



SunLine Transit Agency  
July 24, 2024  
10:25 a.m. – 11:05 a.m.

## AGENDA

### FINANCE/AUDIT COMMITTEE

Wellness Room  
32-505 Harry Oliver Trail  
Thousand Palms, CA 92276

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#### NOTICE TO THE PUBLIC

SunLine has discontinued its COVID-19 Emergency Declaration and has returned its Board and Board Committee meetings to live and in-person attendance at the location noted above. These meetings are no longer available for viewing, attendance, or comment by two-way audiovisual platform, two-way telephonic service, webcasting, or streaming video broadcast. SunLine may prepare audio or video recordings of Board meetings. In accordance with the Brown Act and California Public Records Act, these recordings are subject to public inspection for a period of thirty (30) days after the meeting.

In compliance with the Brown Act, agenda materials distributed 72 hours or less prior to the meeting, which are public records relating to open-session agenda items, will be available for inspection by members of the public prior to or at the meeting at SunLine Transit Agency's Administration Building, 32505 Harry Oliver Trail, Thousand Palms, CA 92276 and on the Agency's website, [www.sunline.org](http://www.sunline.org).

In compliance with the Americans with Disabilities Act, Government Code Section 54954.2, and the Federal Transit Administration Title VI, please contact the Clerk of the Board at (760) 343-3456 if special assistance is needed to participate in a Board meeting, including accessibility and translation services. Notification of at least 72 hours prior to the meeting time will assist staff in assuring reasonable arrangements can be made to provide assistance at the meeting.

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#### ITEM

#### RECOMMENDATION

1. CALL TO ORDER
2. FLAG SALUTE
3. ROLL CALL
4. PRESENTATIONS

**ITEM**

**RECOMMENDATION**

**5. FINALIZATION OF AGENDA**

**6. PUBLIC COMMENTS**

**RECEIVE COMMENTS**

**NON AGENDA ITEMS**

Members of the public may address the Committee regarding any item within the subject matter jurisdiction of the Committee; however, no action may be taken on off-agenda items unless authorized. Comments shall be limited to matters not listed on the agenda. Members of the public may comment on any matter listed on the agenda at the time that the Board considers that matter. Comments may be limited to 3 minutes in length.

**7. COMMITTEE MEMBER COMMENTS**

**RECEIVE COMMENTS**

**8. CONSENT CALENDAR**

**RECEIVE & FILE**

All items on the Consent Calendar will be approved by one motion, and there will be no discussion of individual items unless a Board Member requests a specific item be pulled from the calendar for separate discussion. The public may comment on any item.

- |  |              |
|--|--------------|
| 8a) Checks \$1,000 and Over Report for May 2024                          | (PAGE 4-8)   |
| 8b) Credit Card Statement for May 2024                                   | (PAGE 9-20)  |
| 8c) Monthly Budget Variance Report for May 2024                          | (PAGE 21-25) |
| 8d) Contracts Signed in Excess of \$25,000 for June 2024                 | (PAGE 26-27) |
| 8e) Union & Non-Union Pension Investment Asset Summary June 2024         | (PAGE 28-39) |
| 8f) Ridership Report for May 2024  | (PAGE 40-43) |
| 8g) SunDial Operational Notes for May 2024                               | (PAGE 44-46) |
| 8h) Metrics for May 2024   | (PAGE 47-70) |
| 8i) Quarterly Capital Projects Update for 2nd Quarter Calendar Year 2024 | (PAGE 71-75) |
| 8j) Board Member Attendance for June 2024                                | (PAGE 76-77) |

**9. AWARD OF CONTRACT FOR THIRD PARTY IT SERVICES**

**APPROVE**  
(PAGE 78-81)

Staff: Ray Stevens, Deputy Chief of General Services)

**10. AWARD OF CONTRACT FOR TIRES AND TIRE SERVICES**

**APPROVE**  
(PAGE 82-85)

Staff: Ray Stevens, Deputy Chief of General Services)

**ITEM**

**RECOMMENDATION**

- |   |   |
|---|---|
| <p>11. <b>ADOPTION OF NEW SALARY RANGES AND SCHEDULE FOR UNREPRESENTED CLASSIFICATIONS PURSUANT TO COMPENSATION STUDY REPORT AND RECOMMENDATION</b><br/>(Staff: Tamara Miles, Chief of Human Relations)</p> | <p><b>APPROVE</b><br/>(PAGE 86-177)</p> |
| <p>12. <b>ADJOURN</b></p>   |   |

**SunLine Transit Agency****CONSENT CALENDAR**

DATE: July 24, 2024

**RECEIVE & FILE**TO: Finance/Audit Committee  
Board of Directors

RE: Checks \$1,000 and Over Report May 2024

Summary:

The Checks \$1,000 and Over Report lists all of the checks processed at the Agency with a value of over \$1,000 for a given month.

- The table below identifies the checks \$50,000 and over in the month of May which required signature from the Chair or Vice Chair.

<b>Vendor</b>	<b>Check #</b>	<b>Amount</b>
<i>Integrated Cryogenic Solutions LLC</i>	696215	\$1,974,924.01
<i>Three Peaks Corp.</i>	696306	\$110,102.62
<i>Rush Truck Center of California, Inc.</i>	696301	\$105,827.44
<i>Anthony Garcia</i>	696260	\$100,000.00

Recommendation:

Receive and file.

**SunLine Transit Agency  
Checks \$1,000 and Over  
May 2024**

<b>Vendor Filed As Name</b>	<b>Description</b>	<b>Check #</b>	<b>Payment Date</b>	<b>Payment Amount</b>
INTEGRATED CRYOGENIC SOLUTIONS LLC	WIP-Liquid Hydrogen Refueling -Project Acct#2211-01	696215	05/15/2024	1,974,924.01
CALPERS	Group Health Premiums	696264	05/22/2024	402,675.20
THREE PEAKS CORP	WIP- Coachella Transit Hub- Project Acct#2212-00	696306	05/22/2024	110,102.62
RUSH TRUCK CENTERS OF CALIFORNIA, INC.	Inventory Repair Parts	696301	05/22/2024	105,827.44
ANTHONY GARCIA	Insurance Loss	696260	05/22/2024	100,000.00
IMPERIAL IRRIGATION DIST	Utilities	696213	05/15/2024	97,636.20
U.S. BANK INSTITUTIONAL TRUST-WESTERN	Pension Deposit	696345	05/29/2024	78,752.56
U.S. BANK INSTITUTIONAL TRUST-WESTERN	Pension Deposit	696107	05/01/2024	78,571.31
U.S. BANK INSTITUTIONAL TRUST-WESTERN	Pension Deposit	696244	05/15/2024	78,232.84
SO CAL GAS CO.	Utilities	696235	05/15/2024	71,645.51
IMPERIAL IRRIGATION DIST	Utilities	696081	05/01/2024	56,110.85
SHUTTLE BUS LEASING	Vehicle/Bus Leasing	696165	05/08/2024	49,600.00
MUTUAL OF OMAHA INSURANCE COMPANY	Supplement Benefits LTD/STD/LIFE Ins Prem	696293	05/22/2024	44,665.88
TRANE U.S. INC.	Contracted Services- H2	696343	05/29/2024	40,124.00
YELLOW CAB OF THE DESERT	SunRide Ride Share Expenses	696313	05/22/2024	37,578.16
YELLOW CAB OF THE DESERT	SunRide Ride Share Expenses	696112	05/01/2024	36,714.68
DAHL, TAYLOR AND ASSOCIATES, INC.	WIP-Liquid Hydrogen Refueling- Project Acct#2211-02	696321	05/29/2024	36,267.16
APTA	Membership & Subscriptions	696316	05/29/2024	35,500.00
A AND A FLEET PAINTING INC	WIP-Bus Rehabilitation Painting and Decals-Project Acct#2415	696253	05/22/2024	35,395.38
INSIGHT STRATEGIES INC	Consulting	696214	05/15/2024	33,150.00
ANEW RNG, LLC	Utilities	696259	05/22/2024	28,104.49
OLD GREEN HOUSE LLC	Planning Consultant	696161	05/08/2024	27,600.00
MICHELIN NORTH AMERICA, INC.	Lease Tires Services	696140	05/08/2024	27,515.83
COLLEGE OF THE DESERT, PaCE	WCCoE COD Consultant – Project Acct#2320-00	696201	05/15/2024	27,500.00
ATKINSON, ANDELSON, LOYA RUUD AND ROMO	Legal Service	696184	05/09/2024	24,869.50
TEC EQUIPMENT, INC.	Inventory Repair Parts	696172	05/08/2024	22,213.63
YELLOW CAB OF THE DESERT	SunRide Ride Share Expenses	696181	05/08/2024	18,563.00
GENFARE, LLC	Printing Expenses	696137	05/08/2024	15,839.25
VERIZON WIRELESS	Wireless Telephone Service	696247	05/15/2024	14,633.05
TRUGUARD SECURITY SERVICES, INC	Security Guard Services	696344	05/29/2024	11,360.16
NFI PARTS	Inventory Repair Parts	696063	05/01/2024	10,611.92
NFI PARTS	Inventory Repair Parts	696254	05/22/2024	10,375.64
SONSRAY FLEET SERVICES	Inventory Repair Parts	696308	05/22/2024	10,209.98
SONSRAY FLEET SERVICES	Inventory Repair Parts	696239	05/15/2024	9,591.48
TOWNSEND PUBLIC AFFAIRS, INC	Consulting-General	696242	05/15/2024	9,500.00
ROBERT BACH	Consulting-General	696159	05/08/2024	9,427.74
DYNAMIC BUILDING MAINTENANCE INC	Janitorial Services	696203	05/15/2024	9,410.00
DOVE PRINTING	Advertising	696139	05/08/2024	9,281.59
CONNECTPOINT, INC.	WIP- Coachella Transit Hub- Project Acct#2212-00	696351	05/30/2024	8,872.50

**SunLine Transit Agency  
Checks \$1,000 and Over  
May 2024**

<b>Vendor Filed As Name</b>	<b>Description</b>	<b>Check #</b>	<b>Payment Date</b>	<b>Payment Amount</b>
DANIELS TIRE SERVICE - GOOD YEAR	Inventory Repair Parts	696270	05/22/2024	8,834.72
SONSRAY FLEET SERVICES	Inventory Repair Parts	696174	05/08/2024	8,085.17
ROBERT BACH	Consulting-General	696299	05/22/2024	7,963.80
ANDREA CARTER & ASSOCIATES	Marketing & Communication Services	696258	05/22/2024	7,585.00
VALLEY OFFICE EQUIPMENT, INC.	WIP-Fixed Assets-Office Equipment- Project Acct#1804-03	696310	05/22/2024	7,537.11
GALLAGHER BENEFIT SERVICES, INC	Consulting-General	696281	05/22/2024	7,175.00
PARKHOUSE TIRE, INC.	Repair Parts-Fixed Route	696151	05/08/2024	6,788.25
AMALGAMATED TRANSIT UNION	Union Dues	696065	05/01/2024	6,410.20
AMALGAMATED TRANSIT UNION	Union Dues	696190	05/15/2024	6,375.56
MOHAWK MFG & SUPPLY CO	Inventory Repair Parts	696144	05/08/2024	6,301.63
ENTERPRISE HOLDINGS, LLC	TDM & Vanpool Program	696276	05/22/2024	6,300.00
AMALGAMATED TRANSIT UNION	Union Dues	696314	05/29/2024	6,278.42
SC FUELS	Lubricants- Oil	696099	05/01/2024	6,231.70
US BANK VOYAGER FLEET SYSTEMS	Unleaded/Diesel Fuel	696175	05/08/2024	5,973.39
AMETZA ARIZONA, LLC.	Lubricants- Oil	696119	05/08/2024	5,941.66
ROMAINE ELECTRIC CORP.	Inventory Repair Parts	696231	05/15/2024	5,416.97
GARON WYATT INVESTIGATIVE SERVICES, LLC.	Insurance Loss	696283	05/22/2024	5,302.00
PRUDENTIAL OVERALL SUPPLY	Uniforms	696153	05/08/2024	5,135.55
RIDECO US INC	SunRide Ride Share Expenses	696227	05/15/2024	5,096.80
HANSON BRIDGETT LLP	Legal Service	696187	05/09/2024	5,005.20
CALIFORNIA DENTAL NETWORK, INC.	Dental Benefits	696193	05/15/2024	4,843.54
ALLIED REFRIGERATION, INC	Freon & Coolant	696256	05/22/2024	4,736.95
VERONICA MANZO STUMPF	WIP-Consultant TAM Software -Project Acct #1512-01	696177	05/08/2024	4,725.00
SPECIALTY FIELD SERVICE, INC.	Repair Parts-Fixed Route	696303	05/22/2024	4,598.08
IMPERIAL IRRIGATION DIST	Utilities	696288	05/22/2024	4,588.29
TOLAR MFG. CO., INC	Bus Stop Supplies	696240	05/15/2024	4,310.00
TPX COMMUNICATIONS	Communication Service	696243	05/15/2024	4,186.10
PLAZA TOWING, INC.	Towing Services	696152	05/08/2024	4,115.00
JESSE FRESCAS JR.	WIP- Coachella Transit Hub- Project Acct#2212-00	696216	05/15/2024	3,840.00
PAUL MATTERN	Reimbursement Expense	696334	05/29/2024	3,759.47
ALL AMERICAN BUILDING SERVICES INC	WIP-Enclose Glass Showroom for Div II- Project Acct#1913-05	696116	05/08/2024	3,738.20
OMNITRACS, LLC	WIP-H2 Ride Equipment SmartDrive-Project Acct#2215-00	696146	05/08/2024	3,466.67
CALIFORNIA STATE DISBURSEMENT UNIT	Garnishment	696069	05/01/2024	3,312.94
RED HAWK SERVICES INC	WIP-Haskell Permanent Fencing-Project Acct#1912-08	696094	05/01/2024	3,157.20
ENTECH OIL INC	Lubricants- Oil	696204	05/15/2024	3,085.40
CALIFORNIA STATE DISBURSEMENT UNIT	Garnishment	696317	05/29/2024	3,059.44
RWC GROUP	Inventory Repair Parts	696077	05/01/2024	2,994.80
CHARTER COMMUNICATIONS	Utilities	696236	05/15/2024	2,979.98
CALSTART, INC.	Membership & Subscriptions	696265	05/22/2024	2,950.00

**SunLine Transit Agency  
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May 2024**

<b>Vendor Filed As Name</b>	<b>Description</b>	<b>Check #</b>	<b>Payment Date</b>	<b>Payment Amount</b>
CMD CORPORATION	Inventory Repair Parts	696197	05/15/2024	2,893.47
MODEL1 COMMERCIAL VEHICLES, INC.	Paratransit Repair Parts	696199	05/15/2024	2,861.57
RUSH TRUCK CENTERS OF CALIFORNIA, INC.	Inventory Repair Parts	696163	05/08/2024	2,839.09
CALIFORNIA STATE DISBURSEMENT UNIT	Garnishment	696194	05/15/2024	2,830.79
FORENSIC DRUG TESTING SERVICES	Alcohol & Drug Testing	696278	05/22/2024	2,796.75
BURRTEC WASTE & RECYCLING SERVICES	Trash Service	696124	05/08/2024	2,728.17
ROBERT HALF	Temporary Help	696096	05/01/2024	2,603.20
VALLEY OFFICE EQUIPMENT, INC.	Copier Service	696246	05/15/2024	2,522.33
PRUDENTIAL OVERALL SUPPLY	Uniforms	696093	05/01/2024	2,443.76
SONSRAY FLEET SERVICES	Repair Parts-Fixed Route	696106	05/01/2024	2,430.80
G/M BUSINESS INTERIORS	WIP-Office Furniture-Project Acct#2418-05	696186	05/09/2024	2,403.58
G/M BUSINESS INTERIORS	WIP-Office Furniture-Project Acct#2418-05	696079	05/01/2024	2,403.58
ELDORADO NATIONAL (CALIFORNIA), INC.	Inventory Repair Parts	696073	05/01/2024	2,366.07
DAVID RZEPINSKI CONSULTING	WIP-Radio Replacement Consulting - Project Acct#1905-00	696200	05/15/2024	2,311.25
ROMAINE ELECTRIC CORP.	Inventory Repair Parts	696162	05/08/2024	2,272.07
GST	WIP-Fixed Assets-Office Equipment- Project Acct#2418-08	696285	05/22/2024	2,223.12
HD INDUSTRIES	Repair Parts-Fixed Route	696212	05/15/2024	2,220.57
BURRTEC WASTE & RECYCLING SERVICES	Trash Service	696123	05/08/2024	2,145.84
LUMINATOR TECHNOLOGY GROUP	Inventory Repair Parts	696219	05/15/2024	2,101.14
ANDERSON COMMUNICATIONS	Radio Repeater Hill Top Rental	696122	05/08/2024	2,100.00
SC FUELS	Lubricants- Oil	696233	05/15/2024	1,996.56
NFI PARTS	Inventory Repair Parts	696113	05/08/2024	1,945.15
YELLOW CAB OF THE DESERT	Taxi Voucher Program	696182	05/08/2024	1,803.75
ROBERT CARRILLO	Reimbursement Expense	696229	05/15/2024	1,782.21
AMAZON CAPITAL SERVICES, INC	Office Supplies	696191	05/15/2024	1,749.37
CITY CAB	Taxi Voucher Program	696341	05/29/2024	1,709.21
GILLIG LLC	Inventory Repair Parts	696284	05/22/2024	1,708.54
SECTRAN SECURITY INC.	Bank Adjustment Fees	696164	05/08/2024	1,669.65
PALM SPRINGS MOTORS, INC.	Inventory Repair Parts	696295	05/22/2024	1,649.38
C V WATER DISTRICT	Utilities	696267	05/22/2024	1,632.45
HOME DEPOT CREDIT SERVICES	Facility Maintenance	696286	05/22/2024	1,627.37
ROBERT HALF	Temporary Help	696300	05/22/2024	1,619.20
ROBERT HALF	Temporary Help	696337	05/29/2024	1,619.20
ROBERT HALF	Temporary Help	696230	05/15/2024	1,619.20
YELLOW CAB OF THE DESERT	Taxi Voucher Program	696183	05/08/2024	1,602.05
COACH AND EQUIPMENT MFG CORP	Inventory Repair Parts	696266	05/22/2024	1,583.80
TOTAL CARE WORK INJURY CLINIC	Medical Exam & Testing	696251	05/15/2024	1,570.00
JACKSON LEWIS P.C.	Insurance Loss	696289	05/22/2024	1,552.50
CDW GOVERNMENT, INC	Computer/Network Software Agreement	696196	05/15/2024	1,535.00

