



Memorandum

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1111 Broadway, Suite 800, Oakland, CA 94607 • PH: (510) 208-7400 • www.AlamedaCTC.org

DATE: November 24, 2021

TO: Alameda County Transportation Commission

FROM: Patricia Reavey, Deputy Executive Director of Finance and Administration

SUBJECT: Approve Alameda CTC Staff and Retiree Benefits for Calendar Year 2022 and Salary Ranges for FY2022-23

Recommendation

The Administrative Code calls for the Executive Director to submit an annual salaries and benefits plan to the Commission for approval. This memorandum seeks the Commission's approval of Alameda CTC calendar year 2022 retiree benefits, Fiscal Year 2022-23 Salary setting process and Calendar Year 2022 Benefits for Staff as outlined in Resolution 21-016, Attachment A, and Classifications and Salary Ranges for Alameda CTC Effective July 1, 2022, as outlined in Attachment B.

The calendar year 2022 benefits outlined in Resolution 21-016 includes holidays, vacation and sick leave policies, health insurance, and other benefits for staff members. The calendar year 2022 benefits generally remain unchanged from Resolution 20-012, which was approved by the Commission in December 2020. Changes to benefits for next calendar year include:

1. The Cafeteria Plan monthly benefit allowance of \$2,881 for active employees, an increase of \$255, or 9.7 percent, over 2021 related specifically to changes in CalPERS medical premium rates as all other benefit rates remain the same;
2. The Public Employees' Medical and Hospital Care Act (PEMHCA) monthly minimum required contribution of \$149, an increase of \$6, or 4.2 percent, over 2021;
3. The Health Reimbursement Arrangement (HRA) monthly benefit of \$1,924 for retirees, an increase of \$195, or 11.3 percent, from 2021; and
4. The addition of one floating holiday per fiscal year for staff to observe a culturally significant day of their choice that is not recognized by traditional agency holidays, such as Juneteenth or Caesar Chavez Day.

The Agency currently has 36 employees in 45 approved full-time equivalent (FTE) positions. The Agency also has 35 approved classifications; however, staff recommends decreasing the number of classifications to 31 which would eliminate positions in the administrative assistant track and combine those current classifications with those in the administrative analyst track based on the overlapping responsibilities of the classifications. Job classification placements are based on a market study completed by Koff & Associates.

Alameda CTC does not provide automatic pay increases or pay grade step increases, nor do the recommendations approved by the Commission constitute automatic pay increases. Alameda CTC displays the pay scale for each position in the form of an allowable range. Salary adjustments for employees within the ranges are based on job performance, expansion of duties and/or responsibilities and other economic factors. While salary ranges are not included in Alameda CTC's annual operating budget, the projected salaries and benefits (by functional area) for the entire agency are included in the budget based on the projected number of actual employees. Therefore, approval of the salary ranges do not have a direct fiscal impact on the budget. However, it will allow for actual salaries to be adjusted within the approved ranges at the discretion of the Executive Director.

Background

The attached Resolution No. 21-016 (Attachment A) is consistent with the Public Employees' Pension Reform Act of 2013 (AB 340), as it pertains to the agency. The details of the agency's retirement system are contained in the agency's pension plan. The most significant changes from AB 340 apply to new employees hired on or after January 1, 2013. For employees hired prior to January 1, 2013 (Classic Employees), the major features of the agency's pension plan includes a "2.5%@55" benefit and employer paid member contribution (EPMC) cost sharing of 5% by the agency and 3% by the employee. For employees hired on or after January 1, 2013 (New Employees), the major features of the agency's pension plan includes a "2%@62" benefit, but does not include cost sharing of the required employee contribution as it is not allowed per AB 340 which is effective for New Employees. The plan does not include any optional features, payout conversions or optional benefits that have been characterized as "spiking" of the pension benefit.

Alameda CTC Retiree Health Benefit Amount for the 2022 calendar year is reimbursed to retirees through the HRA Plan. The HRA Plan is a premium reimbursement plan for retiree health care premiums. Alameda CTC will contribute only the required minimum contribution amount directly to CalPERS for retirees (\$149 per month in 2022). CalPERS requires that the remaining premium costs be deducted directly from the retiree's monthly retirement check under the CalPERS pension plan. Once CalPERS takes this deduction, Alameda CTC's HRA Plan administrator will reimburse each retiree for the deduction, up to the annually determined amount. The maximum HRA contribution amount recommended for 2022 is \$1,924 per retiree per month, which is the median amount for all CalPERS plans available to staff and retirees for 2022 at the Employee +1 Rate of \$2,073, less \$149 PEMHCA-required minimum contribution. Similar to active employees, if a retiree's elected health coverage

costs exceed the amount approved by the Commission, the retiree will be required to pay for the additional amount from his or her own funds.

