



**SANTA CRUZ METROPOLITAN TRANSIT DISTRICT (METRO)
PERSONNEL/HUMAN RESOURCES STANDING COMMITTEE AGENDA
MEETING MINUTES*
OCTOBER 12, 2018 – 10:30 AM
METRO ADMIN OFFICES
110 VERNON STREET
SANTA CRUZ, CA 95060**

The Personnel/Human Resources Standing Committee convened a meeting as referenced above. The Meeting 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, California. *Minutes are "summary" minutes, not verbatim minutes. Audio recordings of Board meeting open sessions are available to the public upon request.

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COMMITTEE ROSTER

Director Ed Bottorff, Board Vice Chair	City of Capitola
Director Jimmy Dutra, Immediate Past Board Chair	City of Watsonville
Director Norm Hagen	County of Santa Cruz
Director John Leopold	County of Santa Cruz
Director Bruce McPherson, Board Chair	County of Santa Cruz
Alex Clifford	METRO CEO/General Manager
Julie Sherman	METRO District Counsel

CALL TO ORDER at 10:40 AM by Vice Chair Bottorff.

ROLL CALL: The following Directors were **present**, representing a quorum:

Director Ed Bottorff	City of Capitola
Director Jimmy Dutra	City of Watsonville. AR 11:04 AM
Director Norm Hagen	County of Santa Cruz
Director John Leopold	County of Santa Cruz

Director Bruce McPherson was absent.

METRO EMPLOYEES AND MEMBERS OF THE PUBLIC WHO VOLUNTARILY INDICATED THEY WERE PRESENT (IN ALPHABETICAL ORDER) THROUGH A SIGN IN SHEET OR VERBAL INTRODUCTION WERE:

Ciro Aguirre, METRO	Debbie Kinslow, METRO
Angela Aitken, METRO	Kristina Mihaylova, METRO
Dawn Crummié, METRO	Michael Rios, PSA
Joan Jeffries, SEIU	Shonoa Ruddick, METRO

ADDITIONS OR DELETIONS FROM AGENDA/ADDITIONAL DOCUMENTATION TO SUPPORT EXISTING AGENDA ITEMS

None

ORAL AND OTHER COMMUNICATIONS TO THE PERSONNEL/HUMAN RESOURCES STANDING COMMITTEE

None

CONSIDERATION OF THE FINAL CPS HR CONSULTING MANAGEMENT TOTAL COMPENSATION STUDY RESULTS

Alex Clifford, CEO/General Manager, gave a brief background on the Management Classification Study detailed in the October 12, 2018 staff report from its inception to present.

Jennifer Ramos, CPS Classification and Compensation Manager, spoke to the attached presentation and explained the history of the study, the methodology used in doing the rework, the results, trends being reflected and some of the decisions that METRO may consider for implementation. The market median was determined and then reviewed to see where the District aligns. CEO Clifford said it was what the Personnel/Human Resources Standing Committee (Committee) agreed to, but it also requested the 5% above and below the median figures as well. Ms. Ramos reviewed the district-wide results for total compensation and base salary. The trend is telling us that Santa Cruz is lagging in the labor market in both total compensation and base salary.

CEO Clifford asked if three or five years is the standard for redoing these studies. Ms. Ramos replied that three years is the most common because that is usually the life of a contract and is best practice.

Joan Jeffries, SEIU President, inquired if the data from all ten labor market agencies in the staff report reflects the new information or the previous version? Ms. Ramos said that CPS went back and vetted new data from all ten agencies. However, based on an agreement that had been made, CPS chose to reflect seven agencies for the report. The appendix includes all received information to date. Ms. Ramos reiterated that the data captured in the original study has been reworked quite a bit so the past study is no longer reliable information. The current study is more accurate and we are moving forward from that point.

Angela Aitken, CFO, said the information in the staff report and the attachments was the best information we had at the time the agenda was posted. We were waiting for Santa Barbara and CPS was having difficulty getting information from them. It was received this morning and is reflected in the new spreadsheets being handed out. Ms. Aitken delved into the specifics of the data. With this new information from Santa Barbara, we anticipate lower numbers because Santa Barbara is a smaller agency. Her quick analysis indicates the cost to adopt the recommendations will be below the budgeted number included in the FY19 budget. Kristina Mihaylova, Senior Financial Analyst, will run that information with these new figures to get a more accurate cost. CEO Clifford clarified that METRO is focusing on total compensation.

Director Bottorff asked if compaction and differentials have been addressed and if these create any problems? Ms. Aitken said we need to review that with the new figures. Director Bottorff suggested using an organization chart and plotting these numbers so we can see how this plays out if we are going to implement this.

CEO Clifford reminded the Directors that METRO, because it is a smaller, matrix organization, should not run into compaction issues. Director Bottorff said he understood that but expressed concern that METRO may be creating a problem and that it would be nice to see the data laid out on an organization chart. Director Leopold suggested that in the analysis that comes to the Board, METRO look at all of these things and make sure there is no compaction. CEO Clifford said that will be double-checked.

Director Leopold suggested Director Bottorff's concern lies in the sense that if we did a Class and Comp Study on SEIU positions over time but haven't done the managers in a long time, there is a risk of compaction between the management staff and SEIU staff. CEO Clifford said it is a good point because what could happen is that we get through the SEIU process and recommendations are made that we like and now all of a sudden we have three positions where we elevated a represented employee to having a less than 5-10% difference between their unrepresented manager that creates compaction. We will come back to the Committee then to address those one-offs.

CEO Clifford said the managers will have an opportunity to discuss with CPS the logic used to achieve these results; and in some cases, may have valid arguments for changing these figures. If so, CPS could suggest a tweak to some numbers before the October 26, 2018 Board meeting. CEO Clifford requested authorization to continue the process between now and the Board meeting and make adjustments if needed. Director Leopold requested those differences be laid out in the October 26, 2018 Board report.

CEO Clifford elaborated on the pros and cons of creating a six-step range versus a pay-for-performance program. He recommended METRO begin with a six-step range, as it currently has, since it is a smaller organization. He requested the Board allow him to enact a six-step range process while allowing the Board the flexibility to implement a pay-for-performance program in the future should they so desire.

CEO Clifford explained the maximum the Board would adopt with this recommendation would be the maximum depicted in the report for each position. METRO would work backwards from the maximum in 5% increments to achieve the six steps. If the employee is currently at Step 3, he/she would transition to Step 3 in the new scale.

Public Comment: None

MOTION TO FORWARD THESE RECOMMENDATIONS TO THE FULL BOARD AT THE OCTOBER 26, 2018 BOARD OF DIRECTORS MEETING; PROVIDE THE CEO DISCRETION TO MAKE MINOR MODIFICATIONS THAT MIGHT OCCUR BETWEEN NOW AND THE BOARD MEETING AS A RESULT OF MANAGER/CPS ONE-ON-ONES; AND, DELEGATE THE CEO TO ESTABLISH A SIX-STEP RANGE PROCESS.

MOTION: DIRECTOR LEOPOLD

SECOND: DIRECTOR DUTRA

MOTION PASSED WITH 4 AYES (Directors Bottorff, Dutra, Hagen, and Leopold)

Director McPherson was absent.