**SunLine Transit Agency  
Checks \$1,000 and Over  
May 2024**

<b>Vendor Filed As Name</b>	<b>Description</b>	<b>Check #</b>	<b>Payment Date</b>	<b>Payment Amount</b>
FRONTIER COMMUNICATIONS	Utilities- OPS Bldg	696280	05/22/2024	1,525.00
MILE3 WEB DEVELOPMENT	Website Maintenance	696142	05/08/2024	1,470.00
MICROMED DIAMOND SEAL SYSTEMS INC.	Shop Supplies	696141	05/08/2024	1,442.14
OPW FUELING COMPONENTS	Inventory Repair Parts	696147	05/08/2024	1,430.53
YELLOW CAB OF THE DESERT	Taxi Voucher Program	696349	05/29/2024	1,398.60
DESERT HOSE & SUPPLY CORP.	Inventory Repair Parts	696130	05/08/2024	1,392.35
NFI PARTS	Inventory Repair Parts	696189	05/15/2024	1,374.72
IDWHOLESALER	Taxi Voucher Program	696287	05/22/2024	1,347.25
ROBERT HALF	Temporary Help	696160	05/08/2024	1,295.36
GRAINGER	Inventory Repair Parts	696080	05/01/2024	1,288.80
TINA MARIE HAMEL	Reimbursement Expense	696105	05/01/2024	1,286.33
AMAZON CAPITAL SERVICES, INC	Repair Parts-Support Vehicle	696257	05/22/2024	1,264.05
YELLOW CAB OF THE DESERT	Taxi Voucher Program	696350	05/29/2024	1,256.15
SOCALGAS	Utilities	696167	05/08/2024	1,221.63
ODP BUSINESS SLOUTIONS LLC	Office Supplies	696089	05/01/2024	1,174.38
INSTRUMENT CONTROL SERVICES	Repair Parts-CNG	696083	05/01/2024	1,108.16
LIFECOM, INC.	Contract Services-General	696291	05/22/2024	1,100.00
DS AIR	Materials & Supplies	696319	05/29/2024	1,095.15
QUADIENT FINANCE USA, INC.	Postage	696224	05/15/2024	1,000.00
<b>Total Checks Over \$1,000</b>	\$4,117,081.09			
<b>Total Checks Under \$1,000</b>	\$43,085.99			
<b>Total Checks</b>	\$4,160,167.08			

**SunLine Transit Agency**

**CONSENT CALENDAR**

DATE: July 24, 2024

**RECEIVE & FILE**

TO: Finance/Audit Committee  
Board of Directors

RE: Credit Card Statement for May 2024

Summary:

The attached report summarizes the Agency's credit card expenses for May 2024. The report summarizes transactions for the credit cards utilized for Procurement and the CEO/General Manager which align with the statement closing date of May 31, 2024.

Recommendation:

Receive and file.

**SunLine Transit Agency Visa Credit Card Statement**

**Closing Date: 05/31/2024**

**Name on Card: Mona Babauta**

Trans. Date	Post Date	Reference	Detail - Description	Credits	Charges
1 4/30/2024	5/1/2024	Alamos Rent-A-Car	APTA Mobility Conference in Portland, OR - Alamo Car Rental; Mona Babauta, CEO/General Manager <i>*Receipt pending*</i>		\$300.36
2 4/30/2024	5/2/2024	Screen Door	Dinner Meeting at Screen Door; Executive Team and Mona Babauta, CEO/General Manager		\$204.00
3 5/1/2024	5/2/2024	QuickQuack	APTA Mobility Conference in Portland, OR - Car Rental Car Wash; Mona Babauta, CEO/General Manager		\$11.99
4 5/1/2024	5/2/2024	PSP	APTA Mobility Conference in Portland, OR - Parking at Palm Springs Airport; Mona Babauta, CEO/General Manager		\$120.00
5 5/1/2024	5/6/2024	Mariott Desert Springs	2024 SCAG Regional Conference & General Assembly in Palm Desert, CA - Parking; Mona Babauta, CEO/General Manager		\$46.35
<b>Credits and Charges:</b>				\$0.00	\$682.70



Reporting Period : 5/1/2024 - 5/31/2024

**Statement Summary**

<b>Name</b>	Mona Babauta	<b>Company</b>	Sunline Transit Agency
<b>Account #</b>	XXXX-XXXX-XXXX	<b>Currency</b>	US Dollar
<b>Reporting Period</b>	5/1/2024 - 5/31/2024		

Trans Date	Post Date	Merchant Name	Charge Codes	Approved	Personal	Receipt	Amount
1 4/30/2024	5/1/2024	Alamo Rent-A-Car Portland, OR					300.36
		Purchase Alamo Rent-A-Car	General Ledger Code: 5090200000				
2 4/30/2024	5/2/2024	Tst* Screen Door Restaura Portland, OR					204.00
		Purchase Tst* Screen Door Restaura	General Ledger Code: 5099900002				
3 5/1/2024	5/2/2024	Quickquack* O Dd28e7eb 188-87722792, CA					11.99
		Purchase Quickquack* O Dd28e7eb	General Ledger Code: 5099900002				
4 5/1/2024	5/2/2024	Palm Springs Airport Palm Springs, CA					120.00
		Purchase Palm Springs Airport	General Ledger Code: 5090200000				
5 5/1/2024	5/6/2024	Marriott Desert Spring Palm Desert, CA					46.35
		Purchase Marriott Desert Spring	General Ledger Code: 5090200000				

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Transaction Count: 5

**Total: 682.70**

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**Employee Signature**

**Date**

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**Authorized Approver Signature**

**Date**

**SunLine Transit Agency Visa Credit Card Statement**

**Closing Date: 5/31/2024**

**Name on Card: Walter Watcher (Procurement Card)**

	<b>Trans. Date</b>	<b>Post. Date</b>	<b>Name</b>	<b>Detail-Description</b>	<b>Credits</b>	<b>Charges</b>
1	04/29/24	5/1/2024	Hilton Duniway	Lodging Charge for Bryan Valenzuela - APTA-Mobility Conference		\$ 626.44
2	04/30/24	5/1/2024	Cvent* Cte	Conference Registration for Mona Babauta - 2024 Zero Emission Bus Conference in Philadelphia		\$ 595.00
3	04/30/24	5/1/2024	Eig	Yearly Subscription for Constant Contact - Newsletter Software		\$ 510.00
4	05/04/24	5/6/2024	Grasshopper.Com	Grasshopper – SolVan Toll-Free Number & Web Traffic		\$ 18.85
5	05/06/24	5/8/2024	APTA	Registration Credit for Shawn Craycraft - APTA- Mobility Conference	\$ (1,400.00)	\$ -
6	05/06/24	5/8/2024	Hilton Duniway Certifi	Lodging for Mona Babauta - APTA- Mobility Conference		\$ 156.61
7	05/07/24	5/7/2024	Jackson Racing	Specialty Oil for Fixed Route Buses		\$ 1,433.67
8	05/08/24	5/8/2024	Arizona Chapter Nation	National Safety Council First Aid, Cardiopulmonary Resuscitation, Automated External Defibrillator Instructor Resource Kit.		\$ 277.44
9	05/13/24	5/14/2024	Eeoc Training Inst	Equal Employment Opportunity Commission Investigation Fundamental On-Line-Training for Carissa Sanchez		\$ 350.00
10	05/13/24	5/14/2024	Paypal	Online Accounts Payable Training for Staff		\$ 179.00
11	05/13/24	5/14/2024	Community Transportation	Registration Fee for Community Transportation Association of America EXPO 2024 Registration Fee - Marina Blackstone		\$ 625.00
12	05/13/24	5/15/2024	American Air	Flight Fee for Community Transportation Association of America EXPO 2024 Registration Fee - Marina Blackstone		\$ 1,275.33
13	05/14/24	5/14/2024	Expedia	Lodging for Community Transportation Association of America EXPO 2024 Registration Fee - Marina Blackstone		\$ 797.30
14	05/14/24	5/15/2024	Canva	Canva Subscription for Safety Department		\$ 120.00
15	05/15/24	5/16/2024	Other Debits Currency Conversion Fee	Maply Subscription - Visualizing and Analyzing Location Based Data - Currency Charge		\$ 4.68
16	05/15/24	5/16/2024	Maply Max Subscription	Maply Subscription - Visualizing and Analyzing Location Based Data		\$ 468.00
17	05/15/24	5/16/2024	Project Mgmt Institute	Certified Association in Project Management for Edna Parada		\$ 350.00
18	05/15/24	5/16/2024	Canva	Canva Subscription for Operations Department		\$ 120.00

	<b>Trans. Date</b>	<b>Post. Date</b>	<b>Name</b>	<b>Detail-Description</b>	<b>Credits</b>	<b>Charges</b>
19	05/15/24	5/16/2024	Project Mgmt Institute	Certified Association in Project Management for Dioselyn Ayala		\$ 509.00
20	05/16/24	5/17/2024	Perb Arb Full List	Public Employment Relations Board Arbitration for S. Alvarez		\$ 50.00
21	05/16/24	5/17/2024	Elavon Srv Fee Arbitratio	Public Employment Relations Board Arbitration for S. Alvarez - Service Fee		\$ 1.15
22	05/16/24	5/17/2024	Trainhr	Train Human Resources Learning Seminar for Magali Jimenez		\$ 145.00
23	05/16/24	5/17/2024	Elavon Srv Fee Arbitratio	Public Employment Relations Board Arbitration for F. Aroz - Service Fee		\$ 1.15
24	05/16/24	5/17/2024	Perb Arb Full List	Public Employment Relations Board Arbitration for F. Aroz		\$ 50.00
25	05/16/24	5/17/2024	Perb Arb Full List	Public Employment Relations Board Arbitration for P. Arroyo		\$ 50.00
26	05/16/24	5/17/2024	Elavon Srv Fee Arbitratio	Public Employment Relations Board Arbitration for P. Arroyo - Service Fee		\$ 1.15
27	05/22/24	5/23/2024	Project Mgmt Institute	Certified Association in Project Management for Edna Parada - Exam Fee		\$ 225.00
28	05/23/24	5/23/2024	Arizona Chapter Nation	National Safety Council First Aid, Cardiopulmonary Resuscitation, Automated External Defibrillator Workbooks		\$ 1,635.85
29	05/23/24	5/27/2024	Calpelra	California Public Employers Labor Relations Association, or CALPELRA Membership for Tamara Miles		\$ 380.00
30	05/28/24	5/29/2024	Smk	Wufoo -Pop-up ox Web-based forms for SolVan		\$ 19.00
31	05/28/24	5/30/2024	Calpelra	California Public Employers Labor Relations Association, or CALPELRA Membership for Isabel Vizcarra		\$ 380.00
32	05/31/24	5/31/2024	Eb Wts-le Celebrates	Tickets for Mona Babauta, Paul Mattern and Luis Garcia to attend the Women's Transportation Seminar-IE Celebration for Aaron Hake Executive Director of Riverside Commission County Transportation Commission.		\$ 150.00
					<b>\$ (1,400.00)</b>	<b>\$ 11,504.62</b>



Reporting Period : 5/1/2024 - 5/31/2024

**Statement Summary**

<b>Name</b>	Walter Watcher	<b>Company</b>	Sunline Transit Agency
<b>Account #</b>	XXXX-XXXX-XXXX	<b>Currency</b>	US Dollar
<b>Reporting Period</b>	5/1/2024 - 5/31/2024		

Trans Date	Post Date	Merchant Name	Charge Codes	Approved	Personal	Receipt	Amount
1 4/29/2024	5/1/2024	Hilton Duniway Certifi 503-5537000, OR					626.44
		Purchase Hilton Duniway Certifi	General Ledger Code: 5039903800 Fund: 00				
		Lodging Charge for Bryan Valenzuela - APTA Mobility Conference	Safety Department				
2 4/30/2024	5/1/2024	Cvent* Cte Www.Cvent.Com, VA					595.00
		Purchase Cvent* Cte	General Ledger Code: 5090100000 Fund: 00				
		Conference Registration for Mona Babauta - 2024 ZEB Conference in Philadelphia	Executive Department				
3 4/30/2024	5/1/2024	Eig 855-2295506, MA					510.00
		Purchase Eig	General Ledger Code: 5099900002 Fund: 00				
		Yearly Subscription for Constant Contact - Newsletter Software	Marketing Department				
4 5/4/2024	5/6/2024	Grasshopper.Com Logmein.Com, MA					18.85
		Purchase Grasshopper.Com	General Ledger Code: 5099900002 Fund: 00				
		PR 19508 – Grasshopper – SolVan Toll-Free Number & Web Traffic	Taxi Department				

Trans Date	Post Date	Merchant Name	Charge Codes	Approved	Personal	Receipt	Amount
5 5/6/2024	5/8/2024	Apta Washington, DC					-1,400.00
		Credit Voucher Apta	General Ledger Code: 5090100000 Fund: 00				
		Credit for Shawn Craycraft - APTA Mobility Conference	Sunfuels Department				
6 5/6/2024	5/8/2024	Hilton Duniway Certifi 503-5537000, OR					156.61
		Purchase Hilton Duniway Certifi	General Ledger Code: 5039903800 Fund: 00				
		Lodging for Mona Babauta - APTA Mobility Conference	Executive Department				
7 5/7/2024	5/7/2024	Jackson Racing 909-927-8500, CA					1,433.67
		Purchase Jackson Racing	General Ledger Code: 5049900022 Fund: 00				
		PR 21131 Parts for Inventory	Finance Department				
8 5/8/2024	5/8/2024	Arizona Chapter Nation 602-264-2394, AZ					277.44
		Purchase Arizona Chapter Nation	General Ledger Code: 5099900002 Fund: 00				
		PR 21183 - NSC First Sid, CPR & AED Instructor Resource Kit Safety Department					
9 5/13/2024	5/14/2024	Eeoc Training Inst 202-663-4914, DC					350.00
		Purchase Eeoc Training Inst	General Ledger Code: 5099900002 Fund: 00				
		PR 21228 - EEO Investigation Fundamental On-Line-Training for Carissa Sanchez	HR Department				
10 5/13/2024	5/14/2024	Paypal 402-935-7733, CA					179.00
		Purchase Paypal	General Ledger Code: 5090200001 Fund: 00				
		PR 21214 - Reimbursement Webinar for Lisa Rosales	Finance Department				

Trans Date	Post Date	Merchant Name	Charge Codes	Approved	Personal	Receipt	Amount
11	5/13/2024	5/14/2024	Community Transportation 800-891-0590, DC				625.00
	Purchase Community Transportation		General Ledger Code: 5030400000 Fund: 00				
	Approved travel for Marina Blackstone - Conference Charge - CTAA EXPO 2024		Transportation Department				
12	5/13/2024	5/15/2024	American Air Fort Worth, TX				1,275.33
	Purchase American Air		General Ledger Code: 5090200000 Fund: 00				
	Approved Travel for Marina Blackstone - Flight Charge - CTAA EXPO 2024		Transportation Department				
13	5/14/2024	5/14/2024	Expedia 72829558410490 Expedia.Com, WA				797.30
	Purchase Expedia 72829558410490		General Ledger Code: 5090200000 Fund: 00				
	Approve Travel for Marina Blackstone - Lodging Charge - CTAA EXPO 2024		Transportation Department				
14	5/14/2024	5/15/2024	Canva* I04151-87624456 Httpscanva.Co, DE				120.00
	Purchase Canva* I04151-87624456		General Ledger Code: 5099900002 Fund: 00				
	PR 21227 Canva Subscription for Safety Department		IT Department				
15	5/15/2024	5/16/2024					4.68
	Other Debits Currency Conversion Fee		Fund: 00				
	PR 21246 Maply Subscription - Visualizing and Analyzing Location Based Data - Currency Charge		Safety Department				
16	5/15/2024	5/16/2024	Maply Max Subscription Singapore, SIN				468.00
	Purchase Maply Max Subscription		General Ledger Code: 5030300011 Fund: 00				
	PR 21246 Maply Subscription - Visualizing and Analyzing Location Based Data		Safety Department				

Trans Date	Post Date	Merchant Name	Charge Codes	Approved	Personal	Receipt	Amount
17 5/15/2024	5/16/2024	Project Mgmt Institute 610-3564600, PA					350.00
		Purchase Project Mgmt Institute	General Ledger Code: 5090200001 Fund: 00				
		PR 21195 - Certified Association in Project Management for Edna Parada - Exam Prep Course	Performance Department				
18 5/15/2024	5/16/2024	Canva* I04152-63506700 Httpscanva.Co, DE					120.00
		Purchase Canva* I04152-63506700	General Ledger Code: 5099900002 Fund: 00				
		PR 21227 Canva Subscription for Operations Department	IT Department				
19 5/15/2024	5/16/2024	Project Mgmt Institute 610-3564600, PA					509.00
		Purchase Project Mgmt Institute	General Ledger Code: 5090200001 Fund: 00				
		PR 21195 - Certified Association in Project Management for Dioselyn Ayala - Membership and Course	Performance Department				
20 5/16/2024	5/17/2024	Perb Arb Full List 916-3272275, CA					50.00
		Purchase Perb Arb Full List	General Ledger Code: 5099900002 Fund: 00				
		PR 21248 PERB Arbitration for S. Alvarez	Executive Department				
21 5/16/2024	5/17/2024	Elavon Srv Fee Arbitratio 678-7315974, GA					1.15
		Purchase Elavon Srv Fee Arbitratio	General Ledger Code: 5099900002 Fund: 00				
		PR 21248 PERB Arbitration for S. Alvarez - Service Fee	Executive Department				
22 5/16/2024	5/17/2024	Trainhr Www.Trainhrle, CA					145.00
		Purchase Trainhr	General Ledger Code: 5049900010 Fund: 00				
		PR 21260 Train HR Learning - Seminar for Magali Jimenez	HR Department				