Fiscal Impact: Approval of staff's recommendation will not have a significant fiscal impact on the budget. Total salaries and benefits for all functions accounts for about 1.7% of overall operating and capital budgeted expenditures for the agency.

Attachments:

- A. Resolution No. 21-016 Fiscal Year 2022-23 Salaries and Calendar Year 2022 Benefits for Staff Members
- B. Classifications and Annual Salary Ranges for Alameda CTC Effective July 1, 2022

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ALAMEDA COUNTY TRANSPORTATION COMMISSION

RESOLUTION 21-016

**Fiscal Year 2022-23 Salaries and
Calendar Year 2022 Benefits for Staff Members**

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City of San Leandro

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Mayor Carol Dutra-Vernaci

Executive Director
Tess Lengyel

WHEREAS, Alameda County Transportation Commission, hereinafter referred to as Alameda CTC, was created pursuant to a joint powers agreement ("Joint Powers Agreement") entered into among the 14 cities in Alameda County, the County of Alameda, the Bay Area Rapid Transit District, the Alameda-Contra Costa Transit District, the Alameda County Transportation Improvement Authority ("ACTIA"), and the Alameda County Congestion Management Agency ("ACCMA");

WHEREAS, Alameda CTC is empowered by the Joint Powers Agreement to carry out numerous transportation planning, programming and construction functions and responsibilities, including all historical functions and powers of ACTIA and ACCMA;

WHEREAS, Alameda CTC is authorized under Sections 11 and 13 of the Joint Powers Agreement to appoint and retain staff as necessary to fulfill its powers, duties and responsibilities;

WHEREAS, Alameda CTC previously adopted Resolution 20-012, thereby establishing a consistent set of benefits and leave policies, and this Resolution is intended to supersede and replace such Resolution 20-012; and

NOW, THEREFORE, BE IT RESOLVED that Alameda CTC staff salaries ranges for July 1, 2022 through June 30, 2023 and employment benefits for January 1, 2022 through December 31, 2022, are hereby adopted, and are herein set forth.

1. Salaries

1.1 An employee shall be compensated at a rate set between or equal to the minimum (min) and maximum (max) of the range specified in Attachment A for their respective position classification.

1.2 The duties and responsibilities of the position classification identified in Paragraph 1.1 above shall be described in an Alameda CTC job specification approved by the Executive Director.

- 1.3 The salary ranges for the employees described in Paragraph 1.1 shall not include steps and/or provision for any automatic or tenure-based increases.
- 1.4 Starting compensation, including salary, for new employees shall be set by the Executive Director consistent with the prescribed salary ranges for the position classification identified in Paragraph 1.1.

2. Appointment and Performance Management

- 2.1 Original appointments of new employees shall be tentative and subject to a probationary period of one (1) year of actual service.
 - 2.1.1 Every six (6) months during the probationary period new employees may meet with their supervisor to discuss performance to date. At the time of the discussion the supervisor may complete a written evaluation for the employee's personnel records.
 - 2.1.2 Upon completion of the probationary period, the employee shall be given a written evaluation. If this evaluation shows that the employee has satisfactorily demonstrated the qualifications for the position, the employee shall gain regular status, and shall be so informed.
 - 2.1.3 At any time during the probationary period, a probationary employee may be terminated with or without cause and with or without notice. Employee shall be notified in writing by the Executive Director or his/her designee of such termination.
 - 2.1.4 The probationary period may be extended once by the Executive Director at his/her sole discretion in order to further evaluate the performance of the probationary employee.
 - 2.1.5 The probationary period is automatically extended by a period of time equal to the time the employee is absent due to any type of leave, including time absent while receiving workers' compensation benefits.
- 2.2 Following successful completion of the probationary period, written performance reviews for employees shall be conducted at least once a year by the employee's supervisor and reviewed and approved by the Executive Director or his/her designee. In addition, a review of an employee's progress in meeting annual goals and objectives may be conducted at the end of six months by the employee and his or her supervisor.
- 2.3 On the basis of the performance reviews, increases or decreases in compensation may be granted at that time by the Executive Director at his/her sole discretion consistent with the Board approved annual budget.

