

**Metropolitan Transportation Commission  
Administration Committee**

June 10, 2020

Agenda Item 3a - 20-0427

**MTC Resolution No. 4415 – MTC Agency FY 2020-21 Pay Schedules**

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**Subject:** A request that the Committee refer to the Commission for approval, MTC Resolution No. 4415, approving MTC's agency pay schedules for Committee for Staff Representation (CSR) represented employees, confidential employees, and for specific executive employees for FY 2020-21, consistent with the requirements of California Code of Regulations Title 2, Section 570.5.

**Background:** On June 27, 2018, the Commission approved employment benefits and salaries for a four-year period from July 1, 2018 through June 30, 2022 through MTC Resolution Nos. 4341 and 4342.

Resolution No. 4415 adopts and approves Fiscal Year (FY) 20/21 salary schedules, which are in the CalPERS required format, and which must be transmitted to CalPERS upon approval and adoption by the Commission. The pay schedules reflect a 2.8% overall increase from the FY 19/20 level ranges for each MTC staff grade and level as approved per Resolutions Nos. 4341, Employment Benefits and Salary Schedule from July 1, 2018 through June 30, 2022 for CSR and Confidential Employees and 4342, Employment Benefits and Salary Schedule from July 1, 2018 through June 30, 2022 for Specific Executive Employees. Resolutions Nos. 4341 and 4342 reflect agreements between MTC and the two negotiating staff groups.

**Recommendation:** Staff recommends that the Commission approve MTC Resolution No. 4415.

**Attachments:** MTC Resolution No. 4415 with Attachments A and B.



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Therese W. McMillan

Date: June 24, 2020  
W.I.: 1153  
Referred by: Administration

ABSTRACT

Resolution No. 4415

This resolution sets forth the MTC agency pay schedules for MTC employees from July 1, 2020 through and including June 30, 2021.

Further discussion of the agency pay schedules is contained in the Administration Committee Summary Sheet dated June 10, 2020.

Date: June 24, 2020  
W.I.: 1153  
Referred by: Administration Committee

Re: MTC Agency Pay Schedules for FY 2020-21, from July 1, 2020 through June 30, 2021

METROPOLITAN TRANSPORTATION COMMISSION  
RESOLUTION NO. 4415

WHEREAS, the Metropolitan Transportation Commission (MTC) is the Regional Transportation Planning Authority for the San Francisco Bay Area pursuant to Government Code §§ 66500 *et seq.*; and

WHEREAS, MTC Resolution No. 4341 sets forth the employment benefits and salary schedule for CSR represented employees and confidential employees from July 1, 2018 through and including June 30, 2022; and

WHEREAS, MTC Resolution No. 4342 sets forth the employment benefits and salary schedule for specific executive employees from July 1, 2018 through and including June 30, 2022; and

WHEREAS, the MTC contracts with the California Public Employees Retirement System (CalPERS) to provide retirement benefits for its employees; and

WHEREAS, CalPERS uses the MTC's pay schedules to calculate retirement benefits earned by the MTC's employees; and

WHEREAS, the MTC as a contracting public employer is adhering to the California Code of Regulations, Title 2, Section 570.5, which sets forth reporting regulations for CalPERS member agencies to have a duly approved and adopted publicly available pay schedule; now therefore be it

RESOLVED, that this resolution sets forth the MTC pay schedules contemplated in MTC Resolution Nos. 4341 and 4342 for the period from July 1, 2020 through June 30, 2021; and be it further

RESOLVED, that the MTC agency pay schedule for CSR represented regular staff employees and Confidential employees effective July 1, 2020 through June 30, 2021 shall be as set forth in Attachment A to this resolution, attached hereto and incorporated herein as though set forth at length; and be it further

RESOLVED, that the MTC agency pay schedule for specific executive employees effective July 1, 2020 through June 30, 2021 shall be as set forth in Attachment B to this resolution, attached hereto and incorporated herein as though set forth at length; and be it further

RESOLVED, that the attached pay schedules will be posted at MTC's offices or immediately accessible for public review during normal business hours or posted on MTC's website.

METROPOLITAN TRANSPORTATION COMMISSION

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Scott Haggerty, Chair

The above resolution was entered into by the Metropolitan Transportation Commission at a regular meeting of the Commission held in San Francisco, California and at remote locations, on June 24, 2020.