Meeting was adjourned at 11:39 AM by Director Bottorff.

Respectfully submitted by,

Donna Bauer
Administrative Assistant

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Santa Cruz Metropolitan Transit District

Management Total Compensation Report

October 12, 2018

Presented by Jennifer Ramos, Classification and Compensation Manager



Agenda

- About CPS HR
- Compensation Study Approach & Results
- Next Steps
- Questions & Answers

PRESENTED AT 10/12/18 PERSONNEL/HR COMMITTEE MEETING

Attachment

About CPS HR and Ewing Consulting

History, Mission, and Board of Directors

Mission of CPS HR and Ewing Consulting is to promote human resource excellence in the public sector

- We are a Joint Powers Authority
- Self-supporting public agency with significant years of experience
 - CPS HR - 31 years in public sector
 - **Ewing Consulting - 38 years in Classification & Compensation for education market**
- Classification & Compensation services to Cities, Counties, and Special Districts

PRESENTED AT 10/12/18 PERSONNEL/HR COMMITTEE MEETING

Attachment

 <p>City of Anaheim, CA •Jason Motsick</p>	 <p>County of Sacramento, CA •David Devine</p>	 <p>East Bay Municipal Utility District, Oakland, CA •Laura Bronson</p>	 <p>County of Pinellas, FL •Dave Blaseswitz*</p>
 <p>City of Las Vegas, NV •Dan Tarwater</p>	 <p>County of Mecklenburg, NC •Chris Peek</p>	 <p>Hayward Unified School District, Hayward, CA •Fernando Yanez</p>	 <p>City of Plano, TX •Jim Parrish</p>

About CPS HR and Ewing Consulting

Core Services and Markets

Federal | State | Local | Special Districts | Education | Non-Profit Organizations

ORGANIZATIONAL STRATEGY	TESTING, RECRUITMENT & SELECTION	CLASSIFICATION & COMPENSATION	TRAINING & DEVELOPMENT	GENERAL HR SERVICES	LICENSING & CERTIFICATION
+ Workforce Planning	+ Job Analysis	+ Classification	+ Training Courses	+ HR On-Demand	+ Testing Services
+ Succession Planning	+ Recruitment Solutions	+ Compensation	+ Training Programs	+ Complaint Investigations	+ Applicant / Candidate Management
+ Performance Management	+ Assessment Center Services		+ Supervisory Skills		+ Credential Program Management
+ Employee Engagement	+ Executive Search		+ Leadership Development		+ Accreditation
+ Change Management	+ Selection Tools Development		+ Executive Coaching		
+ Organizational Assessment, Redesign & Re-engineering	+ Test Administration		+ Accelerated Leader 360° Assessment™		
	+ Test Rental				

Attachment

Compensation Study

History

Methodology

Scope

Results

Recommendations

PRESENTED AT 10/12/18 PERSONNEL/HR COMMITTEE MEETING

Attachment

History

- December 2017
- January to August 2018
 - Project Team Update
- August 2018 to present
 - Rework

Methodology

- Whole Job Analysis
 - Services
 - Size of agencies
 - Scope of Authority
 - Span of Control

Scope of Work

Classifications Studied

- Assistant Maintenance Manager
- Assistant Operations Manager (Paratransit Department)
- Chief Financial Officer (CFO)
- Chief Operating Officer (COO)
- Database Administrator
- Executive Assistant
- Finance Deputy Director
- Human Resources Deputy Director
- Human Resources Director
- Information Technology and Intelligent Transportation Systems Director

- Maintenance Manager
- Marketing, Communications and Customer Service Director
- Operations Manager - Paratransit Division
- Operations Manager - Fixed Route Division
- Planning and Development Director
- Purchasing and Special Projects Director
- Safety, Security and Risk Management Director
- Senior Database Administrator

Attachment

Scope of Work Labor Market

Agency	Location	Cost of Living Average	Cost of Wages Average
Santa Cruz Metropolitan Transit District	Santa Cruz	100.00%	100.00%
City of Santa Cruz	Santa Cruz	100.00%	100.00%
County of Santa Cruz	Santa Cruz	100.00%	100.00%
Central Contra Costa County Transit Authority	Walnut Creek	101.50%	107.20%
Monterey-Salinas Transit District	Monterey	90.90%	101.50%
Riverside Transit Agency	Riverside	71.90%	96.90%
San Joaquin Regional Transit District	Stockton	66.00%	96.90%
Santa Barbara Metropolitan Transit District	Santa Barbara	92.60%	99.60%
United States Average	Nation-wide	55.60%	87.37%

Scope of Work

Data Collected

Base Salary

- Comparable Classification Titles
- Minimum and Maximum Base Salary

Benefits

- Retirement Contributions
- Social Security Contributions (Medicare and FICA)
- Deferred Compensation
- Longevity
- Education/Tuition Reimbursement
- Health Plan Benefits and Contributions
- Leave Practices (Paid Time Off, Sick Leave, Holiday, Administrative/Management)
- Retiree Health Insurance Practices

Attachment

Scope of Work

Results - Definitions

Market Median

- The labor market median monthly maximum salary which is calculated using the maximum monthly salary for each of the comparable classes; that range of data is then computed to provide the median or mean amount.

Percentage District Above/Below Market

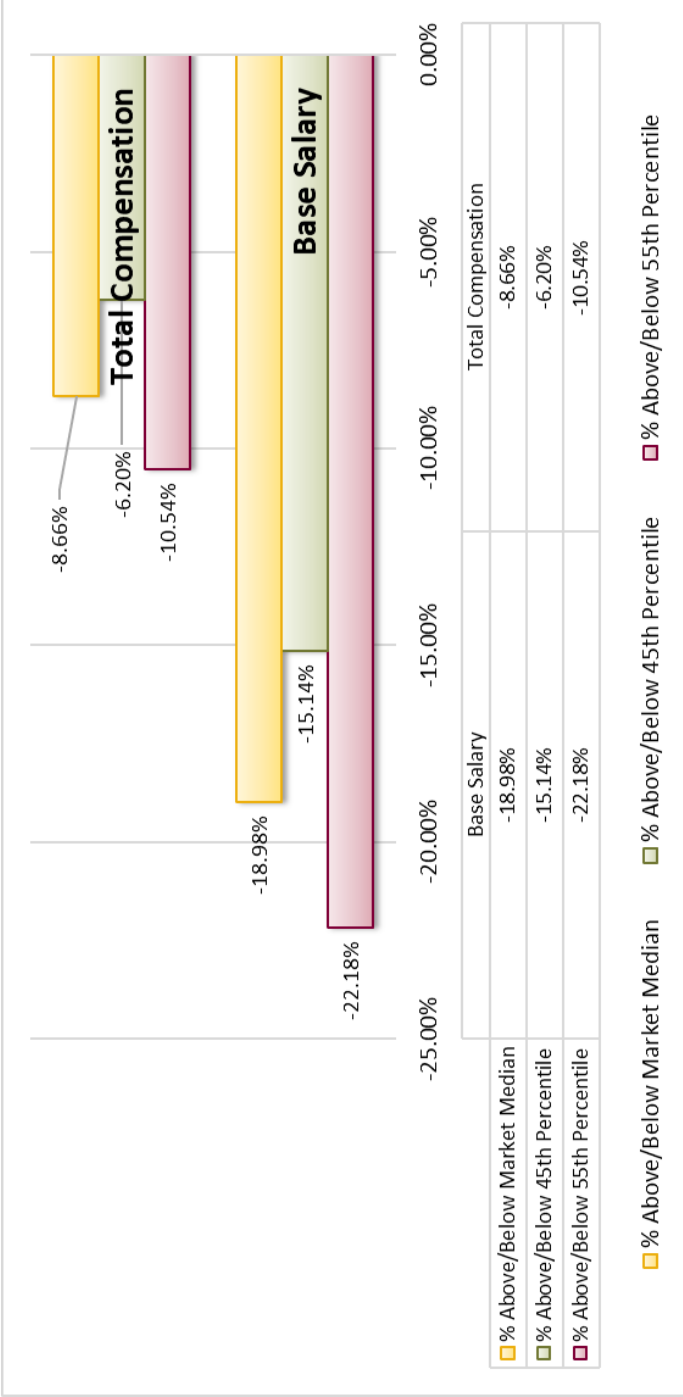
- The percentage the District's maximum monthly salary is above or below the median of the labor market; this number indicates what percentage of the District's salary is required to move it up or down to the market median.