3. Holidays

- 3.1 The following eleven (11) paid holidays shall be observed by Alameda CTC:

New Year's Day (observed)	-	December 31, 2021, Friday
Martin Luther King Day	-	January 17, 2022, Monday
Presidents' Day	-	February 21, 2022, Monday
Memorial Day	-	May 30, 2022, Monday
Independence Day	-	July 4, 2022, Monday
Labor Day	-	September 5, 2022, Monday
Veterans Day	-	November 11, 2022, Friday
Thanksgiving Day	-	November 24, 2022, Thursday
Day after Thanksgiving	-	November 25, 2022, Friday
Day before Christmas (observed)	-	December 23, 2022, Friday
Christmas Day (observed)	-	December 26, 2022, Monday

- 3.2 **Holiday Policy.** When a holiday falls on a Sunday, the following Monday shall be observed as the holiday date. When a holiday falls on a Saturday, the preceding Friday shall be observed.
- 3.3 **Floating Holidays.** Regular full-time employees receive up to three (3) floating holidays per fiscal year. Employees shall be granted such holidays at the beginning of each fiscal year (i.e., effective on July 1 of each year). Floating Holidays are not accruable and those unused at the end of the fiscal year will be eliminated from the employee's available leave bank.
- 3.4 **Holiday Time.** Regular full-time employees shall receive eight (8) hours of holiday pay for each of the above holidays at their regular base rate. Regular part-time employees shall receive paid holiday time prorated based on actual hours worked should their regular work schedule fall on one of the above listed holidays.
- 3.5 **Administrative Procedure.** The Executive Director shall establish holiday procedures governing employees of Alameda CTC.

4. **Leaves of Absence**

4.1 **Vacation**

4.1.1 **Accrual Rates.** Alameda CTC shall provide vacation leave with pay for regular employees (including probationary employees) based on accrual guidelines shown in the table below. Vacation leave earned shall accrue upon completion of each pay period beginning upon completion of the pay period following that in which the employee commences service.

Accrual Rates Based on Years of Service:

Years of Service	Vacation Days Accrued Per Year	Maximum Hours Accrued
0-3 Years	10 Days	120 Hours
3.1-10 Years	15 Days	240 Hours
10.1-15 Years	20 Days	320 Hours
15.1+ Years	25 Days	400 Hours

Part-time employees shall earn vacation leave on a pro rata basis based on actual hours worked. The maximum accrual will also be prorated.

As a recruitment and negotiating tool, at the sole discretion of the Executive Director, Alameda CTC may determine the "Years of Service" tier at which a new employee at the Principal level or above may begin service.

- 4.1.2 **Maximum Vacation Benefits.** Once an employee reaches the maximum accrual, the employee will cease accruing any additional vacation leave until such time as vacation leave hours fall below the maximum.
- 4.1.3 **Payment of Vacation upon Separation.** Accrued vacation pay that has not been used will be paid at the time of resignation or termination. An employee terminating employment with Alameda CTC for reasons other than paid retirement from Alameda CTC shall be paid at such employee's current rate of pay for all unused accrued vacation up to the maximum amount of permissible accumulated vacation time as set forth above, in one (1) lump sum less applicable taxes. An employee separating from service with Alameda CTC for paid retirement will be paid at the employee's current rate of pay for vacation up to the ceiling amount as set forth above, in one (1)

lump sum less applicable taxes. At the Executive Director's discretion, Alameda CTC may allow an employee separating from service with Alameda CTC for paid retirement to elect to take time off for vacation prior to the employee's date of retirement.

- 4.2 **Management Leave.** Regular full-time exempt employees may receive paid management leave at the sole discretion of the Executive Director. The leave is intended to compensate exempt employees who are required to attend work-related meetings outside of normal working hours. The amount of leave will be determined by the Executive Director based on each employee's function and the number of off hour meetings he/she is required to attend. Use of Management Leave shall be at the discretion of the Executive Director or his/her designee.
- 4.3 **Sick Leave.** Regular employees (including probationary employees) shall receive sick leave, accumulating at the rate of one day per calendar month up to four hundred eighty (480) hours (prorated for part-time employees based on actual hours worked). Up to sixty (60) days of accrued but unused sick leave may be used toward service credit for CalPERS retirement benefits. Sick leave is available only for the actual illness or injury of an employee or to allow the employee to care for the employee's spouse, registered domestic partner, children, children of registered domestic partner, parents, grandparents, grandchildren, or siblings.

