

AGENDA ITEM 6 F  
Consent Calendar Item

**MEMORANDUM**

**DATE:** June 5, 2008

**TO:** El Dorado County Transit Authority

**FROM:** Mindy Jackson, Executive Director

**SUBJECT:** Fiscal Year 2008/2009 Salary Schedule and Agency Contribution towards Health Benefits for Unrepresented Non-Management Employees

**REQUESTED ACTION:**

**BY MOTION,** Adopt Resolution No. 08-08 Authorizing Approval of 2008/2009 Agency Health Plan Premium Contributions and Personnel Salary Schedule for Unrepresented Non-Management Employees

**BACKGROUND**

The designation of salaries for the El Dorado County Transit Authority (El Dorado Transit) is established annually by resolution in accordance with Article 6 of the *El Dorado County Transit Authority Personnel Policies and Procedures*.

The Transit Director met with unrepresented employees from February 2008 through May 2008 to discuss salaries and benefits for fiscal year 2008/2009.

**DISCUSSION**

*Agency Contributions for Health Insurance Premiums*

El Dorado Transit will maintain current level premium contribution until December 2008. Effective January 2009 El Dorado Transit will assume eight-percent (80%) of any premium adjustment.

*Cost of Living Adjustment*

The proposed salary schedule incorporates a Cost of Living Adjustment (COLA) based on the Consumer Price Index (CPI) for Pacific Cities Schedule West – B/C-U February 2008 percent change at 3.7%.

**Fiscal Impact:**

All costs associated with Resolution 08-08 are included in the adopted operating budget for fiscal year 2008/2009.

**EL DORADO COUNTY TRANSIT AUTHORITY  
RESOLUTION NO. 08-08**

RESOLUTION OF THE BOARD OF DIRECTORS OF THE  
EL DORADO COUNTY TRANSIT AUTHORITY DEFINING  
2009 CALENDAR YEAR CONTRIBUTIONS FOR HEALTH PREMIUM  
BENEFITS AND APPROVAL OF FISCAL YEAR 2008/2009 COST OF LIVING  
ADJUSTMENT (COLA) FOR UNREPRESENTED REGULAR EMPLOYEES

**WHEREAS**, El Dorado County Transit Authority (El Dorado Transit) has non-management unrepresented regular employees; and

**WHEREAS**, *El Dorado County Transit Authority Personnel Policies and Procedures Manual Article 14 – Employee Benefits/Insurance Plans* allows El Dorado Transit to adjust contributions based upon budgetary constraints and fluctuating health care costs; and

**WHEREAS**, El Dorado Transit contracts with the California Public Employees’ Retirement system (“CalPERS”) to provide health care benefits for its employees.

**WHEREAS**, El Dorado Transit provides dental and vision insurance through separate carriers, and

**NOW, THEREFORE BE IT RESOLVED**, that El Dorado Transit shall provide the following contribution levels toward health plan premiums for the non-management unrepresented employees of El Dorado Transit from January 1, 2008 through December 31, 2008:

| FULL-TIME REGULAR EMPLOYEES |            |
|-----------------------------|------------|
| Employee Only               | \$ 534.57  |
| Employee + One              | \$1,051.42 |
| Employee + Two or More      | \$1,409.12 |

**NOW, THEREFORE BE IT FURTHER RESOLVED**, that El Dorado Transit shall provide 80% of any adjustment of the 2009 calendar year premium for health care benefits benchmarked at the 2008 PERS Choice Plan or equivalent for the non-management unrepresented regular employees ; and

**BE IT FURTHER RESOLVED**, each non-management unrepresented regular employee who was in pay status during the first pay period following July 1, 2008 or thereafter who is currently employed with El Dorado Transit shall receive a three and seven-tenths percent (3.7%) salary increase effective on the first full pay period in July 2008. This rate increase is based on the February 2008 Consumer Price Index Schedule B/C-U.

**PASSED AND ADOPTED BY THE GOVERNING BOARD OF THE EL DORADO COUNTY TRANSIT AUTHORITY** at a regular meeting of said Board held on the 5th day of June 2008, by the following vote of said Board.