Metropolitan Transportation Commission Pay Schedule for CSR Represented Employees and Confidential Employees Fiscal Year 2020 - 2021, Effective July 1, 2020 to June 30, 2021														
<i>The base salary rate is stated as the hourly rate for each classification grade level and each step within the grade level</i>														
CLASSIFICATION LEVEL & POSITIONS INCLUDED	SALARY GRADE LEVEL	STEP A HOURLY RATE	STEP A1 HOURLY RATE	STEP B HOURLY RATE	STEP B1 HOURLY RATE	STEP C HOURLY RATE	STEP C1 HOURLY RATE	STEP D HOURLY RATE	STEP D1 HOURLY RATE	STEP E HOURLY RATE	STEP E1 HOURLY RATE	STEP F HOURLY RATE	STEP F1 HOURLY RATE	STEP G HOURLY RATE
<b>ADMINISTRATOR I</b>	I	\$22.5757	\$23.0273	\$23.4878	\$23.9576	\$24.4367	\$24.9254	\$25.4239	\$25.9324	\$26.4511	\$26.9801	\$27.5197	\$28.0701	\$28.6315
<i>Intern</i>														
<b>ADMINISTRATOR II</b>	II	\$25.6431	\$26.1559	\$26.6790	\$27.2126	\$27.7569	\$28.3120	\$28.8782	\$29.4558	\$30.0449	\$30.6458	\$31.2587	\$31.8839	\$32.5216
<i>Administrative Assistant I  GSU Assistant I  Accounting Assistant I</i>														
<b>ADMINISTRATOR III</b>	III	\$28.2565	\$28.8217	\$29.3981	\$29.9861	\$30.5858	\$31.1975	\$31.8215	\$32.4579	\$33.1071	\$33.7692	\$34.4446	\$35.1335	\$35.8361
<i>Administrative Assistant II  GSU Assistant II  Accounting Assistant II</i>														
<b>ADMINISTRATOR/TECHNICIAN</b>	IV	\$31.0736	\$31.6951	\$32.3290	\$32.9755	\$33.6351	\$34.3078	\$34.9939	\$35.6938	\$36.4077	\$37.1358	\$37.8785	\$38.6361	\$39.4088
<i>Administrative Assistant III  Purchasing Technician  GSU Assistant III  Building Services Assistant I  Information Systems Technician I  Accounting Assistant III  Library Technician I  Public Info &amp; Outreach Technician I</i>														
<b>TECHNICIAN</b>	V	\$34.1897	\$34.8735	\$35.5710	\$36.2824	\$37.0080	\$37.7482	\$38.5032	\$39.2732	\$40.0587	\$40.8599	\$41.6771	\$42.5106	\$43.3608
<i>Executive Assistant I  Legal Assistant I  Purchasing/Procurement Specialist  Building Services Assistant II  Human Resources Technician  Information Systems Technician II  Finance Technician I  GIS Planner/Analyst I  Graphic Artist I  Library Technician II  Public Info &amp; Outreach Technician II  Planning Technician  Program Technician</i>														

