

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

Classification

<i>(number of current positions)¹</i>	FY2019 Monthly Salary Range²	
	Low	High
Director/Deputy (3.4)	\$10,556	\$14,250
Manager (2)	\$9,111	\$12,300
Senior (4)	\$7,498	\$10,123
Analyst (5)	\$6,070	\$8,195
Administrative (1)	\$4,724	\$6,377
Part Time (Muir Woods greeters, interns, outreach)	Minimum wage	\$29/hour

- 1) Staffing levels and classifications are approved by the Board annually through the budget process. The number of staff in each classification may change but will be consistent with the current year budget and will not exceed the total number of positions authorized to the General Manager.
- 2) Top salary ranges may not increase annually by more than the consumer price index (CPI, Feb 2018 3.6%). Individual salary increases subject to outcome of annual performance.

1 Summary of Marin Transit Staff Benefits

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, enrollment starting Jan. 1 of each year</i>
Health Flexible Spending Account	:	<i>Available, employee funded, enrollment starting Jan. 1 of each year</i>
Employee Assistance Program	:	<i>Employer paid</i>

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, 9 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 & 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>2 days (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% >2 years; 15% >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>

2 Summary of Management Benefits

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>
Employee Assistance Program	:	<i>Employer paid</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, 9 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 & 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% >2 years; 15% >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>