Trans Date	Post Date	Merchant Name	Charge Codes	Approved	Personal	Receipt	Amount
23 5/16/2024	5/17/2024	Elavon Srv Fee Arbitratio 678-7315974, GA					1.15
		Purchase Elavon Srv Fee Arbitratio	General Ledger Code: 5099900002 Fund: 00				
		PR 21249 PERB Arbitration for F. Aroz - Service Fee	Executive Department				
<hr/>							
24 5/16/2024	5/17/2024	Perb Arb Full List 916-3272275, CA					50.00
		Purchase Perb Arb Full List	General Ledger Code: 5099900002 Fund: 00				
		PR 21249 PERB Arbitration for F. Aroz	Executive Department				
<hr/>							
25 5/16/2024	5/17/2024	Perb Arb Full List 916-3272275, CA					50.00
		Purchase Perb Arb Full List	General Ledger Code: 5099900002 Fund: 00				
		PR 21250 PERB Arbitration for P. Arroyo	Executive Department				
<hr/>							
26 5/16/2024	5/17/2024	Elavon Srv Fee Arbitratio 678-7315974, GA					1.15
		Purchase Elavon Srv Fee Arbitratio	General Ledger Code: 5099900002 Fund: 00				
		PR 21250 PERB Arbitration for P. Arroyo - Service Charge	Executive Department				
<hr/>							
27 5/22/2024	5/23/2024	Project Mgmt Institute 610-3564600, PA					225.00
		Purchase Project Mgmt Institute	General Ledger Code: 5090200001 Fund: 00				
		PR 21195 - Certified Association in Project Management for Edna Parada - Exam Fee	Performance Department				
<hr/>							
28 5/23/2024	5/23/2024	Arizona Chapter Nation 602-264-2394, AZ					1,635.85
		Purchase Arizona Chapter Nation	General Ledger Code: 5099900002 Fund: 00				
		PR 21267 NSC First Aid, CPR, AED Workbooks	Safety Department				
<hr/>							

Trans Date	Post Date	Merchant Name	Charge Codes	Approved	Personal	Receipt	Amount
29 5/23/2024	5/27/2024	Calpelra 925-4006323, CA					380.00
		Purchase Calpelra	General Ledger Code: 5099900002 Fund: 00				
		PR 21291 CALPELRA Membership for Tamara Miles	HR Department				
<hr/>							
30 5/28/2024	5/29/2024	Smk 813-4213676, CA					19.00
		Purchase Smk	General Ledger Code: 5099900002 Fund: 00				
		PR19576 - Wufoo -Pop-up ox Web-based forms for SolVan	Taxi Department				
<hr/>							
31 5/28/2024	5/30/2024	Calpelra 925-4006323, CA					380.00
		Purchase Calpelra	General Ledger Code: 5099900002 Fund: 00				
		Paper PR - CALPELRA Membership for Isabel Vizcarra	Operations Department				
<hr/>							
32 5/31/2024	5/31/2024	Eb Wts-le Celebrates 801-413-7200, CA					150.00
		Purchase Eb Wts-le Celebrates	General Ledger Code: 5039903800 Fund: 00				
		Paper PR -WTS-IE Celebration for Aaron Hake Executive Director of RCTC					

Transaction Count: 32

**Total: 10,104.62**

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Authorized Approver Signature

\_\_\_\_\_  
Date

**SunLine Transit Agency**  
**CONSENT CALENDAR**

DATE: July 24, 2024

**RECEIVE & FILE**

TO: Finance/Audit Committee  
Board of Directors

RE: Monthly Budget Variance Report for May 2024

Summary:

The budget variance report compares revenues and expenses to the respective line item budgets. The report identifies current monthly revenues and expenses as well as fiscal year to date (FYTD) values. The budgetary figures are represented as a straight line budget. Accordingly, the current monthly budget values are calculated by taking 1/12<sup>th</sup> of the annual budget. The FYTD budget values for the month of May 2024 are equal to 11/12<sup>ths</sup> of the yearly budget.

Year to Date Summary

- As May 31, 2024, the Agency's FYTD revenues are \$413,605 or 18.74% above the FYTD budget.
- As of May 31, 2024, the Agency's FYTD expenditures are \$2,064,769 or 4.75% below the FYTD budget.

Monthly Spotlight:

- The negative variance in operator and mechanic wages is primarily due to unexpected arbitration awards in the maintenance department.

Recommendation:

Receive and file.

SunLine Transit Agency  
Budget Variance Report  
May 2024

Description	FY24 Total Budget	Current Month			Fiscal Year to Date			
		Actual	Budget	Positive (Negative)	FYTD Actual	FY24 FYTD Budget	Positive (Negative)	Percentage Remaining
<b>Operating Revenues:</b>								
Passenger Revenue	1,550,964	149,006	129,247	19,759	1,578,062	1,421,717	156,345	-1.7%
Other Revenue	857,170	95,250	71,431	23,819	1,042,999	785,739	257,260	-21.7%
<b>Total Operating Revenue</b>	<b>2,408,134</b>	<b>244,256</b>	<b>200,678</b>	<b>43,578</b>	<b>2,621,061</b>	<b>2,207,456</b>	<b>413,605</b>	<b>-8.8%</b>
<b>Operating Expenses:</b>								
Operator & Mechanic Salaries & Wages	9,642,603	839,003	803,550	(35,453)	9,541,705	8,839,053	(702,652)	1.0%
Operator & Mechanic Overtime	1,226,000	121,158	102,167	(18,991)	1,289,455	1,123,833	(165,622)	-5.2%
Administration Salaries & Wages	7,318,230	593,213	609,853	16,639	6,284,156	6,708,378	424,221	14.1%
Administration Overtime	109,250	3,966	9,104	5,138	155,599	100,146	(55,453)	-42.4%
Fringe Benefits	11,566,272	762,924	963,856	200,932	8,999,040	10,602,416	1,603,376	22.2%
Communications	230,400	21,214	19,200	(2,014)	254,875	211,200	(43,675)	-10.6%
Legal Services	400,000	55,171	33,333	(21,838)	614,845	366,667	(248,178)	-53.7%
Computer/Network Software Agreement	861,455	63,470	71,788	8,318	684,156	789,667	105,511	20.6%
Uniforms	127,360	6,004	10,613	4,609	70,201	116,747	46,546	44.9%
Contracted Services	869,472	63,152	72,456	9,304	618,010	797,016	179,006	28.9%
Equipment Repairs	14,000	670	1,167	497	22,135	12,833	(9,301)	-58.1%
Security Services	370,947	11,883	30,912	19,029	347,993	340,035	(7,959)	6.2%
Fuel - CNG	2,530,920	145,018	210,910	65,892	1,838,235	2,320,010	481,775	27.4%
Fuel - Hydrogen	1,418,612	94,616	118,218	23,601	794,433	1,300,394	505,961	44.0%
Tires	259,155	19,108	21,596	2,488	199,988	237,559	37,571	22.8%
Office Supplies	72,285	4,633	6,024	1,391	48,029	66,261	18,233	33.6%
Travel/Training	163,720	9,393	13,643	4,250	112,701	150,077	37,376	31.2%
Repair Parts	1,874,339	289,193	156,195	(132,999)	1,865,090	1,718,144	(146,946)	0.5%
Facility Maintenance	59,450	1,833	4,954	3,122	50,249	54,496	4,247	15.5%
Electricity - CNG & Hydrogen	1,530,000	77,027	127,500	50,473	890,893	1,402,500	511,607	41.8%
Natural Gas	2,511,750	71,174	209,313	138,139	1,575,121	2,302,438	727,316	37.3%
Water and Gas	19,001	969	1,583	614	11,390	17,418	6,027	40.1%
Insurance Losses	1,079,253	158,921	89,938	(68,983)	1,498,018	989,315	(508,702)	-38.8%
Insurance Premium - Property	125,000	16,047	10,417	(5,630)	179,506	114,583	(64,923)	-43.6%
Repair Claims	85,000	321	7,083	6,762	68,045	77,917	9,872	19.9%
Fuel Taxes	114,400	10,500	9,533	(967)	92,821	104,867	12,045	18.9%
Other Expenses	6,880,696	716,293	573,391	(142,901)	5,972,553	6,307,305	334,752	13.2%
Self Consumed Fuel	(3,992,196)	(239,634)	(332,683)	(93,049)	(2,632,251)	(3,659,513)	(1,027,262)	34.1%
<b>Total Operating Expenses (Before Depreciation)</b>	<b>47,467,374</b>	<b>3,917,241</b>	<b>3,955,615</b>	<b>38,374</b>	<b>41,446,991</b>	<b>43,511,760</b>	<b>2,064,769</b>	<b>12.7%</b>
<b>Operating Expenses in Excess of Operating Revenue</b>		<b>\$ (3,672,985)</b>			<b>\$ (38,825,930)</b>			
<b>Subsidies:</b>								
Local - Measure A, Commuter 10, Haul Pass	8,456,000	689,287	704,667	15,379	7,286,232	7,751,333	465,102	13.8%
State - LTF, LCTOP	26,808,875	2,185,314	2,234,073	48,759	23,100,245	24,574,802	1,474,557	13.8%
Federal	9,794,365	798,384	816,197	17,814	8,439,453	8,978,168	538,715	13.8%
<b>Total Subsidies</b>	<b>45,059,240</b>	<b>3,672,985</b>	<b>3,754,937</b>	<b>81,952</b>	<b>38,825,930</b>	<b>41,304,303</b>	<b>2,478,373</b>	<b>13.8%</b>
<b>Net Operating Gain (Loss) After Subsidies</b>	<b>\$ -</b>	<b>\$ -</b>			<b>\$ -</b>			

SunLine Transit Agency  
Budget Variance Report  
May 2024

Description	FY24 Total Budget	Current Month			Fiscal Year to Date			
		Actual	Budget	Positive (Negative)	FYTD Actual	FY24 FYTD Budget	Positive (Negative)	Percentage Remaining
<b>Operating Expenses:</b>								
Wages & Benefits	29,862,355	2,320,264	2,488,530	168,266	26,269,955	27,373,825	1,103,870	12.0%
Services	5,640,551	448,711	470,046	21,335	4,811,807	5,170,505	358,698	14.7%
Fuels & Lubricants	4,115,207	251,938	342,934	90,996	2,827,086	3,772,273	945,187	31.3%
Tires	259,155	19,108	21,596	2,488	199,988	237,559	37,571	22.8%
Materials and Supplies	2,362,068	330,307	196,839	(133,468)	2,245,866	2,165,229	(80,637)	4.9%
Utilities	4,406,531	176,781	367,211	190,430	2,824,583	4,039,320	1,214,737	35.9%
Casualty & Liability	3,309,926	472,684	275,827	(196,857)	3,833,586	3,034,099	(799,487)	-15.8%
Taxes and Fees	114,400	10,500	9,533	(967)	92,821	104,867	12,045	18.9%
Miscellaneous Expenses	1,389,377	126,582	115,781	(10,800)	973,550	1,273,596	300,046	29.9%
Self Consumed Fuel	(3,992,196)	(239,634)	(332,683)	(93,049)	(2,632,251)	(3,659,513)	(1,027,262)	34.1%
<b>Total Operating Expenses (Before Depreciation)</b>	<b>47,467,374</b>	<b>3,917,241</b>	<b>3,955,615</b>	<b>38,374</b>	<b>41,446,991</b>	<b>43,511,760</b>	<b>2,064,769</b>	<b>12.7%</b>
<b>Revenues:</b>								
Passenger Revenue	1,550,964	149,006	129,247	19,759	1,578,062	1,421,717	156,345	-1.7%
Other Revenue	857,170	95,250	71,431	23,819	1,042,999	785,739	257,260	-21.7%
<b>Total Operating Revenue</b>	<b>2,408,134</b>	<b>244,256</b>	<b>200,678</b>	<b>43,578</b>	<b>2,621,061</b>	<b>2,207,456</b>	<b>413,605</b>	<b>-8.8%</b>
<b>Net Operating Gain (Loss)</b>		<b>\$ (3,672,985)</b>			<b>\$ (38,825,930)</b>			
<b>Subsidies:</b>								
Local - Measure A, Commuter 10, Haul Pass	8,456,000	689,287	704,667	15,379	7,286,232	7,751,333	465,102	13.8%
State - LTF, LCTOP	26,808,875	2,185,314	2,234,073	48,759	23,100,245	24,574,802	1,474,557	13.8%
Federal - CMAQ,5307,5309,5310,5311,5311(f),5312	9,794,365	798,384	816,197	17,814	8,439,453	8,978,168	538,715	13.8%
<b>Total Subsidies</b>	<b>45,059,240</b>	<b>3,672,985</b>	<b>3,754,937</b>	<b>81,952</b>	<b>38,825,930</b>	<b>41,304,303</b>	<b>2,478,373</b>	<b>13.8%</b>
<b>Net Operating Gain (Loss) After Subsidies</b>	<b>\$ -</b>	<b>\$ -</b>			<b>\$ -</b>			

**Budget Variance Analysis - SunLine Transit Agency**

**Passenger Revenue**

- The favorable variance in passenger revenue is due to higher than anticipated ridership for FY24.
- As of May, ridership was at 2.6% above FY23 FYTD totals.
- Total system ridership was 63,284 trips above FY23 FYTD amounts.

**Ridership**

	FY23-May	FY24-May	Variance	%Δ
Fixed Route	236,314	237,916	1,602	0.7%
Paratransit	10,480	10,347	(133)	-1.3%
SolVan	1,762	2,180	418	23.7%
SunRide	1,341	2,152	811	60.5%
System Total	249,897	252,595	2,698	1.1%

**Ridership**

	FYTD-FY23	FYTD-FY24	Variance	%Δ
Fixed Route	2,351,658	2,388,089	36,431	1.5%
Paratransit	99,943	110,460	10,517	10.5%
SolVan	18,104	21,779	3,675	20.3%
SunRide	7,987	20,648	12,661	158.5%
System Total	2,477,692	2,540,976	63,284	2.6%

**Other Revenue**

- The positive variance in other revenue is primarily due to outside fuel sales of CNG.

**Operator & Mechanic Salaries & Wages**

- The unfavorable variance in wages is primarily due to unexpected arbitration awards.

**Operator & Mechanic Overtime**

- The unfavorable variance is primarily attributed to overtime due to the vehicle maintenance as needed.

**Administration Salaries & Wages**

- The favorable variance in administrative salaries and wages is primarily attributed to vacancies.

**Administration Overtime**

- The unfavorable variance is primarily attributed to overtime in the Operations and Maintenance departments.

**Fringe Benefits**

- Savings in fringe benefit expenditures are associated with vacancies across the Agency.

**Communications**

- Communication expenses are trending over budget due to the temporary increase in fixed route fleet size due to H2 fuel availability.

**Legal Services**

- Legal services have had higher expenses due to legal representation for labor issues.

**Computer/Network Software Agreement**

- Software agreement expenditures are dependent on annual renewals of software agreements.

**Uniforms**

- Savings in uniform expenditures are related to fewer employees utilizing the entire uniform allowance.

**Contracted Services**

- Savings in contract services costs are primarily attributed to marketing and towing services.

**Equipment Repairs**

- The unfavorable balance in equipment repair costs are primarily associated with unexpected vehicle lift repairs conducted in March.

**Security Services**

- Security service are unfavorable primarily due to costs associated with increased service hours. Services were reduced in February 2024.

**Fuel - CNG**

- The positive variance is primarily attributed to fewer actual miles over budgeted estimates for FY24.

**Fuel - Hydrogen**

- The savings in hydrogen fuel is primarily attributed to lower usage of hydrogen fixed route vehicles as the agency is not utilizing the full fleet due to fueling issues.

**Tires**

- Tire expenses are less than anticipated due to fewer miles driven in FY24.

**Office Supplies**

- Office supply expenses are within an acceptable range of the budget.

**Travel/Training**

- The favorable variance for travel & training savings can be attributed to different times at which training sessions are attended.

**Repair Parts**

- The unfavorable variance is due to higher than usual repairs for fixed route vehicles in the month of December, January, February and April.

**Facility Maintenance**

- Facility maintenance expenses are within an acceptable range of the budget.

**Electricity - CNG & Hydrogen**

- Electricity - CNG & Hydrogen expenses are less than anticipated due to fewer miles driven in FY24.

**Natural Gas**

- The positive variance is primarily attributed to lower usage of CNG fixed route vehicles over budgeted estimates for FY24.

**Water and Gas**

- Water and gas expenses are within an acceptable range of the budget.

**Insurance Losses**

- The negative variance is primarily due FYTD a reconciliation of insurance losses with the risk pool.

**Insurance Premium - Property**

- Insurance premiums for property increased exceeding budgeted amount.

**Repair Claims**

- Repair claim expenses are within an acceptable range of the budget.

**Fuel Taxes**

- Fuel tax expenses increased due to an increase in outside fuel sales.

**Other Expenses**

- The favorable variance is primarily due to YTD savings in contracted services.

**Self-Consumed Fuel**

- The variance in primarily due to less than anticipated fuel utilized by the Agency.

**SunLine Transit Agency**  
**CONSENT CALENDAR**

DATE: July 24, 2024

**RECEIVE & FILE**TO: Finance/Audit Committee  
Board of Directors

RE: Contracts Signed between \$25,000 and \$250,000 for June 2024

Summary:

In accordance with Chapter 2, Section 1.2 of the Procurement Policy, the attached report summarizes SunLine's contracts, purchase orders and amendments signed in excess of \$25,000 and less than \$250,000. This ensures the Board is aware of the obligations entered into under the CEO/General Manager's authority.