45th & 55th Percentile

- The District requested that 5% below and 5% above the median be presented; therefore, the 45th and 55th percentiles have been reported for the District's compensation considerations. The 45th and 55th percentiles represent 5% below and 5% above the District's established labor market median.

Results

District-Wide Results



*Assistant Operations Manager (Para Transit Department) returned insufficient comparable classifications and is omitted from all data.

Results

Classification Specific – Base Salary

PRESENTED AT 10/12/18 PERSONNEL HR COMMITTEE MEETING

Classification	# Matches	District Maximum (Monthly)	Market Median (Monthly)	% District Above/Below Market	Percentile of District in Labor Market			
					Base 45th \$	Base 45th%	Base 55th \$	Base 55th %
Assistant Maintenance Manager	4	\$8,694	\$10,269	-18.11%	\$10,212	-17.46%	\$10,325	-18.76%
Chief Financial Officer (CFO)	7	\$11,558	\$16,031	-38.70%	\$15,490	-34.02%	\$16,198	-40.14%
Chief Operating Officer (COO)	5	\$12,716	\$16,587	-30.44%	\$16,115	-26.73%	\$16,594	-30.50%
Database Administrator	4	\$8,039	\$8,985	-11.77%	\$8,801	-9.48%	\$9,169	-14.66%
Executive Assistant	6	\$6,810	\$7,354	-7.98%	\$7,190	-5.58%	\$7,517	-10.10%
Finance Deputy Director	7	\$10,055	\$11,971	-19.06%	\$11,542	-14.79%	\$11,985	-19.10%
Human Resources Deputy Director	5	\$8,694	\$9,456	-8.76%	\$9,295	-6.91%	\$9,735	-11.50%
Human Resources Director	7	\$11,558	\$15,153	-31.10%	\$14,554	-25.92%	\$15,348	-32.70%
Information Technology and Intelligent Transportation Systems Director	7	\$10,409	\$15,153	-45.58%	\$14,996	-44.07%	\$15,357	-47.54%
Maintenance Manager	6	\$11,558	\$12,305	-6.46%	\$11,099	3.97%	\$13,510	-16.89%
Marketing, Communications and Customer Service Director	4	\$10,409	\$10,737	-3.15%	\$10,352	0.54%	\$11,121	-6.84%
Operations Manager- Paratransit Division	4	\$8,694	\$10,153	-16.78%	\$9,944	-14.38%	\$10,362	-19.19%
Operations Manager-Fixed Route Division	5	\$8,694	\$10,850	-24.80%	\$10,571	-21.59%	\$11,313	-30.12%
Planning and Development Director	7	\$11,558	\$13,156	-13.83%	\$12,876	-11.41%	\$13,950	-20.70%
Purchasing and Special Projects Director	6	\$10,409	\$10,786	-3.62%	\$10,171	2.29%	\$11,402	-9.54%
Safety Security and Risk Management Director	7	\$8,039	\$11,116	-38.28%	\$10,618	-32.08%	\$11,386	-41.64%
Senior Database Administrator	5	\$10,234	\$10,672	-4.28%	\$10,204	0.29%	\$10,932	-6.82%
		Average		-18.98%		-15.14%		-22.18%

Results

PRESENTED AT

Classification Specific – Total Compensation

Classification	# Matches	District Maximum (Monthly)	Market Median (Monthly)	% District Above/Below Market	Percentile of District in Labor Market			
					Base 45th \$	Base 45th%	Base 55th \$	
Assistant Maintenance Manager	4	\$12,540	\$13,204	-5.30%	\$12,941	-3.20%	\$13,467	-7.40%
Chief Financial Officer (CFO)	7	\$15,852	\$19,471	-22.83%	\$19,156	-20.84%	\$19,656	-23.99%
Chief Operating Officer (COO)	5	\$17,191	\$19,471	-13.26%	\$19,261	-12.04%	\$19,594	-13.98%
Database Administrator	4	\$11,782	\$12,829	-8.89%	\$12,595	-6.90%	\$13,063	-10.88%
Executive Assistant	6	\$10,361	\$10,352	0.08%	\$10,258	0.98%	\$10,446	-0.83%
Finance Deputy Director	7	\$14,114	\$14,915	-5.68%	\$14,500	-2.74%	\$14,944	-5.89%
Human Resources Deputy Director	5	\$12,540	\$13,081	-4.32%	\$12,755	-1.72%	\$13,099	-4.46%
Human Resources Director	7	\$15,852	\$18,351	-15.77%	\$18,015	-13.64%	\$18,429	-16.26%
Information Technology and Intelligent Transportation Systems Director	7	\$14,523	\$18,351	-26.36%	\$18,042	-24.23%	\$18,910	-30.21%
Maintenance Manager	6	\$15,852	\$16,156	-1.92%	\$15,058	5.01%	\$17,253	-8.84%
Marketing, Communications and Customer Service Director	4	\$14,523	\$13,998	3.61%	\$13,723	5.51%	\$14,273	1.72%
Operations Manager- Paratransit Division	4	\$12,540	\$13,126	-4.68%	\$13,113	-4.57%	\$13,140	-4.79%
Operations Manager-Fixed Route Division	5	\$12,540	\$13,172	-5.04%	\$13,154	-4.90%	\$13,821	-10.22%
Planning and Development Director	7	\$15,852	\$17,231	-8.70%	\$16,676	-5.20%	\$17,645	-11.31%
Purchasing and Special Projects Director	6	\$14,523	\$14,237	1.97%	\$13,897	4.31%	\$14,576	-0.36%
Safety Security and Risk Management Director	7	\$11,782	\$14,915	-26.59%	\$14,365	-21.92%	\$15,044	-27.68%
Senior Database Administrator	5	\$14,321	\$14,841	-3.64%	\$14,225	0.67%	\$14,856	-3.74%
			Average	-8.66%		-6.20%		-10.54%

Attachment

Recommendations

- Policy Considerations
 - Implementation Day 1 vs. Phased
 - Performance Management
 - Movement with Ranges
- Internal Equity Considerations
- Compaction Issues
- Future Studies
- Maintenance Training

Questions

Thank You!