In compliance with the City of Oakland's Measure FF, temporary employees are eligible to utilize accrued sick leave 90 days after their first day of employment. Sick leave will accumulate at the rate of one hour for every 30 hours worked up to 72 hours and can be used for actual illness, injury, preventive care and other purposes, as defined in Measure FF, of an employee or covered family member.

- 4.4 **Family and Medical Leave.** Alameda CTC may grant regular employees (including probationary employees) up to twelve (12) workweeks of time off in a 12-month period (whether paid or unpaid) for the employee's own serious health condition or to allow the employee to care for the employee's spouse, registered domestic partner, children, children of registered domestic partner, parents, grandparents, grandchildren, or siblings if they have a serious health condition, or for baby/child bonding after the birth, adoption, or foster care placement of an employee's child. Employees must have worked at least 1,250 hours in the preceding 12-month period.

Employees may exhaust any accrued vacation time and/or sick leave (if the leave is due to the employee's own serious health condition or to care for the serious health condition of a covered family member as described above) while on unpaid leave. Employees taking family/medical leave due to the birth of a child to that employee's spouse or registered domestic partner, or the adoption or foster placement of a child, or to care for such child, may utilize accrued sick leave and/or vacation time during such leave. Such use of accrued vacation time and/or sick leave is the only pay such employee will receive from Alameda CTC while on family/medical leave.

- 4.5 **Leave Due to Pregnancy, Child Birth or Related Conditions.** Alameda CTC shall comply with California's Pregnancy Disability Leave Law. Employees may, but are not required to, utilize accrued vacation and sick leave during any pregnancy leave so as to receive pay during some or all of such leave.
- 4.6 **Paid Family Leave.** Alameda CTC shall comply with California's Paid Family Leave Law. Employees are entitled to up to 12 weeks of time off in a 12-month period to care

for an employee's seriously ill spouse, registered domestic partner, child, child of a registered domestic partner, parent, grandparent, grandchild, or sibling, or to bond with a newborn child within one year of the birth or placement of the child in connection with foster care or adoption. Employees must have worked at least 1,250 hours in the preceding 12-month period.

Employees may exhaust any accrued vacation time and/or sick leave (if the employee's leave is due to the care of a serious health condition of a covered family member as described above) while on unpaid leave. Employees taking California's Paid Family Leave due to the birth of a child to that employee's spouse or registered domestic partner, or the adoption or foster placement of a child, or to care for such child, may utilize accrued sick leave and/or vacation time during such leave. Such use of accrued vacation time and/or sick leave is the only pay such employee will receive from Alameda CTC while utilizing California's Paid Family Leave Law.

- 4.7 **Military Leave.** Military leave shall be granted in accordance with federal and state law.
- 4.8 **Bereavement Leave.** In the event of a death in the immediate family of a regular full-time employee, paid leave not chargeable to sick or vacation leave will be granted for a period up to three (3) scheduled work days for the purpose of making arrangements for, or to attend, the funeral. Employees shall receive one (1) day to attend a funeral for a friend or relative outside their immediate family. Immediate family is defined as spouse, registered domestic partner, child, sister, brother, mother, father, legal guardian, any other person sharing the relationship of in loco parentis, legal dependent, current mother- or father-in-law, grandparents, or grandchildren.
- 4.9 **Jury and Witness Duty Leave.** All regular full-time employees will be granted a leave of absence with pay for all or any part of the time required for jury duty in the manner prescribed by law. The employee must return to work on the same day he or she is excused from service. The employee shall be paid the difference between his/her full salary and any payment received for such duty, except travel pay. All regular full-time employees will be granted a leave of absence with pay for their appearance as a witness in a civil or criminal proceeding (other than as an accused) for any appearance that is solely attributable to the employee's work for Alameda CTC.
- 4.10 **Administrative Procedure.** The Executive Director shall establish specific guidelines and procedures to implement all leave policies and will comply with any laws mandated by the federal, state and local jurisdictions.