There was one (1) agreement and eight (8) purchase order executed in June 2024 between \$25,000 and \$250,000:

<b>Vendor</b>	<b>Purpose</b>	<b>Amount</b>
Victorious Gold Partners	Consulting	\$250,000.00
Token Transit	Fare Collection/Mobile Tickets	\$25,000.00
Luminator Technology	Cradlepoint Software Renewal	\$28,283.00
Trapeze Software Group	OPS Phase II Software Renewal - Drive Time Tracking	\$70,090.00
Trapeze Software Group	FX/Blockbuster Phase 1 - Fleet Maintenance Software Renewal	\$31,260.00
Trapeze Software Group	PLAN Software Renewal - Rider Data Collection	\$26,049.00
Trapeze Software Group	PASS Software – Order Information - Dispatch Operators	\$28,903.00
RedVector	Software Renewal - Health & Safety Program	\$17,347.35
Insight Public Sector	Agency Firewall System	\$44,478.16

Recommendation:

Receive and file.

**Contracts Signed Between \$25,000 and \$250,000**  
June 2024

<b>Vendor</b>	<b>Product/Service</b>	<b>Need</b>	<b>Budgeted</b>	<b>Budgeted Amount</b>	<b>Cost</b>	<b>Type</b>
Victorious Gold Partners	Consulting	Vehicle Maintenance	FY24 FY25	\$250,000.00	\$250,000.00	Agreement
Token Transit	Digital Haul Pass	Fare Collection	FY24 FY25	\$25,000.00	\$25,000.00	Purchase Order
Luminator Technology	Software Renewal	Cradlepoint	FY25	\$28,283.00	\$28,283.00	Purchase Order
Trapeze Software Group	Software Renewal	OPS Phase II Drive Time Tracking	FY25	\$70,090.00	\$70,090.00	Purchase Order
Trapeze Software Group	Software Renewal	Fleet Maintenance	FY25	\$31,260.00	\$31,260.00	Purchase Order
Trapeze Software Group	Software Renewal	Rider Data Collection	FY25	\$26,049.00	\$26,049.00	Purchase Order
Trapeze Software Group	Software Renewal	Order Information for Dispatchers	FY25	\$28,903.00	\$28,903.00	Purchase Order
Red Vector	Software Renewal	EHS Program	FY25	\$17,347.35	\$17,347.35	Purchase Order
Insight Public Sector	Firewall System	Infrastructure Protection	FY25 FY26 FY27	\$44,478.16	\$44,478.16	Purchase Order

**SunLine Transit Agency**  
**CONSENT CALENDAR**

DATE: July 24, 2024 **RECEIVE & FILE**

TO: Finance/Audit Committee  
Board of Directors

RE: Union & Non-Union Pension Investment Asset Summary for May 2024

Summary:

The pension asset summary demonstrates the market value of all assets as well as the total asset allocation for SunLine's union and non-union retirement plans. The following table states the target and range values for asset allocations based on the current investment policy:

Asset Class		Target	Range
<b>Growth Assets</b>			
	Domestic Equity	36.0%	16% – 56%
	International Equity	19.0%	0% - 39%
	Other		0% – 20%
<b>Income Assets</b>			
	Fixed Income	45.0%	25% - 65%
	Other	0.0%	0% – 20%
<b>Real Return Assets</b>		0.0%	0% – 20%
<b>Cash Equivalents</b>		0.0%	0% – 20%

For the month of May, SunLine's investments fell within the approved range of investment type for the union and non-union assets.

Union

Asset Class		Actual	Range
<b>Growth Assets</b>			
	Domestic Equity	32.6%	16% – 56%
	International Equity	18.4%	0% - 39%
	Other	4.6%	0% – 20%
<b>Income Assets</b>			
	Fixed Income	39.2%	25% - 65%
	Other	4.9%	0% – 20%
<b>Real Return Assets</b>		0.0%	0% – 20%
<b>Cash Equivalents</b>		0.2%	0% – 20%

## Non-Union

Asset Class		Actual	Range
<b>Growth Assets</b>			
	Domestic Equity	32.3%	16% – 56%
	International Equity	18.4%	0% - 39%
	Other	4.6%	0% – 20%
<b>Income Assets</b>			
	Fixed Income	39.4%	25% - 65%
	Other	4.9%	0% – 20%
<b>Real Return Assets</b>		0.0%	0% – 20%
<b>Cash Equivalents</b>		0.3%	0% – 20%

*Components may not sum to 100.0% due to rounding.*

For the month of May, the market value of assets increased by \$1,197,109 and \$1,206,119 for the union and non-union plans, respectively.

## Month to Month Asset Comparison

Month	Market Value - Union	Market Value – Non-Union
April 2024	\$40,143,887	\$40,084,529
May 2024	\$41,340,996	\$41,290,648
Increase (Decrease)	\$1,197,109	\$1,206,119

Recommendation:

Receive and file.



**Detail of Securities Held & Market Analytics**

For the Month Ending **May 31, 2024**

**SUNLINE EMPLOYEES RETIREMENT BARGAINING - [REDACTED]**

<b>Security Type/Description</b>	<b>Dated Date/Coupon/Maturity</b>	<b>CUSIP</b>	<b>Ticker</b>	<b>Shares</b>	<b>Average Cost/Share</b>	<b>Original Cost</b>	<b>Market Price</b>	<b>Market Value</b>	<b>Unreal G/L on Cost</b>	<b>Percentage</b>
<b>Exchange-Traded Fund - Bond</b>										
ISHARES CORE U.S. AGGREGATE		464287226	AGG	3,322.00	99.13	329,309.86	96.52	320,639.44	(8,670.42)	0.78
ISHARES CORE U.S. AGGREGATE		464287226	AGG	17,918.00	98.65	1,767,610.70	96.52	1,729,445.36	(38,165.34)	4.18
ISHARES CORE U.S. AGGREGATE		464287226	AGG	6,446.00	92.77	597,994.78	96.52	622,167.92	24,173.14	1.51
ISHARES CORE U.S. AGGREGATE		464287226	AGG	3,307.00	96.41	318,827.87	96.52	319,191.64	363.77	0.77
ISHARES INTERMEDIATE-TERM CO		464288638	IGIB	1,776.00	57.68	102,441.46	51.09	90,735.84	(11,705.62)	0.22
ISHARES INTERMEDIATE-TERM CO		464288638	IGIB	965.00	61.01	58,874.65	51.09	49,301.85	(9,572.80)	0.12
ISHARES INTERMEDIATE-TERM CO		464288638	IGIB	2,389.00	60.31	144,080.59	51.09	122,054.01	(22,026.58)	0.30
ISHARES INTERMEDIATE-TERM CO		464288638	IGIB	7,097.00	50.33	357,192.01	51.09	362,585.73	5,393.72	0.88
ISHARES INTERMEDIATE-TERM CO		464288638	IGIB	631.00	56.69	35,771.39	51.09	32,237.79	(3,533.60)	0.08
ISHARES INTERMEDIATE-TERM CO		464288638	IGIB	1,146.00	61.13	70,054.98	51.09	58,549.14	(11,505.84)	0.14
ISHARES INTERMEDIATE-TERM CO		464288638	IGIB	633.00	56.99	36,074.67	51.09	32,339.97	(3,734.70)	0.08
<b>Security Type Sub-Total</b>				<b>45,630.00</b>		<b>3,818,232.96</b>	<b>743.71</b>	<b>3,739,248.69</b>	<b>(78,984.27)</b>	<b>9.06</b>
<b>Exchange-Traded Fund - Equity</b>										
VANGUARD FTSE DEVELOPED MARKETS ETF		921943858	VEA	6,816.00	38.86	264,869.76	50.72	345,707.52	80,837.76	0.84
VANGUARD FTSE DEVELOPED MARKETS ETF		921943858	VEA	2,193.00	42.18	92,500.74	50.72	111,228.96	18,728.22	0.27
VANGUARD FTSE DEVELOPED MARKETS ETF		921943858	VEA	2,614.00	37.17	97,162.38	50.72	132,582.08	35,419.70	0.32
VANGUARD FTSE DEVELOPED MARKETS ETF		921943858	VEA	2,629.00	39.68	104,318.72	50.72	133,342.88	29,024.16	0.32
VANGUARD FTSE DEVELOPED MARKETS ETF		921943858	VEA	4,430.00	49.81	220,658.30	50.72	224,689.60	4,031.30	0.54
VANGUARD TOTAL INTL STOCK		921909768	VXUS	2,875.00	51.82	148,982.21	61.27	176,151.25	27,169.04	0.43
VANGUARD TOTAL INTL STOCK		921909768	VXUS	17,752.00	52.12	925,234.24	61.27	1,087,665.04	162,430.80	2.63
VANGUARD TOTAL INTL STOCK		921909768	VXUS	8,244.00	52.51	432,892.44	61.27	505,109.88	72,217.44	1.22
VANGUARD TOTAL INTL STOCK		921909768	VXUS	2,586.00	56.53	146,186.58	61.27	158,444.22	12,257.64	0.38
VANGUARD TOTAL INTL STOCK		921909768	VXUS	6,979.00	65.37	456,217.23	61.27	427,603.33	(28,613.90)	1.03
VANGUARD TOTAL INTL STOCK		921909768	VXUS	3,480.00	52.07	181,203.60	61.27	213,219.60	32,016.00	0.52
VANGUARD TOTAL INTL STOCK		921909768	VXUS	553.00	64.35	35,585.55	61.27	33,882.31	(1,703.24)	0.08
VANGUARD TOTAL INTL STOCK		921909768	VXUS	2,586.00	56.20	145,333.20	61.27	158,444.22	13,111.02	0.38
VANGUARD TOTAL INTL STOCK		921909768	VXUS	1,932.00	53.54	103,439.28	61.27	118,373.64	14,934.36	0.29
VANGUARD TOTAL INTL STOCK		921909768	VXUS	593.00	56.01	33,213.93	61.27	36,333.11	3,119.18	0.09
VANGUARD TOTAL INTL STOCK		921909768	VXUS	6,003.00	61.64	370,024.92	61.27	367,803.81	(2,221.11)	0.89

**Detail of Securities Held & Market Analytics**

For the Month Ending **May 31, 2024**

SUNLINE EMPLOYEES RETIREMENT BARGAINING - [REDACTED]										
Security Type/Description	Dated Date/Coupon/Maturity	CUSIP	Ticker	Shares	Average Cost/Share	Original Cost	Market Price	Market Value	Unreal G/L on Cost	Percentage
<b>Exchange-Traded Fund - Equity</b>										
VANGUARD TOTAL INTL STOCK		921909768	VXUS	1,834.00	54.46	99,879.64	61.27	112,369.18	12,489.54	0.27
VANGUARD TOTAL INTL STOCK		921909768	VXUS	18,820.00	47.87	900,909.64	61.27	1,153,101.40	252,191.76	2.79
VANGUARD TOTAL STOCK MKT ETF		922908769	VTI	625.00	199.58	124,737.50	260.44	162,775.00	38,037.50	0.39
VANGUARD TOTAL STOCK MKT ETF		922908769	VTI	2,635.00	261.82	689,895.70	260.44	686,259.40	(3,636.30)	1.66
VANGUARD TOTAL STOCK MKT ETF		922908769	VTI	2,772.00	225.33	624,614.76	260.44	721,939.68	97,324.92	1.75
VANGUARD TOTAL STOCK MKT ETF		922908769	VTI	4,809.00	195.76	941,409.84	260.44	1,252,455.96	311,046.12	3.03
VANGUARD TOTAL STOCK MKT ETF		922908769	VTI	764.00	191.49	146,298.36	260.44	198,976.16	52,677.80	0.48
VANGUARD TOTAL STOCK MKT ETF		922908769	VTI	433.00	233.92	101,287.36	260.44	112,770.52	11,483.16	0.27
VANGUARD TOTAL STOCK MKT ETF		922908769	VTI	276.00	216.58	59,776.08	260.44	71,881.44	12,105.36	0.17
VANGUARD TOTAL STOCK MKT ETF		922908769	VTI	624.00	198.24	123,701.76	260.44	162,514.56	38,812.80	0.39
VANGUARD TOTAL STOCK MKT ETF		922908769	VTI	1,546.00	226.21	349,720.35	260.44	402,640.24	52,919.89	0.97
VANGUARD TOTAL STOCK MKT ETF		922908769	VTI	20,572.00	204.04	4,197,510.88	260.44	5,357,771.68	1,160,260.80	12.96
VANGUARD TOTAL STOCK MKT ETF		922908769	VTI	16,709.00	169.04	2,824,489.36	260.44	4,351,691.96	1,527,202.60	10.53
<b>Security Type Sub-Total</b>				<b>144,684.00</b>		<b>14,942,054.31</b>	<b>3,914.95</b>	<b>18,977,728.63</b>	<b>4,035,674.32</b>	<b>45.89</b>
<b>Money Market Mutual Fund</b>										
FIRST AMERICAN GOVERNMENT OBLIGATION - Z		31846V567	FGZXX	93,288.01	1.00	93,288.01	1.00	93,288.01	0.00	0.23
<b>Security Type Sub-Total</b>				<b>93,288.01</b>		<b>93,288.01</b>	<b>1.00</b>	<b>93,288.01</b>	<b>0.00</b>	<b>0.23</b>
<b>Mutual Fund - Bond</b>										
BAIRD CORE PLUS BOND - INST		057071870	BCOIX	453,564.32	10.95	4,965,614.33	9.93	4,503,893.74	(461,720.59)	10.89
BBH LIMITED DURATION I		05528X851	BBBIX	0.03	10.29	0.35	10.32	0.35	0.00	0.00
DOUBLELINE CORE FIXED INCOME I		258620301	DBLFX	191,281.37	10.49	2,005,743.52	9.05	1,731,096.36	(274,647.16)	4.19
MAINSTAY MACKAY HIGH YIELD CORP BD R6		56063N881	MHYSX	131,066.43	5.18	679,516.15	5.12	671,060.13	(8,456.02)	1.62
PRUDENTIAL TOTAL RETRN BND-Q		74440B884	PTRQX	324,143.68	13.56	4,395,145.36	11.76	3,811,929.72	(583,215.64)	9.22
VOYA INTERMEDIATE BOND R6		92913L569	IIBZX	204,280.61	10.06	2,054,856.67	8.57	1,750,684.82	(304,171.85)	4.23
<b>Security Type Sub-Total</b>				<b>1,304,336.45</b>		<b>14,100,876.38</b>	<b>54.75</b>	<b>12,468,665.12</b>	<b>(1,632,211.26)</b>	<b>30.15</b>

**Detail of Securities Held & Market Analytics**

For the Month Ending **May 31, 2024**

**SUNLINE EMPLOYEES RETIREMENT BARGAINING - [REDACTED]**

<b>Security Type/Description</b>	<b>Dated Date/Coupon/Maturity</b>	<b>CUSIP</b>	<b>Ticker</b>	<b>Shares</b>	<b>Average Cost/Share</b>	<b>Original Cost</b>	<b>Market Price</b>	<b>Market Value</b>	<b>Unreal G/L on Cost</b>	<b>Percentage</b>
<b>Mutual Fund - Equity</b>										
GOLDMAN SACHS GQG PTNRS INTL OPPS INSTL		38147N293	GSIMX	34,602.03	19.28	667,118.97	23.12	799,998.88	132,879.91	1.94
HARDING LOEVNER INTERNATIONAL EQUITY POR		412295107	HLMIX	18,363.09	28.95	531,566.14	26.77	491,579.82	(39,986.32)	1.19
HRTFRD SCHR EM MRKT EQ-SDR		41665H789	SEMTX	20,199.83	15.19	306,926.65	16.40	331,277.27	24,350.62	0.80
JENSEN QUALITY GROWTH-Y		476313408	JENYX	0.00	66.67	0.02	60.78	0.02	0.00	0.00
JOHCM INTERNATIONAL SELECT I		46653M849	JOHIX	21,077.91	26.06	549,380.76	24.09	507,766.84	(41,613.92)	1.23

<b>Security Type Sub-Total</b>				<b>94,242.86</b>		<b>2,054,992.54</b>	<b>151.16</b>	<b>2,130,622.83</b>	<b>75,630.29</b>	<b>5.16</b>
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**Separate Account**

ATEL PRIVATE DEBT PARTNERS II		ATEL00019	SA406	49,000.00	1.00	49,000.00	91.63	44,897.12	(4,102.88)	0.11
ATEL PRIVATE DEBT PARTNERS II		ATEL00019	SA406	21,070.00	1.00	21,070.00	91.63	19,305.76	(1,764.24)	0.05
ATEL PRIVATE DEBT PARTNERS II		ATEL00019	SA406	45,325.00	1.00	45,325.00	91.63	41,529.84	(3,795.16)	0.10
ATEL PRIVATE DEBT PARTNERS II		ATEL00019	SA406	20,682.89	1.00	20,682.89	91.63	18,951.07	(1,731.82)	0.05
ATEL PRIVATE DEBT PARTNERS II		ATEL00019	SA406	49,980.00	1.00	49,980.00	91.63	45,795.07	(4,184.93)	0.11
ATEL PRIVATE DEBT PARTNERS II		ATEL00019	SA406	49,000.00	1.00	49,000.00	91.63	44,897.13	(4,102.87)	0.11
ATEL PRIVATE DEBT PARTNERS II		ATEL00019	SA406	45,325.00	1.00	45,325.00	91.63	41,529.84	(3,795.16)	0.10
ATEL PRIVATE DEBT PARTNERS II		ATEL00019	SA406	45,325.00	1.00	45,325.00	91.63	41,529.84	(3,795.16)	0.10
ATEL PRIVATE DEBT PARTNERS II		ATEL00019	SA406	45,325.00	1.00	45,325.00	91.63	41,529.84	(3,795.16)	0.10
ATEL PRIVATE DEBT PARTNERS II		ATEL00019	SA406	24,500.00	1.00	24,500.00	91.63	22,448.56	(2,051.44)	0.05
ATEL PRIVATE DEBT PARTNERS II		ATEL00019	SA406	45,325.00	1.00	45,325.00	91.63	41,529.84	(3,795.16)	0.10
GOLUB CAPITAL PARTNERS INT'L XIV		GOLUB0090	SA467	1,239,328.00	1.00	1,239,328.00	114.14	1,414,550.66	175,222.66	3.41
GOLUB CAPITAL PARTNERS INT'L XIV		GOLUB0090	SA467	180,000.00	1.00	180,000.00	114.14	205,449.34	25,449.34	0.50
NB SECONDARY OPPORTUNITIES V OFFSHORE		NBSOFV007	SA425	309,750.00	1.00	309,750.00	129.08	399,824.38	90,074.38	0.97
NB SECONDARY OPPORTUNITIES V OFFSHORE		NBSOFV007	SA425	252,000.00	1.00	252,000.00	129.08	325,280.85	73,280.85	0.79
NB SECONDARY OPPORTUNITIES V OFFSHORE		NBSOFV007	SA425	127,930.57	1.00	127,930.57	129.08	165,132.40	37,201.83	0.40
NB SECONDARY OPPORTUNITIES V OFFSHORE		NBSOFV007	SA425	130,837.59	1.00	130,837.59	129.08	168,884.77	38,047.18	0.41