Metropolitan Transportation Commission Pay Schedule for CSR Represented Employees and Confidential Employees Fiscal Year 2020 - 2021, Effective July 1, 2020 to June 30, 2021														
<i>The base salary rate is stated as the hourly rate for each classification grade level and each step within the grade level</i>														
CLASSIFICATION LEVEL & POSITIONS INCLUDED	SALARY GRADE LEVEL	STEP A HOURLY RATE	STEP A1 HOURLY RATE	STEP B HOURLY RATE	STEP B1 HOURLY RATE	STEP C HOURLY RATE	STEP C1 HOURLY RATE	STEP D HOURLY RATE	STEP D1 HOURLY RATE	STEP E HOURLY RATE	STEP E1 HOURLY RATE	STEP F HOURLY RATE	STEP F1 HOURLY RATE	STEP G HOURLY RATE
<b>JUNIOR</b>	<b>VI</b>	\$37.7135	\$38.4678	\$39.2372	\$40.0219	\$40.8224	\$41.6388	\$42.4716	\$43.3210	\$44.1874	\$45.0712	\$45.9726	\$46.8920	\$47.8299
<i>Executive Assistant II</i> <i>Legal Assistant II</i> <i>Contract Assistant</i> <i>Assistant Building Engineer</i> <i>Human Resources Analyst I</i> <i>Information Systems Specialist I</i> <i>Systems Analyst I</i> <i>Junior Financial Analyst</i> <i>Accountant/Auditor I</i> <i>Finance Technician II</i> <i>GIS Planner/Analyst II</i> <i>Graphic Artist II</i> <i>Librarian I</i> <i>Junior Public Info/Outreach Analyst</i> <i>Junior Planner/Analyst</i> <i>Junior Program Coordinator</i>														
<b>ASSISTANT</b>	<b>VII</b>	\$43.4841	\$44.3538	\$45.2409	\$46.1457	\$47.0686	\$48.0100	\$48.9702	\$49.9496	\$50.9486	\$51.9675	\$53.0069	\$54.0670	\$55.1484
<i>Contract Specialist</i> <i>Executive Assistant III</i> <i>Legal Assistant III</i> <i>Building Engineer</i> <i>Human Resources Analyst II</i> <i>Information Systems Specialist II</i> <i>Systems Analyst II</i> <i>Assistant Financial Analyst</i> <i>Accountant/Auditor II</i> <i>GIS Planner/Analyst III</i> <i>Graphic Artist III</i> <i>Librarian II</i> <i>Assistant Public Info/Outreach Analyst</i> <i>Assistant Legislative Analyst</i> <i>Assistant Planner/Analyst</i> <i>Assistant Program Coordinator</i>														

**Metropolitan Transportation Commission**  
**Pay Schedule for CSR Represented Employees and Confidential Employees**  
**Fiscal Year 2020 - 2021, Effective July 1, 2020 to June 30, 2021**

*The base salary rate is stated as the hourly rate for each classification grade level and each step within the grade level*

<b>CLASSIFICATION LEVEL &amp; POSITIONS INCLUDED</b>	<b>SALARY GRADE LEVEL</b>	<b>STEP A HOURLY RATE</b>	<b>STEP A1 HOURLY RATE</b>	<b>STEP B HOURLY RATE</b>	<b>STEP B1 HOURLY RATE</b>	<b>STEP C HOURLY RATE</b>	<b>STEP C1 HOURLY RATE</b>	<b>STEP D HOURLY RATE</b>	<b>STEP D1 HOURLY RATE</b>	<b>STEP E HOURLY RATE</b>	<b>STEP E1 HOURLY RATE</b>	<b>STEP F HOURLY RATE</b>	<b>STEP F1 HOURLY RATE</b>	<b>STEP G HOURLY RATE</b>
<b>ASSOCIATE</b>	<b>VIII(a)</b>	\$50.1337	\$51.1364	\$52.1591	\$53.2023	\$54.2664	\$55.3517	\$56.4587	\$57.5879	\$58.7397	\$59.9145	\$61.1127	\$62.3350	\$63.5817
<i>Contract Administrator            Building Administrator            Human Resources Analyst III            Information Systems Specialist III            Systems Analyst III            Associate Financial Analyst            Accountant/Auditor III            GIS Coordinator            Graphic Artist Coordinator            Head Librarian            Associate Public Info/Outreach Analyst            Associate Legislative Analyst            Associate Planner/Analyst            Associate Program Coordinator</i>														
<b>SENIOR</b>	<b>VIII(b)</b>	\$52.6718	\$53.7252	\$54.7997	\$55.8957	\$57.0136	\$58.1539	\$59.3169	\$60.5033	\$61.7134	\$62.9476	\$64.2066	\$65.4907	\$66.8005
<i>Senior Contract Administrator            Human Resources Analyst IIIb            Information Systems Specialist IIIb            Systems Analyst IIIb            Senior Financial Analyst            Accountant/Auditor IIIb            GIS Senior Coordinator            Graphic Artist Senior Coordinator            Head Librarian IIIb            Senior Public Info/Outreach Analyst            Senior Legislative Analyst            Senior Planner/Analyst            Senior Program Coordinator</i>														