BASE SALARY RESULTS BASED ON MAX SALARY - SELECT AGENCIES ONLY

Classification	# Matches	District Maximum (Monthly)	Market Median (Monthly)	% District Above/Below Market	Percentile of District in Labor Market		
					Base 45th \$	Base 55th \$	Base 55th %
Assistant Maintenance Manager	4	\$8,694	\$10,269	-18.11%	\$10,212	\$10,325	-18.76%
Chief Financial Officer (CFO)	7	\$11,558	\$16,031	-38.70%	\$15,490	\$16,198	-40.14%
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Senior Database Administrator	5	\$10,234	\$10,672	-4.28%	\$10,204	\$10,932	-6.82%
Average					-15.14%		
Insufficient Matches					-22.18%		
Assistant Operations Manager (Para Transit Department)	2	\$7,266	\$7,717	-6.21%	\$7,682	\$7,752	-6.68%

TOTAL COMPENSATION BASED ON MAX SALARY - SELECT AGENCIES ONLY

Classification	# Matches	District Maximum (Monthly)	Market Median (Monthly)	% District Above/Below Market	Percentile of District in Labor Market		
					Total Comp 45th \$	Total Comp 55th \$	Total Comp 55th %
Assistant Maintenance Manager	4	\$12,540	\$13,204	-5.30%	\$12,941	\$13,467	-7.40%
Chief Financial Officer (CFO)	7	\$15,852	\$19,471	-22.83%	\$19,156	\$19,656	-23.99%
Chief Operating Officer (COO)	5	\$17,191	\$19,471	-13.26%	\$19,261	\$19,594	-13.98%
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Attachment

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Safety Security and Risk Management Director	7	\$11,782	\$14,915	-26.59%	\$14,365	-21.92%	\$15,044	-27.68%
Senior Database Administrator	5	\$14,321	\$14,841	-3.64%	\$14,225	0.67%	\$14,856	-3.74%
Average				-8.66%		-6.20%		-10.54%

Insufficient Matches

Assistant Operations Manager (Para Transit Department)	2	\$10,888	\$10,492	3.64%	\$10,454	3.98%	\$10,530	3.29%
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Assistant Maintenance Manager

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Cafeteria Plan	Health	Dental	Vision	Retirement	Social Security	Monthly Total Compensation
Santa Cruz Metro Transit District	Assistant Maintenance Manager	\$6,814	\$8,694	\$435			\$2,311	\$147	\$26	\$801	\$126	\$12,540
Central Contra Costa County Transit Authority	Facilities Superintendent	\$6,139	\$12,017				\$1,678	\$43	\$28	\$975	\$174	\$14,915
City of Santa Cruz	No Comparable Class											
County of Santa Cruz	Building Maintenance Superintendent	\$7,833	\$10,457			\$2,004				\$856	\$764	\$14,081
Monterey Salinas Transit District	No Comparable Class											
Riverside Transit Agency	Maintenance Manager	\$6,503	\$10,080		\$25		\$1,217	\$18		\$840	\$146	\$12,327
San Joaquin Regional Transit District	No Comparable Class											
Santa Barbara Metropolitan Transit District	Assistant Superintendent of Maintenance	\$8,333	\$8,333		\$833	\$2,200					\$637	\$12,004

Base Salary Median	\$10,269
Percentage Above or Below Median	-18.11%

Total Compensation Median	\$13,204
Percentage Above or Below Median	-5.30%

Base Salary 45th Percentile	\$10,212
Base Salary 55th Percentile	\$10,325
Percentage Above or Below 45th Percentile	-17.46%
Percentage Above or Below 55th Percentile	-18.76%

Total Compensation 45th Percentile	\$12,941
Total Compensation 55th Percentile	\$13,467
Percentage Above or Below 66th Percentile	-3.20%
Percentage Above or Below 75th Percentile	-7.40%

Total Matches:	4
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Assistant Operations Manager (Para Transit Department)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Cafeteria Plan	Health	Dental	Vision	Retirement	Social Security	Monthly Total Compensation
Santa Cruz Metro Transit District	Assistant Operations Manager (Para Transit Department)	\$5,692	\$7,266	\$363			\$2,311	\$147	\$26	\$669	\$105	\$10,888
Central Contra Costa County Transit Authority	No Comparable Class											
City of Santa Cruz	No Comparable Class											
County of Santa Cruz	No Comparable Class											
Monterey Salinas Transit District	No Comparable Class											
Riverside Transit Agency	Assistant Contract Operations Manager	\$5,676	\$8,064		\$25		\$1,217	\$18		\$672	\$117	\$10,113
San Joaquin Regional Transit District	No Comparable Class											
Santa Barbara Metropolitan Transit District	Superintendent of Operations	\$7,370	\$7,370		\$737	\$2,200					\$564	\$10,871

Base Salary Median	\$7,717
Percentage Above or Below Median	-6.21%

Total Compensation Median	\$10,492
Percentage Above or Below Median	3.64%

Base Salary 45th Percentile	\$7,682
Base Salary 55th Percentile	\$7,752
Percentage Above or Below 45th Percentile	-5.73%
Percentage Above or Below 55th Percentile	-6.68%

Total Compensation 45th Percentile	\$10,454
Total Compensation 55th Percentile	\$10,530
Percentage Above or Below 66th Percentile	3.98%
Percentage Above or Below 75th Percentile	3.29%

Total Matches:	2
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Chief Financial Officer (CFO)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Cafeteria Plan	Health	Dental	Vision	Retirement	Social Security	Monthly Total Compensation
Santa Cruz Metro Transit District	Chief Financial Officer (CFO)	\$9,053	\$11,558	\$578			\$2,311	\$147	\$26	\$1,065	\$168	\$15,852
Central Contra Costa County Transit Authority	Chief Financial Officer	\$12,446	\$16,738				\$1,678	\$43	\$28	\$1,358	\$243	\$20,088
City of Santa Cruz	Director of Finance	\$12,564	\$16,031	\$401			\$1,980	\$127	\$19	\$1,471	\$845	\$20,874
County of Santa Cruz	Auditor-Controller-Treasurer	\$19,196	\$19,196			\$2,004				\$1,572	\$891	\$23,662
Monterey Salinas Transit District	Chief Financial Officer	\$9,554	\$13,830				\$1,937			\$1,181	\$201	\$17,149
Riverside Transit Agency	Chief Financial Officer	\$10,053	\$16,587		\$25		\$1,217	\$18		\$1,383	\$241	\$19,471
San Joaquin Regional Transit District	Chief Financial Officer	\$9,677	\$14,226		\$1,423		\$1,825	\$107	\$24		\$819	\$18,423
Santa Barbara Metropolitan Transit District	Comptroller-Procurement Officer	\$10,612	\$10,612		\$1,061	\$2,200					\$766	\$14,639