**Detail of Securities Held & Market Analytics**

For the Month Ending **May 31, 2024**

SUNLINE EMPLOYEES RETIREMENT BARGAINING - [REDACTED]										
Security Type/Description Dated Date/Coupon/Maturity	CUSIP	Ticker	Shares	Average Cost/Share	Original Cost	Market Price	Market Value	Unreal G/L on Cost	Percentage	
<b>Separate Account</b>										
NB SECONDARY OPPORTUNITIES V OFFSHORE	NBSOFV007	SA425	105,000.00	1.00	105,000.00	129.08	135,533.69	30,533.69	0.33	
NB SECONDARY OPPORTUNITIES V OFFSHORE	NBSOFV007	SA425	180,319.43	1.00	180,319.43	129.08	232,755.79	52,436.36	0.56	
NB SECONDARY OPPORTUNITIES V OFFSHORE	NBSOFV007	SA425	191,676.07	1.00	191,676.07	129.08	247,414.90	55,738.83	0.60	
NB SECONDARY OPPORTUNITIES V OFFSHORE	NBSOFV007	SA425	147,000.00	1.00	147,000.00	129.08	189,747.16	42,747.16	0.46	
NB SECONDARY OPPORTUNITIES V OFFSHORE	NBSOFV007	SA425	33,254.60	1.00	33,254.60	129.08	42,924.94	9,670.34	0.10	
<b>Security Type Sub-Total</b>			<b>3,337,954.15</b>		<b>3,337,954.15</b>	<b>2,397.89</b>	<b>3,931,442.79</b>	<b>593,488.64</b>	<b>9.51</b>	
<b>Managed Account Sub-Total</b>			<b>5,020,135.47</b>		<b>38,347,398.35</b>	<b>7,263.46</b>	<b>41,340,996.07</b>	<b>2,993,597.72</b>	<b>100.00</b>	
<b>Securities Sub-Total</b>			<b>\$5,020,135.47</b>		<b>\$38,347,398.35</b>	<b>\$7,263.46</b>	<b>\$41,340,996.07</b>	<b>\$2,993,597.72</b>	<b>100.00%</b>	
<b>Accrued Interest</b>								<b>\$0.00</b>		
<b>Total Investments</b>								<b>\$41,340,996.07</b>		



**Detail of Securities Held & Market Analytics**

For the Month Ending **May 31, 2024**

**SUNLINE EMPLOYEES RETIREMENT NON-BARGAIN - [REDACTED]**

Security Type/Description Dated Date/Coupon/Maturity	CUSIP	Ticker	Shares	Average Cost/Share	Original Cost	Market Price	Market Value	Unreal G/L on Cost	Percentage
<b>Exchange-Traded Fund - Bond</b>									
ISHARES CORE U.S. AGGREGATE	464287226	AGG	3,372.00	99.13	334,266.36	96.52	325,465.44	(8,800.92)	0.79
ISHARES CORE U.S. AGGREGATE	464287226	AGG	3,317.00	96.41	319,791.97	96.52	320,156.84	364.87	0.78
ISHARES CORE U.S. AGGREGATE	464287226	AGG	6,272.00	92.77	581,852.81	96.52	605,373.44	23,520.63	1.47
ISHARES CORE U.S. AGGREGATE	464287226	AGG	17,957.00	98.65	1,771,458.05	96.52	1,733,209.64	(38,248.41)	4.20
ISHARES INTERMEDIATE-TERM CO	464288638	IGIB	982.00	61.01	59,911.82	51.09	50,170.38	(9,741.44)	0.12
ISHARES INTERMEDIATE-TERM CO	464288638	IGIB	633.00	56.99	36,074.67	51.09	32,339.97	(3,734.70)	0.08
ISHARES INTERMEDIATE-TERM CO	464288638	IGIB	1,113.00	61.13	68,037.69	51.09	56,863.17	(11,174.52)	0.14
ISHARES INTERMEDIATE-TERM CO	464288638	IGIB	7,130.00	50.33	358,852.90	51.09	364,271.70	5,418.80	0.88
ISHARES INTERMEDIATE-TERM CO	464288638	IGIB	631.00	56.69	35,771.39	51.09	32,237.79	(3,533.60)	0.08
ISHARES INTERMEDIATE-TERM CO	464288638	IGIB	2,405.00	60.31	145,045.55	51.09	122,871.45	(22,174.10)	0.30
ISHARES INTERMEDIATE-TERM CO	464288638	IGIB	1,779.00	57.68	102,614.50	51.09	90,889.11	(11,725.39)	0.22

**Security Type Sub-Total** **45,591.00** **3,813,677.71** **743.71** **3,733,848.93** **(79,828.78)** **9.06**

<b>Exchange-Traded Fund - Equity</b>									
VANGUARD FTSE DEVELOPED MARKETS ETF	921943858	VEA	2,484.00	39.68	98,565.12	50.72	125,988.48	27,423.36	0.31
VANGUARD FTSE DEVELOPED MARKETS ETF	921943858	VEA	2,211.00	42.18	93,259.98	50.72	112,141.92	18,881.94	0.27
VANGUARD FTSE DEVELOPED MARKETS ETF	921943858	VEA	2,614.00	37.17	97,162.38	50.72	132,582.08	35,419.70	0.32
VANGUARD FTSE DEVELOPED MARKETS ETF	921943858	VEA	4,430.00	49.81	220,658.30	50.72	224,689.60	4,031.30	0.54
VANGUARD FTSE DEVELOPED MARKETS ETF	921943858	VEA	6,915.00	38.86	268,716.90	50.72	350,728.80	82,011.90	0.85
VANGUARD TOTAL INTL STOCK	921909768	VXUS	2,875.00	51.82	148,982.21	61.27	176,151.25	27,169.04	0.43
VANGUARD TOTAL INTL STOCK	921909768	VXUS	580.00	56.01	32,485.80	61.27	35,536.60	3,050.80	0.09
VANGUARD TOTAL INTL STOCK	921909768	VXUS	18,935.00	47.87	906,414.66	61.27	1,160,147.45	253,732.79	2.81
VANGUARD TOTAL INTL STOCK	921909768	VXUS	1,375.00	54.46	74,882.50	61.27	84,246.25	9,363.75	0.20
VANGUARD TOTAL INTL STOCK	921909768	VXUS	2,469.00	56.20	138,757.80	61.27	151,275.63	12,517.83	0.37
VANGUARD TOTAL INTL STOCK	921909768	VXUS	17,679.00	52.12	921,429.48	61.27	1,083,192.33	161,762.85	2.62
VANGUARD TOTAL INTL STOCK	921909768	VXUS	6,003.00	61.64	370,024.92	61.27	367,803.81	(2,221.11)	0.89
VANGUARD TOTAL INTL STOCK	921909768	VXUS	6,883.00	65.37	449,941.71	61.27	421,721.41	(28,220.30)	1.02
VANGUARD TOTAL INTL STOCK	921909768	VXUS	2,470.00	56.53	139,629.10	61.27	151,336.90	11,707.80	0.37
VANGUARD TOTAL INTL STOCK	921909768	VXUS	632.00	64.35	40,669.20	61.27	38,722.64	(1,946.56)	0.09
VANGUARD TOTAL INTL STOCK	921909768	VXUS	1,714.00	53.54	91,767.56	61.27	105,016.78	13,249.22	0.25

Detail of Securities Held & Market Analytics

For the Month Ending May 31, 2024

SUNLINE EMPLOYEES RETIREMENT NON-BARGAIN - [REDACTED]

Security Type/Description Dated Date/Coupon/Maturity	CUSIP	Ticker	Shares	Average Cost/Share	Original Cost	Market Price	Market Value	Unreal G/L on Cost	Percentage
<b>Exchange-Traded Fund - Equity</b>									
VANGUARD TOTAL INTL STOCK	921909768	VXUS	8,570.00	52.51	450,010.70	61.27	525,083.90	75,073.20	1.27
VANGUARD TOTAL INTL STOCK	921909768	VXUS	3,770.00	52.07	196,303.90	61.27	230,987.90	34,684.00	0.56
VANGUARD TOTAL STOCK MKT ETF	922908769	VTI	20,562.00	204.04	4,195,470.48	260.44	5,355,167.28	1,159,696.80	12.97
VANGUARD TOTAL STOCK MKT ETF	922908769	VTI	2,790.00	225.33	628,670.70	260.44	726,627.60	97,956.90	1.76
VANGUARD TOTAL STOCK MKT ETF	922908769	VTI	983.00	191.49	188,234.67	260.44	256,012.52	67,777.85	0.62
VANGUARD TOTAL STOCK MKT ETF	922908769	VTI	1,551.00	226.21	350,851.40	260.44	403,942.44	53,091.04	0.98
VANGUARD TOTAL STOCK MKT ETF	922908769	VTI	138.00	216.58	29,888.04	260.44	35,940.72	6,052.68	0.09
VANGUARD TOTAL STOCK MKT ETF	922908769	VTI	499.00	198.24	98,921.76	260.44	129,959.56	31,037.80	0.31
VANGUARD TOTAL STOCK MKT ETF	922908769	VTI	433.00	233.92	101,287.36	260.44	112,770.52	11,483.16	0.27
VANGUARD TOTAL STOCK MKT ETF	922908769	VTI	500.00	199.58	99,790.00	260.44	130,220.00	30,430.00	0.32
VANGUARD TOTAL STOCK MKT ETF	922908769	VTI	4,931.00	195.76	965,292.56	260.44	1,284,229.64	318,937.08	3.11
VANGUARD TOTAL STOCK MKT ETF	922908769	VTI	16,250.00	169.04	2,746,900.00	260.44	4,232,150.00	1,485,250.00	10.25
VANGUARD TOTAL STOCK MKT ETF	922908769	VTI	2,635.00	261.82	689,895.70	260.44	686,259.40	(3,636.30)	1.66
<b>Security Type Sub-Total</b>			<b>143,881.00</b>		<b>14,834,864.89</b>	<b>3,914.95</b>	<b>18,830,633.41</b>	<b>3,995,768.52</b>	<b>45.60</b>
<b>Money Market Mutual Fund</b>									
FIRST AMERICAN GOVERNMENT OBLIGATION - Z	31846V567	FGZXX	126,677.66	1.00	126,677.66	1.00	126,677.66	0.00	0.31
<b>Security Type Sub-Total</b>			<b>126,677.66</b>		<b>126,677.66</b>	<b>1.00</b>	<b>126,677.66</b>	<b>0.00</b>	<b>0.31</b>
<b>Mutual Fund - Bond</b>									
BAIRD CORE PLUS BOND - INST	057071870	BCOIX	457,663.78	10.94	5,005,178.65	9.93	4,544,601.34	(460,577.31)	11.01
BBH LIMITED DURATION I	05528X851	BBBIX	0.03	10.29	0.35	10.32	0.35	0.00	0.00
DOUBLELINE CORE FIXED INCOME I	258620301	DBLFX	190,813.92	10.49	2,000,969.55	9.05	1,726,866.00	(274,103.55)	4.18
MAINSTAY MACKAY HIGH YIELD CORP BD R6	56063N881	MHYSX	130,719.72	5.18	677,553.61	5.12	669,284.97	(8,268.64)	1.62
PRUDENTIAL TOTAL RETRN BND-Q	74440B884	PTRQX	327,761.36	13.53	4,435,027.69	11.76	3,854,473.61	(580,554.08)	9.34
VOYA INTERMEDIATE BOND R6	92913L569	IIBZX	203,765.77	10.06	2,049,382.86	8.57	1,746,272.63	(303,110.23)	4.23
<b>Security Type Sub-Total</b>			<b>1,310,724.59</b>		<b>14,168,112.71</b>	<b>54.75</b>	<b>12,541,498.90</b>	<b>(1,626,613.81)</b>	<b>30.38</b>

**Detail of Securities Held & Market Analytics**

For the Month Ending **May 31, 2024**

**SUNLINE EMPLOYEES RETIREMENT NON-BARGAIN - [REDACTED]**

<b>Security Type/Description</b> <b>Dated Date/Coupon/Maturity</b>	<b>CUSIP</b>	<b>Ticker</b>	<b>Shares</b>	<b>Average Cost/Share</b>	<b>Original Cost</b>	<b>Market Price</b>	<b>Market Value</b>	<b>Unreal G/L on Cost</b>	<b>Percentage</b>
<b>Mutual Fund - Equity</b>									
GOLDMAN SACHS GQG PTNRS INTL OPPS INSTL	38147N293	GSIMX	34,546.06	19.28	666,093.46	23.12	798,704.92	132,611.46	1.93
HARDING LOEVNER INTERNATIONAL EQUITY POR	412295107	HLMIX	18,332.57	28.93	530,449.56	26.77	490,762.79	(39,686.77)	1.19
HRTFRD SCHR EM MRKT EQ-SDR	41665H789	SEMTX	20,162.83	15.19	306,364.44	16.40	330,670.45	24,306.01	0.80
JOHCM INTERNATIONAL SELECT I	46653M849	JOHIX	21,021.51	26.08	548,223.76	24.09	506,408.13	(41,815.63)	1.23

<b>Security Type Sub-Total</b>			<b>94,062.97</b>		<b>2,051,131.22</b>	<b>90.38</b>	<b>2,126,546.29</b>	<b>75,415.07</b>	<b>5.15</b>
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<b>Separate Account</b>									
ATEL PRIVATE DEBT PARTNERS II	ATEL00020	SA407	49,980.00	1.00	49,980.00	91.63	45,795.07	(4,184.93)	0.11
ATEL PRIVATE DEBT PARTNERS II	ATEL00020	SA407	45,325.00	1.00	45,325.00	91.63	41,529.84	(3,795.16)	0.10
ATEL PRIVATE DEBT PARTNERS II	ATEL00020	SA407	24,500.00	1.00	24,500.00	91.63	22,448.56	(2,051.44)	0.04
ATEL PRIVATE DEBT PARTNERS II	ATEL00020	SA407	21,070.00	1.00	21,070.00	91.63	19,305.76	(1,764.24)	0.05
ATEL PRIVATE DEBT PARTNERS II	ATEL00020	SA407	49,000.00	1.00	49,000.00	91.63	44,897.12	(4,102.88)	0.11
ATEL PRIVATE DEBT PARTNERS II	ATEL00020	SA407	45,325.00	1.00	45,325.00	91.63	41,529.84	(3,795.16)	0.10
ATEL PRIVATE DEBT PARTNERS II	ATEL00020	SA407	20,682.89	1.00	20,682.89	91.63	18,951.07	(1,731.82)	0.05
ATEL PRIVATE DEBT PARTNERS II	ATEL00020	SA407	45,325.00	1.00	45,325.00	91.63	41,529.84	(3,795.16)	0.10
ATEL PRIVATE DEBT PARTNERS II	ATEL00020	SA407	49,000.00	1.00	49,000.00	91.63	44,897.13	(4,102.87)	0.11
ATEL PRIVATE DEBT PARTNERS II	ATEL00020	SA407	45,325.00	1.00	45,325.00	91.63	41,529.84	(3,795.16)	0.10
ATEL PRIVATE DEBT PARTNERS II	ATEL00020	SA407	45,325.00	1.00	45,325.00	91.63	41,529.84	(3,795.16)	0.10
GOLUB CAPITAL PARTNERS INT'L XIV	GOLUB0091	SA468	180,000.00	1.00	180,000.00	114.14	205,449.34	25,449.34	0.50
GOLUB CAPITAL PARTNERS INT'L XIV	GOLUB0091	SA468	1,239,328.00	1.00	1,239,328.00	114.14	1,414,550.66	175,222.66	3.43
NB SECONDARY OPPORTUNITIES V OFFSHORE	NBSOFV008	SA426	127,930.57	1.00	127,930.57	129.08	165,132.40	37,201.83	0.40
NB SECONDARY OPPORTUNITIES V OFFSHORE	NBSOFV008	SA426	105,000.00	1.00	105,000.00	129.08	135,533.69	30,533.69	0.33
NB SECONDARY OPPORTUNITIES V OFFSHORE	NBSOFV008	SA426	147,000.00	1.00	147,000.00	129.08	189,747.16	42,747.16	0.46
NB SECONDARY OPPORTUNITIES V OFFSHORE	NBSOFV008	SA426	33,254.60	1.00	33,254.60	129.08	42,924.94	9,670.34	0.10

**Detail of Securities Held & Market Analytics**

For the Month Ending **May 31, 2024**

<b>SUNLINE EMPLOYEES RETIREMENT NON-BARGAIN - [REDACTED]</b>										
<b>Security Type/Description</b>	<b>Dated Date/Coupon/Maturity</b>	<b>CUSIP</b>	<b>Ticker</b>	<b>Shares</b>	<b>Average Cost/Share</b>	<b>Original Cost</b>	<b>Market Price</b>	<b>Market Value</b>	<b>Unreal G/L on Cost</b>	<b>Percentage</b>
<b>Separate Account</b>										
NB SECONDARY OPPORTUNITIES V OFFSHORE		NBSOFV008	SA426	180,319.43	1.00	180,319.43	129.08	232,755.79	52,436.36	0.56
NB SECONDARY OPPORTUNITIES V OFFSHORE		NBSOFV008	SA426	252,000.00	1.00	252,000.00	129.08	325,280.85	73,280.85	0.79
NB SECONDARY OPPORTUNITIES V OFFSHORE		NBSOFV008	SA426	130,837.59	1.00	130,837.59	129.08	168,884.77	38,047.18	0.41
NB SECONDARY OPPORTUNITIES V OFFSHORE		NBSOFV008	SA426	309,750.00	1.00	309,750.00	129.08	399,824.38	90,074.38	0.97
NB SECONDARY OPPORTUNITIES V OFFSHORE		NBSOFV008	SA426	191,676.07	1.00	191,676.07	129.08	247,414.90	55,738.83	0.60
<b>Security Type Sub-Total</b>				<b>3,337,954.15</b>		<b>3,337,954.15</b>	<b>2,397.89</b>	<b>3,931,442.79</b>	<b>593,488.64</b>	<b>9.52</b>
<b>Managed Account Sub-Total</b>				<b>5,058,891.36</b>		<b>38,332,418.34</b>	<b>7,202.68</b>	<b>41,290,647.98</b>	<b>2,958,229.64</b>	<b>100.02</b>
<b>Securities Sub-Total</b>				<b>\$5,058,891.36</b>		<b>\$38,332,418.34</b>	<b>\$7,202.68</b>	<b>\$41,290,647.98</b>	<b>\$2,958,229.64</b>	<b>100.02%</b>
<b>Accrued Interest</b>								<b>\$0.00</b>		
<b>Total Investments</b>								<b>\$41,290,647.98</b>		

**SunLine Transit Agency**  
**CONSENT CALENDAR**

DATE: July 24, 2024

**RECEIVE & FILE**TO: Finance/Audit Committee  
Board of Directors

RE: Ridership Report for June 2024

Summary:

	Monthly Ridership		Monthly Variance	
	June 24	June 23	Net	Percent
Fixed Route	197,700	207,771	(10,071)	(4.8)%
SolVan	1,959	1,868	91	4.9%
SunRide	1,787	1,135	652	57.4%
Taxi Voucher*	101	251	(150)	(59.8)%
SunDial	9,032	10,211	(1,179)	(11.5)%
<b>Total</b>	<b>210,579</b>	<b>221,236</b>	<b>(10,657)</b>	<b>(4.8)%</b>

\*Taxi Voucher rides are included for the system total; however, they are not NTD reportable.

