8,250	FY22/23	ND	ND	ND	ND
	Percent Rank		0p	37p	24p	12p					
	% from Median		0%	-1%	-7%	-11%					

Comparator Group Statistics

Sample Size: n=9

Max	5	\$9,372	\$11,012	\$12,652
75th Percentile	3	\$6,910	\$8,120	\$9,452
Median	2	\$6,752	\$8,014	\$9,305
25th Percentile	2	\$6,360	\$7,503	\$8,441
Min	2	\$5,779	\$6,402	\$7,025
Average	2.6	\$6,919	\$8,149	\$9,380

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary ▼	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Contra Costa Transportation Authority	Associate Transportation Planner	Planning	2	\$9,372	\$11,012	\$12,652	7/1/2023	7/1/2023	4.9%	ND	ND
SamTrans (San Mateo)	Planning Analyst III	-	2	\$7,496	\$9,370	\$11,244	7/14/2023	ND	ND	ND	ND
Sacramento Regional Transit	Planner	Operating Engineers (OE3)	2	\$6,752	\$8,102	\$9,452	1/1/2023	1/1/2023	3.0%	1/1/2024	3.0%
¹ Marin Transit	Transit Planner	Analyst	2	\$6,910	\$8,120	\$9,329	6/5/2023	6/5/2023	5.3%	ND	ND
SolTrans	Program Analyst II	-	3	\$6,723	\$8,014	\$9,305	9/11/2023	ND	ND	ND	ND
² Central Contra Costa Transit Authority	PLANNER/COMMUNITY LIASON	Administration	2	\$6,360	\$7,503	\$8,646	1/1/2023	7/1/2023	4.9%	7/1/2024	ND
³ Monterey-Salinas Transit	Associate Planner	MSTEA	3	\$6,029	\$7,235	\$8,441	1/24/2023	1/1/2022	3.0%	ND	ND
Solano Transportation Authority	Associate Planner	-	2	\$6,847	\$7,586	\$8,324	7/1/2023	7/1/2023	3.0%	ND	ND
Yuba-Sutter Transit	Program Analyst II	-	5	\$5,779	\$6,402	\$7,025	7/1/2023	ND	ND	ND	ND

Detail on Comparator Compensation: Associate Transportation Planner – Footnotes



#	Agency	Description
1	Marin Transit	Exact job description unavailable for the selected match; closest available was for "Mobility/Transit Planner" but was from 2018
2	Central Contra Costa Transit Authority	Exact job description unavailable for the selected match; closest available was for "Manager of Planning" which was more closely aligned with a traditional Senior Transportation Planner at YTD ; next closest classifications were "Planner/Community Liason", "Asst. Scheduler", "Service Scheduler", "Manager of Transportation", "Transportation Assistant" and "Planner/Assistant Scheduler" but job descriptions for those classifications were not available so "Planner/Community Liason" was determined to be the closest match due to it being the closer in focus and aligning more with an Associate Planner and below a Manager
3	Monterey-Salinas Transit	Exact job description unavailable for the selected match; closest available were for "Assistant Planner" which more closely aligned with Assistant Transportation Planner at YTD and "Planning Manager" which was too senior to the Associate Transportation Planner but too junior for the Director of Planning; next closest classifications were "Associate Planner", and "Transit Scheduler" but job descriptions for those classifications were not available so "Associate Planner" was determined to be the closest match due to it being the closer in focus and aligning more with a journey level employee that is positioned below a Planning Manager

Detail on Comparator Compensation: Communications & Marketing Specialist



Comparator Compensation - Communications & Marketing Specialist

Salary is monthly; starting salary represents step 1 pay level, if applicable

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Yolo Transportation District	Communications & Marketing Specialist	-	2	\$7,007	\$7,635	\$8,264	FY22/23	ND	ND	ND	ND
	Percent Rank		Op	82p	32p	18p					
	% from Median		0%	+1%	-4%	-11%					

Comparator Group Statistics

Sample Size: n=5

	Max	3	\$7,180	\$8,324	\$9,713						
	75th Percentile	2	\$6,935	\$8,120	\$9,329						
	Median	2	\$6,910	\$7,986	\$9,317						
	25th Percentile	2	\$6,655	\$7,503	\$8,646						
	Min	2	\$6,360	\$7,180	\$7,180						
	Average	2.2	\$6,808	\$7,822	\$8,837						