Base Salary Median	\$16,031
Percentage Above or Below Median	-38.70%

Total Compensation Median	\$19,471
Percentage Above or Below Median	-22.83%

Base Salary 45th Percentile	\$15,490
Base Salary 55th Percentile	\$16,198
Percentage Above or Below 45th Percentile	-34.02%
Percentage Above or Below 55th Percentile	-40.14%

Total Compensation 45th Percentile	\$19,156
Total Compensation 55th Percentile	\$19,656
Percentage Above or Below 66th Percentile	-20.84%
Percentage Above or Below 75th Percentile	-23.99%

Total Matches:	7
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Chief Operating Officer (COO)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Cafeteria Plan	Health	Dental	Vision	Retirement	Social Security	Monthly Total Compensation
Santa Cruz Metro Transit District	Chief Operating Officer (COO)	\$9,960	\$12,716	\$636			\$2,311	\$147	\$26	\$1,171	\$184	\$17,191
Central Contra Costa County Transit Authority	Chief Operating Officer	\$12,446	\$16,738				\$1,678	\$43	\$28	\$1,358	\$243	\$20,088
City of Santa Cruz	No Comparable Class											
County of Santa Cruz	Director of General Services	\$12,405	\$16,622			\$2,004				\$1,361	\$853	\$20,840
Monterey Salinas Transit District	Chief Operating Officer	\$9,093	\$13,164				\$1,937			\$1,124	\$191	\$16,416
Riverside Transit Agency	Chief Operating Officer	\$10,053	\$16,587		\$25		\$1,217	\$18		\$1,383	\$241	\$19,471
San Joaquin Regional Transit District	Chief Operating Officer	\$9,677	\$14,226		\$1,423		\$1,825	\$107	\$24		\$819	\$18,423
Santa Barbara Metropolitan Transit District	Data Not Available											

Base Salary Median	\$16,587
Percentage Above or Below Median	-30.44%

Total Compensation Median	\$19,471
Percentage Above or Below Median	-13.26%

Base Salary 45th Percentile	\$16,115
Base Salary 55th Percentile	\$16,594
Percentage Above or Below 45th Percentile	-26.73%
Percentage Above or Below 55th Percentile	-30.50%

Total Compensation 45th Percentile	\$19,261
Total Compensation 55th Percentile	\$19,594
Percentage Above or Below 66th Percentile	-12.04%
Percentage Above or Below 75th Percentile	-13.98%

Total Matches:	5
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Database Administrator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Cafeteria Plan	Health	Dental	Vision	Retirement	Social Security	Monthly Total Compensation
Santa Cruz Metro Transit District	Database Administrator	\$6,297	\$8,039	\$402			\$2,311	\$147	\$26	\$740	\$117	\$11,782
Central Contra Costa County Transit Authority	No Comparable Class											
City of Santa Cruz	Systems Coordinator	\$7,092	\$9,598	\$240			\$2,010	\$127	\$19	\$881	\$734	\$13,609
County of Santa Cruz	IT System Developer/Analyst III	\$8,226	\$10,410			\$2,004				\$852	\$763	\$14,030
Monterey Salinas Transit District	No Comparable Class											
Riverside Transit Agency	No Comparable Class											
San Joaquin Regional Transit District	Senior IT Specialist	\$5,292	\$7,565		\$757		\$1,825	\$107	\$24		\$579	\$10,856
Santa Barbara Metropolitan Transit District	IT Manager	\$8,372	\$8,372		\$837	\$2,200					\$640	\$12,050

Base Salary Median	\$8,985
Percentage Above or Below Median	-11.77%

Total Compensation Median	\$12,829
Percentage Above or Below Median	-8.89%

Base Salary 45th Percentile	\$8,801
Base Salary 55th Percentile	\$9,169
Percentage Above or Below 45th Percentile	-9.48%
Percentage Above or Below 55th Percentile	-14.06%

Total Compensation 45th Percentile	\$12,595
Total Compensation 55th Percentile	\$13,063
Percentage Above or Below 66th Percentile	-6.90%
Percentage Above or Below 75th Percentile	-10.88%

Total Matches:	4
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Executive Assistant

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Cafeteria Plan	Health	Dental	Vision	Retirement	Social Security	Monthly Total Compensation
Santa Cruz Metro Transit District	Executive Assistant	\$5,333	\$6,810	\$341			\$2,311	\$147	\$26	\$627	\$99	\$10,361
Central Contra Costa County Transit Authority	Clerk to the Board/Assistant to GM	\$5,651	\$7,681				\$1,678	\$43	\$28	\$623	\$111	\$10,165
City of Santa Cruz	Deputy City Clerk-Administrator	\$5,191	\$7,026	\$176			\$2,010	\$127	\$19	\$645	\$537	\$10,540
County of Santa Cruz	Chief Deputy Clerk-Board of Supervisors	\$7,408	\$9,868			\$2,004				\$808	\$755	\$13,435
Monterey Salinas Transit District	Executive Assistant to the General Manager/Clerk of Board	\$4,669	\$6,758				\$1,937			\$577	\$98	\$9,370
Riverside Transit Agency	Executive Assistant/Clerk to the Board	\$6,010	\$9,316		\$25		\$1,217	\$18		\$777	\$135	\$11,488
San Joaquin Regional Transit District	Executive and Board Support Analyst	\$3,953	\$5,815		\$582		\$1,825	\$107	\$24		\$445	\$8,797
Santa Barbara Metropolitan Transit District	Data Not Available											

Base Salary Median	\$7,354
Percentage Above or Below Median	-7.98%

Total Compensation Median	\$10,352
Percentage Above or Below Median	0.08%

Base Salary 45th Percentile	\$7,190
Base Salary 55th Percentile	\$7,517
Percentage Above or Below 45th Percentile	-5.58%
Percentage Above or Below 55th Percentile	-10.39%

Total Compensation 45th Percentile	\$10,258
Total Compensation 55th Percentile	\$10,446
Percentage Above or Below 66th Percentile	0.98%
Percentage Above or Below 75th Percentile	-0.83%

Total Matches:	6
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Finance Deputy Director

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Cafeteria Plan	Health	Dental	Vision	Retirement	Social Security	Monthly Total Compensation
Santa Cruz Metro Transit District	Finance Deputy Director	\$7,876	\$10,055	\$503			\$2,311	\$147	\$26	\$926	\$146	\$14,114
Central Contra Costa County Transit Authority	Manager of Accounting	\$6,139	\$12,017				\$1,678	\$43	\$28	\$975	\$174	\$14,915
City of Santa Cruz	Assistant Director of Finance	\$8,845	\$11,971	\$299			\$2,010	\$127	\$19	\$1,099	\$786	\$16,311
County of Santa Cruz	Chief Deputy Auditor-Controller	\$12,034	\$16,130			\$2,004				\$1,321	\$846	\$20,301
Monterey Salinas Transit District	General Accountant and Budget Manager	\$7,281	\$10,541				\$1,937			\$900	\$153	\$13,531
Riverside Transit Agency	Controller	\$7,829	\$12,526		\$25		\$1,217	\$18		\$1,044	\$182	\$15,012
San Joaquin Regional Transit District	Finance Manager	\$6,430	\$9,456		\$946		\$1,825	\$107	\$24		\$723	\$13,081
Santa Barbara Metropolitan Transit District	Assistant Controller	\$7,959	\$7,959		\$796	\$2,200					\$609	\$11,564