AYES:

NOES:

ABSTAIN:

ABSENT:

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James. R. (Jack) Sweeney, Chair

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Mindy Jackson, Transit Director

APPROVED AS TO FORM:

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Barbara McDonald, Secretary to the EDCTA Board

**El Dorado County Transit Authority**  
**PROPOSED SALARY SCHEDULE FOR FISCAL YEAR 2008/2009**

| JOB CLASSIFICATION                     | SALARY STEPS      |                   |                   |                   |                   |                   |                   |
|--|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
|  | 1                 | 2                 | 3                 | 4                 | 5                 | 6                 | 7                 |
| ACCOUNTING TECHNICIAN - UR             | 13.81<br>2,394.23 | 14.50<br>2,514.03 | 15.23<br>2,639.87 | 15.99<br>2,771.95 | 16.79<br>2,910.61 | 17.63<br>3,056.21 | 18.51<br>3,209.09 |
| EQUIPMENT MECHANIC I - UR              | 16.79<br>2,910.10 | 17.63<br>3,055.69 | 18.51<br>3,208.57 | 19.44<br>3,369.08 | 20.41<br>3,537.56 | 21.43<br>3,714.53 | 22.50<br>3,900.35 |
| EQUIPMENT MECHANIC II - UR             | 20.06<br>3,476.30 | 21.06<br>3,650.23 | 22.11<br>3,832.75 | 23.22<br>4,024.45 | 24.38<br>4,225.69 | 25.60<br>4,436.99 | 26.88<br>4,658.85 |
| INFORMATION TECHNOLOGY ANALYST - UR    | 18.00<br>3,120.40 | 18.90<br>3,276.52 | 19.85<br>3,440.49 | 20.84<br>3,612.61 | 21.89<br>3,793.40 | 22.98<br>3,983.20 | 24.13<br>4,182.36 |
| MAINTENANCE TECHNICIAN - UR            | 11.86<br>2,056.30 | 12.46<br>2,159.21 | 13.08<br>2,267.20 | 13.73<br>2,380.56 | 14.42<br>2,499.64 | 15.14<br>2,624.79 | 15.90<br>2,756.17 |
| OFFICE ASSISTANT II - UR / C           | 11.93<br>2,067.09 | 12.52<br>2,170.48 | 13.15<br>2,279.16 | 13.81<br>2,393.21 | 14.50<br>2,512.99 | 15.22<br>2,638.65 | 15.99<br>2,770.73 |
| OFFICE ASSISTANT II BILINGUAL - UR / C | 12.93<br>2,240.42 | 13.52<br>2,343.81 | 14.15<br>2,452.49 | 14.81<br>2,566.55 | 15.50<br>2,686.32 | 16.22<br>2,811.99 | 16.99<br>2,944.07 |
| SR EQUIPMENT MECHANIC - UR             | 23.00<br>3,986.78 | 24.15<br>4,186.17 | 25.36<br>4,395.56 | 26.63<br>4,615.35 | 27.96<br>4,846.23 | 29.36<br>5,088.55 | 30.83<br>5,343.00 |
| TRANSIT DISPATCHER - UR                | 14.03<br>2,431.97 | 14.73<br>2,553.72 | 15.47<br>2,681.47 | 16.24<br>2,815.63 | 17.06<br>2,956.55 | 17.91<br>3,104.40 | 18.81<br>3,259.71 |
| TRANSIT SCHEDULER - UR                 | 14.74<br>2,554.20 | 15.47<br>2,681.99 | 16.25<br>2,816.15 | 17.06<br>2,957.07 | 17.91<br>3,104.92 | 18.81<br>3,260.23 | 19.75<br>3,423.33 |
| TRANSIT SERVICES ASSISTANT - UR        | 16.55<br>2,868.76 | 17.38<br>3,012.36 | 18.25<br>3,162.99 | 19.16<br>3,321.24 | 20.12<br>3,487.47 | 21.13<br>3,661.84 | 22.18<br>3,845.05 |
| TRANSPORTATION SUPERVISOR - UR         | 17.55<br>3,041.31 | 18.42<br>3,193.49 | 19.35<br>3,353.31 | 20.31<br>3,521.09 | 21.33<br>3,697.20 | 22.40<br>3,882.15 | 23.52<br>4,076.28 |
| TRANSPORTATION TRAINER - UR            | 16.03<br>2,778.88 | 16.83<br>2,917.89 | 17.68<br>3,063.84 | 18.56<br>3,217.07 | 19.49<br>3,377.92 | 20.46<br>3,546.92 | 21.49<br>3,724.41 |

UR = Unrepresented  
C = Confidential