5. Health Insurance and Other Benefits

- 5.1 **Cafeteria Plan.** Alameda CTC provides a Cafeteria Plan for its eligible employees, into which Alameda CTC will pay \$2,881 per month per employee. This amount is in addition to the Public Employees' Medical and Hospital Care Act (PEMHCA) minimum required contribution of \$149. With these funds, each participating employee is able to choose the following coverage:
- Health Insurance (through the State of California's Public Employees' Retirement System (CalPERS));
 - Dental Insurance;
 - Vision Care Insurance;
 - Life Insurance;
 - Dependent Life Insurance;

- Accidental Death and Dismemberment Insurance;
- Long-term Disability Insurance; and
- Short-term Disability Insurance.

When an employee is required to work on a less than full-time basis due to medical or other valid reasons, the accrual for the cafeteria plan contribution amount may be prorated by dividing the actual hours worked plus any accrued sick/vacation hours used during the pay period, by the fulltime equivalent hours in the same pay period.

Regular full-time employees who elect not to use the CalPERS health care benefit and can prove alternate coverage shall receive \$400 per month which will be paid with each paycheck (\$200 per pay-period) and is subject to all applicable payroll taxes.

Regular part-time employees will receive a prorated amount of the monthly contribution based on actual hours worked.

6. Additional Benefits Programs

6.1 **Transit Subsidy.** All regular full-time employees of Alameda CTC are eligible to receive up to the federally approved transit benefit amount for 2022 (if elected to be received by the employee).

6.2 **Tuition Assistance.** Following completion of their probationary period, regular full-time employees are eligible for reimbursement of 90% of tuition fees for job-related courses, subject to budget availability up to \$500 per academic year at an accredited institution each fiscal year, at the sole discretion of the Executive Director.

7. **Other benefits.** Alameda CTC will also provide: (1) A Flexible Spending Account (FSA) program which will be administered through the cafeteria plan for both dependent care expenses up to \$5,000 per calendar year and medical expenses up to the maximum amount allowed consistent with the IRS limit for 2022. To participate in and receive benefits in the form of reimbursements for dependent and/or medical care expenses from the FSA, an employee can elect to pay his or her contribution for FSA benefits on a pre-tax salary reduction basis; and (2) an optional deferred compensation program, CalPERS 457 Supplemental Income Plan.

8. **Administrative Procedure.** The Executive Director shall establish specific guidelines and procedures to implement all benefit policies.

9. **Retirement.** All employees of Alameda CTC shall be entitled to membership with the California Public Employees' Retirement System (CalPERS) according to the guidelines established in the CalPERS Retirement Benefits Policy and the applicable contract with CalPERS. Alameda CTC shall contribute to CalPERS each pay period 5% of the 8% employee contribution on behalf of all "Classic" employees (Classic employees are those hired before January 1, 2013). Such contribution shall be reported to CalPERS as "employee contribution being made by the contracting agency" and shall not be deemed to be "compensation" reportable to CalPERS. This same benefit is not provided for employees hired on or after January 1, 2013 per the requirements of the Public Employees' Pension Reform Act of 2013 (AB340).

10. **Reimbursement of Expenses.** Alameda CTC will reimburse employees of the Agency for reasonable and normal expenses associated with Alameda CTC business approved by the Executive Director or his/her designee. An employee may be offered a fixed taxable monthly allowance in lieu of actual expenses, which may be adjusted annually by the Executive Director.
11. **Office Hours.** The offices of Alameda CTC shall be open to the public between 8:30 a.m. and 5:00 p.m. on Monday, Tuesday, Thursday and Friday of each week, with Wednesday as a fully remote work day, except on Alameda CTC holidays as defined in Paragraph 2.1. Staff will fulfill at minimum 8 hours on work days regardless of working in the office or remotely. All employees are required to fulfill a full working day of 8 hours minimum.
12. All provisions of this Resolution shall be effective and pertain to all employees of Alameda CTC as of the date of hire of the employee, or January 1, 2022, whichever is later, unless otherwise provided.
13. The Executive Director is authorized to execute the necessary contracts for the benefits and insurance coverage described herein.
14. This resolution is intended to and shall replace and supersede in its entirety that certain Resolution 20-012 adopted by the Commission on December 3, 2020.