Yearly Ridership	
<b>Fiscal Year 2024</b>	2,753,390
<b>Fiscal Year 2023</b>	2,701,572
<b>Ridership Increase</b>	51,818

Fiscal year to date system ridership increased by 51,818 rides or 1.9% compared to the previous fiscal year. The baseline of the attached COVID-19 Recovery chart is calendar year 2020, this allows a comparison of three (3) years.

Recommendation:

Receive and file.



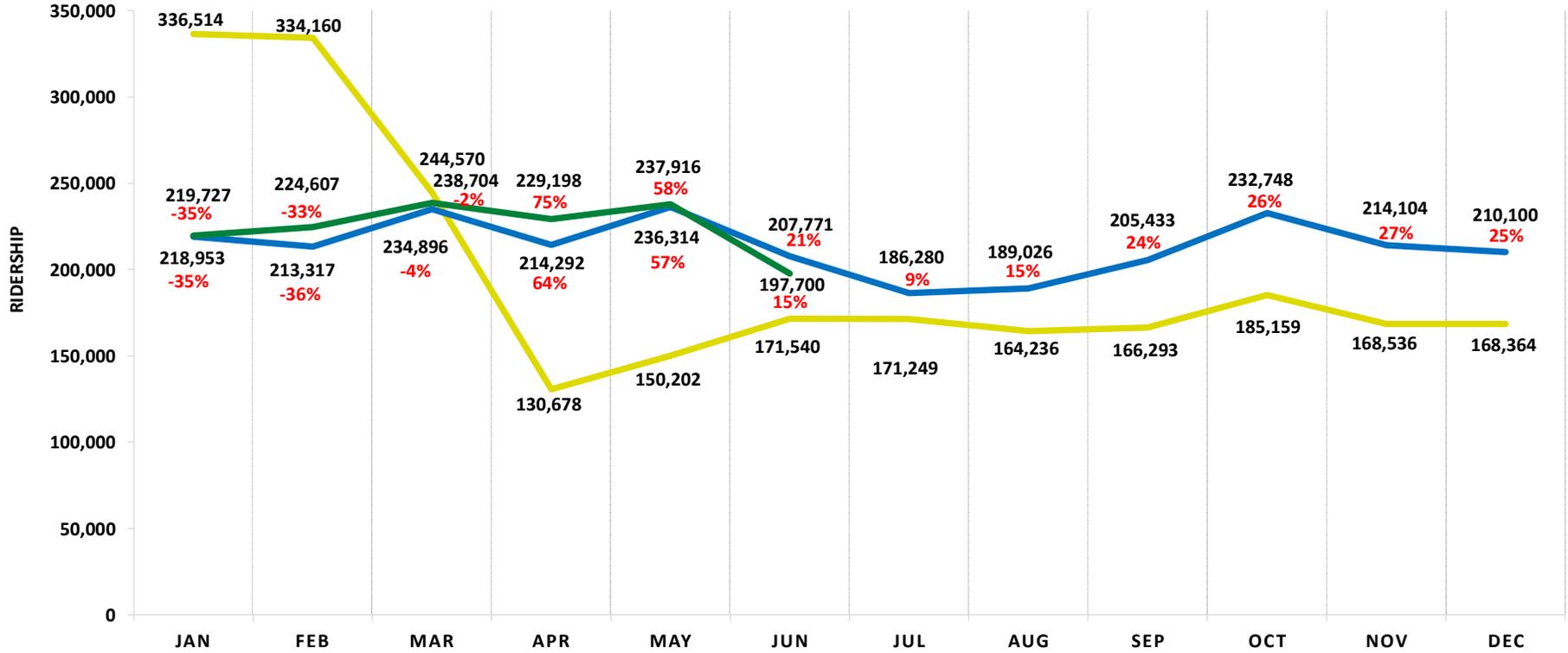
## SunLine Transit Agency Monthly Ridership Report June 2024

Fixed Route	FY 2024		FY 2023		Monthly KPI		Bikes		Wheelchairs		
	Jun 2024	Jun 2023	YTD	YTD	Passengers/ Rev. Hours	Passengers/ Rev. Miles	Monthly	FYTD	Monthly	FYTD	
Route 1EV	Coachella - Hwy 111 - Palm Desert Mall	46,935	-	592,677	-	17.4	1.4	2,187	27,687	213	3,546
Route 1WV	Palm Springs - Hwy 111 - Palm Desert Mall	33,506	89,133	444,097	1,049,634	14.3	1.2	1,254	18,179	322	4,019
Route 2	Desert Hot Springs - Palm Springs - Cathedral City	59,963	62,211	727,037	690,604	17.7	1.3	1,992	24,762	642	7,493
Route 3	Desert Hot Springs - Desert Edge	6,564	6,141	86,819	70,490	11.8	0.7	169	2,528	107	961
Route 4	Westfield Palm Desert - Palm Springs	17,576	18,183	223,207	213,621	11.1	0.8	608	9,563	175	1,411
Route 5	Desert Hot Springs - CSUSB - Palm Desert	1,982	1,971	22,641	22,987	6.0	0.3	77	767	13	79
Route 6	Coachella - Fred Waring - Westfield Palm Desert	3,340	4,148	39,629	94,277	8.4	0.6	138	1,287	21	192
Route 7	Bermuda Dunes - Indian Wells - La Quinta	5,955	6,494	90,797	73,373	11.8	0.9	345	3,926	8	130
Route 8	North Indio - Coachella - Thermal/Mecca	16,095	13,809	188,841	169,734	10.5	0.7	474	5,548	39	887
Route 9	North Shore - Mecca - Oasis	3,494	3,785	55,868	76,389	8.1	0.4	58	637	4	66
Route 10	Indio - CSUSB - San Bernardino - Metrolink	1,505	1,091	34,422	26,333	17.0	0.2	22	366	11	122
Route 200 SB	Palm Springs High School AM Tripper	41	106	1,831	2,711	14.6	1	-	13	-	7
Route 400 SB	Raymond Cree / Palm Springs HS Tripper	-	-	-	874	-	-	-	-	-	-
Route 401 SB	Palm Canyon / Stevens AM Tripper	-	-	-	-	-	-	-	-	-	-
Route 402 NB	Palm Canyon / Stevens AM Tripper	-	-	-	206	-	-	-	-	-	-
Route 403 NB	Vista Chino / Sunrise PM Tripper	-	-	-	493	-	-	-	-	-	-
Route 500 SB	Westfield Palm Desert PM Tripper	19	-	3,503	2,566	48.5	3.1	2	5	-	1
Route 501 NB	Palm Desert High School AM Tripper	-	-	-	-	-	-	-	-	-	-
Route 700 SB/NB	Harris / Washington - Calle Madrid / Ave Vallejo AM Tripper	40	36	3,317	3,087	18.3	1.2	-	29	-	3
Route 701 SB/NB	Harris / Washington - Calle Madrid / Ave Vallejo PM Tripper	21	4	8,388	6,527	48.3	3.2	-	76	-	5
Route 800 NB	Shadow Hills High School AM Tripper	429	118	21,627	12,601	120.1	5.9	-	43	-	1
Route 801 SB	Jackson / 44th PM Tripper	93	288	23,707	20,953	131.7	7.8	-	3	-	54
Route 802 SB	Hwy 111 / Golf Center Pkwy PM Tripper	25	59	4,550	5,936	25.3	1.3	-	-	-	38
Route 803 NB	Shadow Hills High School AM Tripper	117	194	12,828	16,033	85.9	4.2	-	117.0	-	8.0
<b>Fixed Route Total</b>		<b>197,700</b>	<b>207,771</b>	<b>2,585,789</b>	<b>2,559,429</b>	<b>14.2</b>	<b>1.0</b>	<b>7,326</b>	<b>95,536</b>	<b>1,555</b>	<b>19,023</b>
SolVan		1,959	1,868	23,738	19,972	5.3	0.1				
SunRide		1,787	1,135	22,435	9,122	1.2	0.2				
Taxi Voucher		101	251	1,936	2,895						
SunDial		9,032	10,211	119,492	110,154	2.0	0.1				
<b>System Total</b>		<b>210,579</b>	<b>221,236</b>	<b>2,753,390</b>	<b>2,701,572</b>	<b>10.5</b>	<b>0.7</b>				
		<b>Jun-24</b>	<b>Jun-23</b>								
Weekdays:		20	22								
Saturdays:		5	4								
Sundays:		5	4								
Total Days:		30	30								

Haul Pass COD contributed with 3,491 rides, CSUSB with 564 rides.  
Mobile Ticketing contributed with 27,076 rides, the total for June 2024 includes 156 paratransit mobile tickets.

## Fixed Route Ridership COVID-19 Recovery

— CY 2020   
 — CY 2023   
 — CY 2024   
 %VAR. 2020 vs 2023   
 %VAR. 2020 vs 2024

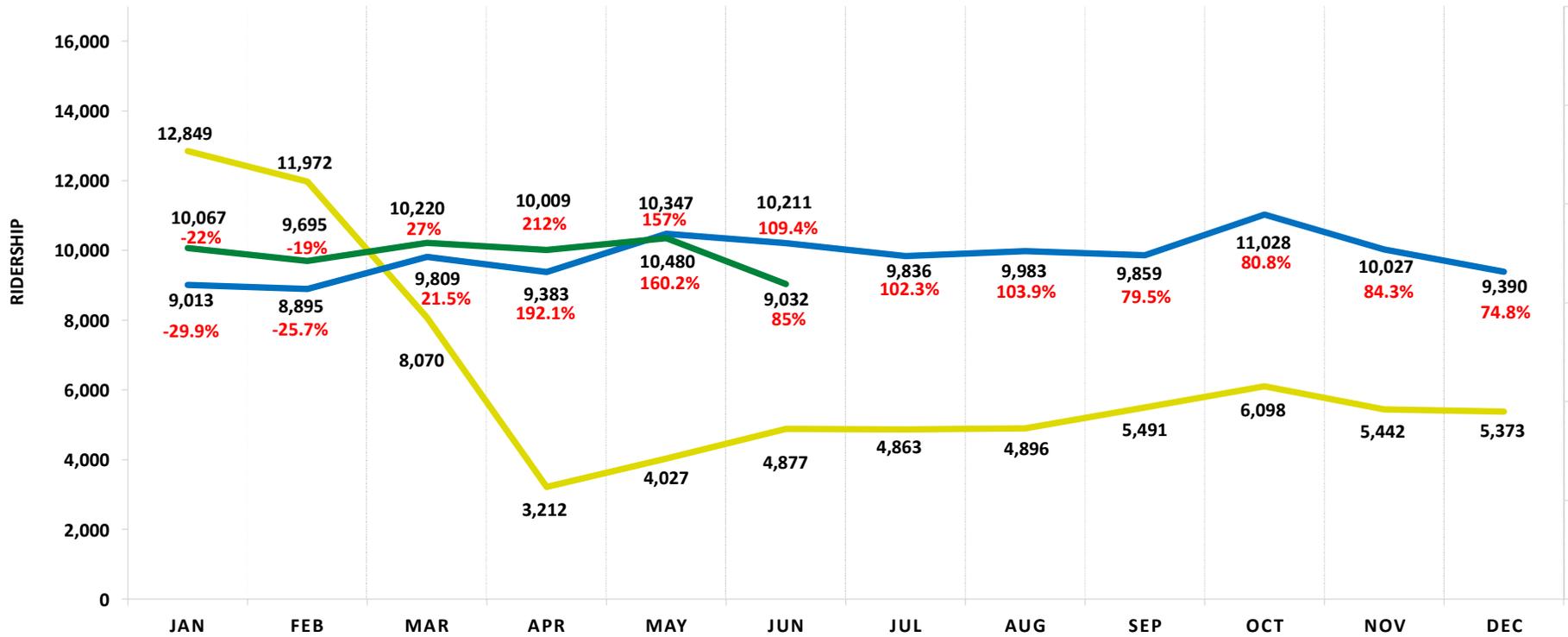


The COVID-19 pandemic caused a major national and global disruption with closures of businesses, schools and entertainment venues due to the implementation of national and statewide public health policies. Variances are in red close to their corresponding ridership number. 2023 and 2024 are referring to the baseline of 2020.

CY 2020 will remain on the chart since it is the baseline needed to compare ridership recovery for CY 2023 & CY 2024. CY 2021/2022 have been removed to reflect the two (2) most recent years in recovery.

## Paratransit Ridership COVID-19 Recovery

— CY 2020   
 — CY 2023   
 — CY 2024   
 %VAR. 2020 vs 2023   
 %VAR. 2020 vs 2024



The COVID-19 pandemic caused a major national and global disruption with closures of businesses, schools and entertainment venues due to the implementation of national and statewide public health policies. Variances are in red close to their corresponding ridership number. 2023 and 2024 are referring to the baseline of 2020. CY 2020 will remain on the chart since it is the baseline needed to compare ridership recovery for CY 2023 & CY 2024. CY 2021/2022 have been removed to reflect the two (2) most recent years in recovery.

**SunLine Transit Agency**  
**CONSENT CALENDAR**

DATE: July 24, 2024

**RECEIVE & FILE**

TO: Finance/Audit Committee  
Board of Directors

RE: SunDial Operational Notes for June 2024

Summary:

The attached report summarizes SunDial's operation for the month of June 2024. This report identifies that for the month of June, the on-time performance for SunDial did meet the internal service goal of 85% which is comparable to the fixed route service goal. The on-time performance for the month of June was 89.0%.

Fiscal-year-to-date, SunDial has maintained an on-time performance of 88.3%. Total vehicle miles for June 2024 decreased by 10,494 compared to June 2023. Total trips for the month of June were 9,032. When compared to June 2023, this is a decrease of 692 trips or 7.1%.