**Metropolitan Transportation Commission**  
**Pay Schedule for CSR Represented Employees and Confidential Employees**  
**Fiscal Year 2020 - 2021, Effective July 1, 2020 to June 30, 2021**

*The base salary rate is stated as the hourly rate for each classification grade level and each step within the grade level*

CLASSIFICATION LEVEL & POSITIONS INCLUDED	SALARY GRADE LEVEL	STEP A HOURLY RATE	STEP A1 HOURLY RATE	STEP B HOURLY RATE	STEP B1 HOURLY RATE	STEP C HOURLY RATE	STEP C1 HOURLY RATE	STEP D HOURLY RATE	STEP D1 HOURLY RATE	STEP E HOURLY RATE	STEP E1 HOURLY RATE	STEP F HOURLY RATE	STEP F1 HOURLY RATE	STEP G HOURLY RATE
<b>PRINCIPAL</b>	<b>IX</b>	\$61.3825	\$62.6101	\$63.8623	\$65.1396	\$66.4424	\$67.7712	\$69.1266	\$70.5092	\$71.9194	\$73.3577	\$74.8249	\$76.3214	\$77.8478
<i>Contract Manager</i> <i>Building Manager</i> <i>Assistant Human Resources Manager</i> <i>Principal Information Systems Manager</i> <i>Principal Systems Manager</i> <i>Revenue &amp; Budget Manager</i> <i>Principal Financial Analyst</i> <i>Accounting Manager</i> <i>GIS Principal</i> <i>Principal Public Info/Outreach Analyst</i> <i>Principal Legislative Analyst</i> <i>Principal Planner/Analyst</i> <i>Principal Program Coordinator</i>														

*Regular full-time positions work a 30 hour a week minimum and up to 40 hours a week. 30 hrs a week equals 1,560 hrs worked a year. 32 hrs a week equals 1,664 hrs worked a year. 36 hrs a week equals 1,872 hrs worked a year. 40 hrs a week equals 2,080 hrs worked a year.*

*Regular part-time positions work a 20 hour a week minimum and up to 29 hours a week. 20 hrs a week equals 1,040 hrs worked a year. 24 hrs a week equals 1,248 hrs worked a year. 26 hrs a week equals 1,352 hrs worked a year. 29 hrs a week equals 1,508 hrs worked a year.*



**Pay Schedule for MTC Specific Executive Employees  
Fiscal Year 2020-21, Effective July 1, 2020 through June 30, 2021**

<b>CLASS/POSITION</b>	<b>GRADE</b>	<b>MIN</b>	<b>MAX</b>	<b>Hourly Base Rate</b>
<b>ASSOCIATE COUNSEL I/II</b>	<b>L/2</b>	<b>\$70.8414</b>	<b>\$94.3866</b>	<b>HOURLY BASE RATE</b>
Associate Counsel I Associate Counsel II				
<b>EXECUTIVE ADMINISTRATIVE</b>	<b>X/B &amp; F/2</b>	<b>\$70.8414</b>	<b>\$94.3866</b>	<b>HOURLY BASE RATE</b>
Assistant Director BARC Director				
<b>DEPUTY GENERAL COUNSEL</b>	<b>L/3</b>	<b>\$92.9498</b>	<b>\$115.5715</b>	<b>HOURLY BASE RATE</b>
Deputy General Counsel Senior Attorney				
<b>EXECUTIVE MANAGEMENT</b>	<b>X/A &amp; F/3</b>	<b>\$92.9498</b>	<b>\$115.5715</b>	<b>HOURLY BASE RATE</b>
Section Director Deputy Financial Officer Deputy Director Administrative Director				
<b>SENIOR DEPUTY GENERAL COUNSEL</b>	<b>L/4</b>	<b>\$103.1023</b>	<b>\$120.5719</b>	<b>HOURLY BASE RATE</b>
Senior Deputy General Counsel				
<b>DEPUTY EXECUTIVE DIRECTOR</b>	<b>X/3</b>	<b>\$115.7493</b>	<b>\$138.3360</b>	<b>HOURLY BASE RATE</b>
Deputy Executive Director				
<b>Chief Financial Officer</b>	<b>X/4</b>	<b>\$115.7493</b>	<b>\$138.3360</b>	<b>HOURLY BASE RATE</b>
Chief Financial Officer				

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