Duly passed and adopted by the Alameda CTC at the regular meeting of the Commission held on Thursday, December 2, 2021, in Oakland, California by the following votes:

AYES:

NOES:

ABSTAIN:

ABSENT:

SIGNED:

ATTEST:

Pauline Cutter,
Chairperson, Alameda CTC

Vanessa Lee,
Clerk of the Commission

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**Alameda County Transportation Commission
Job Classifications
Effective July 1, 2022**

8.2B

Job Classification	FLSA¹	Range
Executive Director*	E	74
<u>Programming and Projects Team</u>		
Deputy Executive Director of Projects*	E	63
<u>Projects Section</u>		
Director of Project Delivery	E	55
Principal Transportation Engineer	E	50
Senior Transportation Engineer	E	44
Associate Transportation Engineer	E	38
Assistant Transportation Engineer	N	34
<u>Programming Section</u>		
Director of Programming and Project Controls	E	54
Principal Transportation Planner	E	42
Senior Program Analyst	E	35
Associate Program Analyst	E	29
Assistant Program Analyst	N	25
<u>Express Lane Operations Section</u>		
Director of Express Lane Operations	E	55
Principal Transportation Engineer	E	50
Senior Transportation Engineer	E	44
Associate Transportation Engineer	E	38
Assistant Transportation Engineer	N	34
<u>Planning and Policy Team</u>		
Deputy Executive Director of Planning and Policy*	E	63
Director of Planning	E	51
<u>Planning Section</u>		
Principal Transportation Planner	E	42
Senior Transportation Planner	E	35
Associate Transportation Planner	E	29
Assistant Transportation Planner	N	25
Director of Government Affairs and Communications	E	49
<u>Programs Section</u>		
Principal Program Analyst	E	41
Senior Program Analyst	E	35
Associate Program Analyst	E	29
Assistant Program Analyst	N	25
<u>Policy Section</u>		
Principal Administrative Analyst	E	41
Senior Administrative Analyst	E	34
Associate Administrative Analyst	E	28
Assistant Administrative Analyst	N	24
<u>Finance and Administration Team</u>		
Deputy Executive Director of Finance and Administration*	E	63
<u>Finance Section</u>		
Director of Finance	E	50
Principal Financial Analyst	E	41
Senior Financial Analyst	E	34
Associate Financial Analyst	N	28
Assistant Financial Analyst	N	24
Director of Procurement and Information Technology	E	48
<u>Contracting and Budgets Section</u>		
Principal Administrative Analyst	E	41
Senior Administrative Analyst	E	34
Associate Administrative Analyst	E	28
Assistant Administrative Analyst	N	24

**Alameda County Transportation Commission
Job Classifications
Effective July 1, 2022**

Job Classification	FLSA¹	Range
<u>Administration Section</u>		
Principal Administrative Analyst	E	41
Senior Administrative Analyst	E	34
Associate Administrative Analyst	E	28
Assistant Administrative Analyst	N	24

- 1 Fair Labor Standards Act (E-Exempt; N-Non-exempt)
- Local Agency Executive

**Alameda County Transportation Commission
 Monthly Salary Range Schedule
 Effective July 1, 2022**

Salary Range	Monthly Salary Range		
	Min	Midpt	Max
1	\$ 3,880	\$ 4,462	\$ 5,044
2	3,977	4,574	5,171
3	4,077	4,688	5,300
4	4,179	4,805	5,432
5	4,283	4,926	5,567
6	4,390	5,049	5,707
7	4,500	5,175	5,849
8	4,613	5,304	5,996
9	4,727	5,437	6,145
10	4,846	5,573	6,300
11	4,967	5,712	6,457
12	5,091	5,855	6,619
13	5,219	6,001	6,784
14	5,349	6,152	6,954
15	5,483	6,305	7,128
16	5,620	6,463	7,306
17	5,761	6,625	7,488
18	5,904	6,790	7,675
19	6,051	6,960	7,868
20	6,203	7,134	8,064
21	6,358	7,312	8,265
22	6,517	7,495	8,472
23	6,680	7,682	8,684
24	6,847	7,874	8,901
25	7,018	8,071	9,124
26	7,194	8,273	9,352
27	7,373	8,479	9,585
28	7,558	8,692	9,826
29	7,747	8,909	10,071
30	7,941	9,131	10,323
31	8,139	9,360	10,581
32	8,343	9,594	10,845
33	8,551	9,834	11,116
34	8,765	10,080	11,394
35	8,984	10,331	11,679
36	9,209	10,590	11,971
37	9,439	10,855	12,270