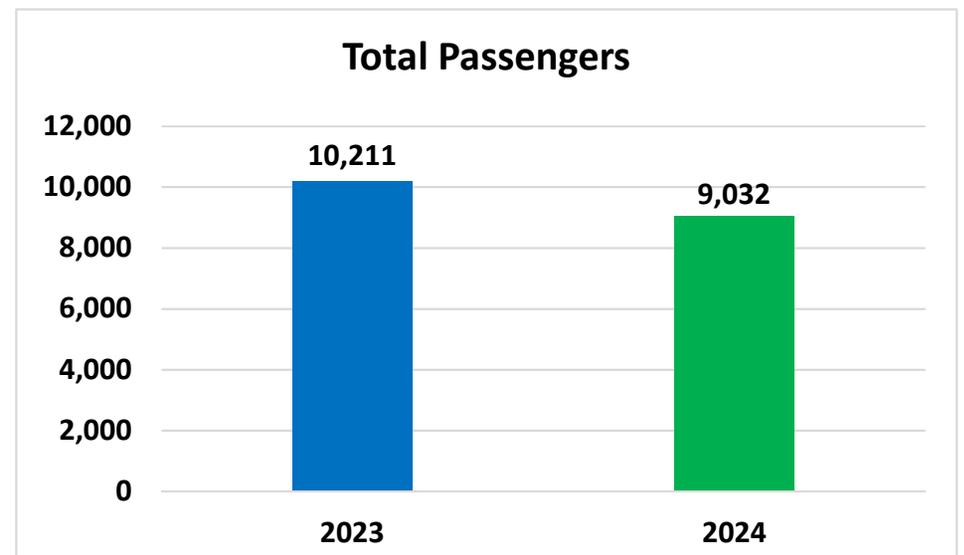
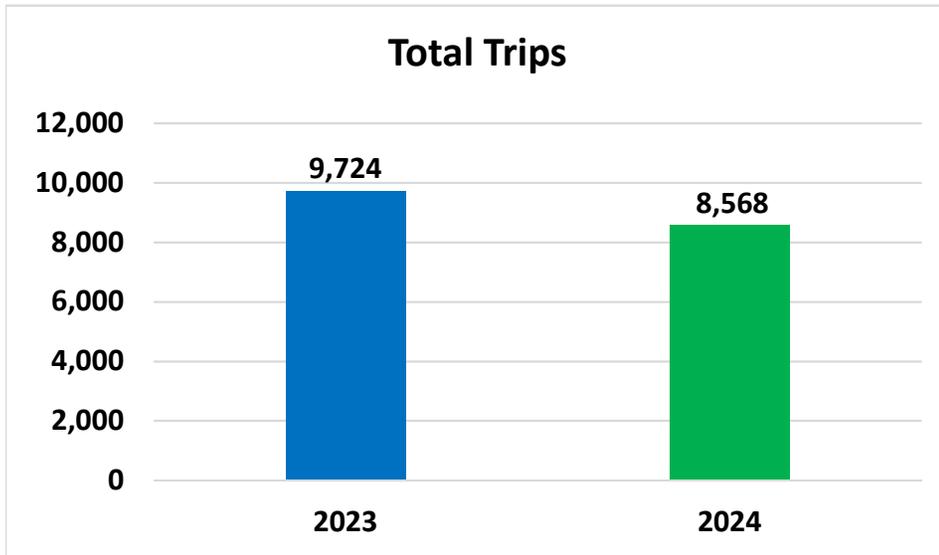
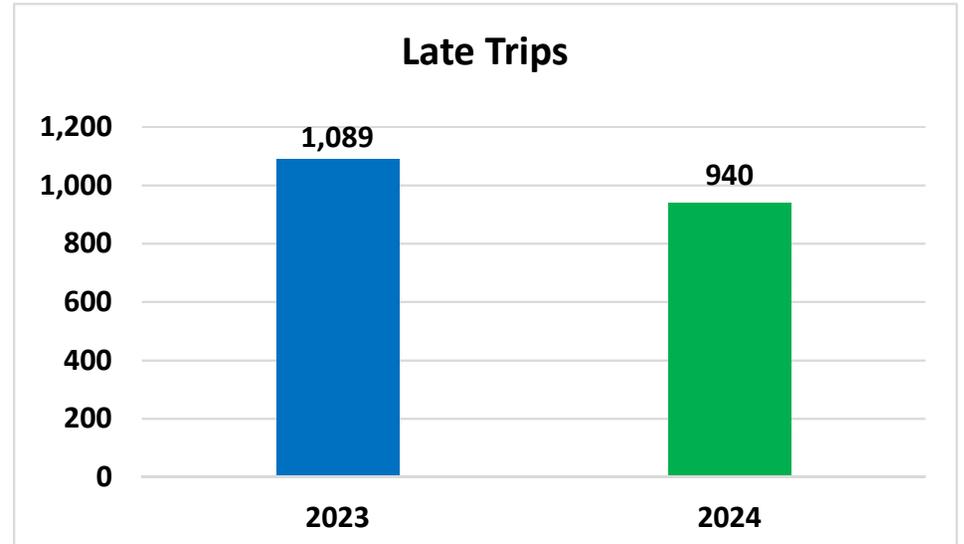
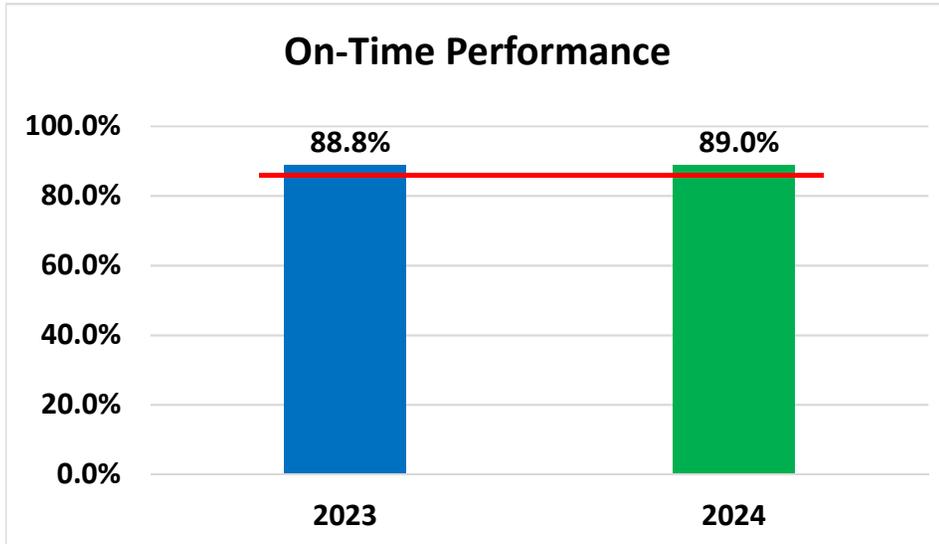
The total number of passengers for the month of June 2024 was 9,032, which indicates a decrease of 1,179 passengers or 11.5% when compared to June 2023. Mobility device boardings for June 2024 decreased by 302 or 19% when compared to June 2023. During this month, the field supervisors conducted a total of 78 onboard inspections and 89 safety evaluations, which included pre-trip inspections and trailing evaluations. The supervisors have exceeded their monthly on-board evaluations goal of 60 by 18, indicating an increase of 50% when compared to June 2023. Similarly, they have also exceeded their safety evaluations goal of 60 by 19, indicating an increase of 56% when compared to June 2023.

Recommendation:

Receive and file.

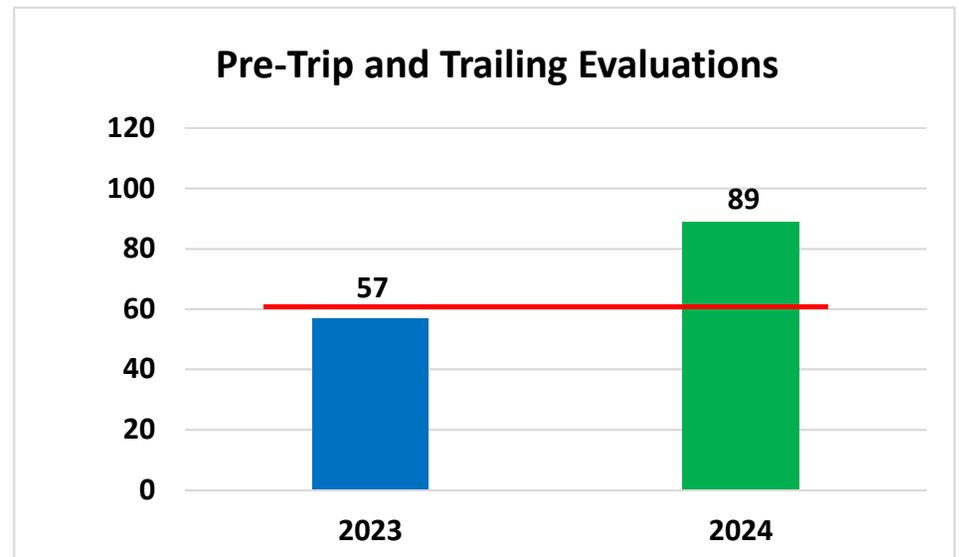
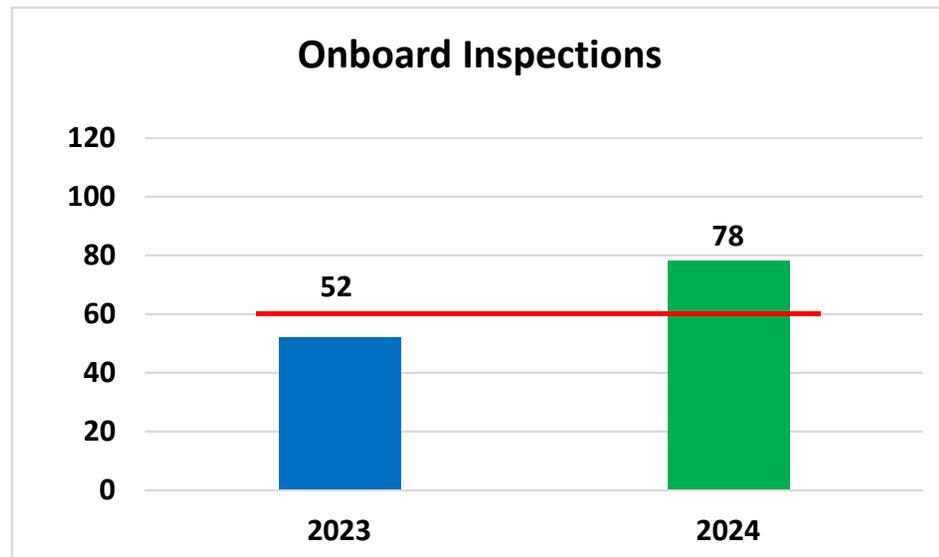
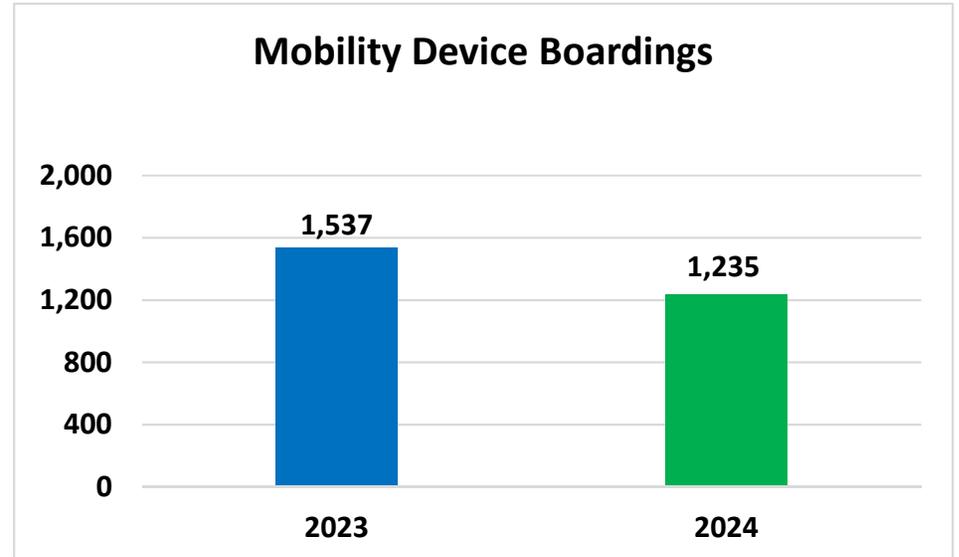
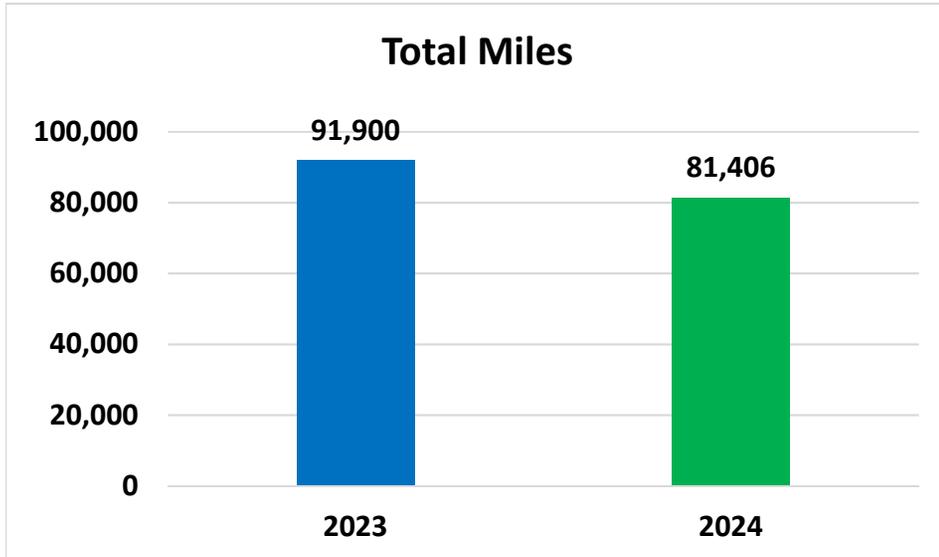
# Paratransit Operational Charts

## June 2023 vs. June 2024



# Paratransit Operational Charts

## June 2023 vs. June 2024



**SunLine Transit Agency**  
**CONSENT CALENDAR**

DATE: July 24, 2024

**RECEIVE & FILE**

TO: Finance/Audit Committee  
Board of Directors

RE: Metrics for June 2024

Summary:

The metrics packet includes data highlighting on-time performance, early departures, late departures, late cancellations, operator absences, fixed route customer complaints, paratransit customer complaints, advertising revenue, and system performance. SunRide performance includes system-wide metrics, trip booking method and geo-fence metrics for Desert Hot Springs/Desert Edge, Palm Desert, Coachella, Mecca/North Shore, Indio, Cathedral City, La Quinta and Palm Springs. Included in this packet is ridership data for the mobile ticketing usage of the Token Transit application and the Haul Pass programs with the various High Schools in the Coachella Valley, College of the Desert (COD) and California State University San Bernardino (CSUSB) Palm Desert Campus.

SunRide

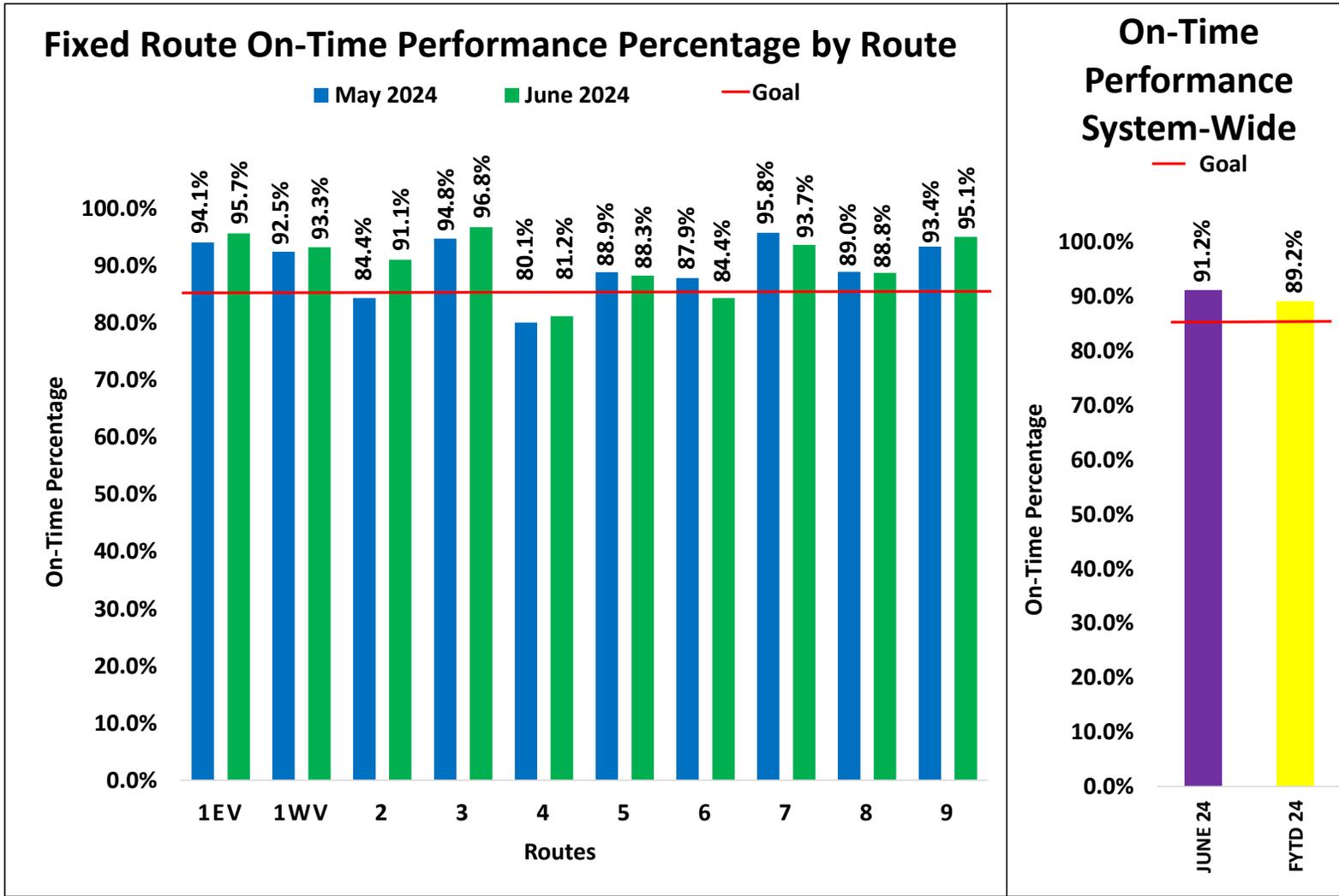
- While seasonal ridership typically dips in June as schools are closed and the seasonal visitors have left for the summer months, SunRide has continued to see growth year-over-year in all but one (1) geo-fence. June 2024 saw the following increase percentage in ridership when compared to June 2023:
  - System-wide saw an increase of 57% over June 2023.
  - Cathedral City is up 70% over June 2023.
  - Desert Hot Springs is up 43% over June 2023.
  - Indio is up 94% and kept pace in June when compared to May even with the summer slide.
  - Mecca/North Shore is up 143%, this is in large part to SunRide supplementing Route 9 between 10:00 am and 2:00pm.
  - Palm Desert was up 30% when compared to June 2023.
  - Palm Springs was up 126% when compared to June 2023.