Base Salary Median	\$11,971
Percentage Above or Below Median	-19.06%

Total Compensation Median	\$14,915
Percentage Above or Below Median	-5.68%

Base Salary 45th Percentile	\$11,542
Base Salary 55th Percentile	\$11,985
Percentage Above or Below 45th Percentile	-14.79%
Percentage Above or Below 55th Percentile	-19.19%

Total Compensation 45th Percentile	\$14,500
Total Compensation 55th Percentile	\$14,944
Percentage Above or Below 66th Percentile	-2.74%
Percentage Above or Below 75th Percentile	-5.89%

Total Matches:	7
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Human Resources Deputy Director

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Cafeteria Plan	Health	Dental	Vision	Retirement	Social Security	Monthly Total Compensation
Santa Cruz Metro Transit District	Human Resources Deputy Director	\$6,814	\$8,694	\$435			\$2,311	\$147	\$26	\$801	\$126	\$12,540
Central Contra Costa County Transit Authority	No Comparable Class											
City of Santa Cruz	No Comparable Class											
County of Santa Cruz	Deputy Personnel Director	\$10,707	\$14,340			\$2,004				\$1,174	\$820	\$18,338
Monterey Salinas Transit District	Human Resources Manager	\$5,976	\$8,651				\$1,937			\$739	\$125	\$11,452
Riverside Transit Agency	Human Resources Manager	\$6,781	\$10,850		\$25		\$1,217	\$18		\$905	\$157	\$13,172
San Joaquin Regional Transit District	Human Resources Manager	\$6,430	\$9,456		\$946		\$1,825	\$107	\$24		\$723	\$13,081
Santa Barbara Metropolitan Transit District	HR and WC Specialist	\$5,272	\$5,272		\$527	\$2,200					\$403	\$8,403

Base Salary Median	\$9,456
Percentage Above or Below Median	-8.76%

Total Compensation Median	\$13,081
Percentage Above or Below Median	-4.32%

Base Salary 45th Percentile	\$9,295
Base Salary 55th Percentile	\$9,735
Percentage Above or Below 45th Percentile	-6.91%
Percentage Above or Below 55th Percentile	-11.97%

Total Compensation 45th Percentile	\$12,755
Total Compensation 55th Percentile	\$13,099
Percentage Above or Below 66th Percentile	-1.72%
Percentage Above or Below 75th Percentile	-4.46%

Total Matches:	5
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Human Resources Director

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Cafeteria Plan	Health	Dental	Vision	Retirement	Social Security	Monthly Total Compensation
Santa Cruz Metro Transit District	Human Resources Director	\$9,053	\$11,558	\$578			\$2,311	\$147	\$26	\$1,065	\$168	\$15,852
Central Contra Costa County Transit Authority	Director of Human Resources	\$7,833	\$15,153				\$1,678	\$43	\$28	\$1,230	\$220	\$18,351
City of Santa Cruz	Director of Human Resources	\$12,564	\$16,031	\$401			\$1,980	\$127	\$19	\$1,471	\$845	\$20,874
County of Santa Cruz	Personnel Director	\$12,811	\$17,165		\$2,004					\$1,405	\$861	\$21,436
Monterey Salinas Transit District	Director of Human Resources/Risk Management	\$8,444	\$12,224				\$1,937			\$1,044	\$177	\$15,382
Riverside Transit Agency	Chief Administrative Services Officer/EEO Officer	\$9,578	\$15,804		\$25		\$1,217	\$18		\$1,318	\$229	\$18,611
San Joaquin Regional Transit District	Director of Human Resources	\$9,127	\$13,156		\$1,316		\$1,825	\$107	\$24	\$803		\$17,231
Santa Barbara Metropolitan Transit District	HR and Risk Manager	\$8,670	\$8,670		\$867	\$2,200					\$663	\$12,400

Base Salary Median	\$15,153
Percentage Above or Below Median	-31.10%

Total Compensation Median	\$18,351
Percentage Above or Below Median	-15.77%

Base Salary 45th Percentile	\$14,554
Base Salary 55th Percentile	\$15,348
Percentage Above or Below 45th Percentile	-25.92%
Percentage Above or Below 55th Percentile	-32.79%

Total Compensation 45th Percentile	\$18,015
Total Compensation 55th Percentile	\$18,429
Percentage Above or Below 66th Percentile	-13.64%
Percentage Above or Below 75th Percentile	-16.26%

Total Matches:	7
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Information Technology and Intelligent Transportation Systems Director

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Cafeteria Plan	Health	Dental	Vision	Retirement	Social Security	Monthly Total Compensation
Santa Cruz Metro Transit District	Information Technology and Intelligent Transportation Systems Director	\$8,155	\$10,409	\$520			\$2,311	\$147	\$26	\$959	\$151	\$14,523
Central Contra Costa County Transit Authority	Director of Information Technology	\$7,833	\$15,153				\$1,678	\$43	\$28	\$1,230	\$220	\$18,351
City of Santa Cruz	Director of Information Technology	\$12,564	\$16,031	\$401			\$1,980	\$127	\$19	\$1,471	\$845	\$20,874
County of Santa Cruz	Director Information Services	\$13,282	\$17,806			\$2,004				\$1,458	\$870	\$22,138
Monterey Salinas Transit District	Director of Information Technology	\$8,444	\$12,224				\$1,937			\$1,044	\$177	\$15,382
Riverside Transit Agency	Director of Information Technology	\$8,867	\$14,630		\$25		\$1,217	\$18		\$1,220	\$212	\$17,322
San Joaquin Regional Transit District	Chief Technology Officer	\$11,250	\$15,833		\$1,583		\$1,825	\$107	\$24		\$842	\$20,214
Santa Barbara Metropolitan Transit District	IT Manager	\$8,372	\$8,372		\$837	\$2,200					\$640	\$12,050

Base Salary Median	\$15,153
Percentage Above or Below Median	-45.58%

Total Compensation Median	\$18,351
Percentage Above or Below Median	-26.36%

Base Salary 45th Percentile	\$14,996
Base Salary 55th Percentile	\$15,357
Percentage Above or Below 45th Percentile	-44.07%
Percentage Above or Below 55th Percentile	-47.54%

Total Compensation 45th Percentile	\$18,042
Total Compensation 55th Percentile	\$18,910
Percentage Above or Below 66th Percentile	-24.23%
Percentage Above or Below 75th Percentile	-30.21%

Total Matches:	7
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Maintenance Manager