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary ▼	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Sacramento Regional Transit	Senior Marketing and Communications Specialist	Operating Engineers (OE3)	2	\$6,935	\$8,324	\$9,713	1/1/2023	1/1/2023	3.0%	1/1/2024	3.0%
¹ Marin Transit	Engagement Coordinator (Marketing & Outreach)	Analyst	2	\$6,910	\$8,120	\$9,329	6/5/2023	6/5/2023	5.3%	ND	ND
² Monterey-Salinas Transit	Marketing and Communications Manager	MSTEA	3	\$6,655	\$7,986	\$9,317	1/24/2023	1/1/2022	3.0%	ND	ND
Central Contra Costa Transit Authority	CUSTOMER SERVICE & OUTREACH COORDINATOR	Administration	2	\$6,360	\$7,503	\$8,646	1/1/2023	7/1/2023	4.9%	7/1/2024	ND
³ SamTrans (San Mateo)	Marketing Promotions Specialist	-	2	\$7,180	\$7,180	\$7,180	1/1/2022	ND	ND	ND	ND

Communications & Marketing Specialist – Footnotes



#	Agency	Description
1	Marin Transit	Exact job description unavailable for the selected match; closest available was for "Community Outreach & Marketing Coordinator (Analyst Level)" from an undetermined date
2	Monterey-Salinas Transit	Exact job description unavailable for the selected match; closest available was for "Customer Service Representative" which more closely aligned with an entry-level equivalent at YTD; next closest classifications were "Customer Service and Community Relations Supervisor", "Marketing Assistant", "Marketing and Communications Manager", and "Communications Systems Specialist" but job descriptions for those classifications were not available so "Marketing and Communications Manager" was determined to be the closest match due to it being the closer in specialty than Customer Service, Community Relations or Communications Systems, and aligning more with a an employee that is above an Assistant and is below a Director like YTD's does
3	SamTrans (San Mateo)	Exact job description unavailable for the selected match; next closest classification were "Customer Experience Coordinator", "Customer Experience Specialist", "Customer Relations Specialist", "Digital Communications Specialist", "Marketing Promotions Specialist", and "Social Media Specialist" but the job descriptions for these classifications were not available so "Marketing Promotions Specialist" was added as a match due to it having a Marketing focus compared to Customer Service

Detail on Comparator Compensation: Director, Finance and Administration



Comparator Compensation - Director of Finance and Administration

Salary is monthly; starting salary represents step 1 pay level, if applicable

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Yolo Transportation District	Director of Finance and Administration	-	2	\$11,453	\$12,766	\$14,080	FY22/23	ND	ND	ND	ND
	Percent Rank		0p	11p	25p	23p					
	% from Median		0%	-11%	-15%	-18%					
Comparator Group Statistics		Max	2	\$20,503	\$20,503	\$21,640					
Sample Size: n=6		75th Percentile	2	\$15,415	\$18,109	\$19,950					
		Median	2	\$12,808	\$15,032	\$17,255					
		25th Percentile	2	\$11,985	\$12,748	\$14,368					
		Min	2	\$10,833	\$11,975	\$11,975					
		Average	2.0	\$14,158	\$15,611	\$17,063					
Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary ▼	Effective Date	Most Recent COLA		Upcoming COLA	
							Date	Date	%	Date	%
Contra Costa Transportation Authority	Chief Financial Officer	Finance	2	\$16,021	\$18,830	\$21,640	7/1/2023	7/1/2023	4.9%	ND	ND
¹ SamTrans (San Mateo)	Deputy Chief Financial Officer	-	2	\$20,503	\$20,503	\$20,503	1/1/2022	ND	ND	ND	ND
Central Contra Costa Transit Authority	CHIEF FINANCIAL OFFICER	Administration	2	\$13,600	\$15,945	\$18,290	1/1/2023	7/1/2023	4.9%	7/1/2024	ND
Marin Transit	Director of Finance and Capital Programs	Director	2	\$12,016	\$14,119	\$16,221	6/5/2023	6/5/2023	5.3%	ND	ND
² San Joaquin Regional Transit District	Director - Administrative Track	Leadership	2	\$10,833	\$12,292	\$13,750	5/19/2023	ND	ND	ND	ND
³ SamTrans (San Mateo)	Deputy Director, Capital Programs Planning	-	2	\$11,975	\$11,975	\$11,975	1/1/2022	ND	ND	ND	ND

