

Proposed Change #1:

Due to the more competitive salary rate approved by the board on January 9, 2017 for the Mechanical Service Technician position, the prior salary range for the Vehicle Maintenance Manager position is paid less per hour than step 1 of the positions they supervise. This issue can be seen in the chart below:

Position	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Percentage Difference from Mechanical Service Technician
Director of Transportation	DMA 18	\$ 42.64	\$ 44.77	\$ 47.01	\$ 49.36	\$ 51.83	
Proposed - Vehicle Maintenance Manager	DMA 8	\$ 35.62	\$ 37.40	\$ 39.27	\$ 41.23	\$ 43.30	25.1%
Vehicle Maintenance Manager	DMA 4	\$ 27.49	\$ 28.86	\$ 30.31	\$ 31.82	\$ 33.41	-3.4%
Mechanical Service Technician Leadworker	Teamsters 630	\$ 31.40	\$ 32.97	\$ 34.62	\$ 36.35	\$ 38.17	10.3%
Mechanical Service Technician	Teamsters 598	\$ 28.47	\$ 29.88	\$ 31.37	\$ 32.95	\$ 34.59	Base Position

We are recommending moving the Vehicle Maintenance Manager from DMA Range 4 to DMA Range 8 to realign the salaries so that we can recruit the best candidates. The fiscal impact of this change is between \$16,985 and \$20,637 per year depending on step placement.

Proposed Change #2:

Due to the salary rate approved by the board on January 9, 2017 for the Transportation Scheduler position, the prior salary range for the Transportation Operations Supervisor position is paid only 45 cents per hour more than step 1 of the positions they supervise. These positions are responsible for supervising and evaluating all of the 96 bus drivers, 2 transportation schedulers, and 14 transportation assistants. The issue can be seen in the chart below:

Position	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Percentage Difference from Bus Driver
Director of Transportation	DMA 18	\$ 42.64	\$ 44.77	\$ 47.01	\$ 49.36	\$ 51.83	
Proposed - Transportation Operations Supervisor	DMA 6	\$ 30.92	\$ 32.47	\$ 34.09	\$ 35.79	\$ 37.58	50.6%
Transportation Operations Supervisor	DMA 4	\$ 27.49	\$ 28.86	\$ 30.31	\$ 31.82	\$ 33.41	33.9%
Transportation Scheduler	Teamsters 581	\$ 27.04	\$ 28.41	\$ 29.82	\$ 31.32	\$ 32.86	31.7%
Bus Driver - Trainer	Teamsters 515	\$ 22.10	\$ 23.21	\$ 24.37	\$ 25.59	\$ 26.87	7.6%

Bus Driver - Delegated Instructor	Teamsters 498	\$ 21.04	\$ 22.10	\$ 23.21	\$ 24.37	\$ 25.59	2.5%
Bus Driver	Teamsters 490	\$ 20.53	\$ 21.56	\$ 22.64	\$ 23.77	\$ 24.96	Base Position

We are recommending moving the Transportation Operations Supervisor positions from DMA Range 4 to DMA Range 6 to realign the salaries so that we can recruit the best candidates. The fiscal impact of this change is between \$14,355 and \$17,408 per year depending on step placement (for two positions).

Proposed Change #3:

The salary rate approved by the board on January 9, 2017 for the Transportation Scheduler positions was higher than the responsibilities and comparative salary ranges show is needed to recruit the best candidates. The Transportation Scheduler does not supervise any other employees and is only a portion of the prior position of Transportation Router/Dispatcher position that was eliminated to create the new positions. The position is out of alignment with other teamsters positions in the transportation department. This discrepancy can be seen in the chart below:

Position	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Percentage Difference from Bus Driver
Director of Transportation	DMA 18	\$ 42.64	\$ 44.77	\$ 47.01	\$ 49.36	\$ 51.83	
Transportation Operations Supervisor	DMA 6	\$ 30.92	\$ 32.47	\$ 34.09	\$ 35.79	\$ 37.58	50.6%
Transportation Scheduler	Teamsters 581	\$ 27.04	\$ 28.41	\$ 29.82	\$ 31.32	\$ 32.86	31.7%
Proposed - Transportation Scheduler	Teamsters 549	\$ 24.54	\$ 25.76	\$ 27.04	\$ 28.41	\$ 29.82	19.5%
Bus Driver - Trainer	Teamsters 515	\$ 22.10	\$ 23.21	\$ 24.37	\$ 25.59	\$ 26.87	7.6%
Bus Driver - Delegated Instructor	Teamsters 498	\$ 21.04	\$ 22.10	\$ 23.21	\$ 24.37	\$ 25.59	2.5%
Bus Driver	Teamsters 490	\$ 20.53	\$ 21.56	\$ 22.64	\$ 23.77	\$ 24.96	Base Position

We are recommending moving the Transportation Scheduler positions from Teamsters Range 581 to Teamsters Range 549 to realign the salaries to the responsibility level of the position. The fiscal impact of this change is a savings of between \$10,400 and \$12,646 per year depending on step placement (for two positions).

Overall Fiscal Impact:

daily rate	Step 1	Step 2	Step 3	Step 4	Step 5
DMA 6	\$ 247.38	\$ 259.73	\$ 272.72	\$ 286.36	\$ 300.66
DMA 4	\$ 219.88	\$ 230.90	\$ 242.45	\$ 254.58	\$ 267.31
Daily Difference	\$ 27.50	\$ 28.83	\$ 30.27	\$ 31.78	\$ 33.35
Annual Difference	\$ 7,177.50	\$ 7,524.63	\$ 7,900.47	\$ 8,294.58	\$ 8,704.35
2 Positions	\$ 14,355.00	\$ 15,049.26	\$ 15,800.94	\$ 16,589.16	\$ 17,408.70
DMA 8	\$ 284.96	\$ 299.20	\$ 314.14	\$ 329.87	\$ 346.38
DMA 4	\$ 219.88	\$ 230.90	\$ 242.45	\$ 254.58	\$ 267.31
Daily Difference	\$ 65.08	\$ 68.30	\$ 71.69	\$ 75.29	\$ 79.07
Annual Difference	\$ 16,985.88	\$ 17,826.30	\$ 18,711.09	\$ 19,650.69	\$ 20,637.27
Teamsters 581	\$ 27.04	\$ 28.41	\$ 29.82	\$ 31.32	\$ 32.86
Teamsters 549	\$ 24.54	\$ 25.76	\$ 27.04	\$ 28.41	\$ 29.82
Hourly Difference	\$ (2.50)	\$ (2.65)	\$ (2.78)	\$ (2.91)	\$ (3.04)
Annual Difference	\$ (5,200.00)	\$ (5,512.00)	\$ (5,782.40)	\$ (6,052.80)	\$ (6,323.20)
2 Positions	\$ (10,400.00)	\$ (11,024.00)	\$ (11,564.80)	\$ (12,105.60)	\$ (12,646.40)
Total Difference	\$ 20,940.88	\$ 21,851.56	\$ 22,947.23	\$ 24,134.25	\$ 25,399.57