Salary Range	Monthly Salary Range		
	Min	Midpt	Max
38	\$ 9,674	\$ 11,126	\$ 12,577
39	9,916	11,404	12,892
40	10,164	11,689	13,214
41	10,419	11,982	13,544
42	10,679	12,281	13,883
43	10,946	12,588	14,229
44	11,220	12,903	14,586
45	11,500	13,225	14,951
46	11,788	13,556	15,324
47	12,083	13,895	15,707
48	12,385	14,243	16,100
49	12,694	14,598	16,502
50	13,012	14,963	16,915
51	13,337	15,338	17,337
52	13,670	15,720	17,771
53	14,012	16,114	18,216
54	14,362	16,516	18,670
55	14,721	16,930	19,138
56	15,089	17,353	19,616
57	15,467	17,785	20,106
58	15,853	18,232	20,609
59	16,250	18,687	21,125
60	16,656	19,154	21,652
61	17,072	19,633	22,193
62	17,498	20,124	22,748
63	17,937	20,627	23,318
64	18,384	21,142	23,900
65	18,845	21,671	24,498
66	19,316	22,213	25,110
67	19,799	22,768	25,738
68	20,293	23,337	26,382
69	20,801	23,921	27,041
70	21,321	24,519	27,717
71	21,853	25,132	28,410
72	22,400	25,760	29,120
73	22,960	26,404	29,848
74	23,534	27,064	30,594

**Alameda County Transportation Commission
Annual Salary Range Schedule
Effective July 1, 2022**

Salary Range	Annual Salary Range		
	Min	Midpt	Max
1	\$ 46,563	\$ 53,547	\$ 60,532
2	47,727	54,886	62,045
3	48,920	56,258	63,596
4	50,142	57,664	65,186
5	51,396	59,106	66,816
6	52,681	60,583	68,486
7	53,999	62,097	70,198
8	55,348	63,651	71,953
9	56,732	65,243	73,751
10	58,150	66,873	75,596
11	59,605	68,545	77,485
12	61,094	70,258	79,423
13	62,622	72,015	81,408
14	64,187	73,816	83,443
15	65,792	75,660	85,529
16	67,436	77,552	87,667
17	69,123	79,491	89,859
18	70,850	81,478	92,105
19	72,622	83,515	94,408
20	74,437	85,603	96,769
21	76,298	87,743	99,188
22	78,205	89,936	101,667
23	80,161	92,185	104,209
24	82,165	94,490	106,814
25	84,220	96,852	109,485
26	86,324	99,273	112,222
27	88,482	101,756	115,027
28	90,694	104,300	117,903
29	92,962	106,906	120,850
30	95,286	109,580	123,872
31	97,669	112,318	126,968
32	100,110	115,127	130,143
33	102,612	118,005	133,397
34	105,178	120,954	136,731
35	107,808	123,979	140,150
36	110,502	127,078	143,653
37	113,265	130,255	147,244

Salary Range	Annual Salary Range		
	Min	Midpt	Max
38	\$ 116,096	\$ 133,511	\$ 150,926
39	118,999	136,848	154,700
40	121,974	140,270	158,567
41	125,024	143,778	162,531
42	128,149	147,372	166,594
43	131,353	151,056	170,759
44	134,637	154,832	175,028
45	138,003	158,703	179,404
46	141,453	162,671	183,888
47	144,989	166,737	188,486
48	148,614	170,906	193,198
49	152,329	175,178	198,028
50	156,137	179,559	202,978
51	160,041	184,047	208,053
52	164,042	188,648	213,254
53	168,143	193,363	218,586
54	172,346	198,198	224,051
55	176,655	203,154	229,652
56	181,071	208,232	235,392
57	185,598	213,438	241,277
58	190,238	218,774	247,309
59	194,994	224,243	253,492
60	199,869	229,850	259,830
61	204,866	235,595	266,325
62	209,987	241,485	272,983
63	215,238	247,523	279,808
64	220,618	253,711	286,804
65	226,133	260,053	293,973
66	231,786	266,555	301,323
67	237,581	273,219	308,856
68	243,521	280,049	316,577
69	249,609	287,051	324,492
70	255,849	294,226	332,604
71	262,246	301,582	340,919
72	268,801	309,122	349,443
73	275,521	316,850	358,179
74	282,409	324,771	367,133