



Meeting Date: June 24, 2020

Agenda Item: # 6.e

SUBJECT:

AMENDMENT TO WAGE TABLE FOR NON-REPRESENTED OPERATIONS SUPERVISOR

SUMMARY:

As previously stated, MTA has a long history of paying Operations Supervisor's as non-exempt employees.

With a change to 'Exempt' status, due to the fact that Operations Supervisor's have worked overtime to complete all the work needed, an adjustment to the wage table is necessary.

MTA requested comparable's from the following agencies:

Humboldt Transit Authority, Eureka:

No Operations Supervisors, only an Operations Manager \$50,000 - \$65,000 annually

Eldorado Transit Authority, Placerville:

Operations Supervisors \$48,630 – 72,000 annually based on level of duties.

Santa Rosa City Bus:

\$71,514 – \$90,937 annually

MTA then reviewed the last two (2) years of actual wages received by current Operations Supervisory Staff.

The wage table being presented is more than El Dorado, less than Santa Rosa, in placement with past wages received and appropriate placed between MTA current Dispatch (negotiated) wages and that of the Operations Manager.

	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step F</u>
<i>Annually:</i>	25.72	28.17	30.85	33.78	36.99	40.51
	\$53,498	\$58,594	\$64,168	\$70,262	\$76,969	\$84,260

STAFF RECOMMENDATION:

Review and approve Amended Operations Supervisor Wage Table

ATTACHMENTS:

1. FY 20/21 Staff Wage Table
2. FY 19/20 Staff Wage Table

Effective 7/1/2020

Mendocino Transit Authority 2020/21 WAGE & STAFFING TABLE

APPENDIX A - REPRESENTED

Job Title	Step A	Step B	Step C	Step D	Step E	Step F
MAINTENANCE						
Mechanic	27.23	28.58	30.01	31.51	33.09	34.74
Lead Mechanic	29.95	31.45	33.02	34.67	36.39	38.23
Mechanics Helper	21.03	22.10	23.19	24.35	25.57	26.85
Shelter Maintenance Cleaner	18.10	19.01	19.95	20.96	22.00	23.10
Cleaner	15.75	17.03	18.30	19.58	20.86	22.16

Job Title	Step A	Step B	Step C	Step D	Step E	Step F
OPERATIONS						
Dispatchers	20.37	22.59	23.63	24.73	25.89	27.11
Dispatchers - Bilingual	22.85	23.92	25.06	26.24	27.47	28.78

Job Title	Step A	Step B	Step C	Step D	Step E	Step F
DRIVERS						
Transit Vehicle Operators	19.04	19.99	20.99	22.04	23.14	24.30
Driver Trainer	30.91	21.95	23.05	24.21	25.41	26.68
Driver in Training	\$15.00 per hour until solo					

APPENDIX A - NON-REPRESENTED

Job Title	Step A	Step B	Step C	Step D	Step E	Step F
ADMINISTRATION						
(1)Executive Director	104,954.14	-----by contract-----				133,952.72
(1) Chief Fiscal Officer	34.62	36.36	38.18	40.09	42.08	45.67
(1) Human Resources Director	34.62	36.36	38.18	40.09	42.08	45.67
Finance Assistant	25.66	26.94	28.28	29.70	31.18	33.82
Human Resources Generalist	25.66	26.94	28.28	29.70	31.18	33.82
Mobility Manager	25.66	26.94	28.28	29.70	31.18	33.82
Executive Assistant	20.93	21.98	23.08	24.23	25.44	26.71
Accounting Technician	20.12	21.11	22.19	23.29	24.46	26.56
Bilingual Receptionist	15.81	16.60	17.42	18.30	19.21	20.86
Administrative Assistant II	16.33	17.15	18.01	18.90	19.86	20.86

Blue Strikethrough indicates vacant positions.

Red Strikethrough indicates eliminated positions.

Job Title	Step A	Step B	Step C	Step D	Step E	Step F
MAINTENANCE						
(1) Maintenance Manager	39.25	41.20	43.26	45.43	47.71	51.77
Maintenance Specialist	23.78	24.98	26.21	27.54	28.91	31.35

Job Title	Step A	Step B	Step C	Step D	Step E	Step F
OPERATIONS						
(1) Operations Manager	39.25	41.20	43.26	45.43	47.71	51.77
(1)Operations Supervisor - Ukiah	25.72	28.17	30.85	33.78	36.99	40.51
(1)Operations Supervisor - Fort Bragg	25.72	28.17	30.85	33.78	36.99	40.51
Operations Supervisor - South Coast	25.72	28.17	30.85	33.78	36.99	40.51
(1) Exempt Position						