

## Employment Framework Attachment E: Marin Transit Employment Classifications and Monthly Salary Ranges

<b>Classification</b> <i>(number of current positions)<sup>1,2</sup></i>	<b>FY2017 Monthly Salary Range<sup>3</sup></b>	
	<b>Low</b>	<b>High</b>
Director/Deputy (3.5)	\$9,167	\$12,150
Manager (2)	\$7,917	\$10,800
Senior (3)	\$6,667	\$9,450
Analyst (4)	\$5,000	\$7,650
Administrative (0)	\$3,333	\$5,953
Part Time (Muir Woods greeters, interns, outreach)	Minimum wage	\$26.24/hour

- 1) Staffing levels and classifications are approved by the Board annually through the budget process.
- 2) Staff changes within these classification systems are consistent with the current year budget and not to exceed the total number of positions authorized to the General Manager.
- 3) Top salary ranges may not increase annually by more than the consumer price index (CPI, Feb15-16 3.0%). Individually salary increases subject to outcome of annual performance.

## A SUMMARY OF MARIN TRANSIT STAFF BENEFITS

July 2014

### HEALTH & WELLNESS BENEFITS

Medical Insurance :	<i>Employer pays up to 95% of employee+1 premium for base HMO plan towards Employee and Employee +1 premiums; up to 95% of employee+2 premium for base HMO plan for Employee +2; or with proof of coverage, a cash payment equal to the employee only premium for the base HMO plan.</i>
Dental Insurance :	<i>Employer paid</i>
Vision Insurance :	<i>Employer paid</i>
Short-Term Disability Insurance :	<i>1% premium (state) Employer paid</i>
Long-Term Disability Insurance :	<i>Employer Paid Basic</i>
Transit Commute Benefit :	<i>Free Marin Local Transit plus \$125 per month towards transit to work</i>

### PAID LEAVE BENEFITS

Vacation :	<i>10 days (80 hours) vacation balances in excess of two times the annual accrual will be cashed out on June 30th. Upon commencement of third consecutive year of employment, employee accrues 15 vacation days annually.</i>
Sick Leave :	<i>12 days (96 hours) annually in Year 1 and 2 of employment, 6 days annually thereafter, unlimited accrual</i>
Holidays :	<i>10 fixed days (8 hours each) annually (New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, 4th of July, Labor Day, Veteran's Day, Thanksgiving Day &amp; Friday after Thanksgiving, Christmas Day); 1/2 day for Christmas Eve</i>
Jury Duty :	<i>If needed and employee meets criteria</i>
Bereavement Leave :	<i>If needed, up to 3 days (24 hours) per occurrence which meets criteria</i>
Administrative Leave :	<i>2days (16 hours) annually on July 1, does not accrue.</i>

### POST-EMPLOYMENT BENEFITS

Defined Contribution Retirement :	<i>401(a) Employer paid 10% 0-2 years; 13% &gt;2 years; 15% &gt;4 years; vesting after 6 months</i>
Social Security   :	<i>Employee/Employer Paid (currently 6.2%/6.2%)</i>
Life Insurance :	<i>1x Salary employer paid, supplemental coverage available</i>
Deferred Compensation :	<i>457 Plan available</i>

## A SUMMARY OF MARIN TRANSIT MANAGEMENT BENEFITS

July 2014

### HEALTH & WELLNESS BENEFITS

Medical Insurance :	<i>Employer pays up to 95% of employee+1 premium for base HMO plan towards Employee and Employee +1 premiums; up to 95% of employee+2 premium for base HMO plan for Employee +2; or with proof of coverage, a cash payment equal to the employee only premium for the base HMO plan.</i>
Dental Insurance :	<i>Employer paid</i>
Vision Insurance :	<i>Employer paid</i>
Short-Term Disability Insurance :	<i>1% premium (state) Employer paid</i>
Long-Term Disability Insurance :	<i>Employer Paid Basic</i>
Transit Commute Benefit :	<i>Free Marin Local Transit plus free transit to work up to the federal taxable limit</i>
Dependent Care Assistance Plan :	<i>Available, employee funded</i>
Health Flexible Spending Account :	<i>Available, employee funded</i>

### PAID LEAVE BENEFITS

Vacation :	<i>10 days (80 hours) vacation balances in excess of two times the annual accrual will be cashed out on June 30th. Upon commencement of third consecutive year of employment, employee accrues 15 vacation days annually.</i>
Sick Leave :	<i>12 days (96 hours) annually in Year 1 and 2 of employment, 6 days annually thereafter, unlimited accrual</i>
Holidays :	<i>10 fixed days (8 hours each) annually (New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, 4th of July, Labor Day, Veteran's Day, Thanksgiving Day &amp; Friday after Thanksgiving, Christmas Day), 1/2 day for Christmas Eve</i>
Jury Duty :	<i>If needed and employee meets criteria</i>
Bereavement Leave :	<i>If needed, up to 3 days (24 hours) per occurrence which meets criteria</i>
Management Administrative Leave :	<i>5 additional days (40 hours) annually on July 1, does not accrue.</i>

### POST-EMPLOYMENT BENEFITS

Defined Contribution Retirement :	<i>401(a) Employer paid 10% 0-2 years; 13% &gt;2 years; 15% &gt;4 years; vesting after 6 months</i>
Social Security :	<i>Employee/Employer Paid (currently 6.2%/6.2%)</i>
Life Insurance :	<i>1x Salary employer paid, supplemental coverage available</i>
Deferred Compensation :	<i>457 Plan available</i>