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Cafeteria Plan	Health	Dental	Vision	Retirement	Social Security	Monthly Total Compensation
Santa Cruz Metro Transit District	Maintenance Manager	\$9,053	\$11,558	\$578			\$2,311	\$147	\$26	\$1,065	\$168	\$15,852
Central Contra Costa County Transit Authority	Director of Maintenance	\$7,833	\$15,153				\$1,678	\$43	\$28	\$1,230	\$220	\$18,351
City of Santa Cruz	Public Works Operations Manager	\$7,310	\$9,893	\$247			\$2,010	\$127	\$19	\$908	\$756	\$13,960
County of Santa Cruz	Deputy Director of General Services	\$10,975	\$14,716			\$2,004				\$1,205	\$826	\$18,751
Monterey Salinas Transit District	No Comparable Class											
Riverside Transit Agency	Director of Maintenance	\$9,578	\$15,804		\$25		\$1,217	\$18		\$1,318	\$229	\$18,611
San Joaquin Regional Transit District	Maintenance Superintendent	\$6,430	\$9,456		\$946		\$1,825	\$107	\$24		\$723	\$13,081
Santa Barbara Metropolitan Transit District	Acting Manager of Maintenance	\$8,750	\$8,750		\$875	\$2,200					\$669	\$12,494

Base Salary Median	\$12,305
Percentage Above or Below Median	-6.46%

Total Compensation Median	\$16,156
Percentage Above or Below Median	-1.92%

Base Salary 45th Percentile	\$11,099
Base Salary 55th Percentile	\$13,510
Percentage Above or Below 45th Percentile	3.97%
Percentage Above or Below 55th Percentile	-16.89%

Total Compensation 45th Percentile	\$15,058
Total Compensation 55th Percentile	\$17,253
Percentage Above or Below 66th Percentile	5.01%
Percentage Above or Below 75th Percentile	-8.84%

Total Matches:	6
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Marketing, Communications and Customer Service Director

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Cafeteria Plan	Health	Dental	Vision	Retirement	Social Security	Monthly Total Compensation
Santa Cruz Metro Transit District	Marketing, Communications and Customer Service Director	\$8,155	\$10,409	\$520			\$2,311	\$147	\$26	\$959	\$151	\$14,523
Central Contra Costa County Transit Authority	Manager of Planning (Marketing and Community Outreach)	\$6,139	\$12,017				\$1,678	\$43	\$28	\$975	\$174	\$14,915
City of Santa Cruz	No Comparable Class											
County of Santa Cruz	No Comparable Class											
Monterey Salinas Transit District	No Comparable Class											
Riverside Transit Agency	Director of Marketing	\$8,867	\$14,630		\$25		\$1,217	\$18		\$1,220	\$212	\$17,322
San Joaquin Regional Transit District	Marketing Manager	\$6,430	\$9,456		\$946		\$1,825	\$107	\$24		\$723	\$13,081
Santa Barbara Metropolitan Transit District	Marketing and Community Relations Manager	\$6,503	\$6,503		\$650	\$2,200					\$497	\$9,851

Base Salary Median	\$10,737
Percentage Above or Below Median	-3.15%

Total Compensation Median	\$13,998
Percentage Above or Below Median	3.61%

Base Salary 45th Percentile	\$10,352
Base Salary 55th Percentile	\$11,121
Percentage Above or Below 45th Percentile	0.54%
Percentage Above or Below 55th Percentile	-6.84%

Total Compensation 45th Percentile	\$13,723
Total Compensation 55th Percentile	\$14,273
Percentage Above or Below 66th Percentile	5.51%
Percentage Above or Below 75th Percentile	1.72%

Total Matches:	4
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Operations Manager- Paratransit Division

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Cafeteria Plan	Health	Dental	Vision	Retirement	Social Security	Monthly Total Compensation
Santa Cruz Metro Transit District	Operations Manager- Paratransit Division	\$6,814	\$8,694	\$435			\$2,311	\$147	\$26	\$801	\$126	\$12,540
Central Contra Costa County Transit Authority	Manager of Accessible Services	\$6,139	\$12,017				\$1,678	\$43	\$28	\$975	\$174	\$14,915
City of Santa Cruz	No Comparable Class											
County of Santa Cruz	No Comparable Class											
Monterey Salinas Transit District	No Comparable Class											
Riverside Transit Agency	Contract Operations Manager	\$6,781	\$10,850		\$25		\$1,217	\$18		\$905	\$157	\$13,172
San Joaquin Regional Transit District	Mobility Manager	\$6,430	\$9,456		\$946		\$1,825	\$107	\$24		\$723	\$13,081
Santa Barbara Metropolitan Transit District	Operations Manager	\$9,074	\$9,074		\$907	\$2,200					\$694	\$12,876

Base Salary Median	\$10,153
Percentage Above or Below Median	-16.78%

Total Compensation Median	\$13,126
Percentage Above or Below Median	-4.68%

Base Salary 45th Percentile	\$9,944
Base Salary 55th Percentile	\$10,362
Percentage Above or Below 45th Percentile	-14.38%
Percentage Above or Below 55th Percentile	-19.19%

Total Compensation 45th Percentile	\$13,113
Total Compensation 55th Percentile	\$13,140
Percentage Above or Below 66th Percentile	-4.57%
Percentage Above or Below 75th Percentile	-4.79%

Total Matches:	4
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Operations Manager-Fixed Route Division

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Cafeteria Plan	Health	Dental	Vision	Retirement	Social Security	Monthly Total Compensation
Santa Cruz Metro Transit District	Operations Manager-Fixed Route Division	\$6,814	\$8,694	\$435			\$2,311	\$147	\$26	\$801	\$126	\$12,540
Central Contra Costa County Transit Authority	Director of Transportation	\$7,833	\$15,153				\$1,678	\$43	\$28	\$1,230	\$220	\$18,351
City of Santa Cruz	No Comparable Class											
County of Santa Cruz	No Comparable Class											
Monterey Salinas Transit District	Deputy Chief Operating Officer	\$8,655	\$13,164				\$1,937			\$1,124	\$191	\$16,416
Riverside Transit Agency	Operations Manager	\$6,781	\$10,850		\$25		\$1,217	\$18		\$905	\$157	\$13,172
San Joaquin Regional Transit District	Transportation Superintendent	\$6,430	\$9,456		\$946		\$1,825	\$107	\$24		\$723	\$13,081
Santa Barbara Metropolitan Transit District	Operations Manager	\$9,074	\$9,074		\$907	\$2,200					\$694	\$12,876

Base Salary Median	\$10,850
Percentage Above or Below Median	-24.80%

Total Compensation Median	\$13,172
Percentage Above or Below Median	-5.04%

Base Salary 45th Percentile	\$10,571
Base Salary 55th Percentile	\$11,313
Percentage Above or Below 45th Percentile	-21.59%
Percentage Above or Below 55th Percentile	-30.12%

Total Compensation 45th Percentile	\$13,154
Total Compensation 55th Percentile	\$13,821
Percentage Above or Below 66th Percentile	-4.90%
Percentage Above or Below 75th Percentile	-10.22%

Total Matches:	5
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Planning and Development Director