Director, Finance and Administration – Footnotes



#	Agency	Description
1	SamTrans (San Mateo)	Exact job description unavailable for the selected match; new classification created at YTD this year so did not have a job description to reference other than the older "Deputy Director, Finance and Administration"; next closest classifications were "Chief Financial Officer", "Deputy Chief Financial Officer", "Director, Accounting", "Director, Budgets and Financial Analysis", "Deputy Director, Capital Programs Planning", and "Director, Capital Program Management" but the job descriptions for these classifications were not available so "Deputy Chief Financial Officer" was added as a match due to it being closer in focus and act as a middle ground between CFO and Director since this match would be the 2nd ranked Finance employee at the agency and already pays twice as much as YTD
2	San Joaquin Regional Transit District	Exact job description unavailable for the selected match; closest available were for "Planning and Service Development Director" which more closely aligned with Director of Planning at YTD; next closest classifications were "Deputy CEO Chief", "Deputy CEO Chief Operating Officer", "Director - Administrative Track", and ""Superintendent - Operations Track" but job descriptions for those classifications were not available so "Director - Administrative Track" was determined to be the closest match due to it being the closer in focus and aligning more with a Director in the field of Administration; "Chief Financial Officer (CFO)" had a job description available online with some pay figures but was from 2/14/22 and was not included in the 5/19/23 salary table shared by the agency which only had CEO, Deputy CEO, and then Director - Administrative so we did not include the CFO in our match list
3	SamTrans (San Mateo)	Exact job description unavailable for the selected match; new classification created at YTD this year so did not have a job description to reference other than the older "Deputy Director, Finance and Administration"; next closest classifications were "Chief Financial Officer", "Deputy Chief Financial Officer", "Director, Accounting", "Director, Budgets and Financial Analysis", "Deputy Director, Capital Programs Planning", and "Director, Capital Program Management" but the job descriptions for these classifications were not available so "Deputy Director, Capital Programs Planning" was added as a 2nd match in addition to the Deputy Chief Financial Officer

Detail on Comparator Compensation: Director of Planning



Comparator Compensation - Director of Planning

Salary is monthly; starting salary represents step 1 pay level, if applicable

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Yolo Transportation District	Director of Planning	-	3	\$11,775	\$13,006	\$14,237	FY22/23	ND	ND	ND	ND
Percent Rank			88p	48p	38p	7p					
% from Median			+50%	-2%	-8%	-11%					

Comparator Group Statistics

Sample Size: n=9

Max	3	\$15,560	\$16,557	\$19,029
75th Percentile	2	\$13,225	\$14,649	\$16,594
Median	2	\$11,989	\$14,119	\$16,072
25th Percentile	2	\$10,639	\$12,767	\$14,895
Min	2	\$8,816	\$12,292	\$13,750
Average	2.2	\$11,953	\$13,962	\$15,972

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary ▼	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Contra Costa Transportation Authority	Director, Planning	Planning	2	\$14,085	\$16,557	\$19,029	7/1/2023	7/1/2023	4.9%	ND	ND
¹ Central Contra Costa Transit Authority	DIRECTOR OF TRANSPORTATION	Administration	2	\$8,816	\$12,936	\$17,055	1/1/2023	7/1/2023	4.9%	7/1/2024	ND
SolTrans	Deputy Director	-	3	\$11,989	\$14,292	\$16,594	9/11/2023	ND	ND	ND	ND
² Marin Transit	Director of Planning	Director	2	\$12,016	\$14,119	\$16,221	6/5/2023	6/5/2023	5.3%	ND	ND
Solano Transportation Authority	Director of Planning	-	2	\$13,225	\$14,649	\$16,072	7/1/2023	7/1/2023	3.0%	ND	ND
³ SamTrans (San Mateo)	Director, Planning	-	2	\$15,560	\$15,560	\$15,560	1/1/2022	ND	ND	ND	ND
⁴ Monterey-Salinas Transit	Director of Planning and Innovation	CU	3	\$10,639	\$12,767	\$14,895	1/24/2023	1/1/2022	3.0%	ND	ND
Sacramento Regional Transit	Director, Planning	Management and Confidential	2	\$10,412	\$12,493	\$14,573	3/22/2019	ND	ND	ND	ND
San Joaquin Regional Transit District	Planning and Service Development Director	-	2	\$10,833	\$12,292	\$13,750	6/23/2022	ND	ND	ND	ND

