

**Metropolitan Transportation Commission  
Administration Committee**

May 8, 2019

Agenda Item 2c

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**MTC Resolution No. 4373 – MTC Agency FY 2019-20 Pay Schedules**

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- Subject:** This item requests referral of MTC Resolution No. 4373, approving MTC's agency pay schedules for Committee for Staff Representation (CSR) represented employees, confidential employees, and for specific executive employees for FY 2019-20 to the Commission for approval, consistent with the requirements of California Code of Regulations Title 2, Section 570.5.
- Background:** As 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. The proposed pay schedules are consistent with those set forth in MTC Resolution Nos. 4341 and 4342.
- Recommendation:** Staff recommends that this Committee refer MTC Resolution No. 4373 to the Commission for approval.
- Attachments:** MTC Resolution No. 4373 with Attachments A and B.



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Therese W. McMillan

Date: May 22, 2019  
W.I.: 1153  
Referred by: Administration

ABSTRACT

Resolution No. 4373

This resolution sets forth the MTC agency pay schedules for MTC employees from July 1, 2019 through and including June 30, 2020.

Further discussion of this resolution is contained in the Administration Committee's Summary Sheet dated May 8, 2019.

Date: May 22, 2019  
W.I.: 1153  
Referred by: Administration Committee

Re: MTC Agency Pay Schedules for FY 2019-20, from July 1, 2019 through June 30, 2020

METROPOLITAN TRANSPORTATION COMMISSION  
RESOLUTION NO. 4373

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, 2019 through June 30, 2020; and be it further

RESOLVED, that the MTC agency pay schedule for CSR represented regular staff employees and Confidential employees effective July 1, 2019 through June 30, 2020 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, 2019 through June 30, 2020 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 internet site.

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 on May 22, 2019.

**Metropolitan Transportation Commission**  
**Pay Schedule for CSR Represented Employees and Confidential Employees**  
**Fiscal Year 2019 - 2020, Effective July 1, 2019 to June 30, 2020**

*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>ADMINISTRATOR I</b>	<b>I</b>	\$21.9608	\$22.4001	\$22.8481	\$23.3050	\$23.7711	\$24.2465	\$24.7315	\$25.2261	\$25.7306	\$26.2452	\$26.7701	\$27.3055	\$27.8516
<i>Intern</i>														
<b>ADMINISTRATOR II</b>	<b>II</b>	\$24.9446	\$25.4435	\$25.9524	\$26.4714	\$27.0008	\$27.5409	\$28.0917	\$28.6535	\$29.2266	\$29.8111	\$30.4073	\$31.0155	\$31.6358
<i>Administrative Assistant I GSU Assistant I Accounting Assistant I</i>														
<b>ADMINISTRATOR III</b>	<b>III</b>	\$27.4869	\$28.0367	\$28.5974	\$29.1693	\$29.7527	\$30.3478	\$30.9547	\$31.5738	\$32.2053	\$32.8494	\$33.5064	\$34.1765	\$34.8601
<i>Administrative Assistant II GSU Assistant II Accounting Assistant II</i>														
<b>ADMINISTRATOR/TECHNICIAN</b>	<b>IV</b>	\$30.2272	\$30.8318	\$31.4484	\$32.0774	\$32.7189	\$33.3733	\$34.0408	\$34.7216	\$35.4160	\$36.1243	\$36.8468	\$37.5838	\$38.3354
<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>	<b>V</b>	\$33.2585	\$33.9236	\$34.6021	\$35.2942	\$36.0000	\$36.7200	\$37.4544	\$38.2035	\$38.9676	\$39.7470	\$40.5419	\$41.3527	\$42.1798
<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 2019 - 2020, Effective July 1, 2019 to June 30, 2020														
<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>	\$36.6863	\$37.4201	\$38.1685	\$38.9318	\$39.7105	\$40.5047	\$41.3148	\$42.1411	\$42.9839	\$43.8436	\$44.7204	\$45.6148	\$46.5271
<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>	\$42.2997	\$43.1457	\$44.0086	\$44.8888	\$45.7866	\$46.7023	\$47.6364	\$48.5891	\$49.5609	\$50.5521	\$51.5631	\$52.5944	\$53.6463
<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 2019 - 2020, Effective July 1, 2019 to June 30, 2020														
<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>ASSOCIATE</b>	<b>VIII(a)</b>	\$48.7682	\$49.7436	\$50.7385	\$51.7532	\$52.7883	\$53.8441	\$54.9209	\$56.0194	\$57.1397	\$58.2825	\$59.4482	\$60.6372	\$61.8499
<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>	\$51.2371	\$52.2619	\$53.3071	\$54.3732	\$55.4607	\$56.5699	\$57.7013	\$58.8553	\$60.0324	\$61.2331	\$62.4578	\$63.7069	\$64.9810
<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>														

<b>Metropolitan Transportation Commission</b> <b>Pay Schedule for CSR Represented Employees and Confidential Employees</b> <b>Fiscal Year 2019 - 2020, Effective July 1, 2019 to June 30, 2020</b>														
<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>PRINCIPAL</b>	<b>IX</b>	<b>\$59.7106</b>	<b>\$60.9048</b>	<b>\$62.1229</b>	<b>\$63.3653</b>	<b>\$64.6327</b>	<b>\$65.9253</b>	<b>\$67.2438</b>	<b>\$68.5887</b>	<b>\$69.9605</b>	<b>\$71.3597</b>	<b>\$72.7869</b>	<b>\$74.2426</b>	<b>\$75.7275</b>
Contract Manager Building Manager Assistant Human Resources Manager Principal Information Systems Manager Principal Systems Manager Revenue & Budget Manager Principal Financial Analyst Accounting Manager GIS Principal Principal Public Info/Outreach Analyst Principal Legislative Analyst Principal Planner/Analyst Principal Program Coordinator														

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 2019-20, Effective July 1, 2019 through June 30, 2020				
CLASS/POSITION	GRADE	MIN	MAX	Hourly Base Rate
<b>ASSOCIATE COUNSEL I/II</b>	<b>L/2</b>	<b>\$68.9119</b>	<b>\$91.8157</b>	<b>HOURLY BASE RATE</b>
Associate Counsel I Associate Counsel II				
<b>EXECUTIVE ADMINISTRATIVE</b>	<b>X/B &amp; F/2</b>	<b>\$68.9119</b>	<b>\$91.8157</b>	<b>HOURLY BASE RATE</b>
Assistant Director BARC Director				
<b>DEPUTY GENERAL COUNSEL</b>	<b>L/3</b>	<b>\$90.4180</b>	<b>\$112.4236</b>	<b>HOURLY BASE RATE</b>
Deputy General Counsel Senior Attorney				
<b>EXECUTIVE MANAGEMENT</b>	<b>X/A &amp; F/3</b>	<b>\$90.4180</b>	<b>\$112.4236</b>	<b>HOURLY BASE RATE</b>
Section Director Deputy Financial Officer Deputy Director				
<b>SENIOR DEPUTY GENERAL COUNSEL</b>	<b>L/4</b>	<b>\$100.2940</b>	<b>\$117.2878</b>	<b>HOURLY BASE RATE</b>
Senior Deputy General Counsel				
<b>DEPUTY EXECUTIVE DIRECTOR</b>	<b>X/3</b>	<b>\$112.5966</b>	<b>\$134.5681</b>	<b>HOURLY BASE RATE</b>
Deputy Executive Director				
<b>Chief Financial Officer</b>	<b>X/4</b>	<b>\$112.5966</b>	<b>\$134.5681</b>	<b>HOURLY BASE RATE</b>
Chief Financial Officer				
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.				