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Cafeteria Plan	Health	Dental	Vision	Retirement	Social Security	Monthly Total Compensation
Santa Cruz Metro Transit District	Planning and Development Director	\$9,053	\$11,558	\$578			\$2,311	\$147	\$26	\$1,065	\$168	\$15,852
Central Contra Costa County Transit Authority	Manager of Planning (Planning and Scheduling)	\$6,139	\$12,017				\$1,678	\$43	\$28	\$975	\$174	\$14,915
City of Santa Cruz	Director Planning and Community Development	\$12,564	\$16,031	\$401			\$1,980	\$127	\$19	\$1,471	\$845	\$20,874
County of Santa Cruz	Planning Director	\$13,710	\$18,363		\$2,004					\$1,504	\$879	\$22,749
Monterey Salinas Transit District	Director of Planning and Development	\$8,444	\$12,224				\$1,937			\$1,044	\$177	\$15,382
Riverside Transit Agency	Director of Planning	\$9,578	\$15,804		\$25		\$1,217	\$18		\$1,318	\$229	\$18,611
San Joaquin Regional Transit District	Planning Director-Service Development	\$9,127	\$13,156		\$1,316		\$1,825	\$107	\$24		\$803	\$17,231
Santa Barbara Metropolitan Transit District	Plant Manager	\$8,126	\$8,126		\$813	\$2,200					\$622	\$11,760

Base Salary Median	\$13,156
Percentage Above or Below Median	-13.83%

Total Compensation Median	\$17,231
Percentage Above or Below Median	-8.70%

Base Salary 45th Percentile	\$12,876
Base Salary 55th Percentile	\$13,950
Percentage Above or Below 45th Percentile	-11.41%
Percentage Above or Below 55th Percentile	-20.70%

Total Compensation 45th Percentile	\$16,676
Total Compensation 55th Percentile	\$17,645
Percentage Above or Below 66th Percentile	-5.20%
Percentage Above or Below 75th Percentile	-11.31%

Total Matches:	7
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Purchasing and Special Projects Director

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Cafeteria Plan	Health	Dental	Vision	Retirement	Social Security	Monthly Total Compensation
Santa Cruz Metro Transit District	Purchasing and Special Projects Director	\$8,155	\$10,409	\$520			\$2,311	\$147	\$26	\$959	\$151	\$14,523
Central Contra Costa County Transit Authority	Manager of Purchasing and Grants	\$6,139	\$12,017				\$1,678	\$43	\$28	\$975	\$174	\$14,915
City of Santa Cruz	Purchasing Manager	\$7,060	\$9,555	\$239			\$2,010	\$127	\$19	\$877	\$731	\$13,558
County of Santa Cruz	No Comparable Class											
Monterey Salinas Transit District	Purchasing Manager	\$6,436	\$9,316				\$1,937			\$796	\$135	\$12,184
Riverside Transit Agency	Chief Procurement and Logistics Officer	\$10,053	\$16,587		\$25		\$1,217	\$18		\$1,383	\$241	\$19,471
San Joaquin Regional Transit District	Director of Procurement	\$9,127	\$13,156		\$1,316		\$1,825	\$107	\$24		\$803	\$17,231
Santa Barbara Metropolitan Transit District	Capital Project Manager	\$7,650	\$7,650		\$765	\$2,200					\$585	\$11,200

Base Salary Median	\$10,786
Percentage Above or Below Median	-3.62%

Total Compensation Median	\$14,237
Percentage Above or Below Median	1.97%

Base Salary 45th Percentile	\$10,171
Base Salary 55th Percentile	\$11,402
Percentage Above or Below 45th Percentile	2.29%
Percentage Above or Below 55th Percentile	-9.54%

Total Compensation 45th Percentile	\$13,897
Total Compensation 55th Percentile	\$14,576
Percentage Above or Below 66th Percentile	4.31%
Percentage Above or Below 75th Percentile	-0.36%

Total Matches:	6
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Safety Security and Risk Management Director

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Cafeteria Plan	Health	Dental	Vision	Retirement	Social Security	Monthly Total Compensation
Santa Cruz Metro Transit District	Safety Security and Risk Management Director	\$6,297	\$8,039	\$402			\$2,311	\$147	\$26	\$740	\$117	\$11,782
Central Contra Costa County Transit Authority	Manager of Training	\$6,139	\$12,017				\$1,678	\$43	\$28	\$975	\$174	\$14,915
City of Santa Cruz	Risk and Safety Manager	\$8,212	\$11,116	\$278			\$2,010	\$127	\$19	\$1,020	\$773	\$15,344
County of Santa Cruz	Risk Manager	\$8,963	\$12,022			\$2,004				\$984	\$787	\$15,797
Monterey Salinas Transit District	Risk and Security Manager	\$5,976	\$8,651				\$1,937			\$739	\$125	\$11,452
Riverside Transit Agency	Director of Risk Management	\$8,551	\$14,109		\$25		\$1,217	\$18		\$1,176	\$205	\$16,750
San Joaquin Regional Transit District	Safety and Risk Manager	\$6,430	\$9,456		\$946		\$1,825	\$107	\$24		\$723	\$13,081
Santa Barbara Metropolitan Transit District	Operations Safety and Training Officer	\$6,503	\$6,503		\$650	\$2,200					\$497	\$9,851

Base Salary Median	\$11,116
Percentage Above or Below Median	-38.28%

Total Compensation Median	\$14,915
Percentage Above or Below Median	-26.59%

Base Salary 45th Percentile	\$10,618
Base Salary 55th Percentile	\$11,386
Percentage Above or Below 45th Percentile	-32.08%
Percentage Above or Below 55th Percentile	-41.64%

Total Compensation 45th Percentile	\$14,365
Total Compensation 55th Percentile	\$15,044
Percentage Above or Below 66th Percentile	-21.92%
Percentage Above or Below 75th Percentile	-27.68%

Total Matches:	7
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Senior Database Administrator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Cafeteria Plan	Health	Dental	Vision	Retirement	Social Security	Monthly Total Compensation
Santa Cruz Metro Transit District	Senior Database Administrator	\$7,290	\$10,234	\$512			\$2,311	\$147	\$26	\$943	\$148	\$14,321
Central Contra Costa County Transit Authority	Developer	\$6,139	\$12,017				\$1,678	\$43	\$28	\$975	\$174	\$14,915
City of Santa Cruz	IT Manager- Applications	\$7,885	\$10,672	\$267			\$2,010	\$127	\$19	\$980	\$767	\$14,841
County of Santa Cruz	IT System Administrator Supervisor	\$9,460	\$11,972			\$2,004				\$980	\$786	\$15,742
Monterey Salinas Transit District	No Comparable Class											
Riverside Transit Agency	Systems Administrator	\$5,376	\$8,064		\$25		\$1,217	\$18		\$672	\$117	\$10,113
San Joaquin Regional Transit District	Information Technology Administrator	\$6,250	\$8,333		\$833		\$1,825	\$107	\$24		\$637	\$11,760
Santa Barbara Metropolitan Transit District	No Comparable Class											

Base Salary Median	\$10,672
Percentage Above or Below Median	-4.28%

Total Compensation Median	\$14,841
Percentage Above or Below Median	-3.64%

Base Salary 45th Percentile	\$10,204
Base Salary 55th Percentile	\$10,932
Percentage Above or Below 45th Percentile	0.29%
Percentage Above or Below 55th Percentile	-6.82%

Total Compensation 45th Percentile	\$14,225
Total Compensation 55th Percentile	\$14,856
Percentage Above or Below 66th Percentile	0.67%
Percentage Above or Below 75th Percentile	-3.74%

Total Matches:	5
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