Detail on Comparator Compensation: Director of Planning – Footnotes



#	Agency	Description
1	Central Contra Costa Transit Authority	Exact job description unavailable for the selected match; closest available was for "Director of Planning, Marketing, and Innovation" from an undetermined date but this title was not included in the FY23 salary table (Director of Transportation was)
2	Marin Transit	Exact job description unavailable for the selected match; closest available was for "Director of Transit Operations and Planning" from 2012
3	SamTrans (San Mateo)	Exact job description unavailable for the selected match; closest available was "Planning Analyst III" which more closely aligned with the Associate Transportation Planner at YTD; next closest classifications were "Director, Planning", "Director, Rail Network and Operations Planning", "Deputy Chief Caltrain Planning", and "Director, Systemwide Planning and Policy" but job descriptions for those classifications were not available so "Director, Planning" was determined to be the closest match due to it being the closest-aligning director with a general Planning focus
4	Monterey-Salinas Transit	Exact job description unavailable for the selected match; closest available was "Planning Manager" which was too junior for a Director of Planning at YTD; next closest classifications were "Transportation Manager" and "Director of Planning and Innovation" but job descriptions for those classifications were not available so "Director of Planning and Innovation" was determined to be the closest match due to it being the closest-aligning director with a Planning focus

Detail on Comparator Compensation: Director of Transit Operations



Comparator Compensation - Director of Transit Operations

Salary is monthly; starting salary represents step 1 pay level, if applicable

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Yolo Transportation District	Director of Transit Operations	-	3	\$11,775	\$13,006	\$14,237	FY22/23	ND	ND	ND	ND
Percent Rank			86p	25p	22p	12p					
% from Median			+50%	-2%	-7%	-11%					

Comparator Group Statistics

Sample Size: n=8

Max	3	\$14,036	\$16,498	\$18,960
75th Percentile	2.25	\$12,628	\$14,417	\$16,336
Median	2	\$12,020	\$13,924	\$15,935
25th Percentile	2	\$11,786	\$13,183	\$14,941
Min	2	\$10,412	\$12,023	\$12,023
Average	2.3	\$12,172	\$13,920	\$15,667

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary ▼	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Contra Costa Transportation Authority	Director, Mobility Programs	Administration	2	\$14,036	\$16,498	\$18,960	7/1/2023	7/1/2023	4.9%	ND	ND
SolTrans	Deputy Director	-	3	\$11,989	\$14,292	\$16,594	9/11/2023	ND	ND	ND	ND
¹ San Joaquin Regional Transit District	Deputy CEO Chief Operating Officer	Leadership	2	\$13,333	\$14,792	\$16,250	5/19/2023	ND	ND	ND	ND
² Marin Transit	Director of Operations & Service Development	Director	2	\$12,016	\$14,119	\$16,221	6/5/2023	6/5/2023	5.3%	ND	ND
Monterey-Salinas Transit	Chief Operating Officer	CU	3	\$11,178	\$13,413	\$15,649	1/24/2023	1/1/2022	3.0%	ND	ND
Solano Transportation Authority	Director of Programs	-	2	\$12,393	\$13,729	\$15,064	7/1/2023	7/1/2023	3.0%	ND	ND
Sacramento Regional Transit	Director, Bus Operations	Management and Confidential	2	\$10,412	\$12,493	\$14,573	7/29/2019	ND	ND	ND	ND
³ SamTrans (San Mateo)	Director, Systemwide Planning And Policy	-	2	\$12,023	\$12,023	\$12,023	1/1/2022	ND	ND	ND	ND

Detail on Comparator Compensation: Director of Transit Operations – Footnotes



#	Agency	Description
1	San Joaquin Regional Transit District	Exact job description unavailable for the selected match; closest available was for "Chief Operating Officer (COO)" from Feb 2022
2	Marin Transit	Exact job description unavailable for the selected match; closest available was for "Director of Transit Operations and Planning" from 2012
3	SamTrans (San Mateo)	Exact job description unavailable for the selected match; next closest classifications were "Director, Planning", "Director, Rail Network and Operations Planning", "Deputy Chief Caltrain Planning", "Deputy Chief, Rail Operations", and "Director, Systemwide Planning and Policy" but job descriptions for those classifications were not available so "Director, Systemwide Planning and Policy" was determined to be the closest match due to it being the closest-aligning director with an Operations Planning focus that wasn't specific to the Rail Network

Detail on Comparator Compensation: Executive Assistant and Clerk of the Board



Comparator Compensation - Executive Assistant and Clerk of the Board

Salary is monthly; starting salary represents step 1 pay level, if applicable

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Yolo Transportation District	Executive Assistant and Clerk of the Board	-	2	\$6,206	\$7,138	\$8,069	FY22/23	ND	ND	ND	ND
	Percent Rank		0p	48p	58p	60p					
	% from Median		0%	-2%	+5%	+11%					

Comparator Group Statistics

Sample Size: n=7

Max	3	\$8,128	\$9,004	\$9,880
75th Percentile	2.5	\$6,750	\$7,758	\$8,975
Median	2	\$6,360	\$6,777	\$7,259
25th Percentile	2	\$5,136	\$6,159	\$7,058
Min	2	\$4,865	\$5,938	\$6,777
Average	2.3	\$6,161	\$7,079	\$7,998

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary ▼	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Solano Transportation Authority	Clerk of the Board/Office Manager	-	2	\$8,128	\$9,004	\$9,880	7/1/2023	7/1/2023	3.0%	ND	ND
¹ SolTrans	Board Clerk	-	3	\$6,723	\$8,014	\$9,305	9/11/2023	ND	ND	ND	ND
² Central Contra Costa Transit Authority	ASST. TO THE GM/CFO & BOARD CLERK	Administration	2	\$6,360	\$7,503	\$8,646	1/1/2023	7/1/2023	4.9%	7/1/2024	ND
Marin Transit	Administrative Assistant/Board Secretary	Administrative Assistant	2	\$4,865	\$6,062	\$7,259	6/5/2023	6/5/2023	5.3%	ND	ND
Contra Costa Transportation Authority	Administrative Clerk	Administration	2	\$5,325	\$6,257	\$7,188	7/1/2023	7/1/2023	4.9%	ND	ND
³ Monterey-Salinas Transit	Executive Assistant/Clerk to the Board	CU	3	\$4,948	\$5,938	\$6,928	1/24/2023	1/1/2022	3.0%	ND	ND
⁴ SamTrans (San Mateo)	Executive Assistant III	-	2	\$6,777	\$6,777	\$6,777	1/1/2022	ND	ND	ND	ND

Detail on Comparator Compensation: Executive Assistant and Clerk of the Board – FN



#	Agency	Description
1	SolTrans	Exact job description unavailable for the selected match; closest available was "Transit Board Administrator/Office Manager" but this job title was not included in the FY23-24 salary table shared by the agency; next closest classifications were "Board Clerk" and "Administrative Clerk" but job descriptions for those classifications were not available so "Board Clerk" was determined to be the closest match due to it being the most senior Assistant and has Board Clerk responsibilities
2	Central Contra Costa Transit Authority	Exact job description unavailable for the selected match; next closest classifications were "Asst to the GM/CFO & Board Clerk" and "Mgr of Training" but job descriptions for those classifications were not available so "Asst to the GM/CFO & Board Clerk" was determined to be the closest match due to it being the most senior Assistant and has Board Clerk responsibilities
3	Monterey-Salinas Transit	Exact job description unavailable for the selected match; next closest classifications were "Human Resources Assistant" and "Executive Assistant/Clerk to the Board" but job descriptions for those classifications were not available so "Executive Assistant/Clerk to the Board" was determined to be the closest match due to it being the most senior Assistant and has Board Clerk responsibilities
4	SamTrans (San Mateo)	Exact job description unavailable for the selected match; next closest classifications were "Executive Assistant II" and "Executive Assistant III" but job descriptions for those classifications were not available so "Executive Assistant III" was determined to be the closest match due to it being the most senior Executive Assistant

Detail on Comparator Compensation: IT Lead



Comparator Compensation - IT Lead

Salary is monthly; starting salary represents step 1 pay level, if applicable

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Yolo Transportation District	IT Lead	-	2	\$8,487	\$9,585	\$10,684	FY22/23	ND	ND	ND	ND
	Percent Rank		0p	100p	83p	50p					
	% from Median		0%	+11%	+5%	0%					
Comparator Group Statistics											
Sample Size: n=5											
		Max	3	\$8,293	\$10,216	\$13,523					
		75th Percentile	2	\$7,718	\$9,261	\$10,805					
		Median	2	\$7,630	\$9,157	\$10,683					
		25th Percentile	2	\$7,583	\$9,125	\$10,667					
		Min	2	\$6,910	\$8,293	\$8,293					
		Average	2.2	\$7,627	\$9,210	\$10,794					
Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary ▼	Effective Date	Most Recent COLA		Upcoming COLA	
Date	%	Date	%								
¹ Central Contra Costa Transit Authority	SYSTEMS/NETWORK ADMINISTRATOR	Administration	2	\$6,910	\$10,216	\$13,523	1/1/2023	7/1/2023	4.9%	7/1/2024	ND
² Monterey-Salinas Transit	Information Technology Manager	CU	3	\$7,718	\$9,261	\$10,805	1/24/2023	1/1/2022	3.0%	ND	ND
Sacramento Regional Transit	Senior Information Technology BusinessSystems Analyst	Operating Engineers (OE3)	2	\$7,630	\$9,157	\$10,683	1/1/2023	1/1/2023	3.0%	1/1/2024	3.0%
³ San Joaquin Regional Transit District	IT Engineer	Professional	2	\$7,583	\$9,125	\$10,667	5/19/2023	ND	ND	ND	ND
⁴ SamTrans (San Mateo)	Manager, Information Technology Infrastructure Cyber	-	2	\$8,293	\$8,293	\$8,293	1/1/2022	ND	ND	ND	ND

Detail on Comparator Compensation: IT Lead – Footnotes



#	Agency	Description
1	Central Contra Costa Transit Authority	Exact job description unavailable for the selected match; next closest classifications were "Director of IT", "Developer", "Systems/Network Administrator", and "Help Desk & User Support" but job descriptions for those classifications were not available so "Systems/Network Administrator" was determined to be the closest match due to it being the most senior IT professional below a Director level (unclear if "Developer" was IT facing or more City Planning focused due to no job description being available, but note that Developer and Systems/Network Administrator each get paid the same at this agency)
2	Monterey-Salinas Transit	Exact job description unavailable for the selected match; closest available was "Information Technology Specialist" which more closely aligned with the IT Systems Support Tech at YTD; next closest classifications were "Chief Information Officer" and "Information Technology Manager" but job descriptions for those classifications were not available so "Information Technology Manager" was determined to be the closest match due to it being the most senior IT professional below the CIO
3	San Joaquin Regional Transit District	Exact job description unavailable for the selected match; closest available was for "IT Systems Engineer" from Jun 2023 with the same pay range as "IT Engineer" which was in the 5/14/23 salary table shared by the agency
4	SamTrans (San Mateo)	Exact job description unavailable for the selected match; next closest classifications were "Chief Information and Technology", "Information Technology Analyst II", "Information Technology Security Architect II", "Information Technology System Administrator I", "Manager, Information Technology and Telecommunications", and "Manager, Information Technology Infrastructure Cyber" but job descriptions for those classifications were not available so "Manager, Information Technology Infrastructure Cyber" was determined to be the closest match due to it being above an analyst/admin but below a c-suite or director

Detail on Comparator Compensation: IT Systems Support Tech



Comparator Compensation - IT Systems Support Tech

Salary is monthly; starting salary represents step 1 pay level, if applicable

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Yolo Transportation District	IT Systems Support Tech	-	2	\$4,668	\$5,219	\$5,770	FY22/23	ND	ND	ND	ND
	Percent Rank		0p	0p	0p	0p					
	% from Median		-20%	-16%	-20%	-22%					

Comparator Group Statistics

Sample Size: n=4

Max	8	\$6,304	\$7,566	\$8,828
75th Percentile	4.25	\$5,962	\$7,046	\$8,129
Median	2.5	\$5,582	\$6,512	\$7,443
25th Percentile	2	\$5,193	\$6,063	\$6,932
Min	2	\$4,827	\$5,793	\$6,759
Average	3.8	\$5,574	\$6,596	\$7,618

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary ▼	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Sacramento Regional Transit	Information Technology Business SystemsAnalyst	Operating Engineers (OE3)	2	\$6,304	\$7,566	\$8,828	1/1/2023	1/1/2023	3.0%	1/1/2024	3.0%
¹ San Joaquin Regional Transit District	IT Specialist	Professional	2	\$5,849	\$6,872	\$7,896	5/19/2023	ND	ND	ND	ND
² Central Contra Costa Transit Authority	HELP DESK & USER SUPPORT	Administration	8	\$5,315	\$6,153	\$6,990	1/1/2023	7/1/2023	4.9%	7/1/2024	ND
Monterey-Salinas Transit	Information Technology Specialist	MSTEA	3	\$4,827	\$5,793	\$6,759	1/24/2023	1/1/2022	3.0%	ND	ND

Detail on Comparator Compensation: IT Systems Support Tech – Footnotes



#	Agency	Description
1	San Joaquin Regional Transit District	Exact job description unavailable for the selected match; closest available was for "Information Technology Analyst or Specialist or Senior Specialist" from Jun 2021, where the "Specialist" level has the same starting pay as "IT Specialist" which was in the 5/14/23 salary table shared by the agency
2	Central Contra Costa Transit Authority	Exact job description unavailable for the selected match; next closest classifications were "Director of IT", "Developer", "Systems/Network Administrator", and "Help Desk & User Support" but job descriptions for those classifications were not available so "Help Desk & User Support" was determined to be the closest match due to it being the next most senior IT professional below the Developer or Systems/Network Administrator which was used for the IT Lead match

Detail on Comparator Compensation: Senior Transportation Planner



Comparator Compensation - Senior Transportation Planner

Salary is monthly; starting salary represents step 1 pay level, if applicable

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Yolo Transportation District	Senior Transportation Planner	-	2	\$8,359	\$9,575	\$10,790	FY22/23	ND	ND	ND	ND
	Percent Rank		0p	60p	36p	30p					
	% from Median		0%	+4%	-4%	-7%					

Comparator Group Statistics

Sample Size: n=8

Max	5	\$10,946	\$12,862	\$14,777
75th Percentile	2.25	\$8,695	\$10,529	\$13,583
Median	2	\$8,039	\$10,001	\$11,579
25th Percentile	2	\$7,539	\$9,018	\$10,372
Min	2	\$6,910	\$8,047	\$8,829
Average	2.5	\$8,317	\$10,044	\$11,771

Agency	Position	Group	Max Steps	Starting Salary	Midpoint Salary	Max Salary ▼	Effective Date	Most Recent COLA		Upcoming COLA	
								Date	%	Date	%
Contra Costa Transportation Authority	Senior Transportation Planner	Planning	2	\$10,946	\$12,862	\$14,777	7/1/2023	7/1/2023	4.9%	ND	ND
SamTrans (San Mateo)	Planning Administrator	-	2	\$9,174	\$11,468	\$13,761	8/22/2022	ND	ND	ND	ND
Central Contra Costa Transit Authority	MGR. OF PLANNING	Administration	2	\$6,910	\$10,216	\$13,523	1/1/2023	7/1/2023	4.9%	7/1/2024	ND
¹ Monterey-Salinas Transit	Transportation Manager	MSTEA	3	\$8,312	\$9,974	\$11,636	1/24/2023	1/1/2022	3.0%	ND	ND
² Marin Transit	Senior Mobility Planner	Senior Analyst	2	\$8,535	\$10,029	\$11,523	6/5/2023	6/5/2023	5.3%	ND	ND
Sacramento Regional Transit	Senior Planner	Operating Engineers (OE3)	2	\$7,630	\$9,157	\$10,683	1/1/2023	1/1/2023	3.0%	1/1/2024	3.0%
Solano Transportation Authority	Senior Planner	-	2	\$7,767	\$8,603	\$9,439	7/1/2023	7/1/2023	3.0%	ND	ND
Yuba-Sutter Transit	Planning Manager	-	5	\$7,265	\$8,047	\$8,829	7/1/2023	ND	ND	ND	ND

Detail on Comparator Compensation: Senior Transportation Planner – Footnotes



#	Agency	Description
1	Monterey-Salinas Transit	Exact job description unavailable for the selected match; closest available was "Planning Manager" which was more senior than a senior planner but more junior than a director at YTD; next closest classifications were "Transportation Manager", "Mobility Services Manager", and "Contract Services Manager" but job descriptions for those classifications were not available so "Transportation Manager" was determined to be the closest match due to it paying more than the Planning Manager (match selected for Associate Planner) but being positioned below the Director of Planning and Innovation at MST
2	Marin Transit	Exact job description unavailable for the selected match; closest available was for "Mobility/Transit Planner (Analyst or Senior Level)" from 2018