### Fixed Route

- Fixed route's on-time performance increased by 1.6% from May 2024 at 89.6% to June 2024 at 91.2%. For June, the Agency exceeded the service standard goal of 85%.
  - Routes 4 and 6 did not meet their service standard goal due to continuous road work at Gene Autry Trl. and Vista Chino in Palm Springs and Fred Waring at Warner Trl. in Palm Desert.
  - Staff has observed running times for routes 4, 5 and 6 which will be adjusted in the September service change.
- Late departures decreased by 1.5% in June 2024, compared to the previous month.
- Early departures remained the same compared to the previous month at 0.4%.
- For the month of June 2024, 23% of SunLine's fixed route operator workforce was absent when compared to June 2023 at 25%.
- For the month of June 2024, workforce was at a total of 144 operators when compared to June 2023 at 136 operators.
- College of the Desert (COD) changed from ID swipe to the Token Transit App as of June 3, 2024. We have also provided COD with 31- day paper passes for students that do not have access to a smart device.

### Recommendation:

Receive and file.



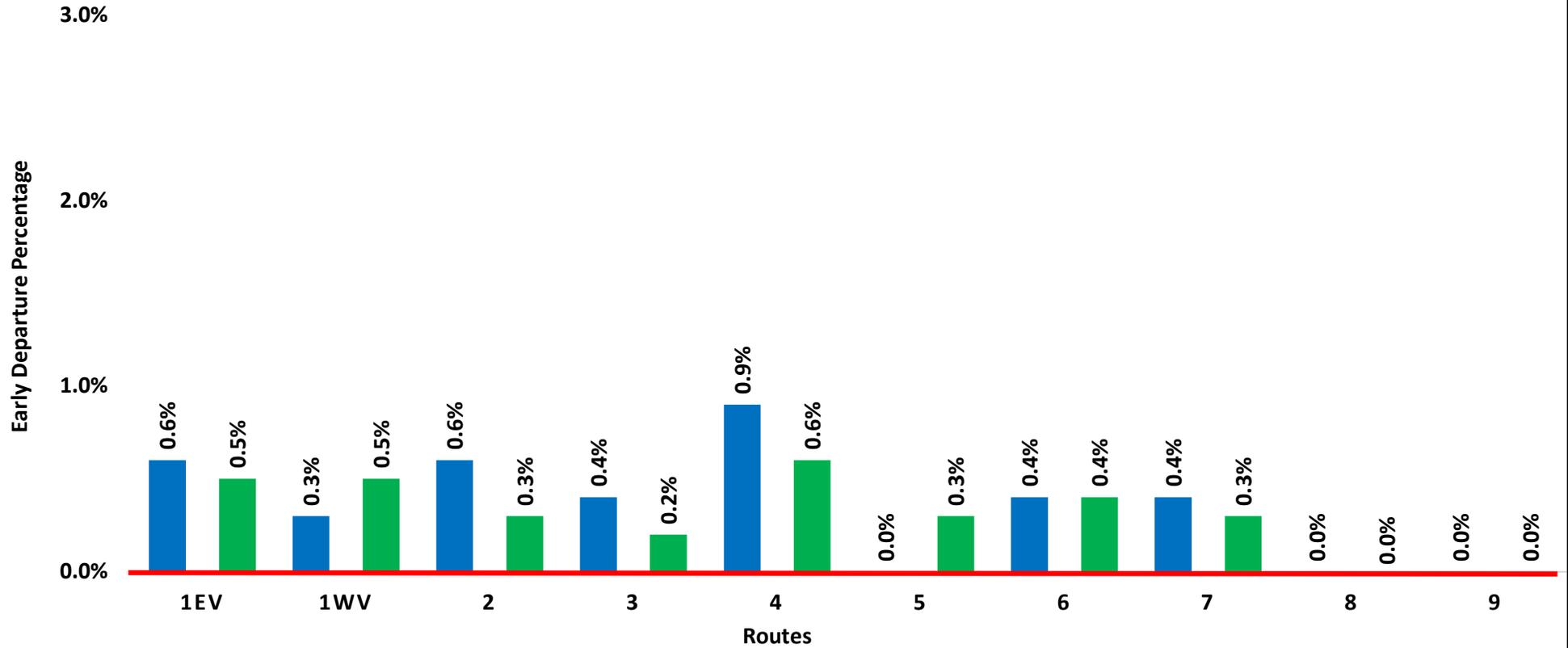
On-Time: When a trip departs a time point within a range of zero (0) minutes early to five (5) minutes late.

Goal: Minimum target for On-Time Performance is 85%.

Note: For the month of June 2024, the Agency's on-time performance was at 91.2%, when compared to June 2023 at 93.4%. This is a decrease of 2.2%.

## Fixed Route Early Departure Percentage by Route

■ May 2024    ■ June 2024

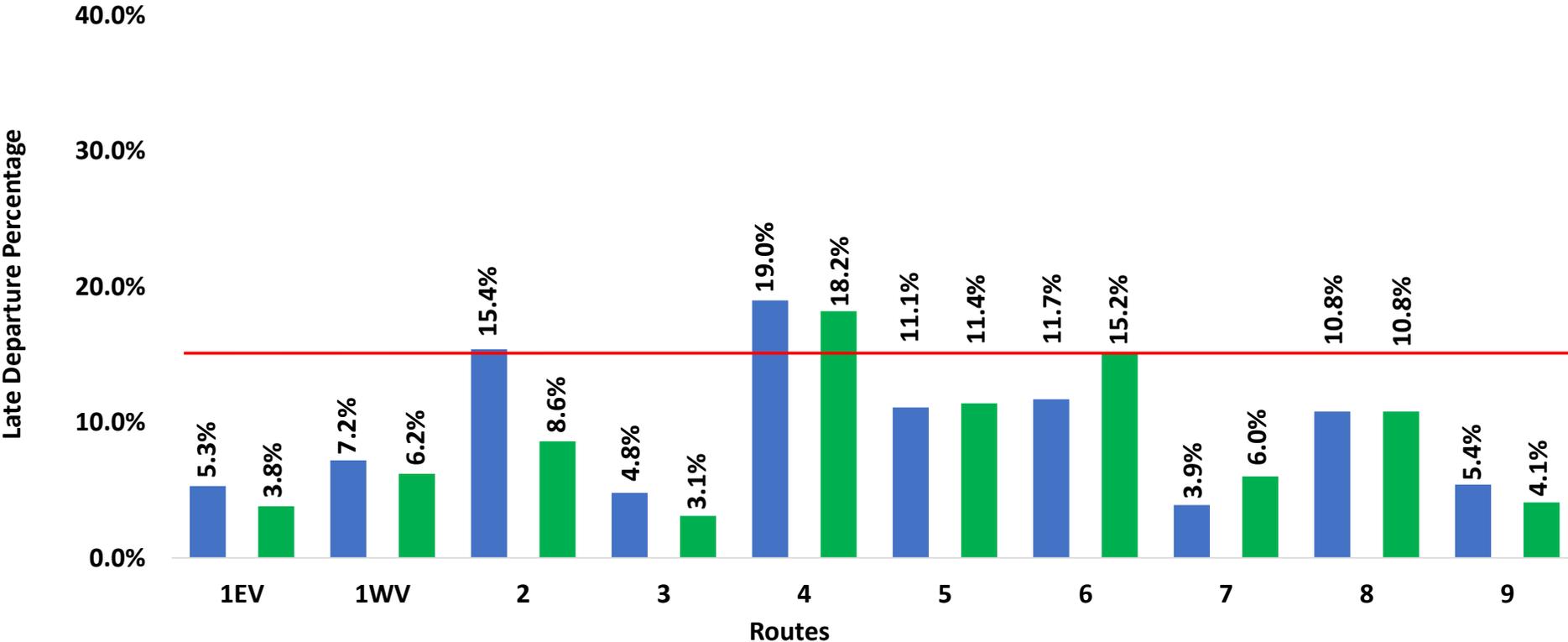


Early Departure: When a bus leaves a time point ahead of the scheduled departure time.

Goal: To reduce early departures to 0%.

# Fixed Route Late Departure Percentage by Route

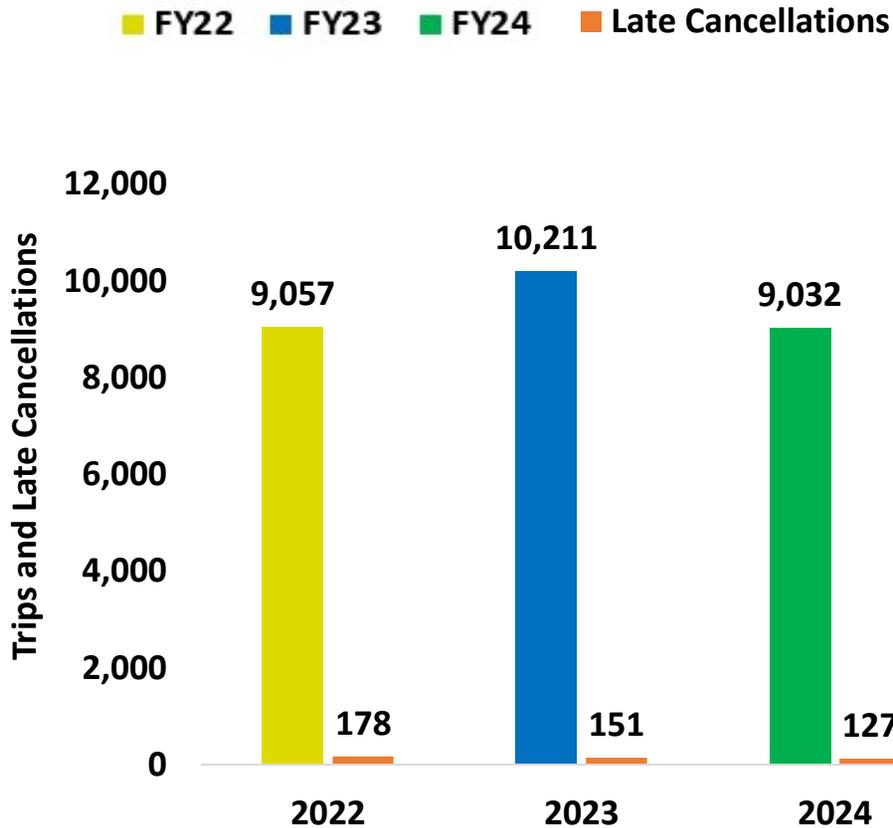
■ May 2024    ■ June 2024    — Goal



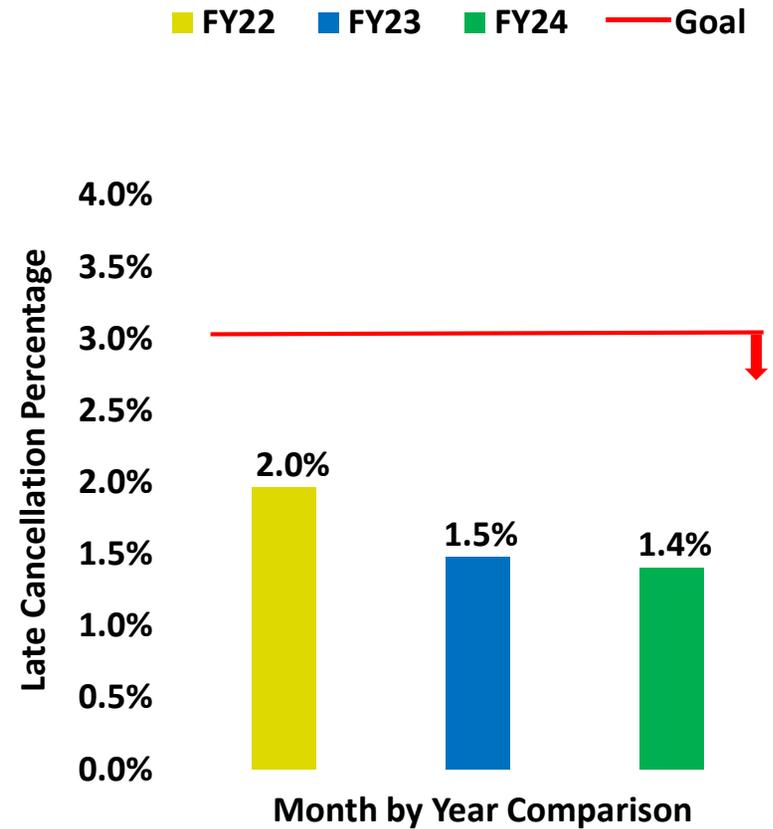
Late Departure: When a bus leaves a time point after the scheduled departure time and the route is running late with a departure greater than five (5) minutes.

Goal: To ensure late departures remain below 15%.

## Paratransit Total Trips vs. Late Cancellations June



## Late Cancellations by Percentage



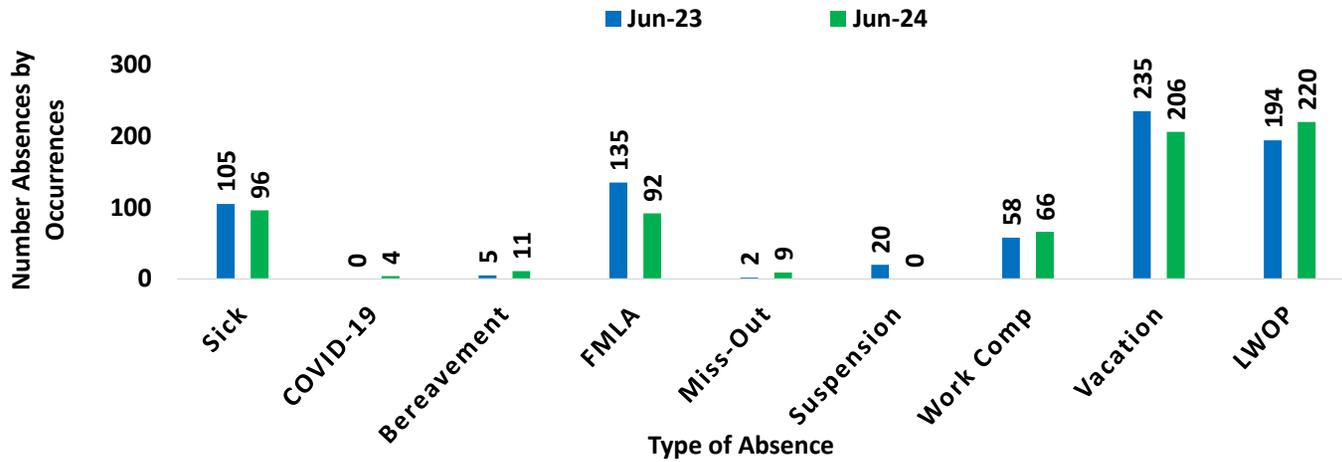
Trip: A one-way trip booked by the rider. A round trip is counted as two (2) trips.

Late Cancellation: A trip for which a rider cancels two (2) hours or less before the scheduled pick-up time.

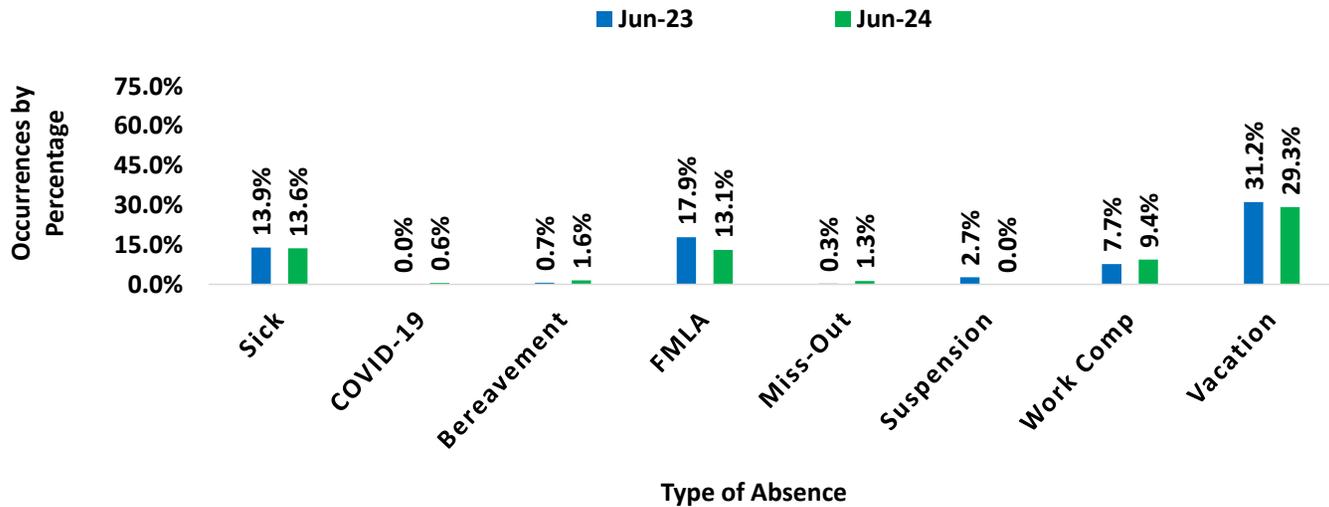
Goal for Late Cancellations: 3% or below.

Total Trips: Total one-way trips completed.

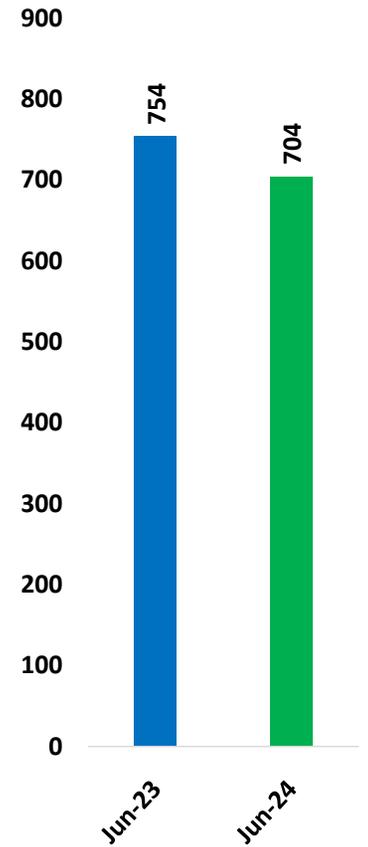
### Fixed Route Operator Absence by Type



### Fixed Route Operator Absence Type by Percentage

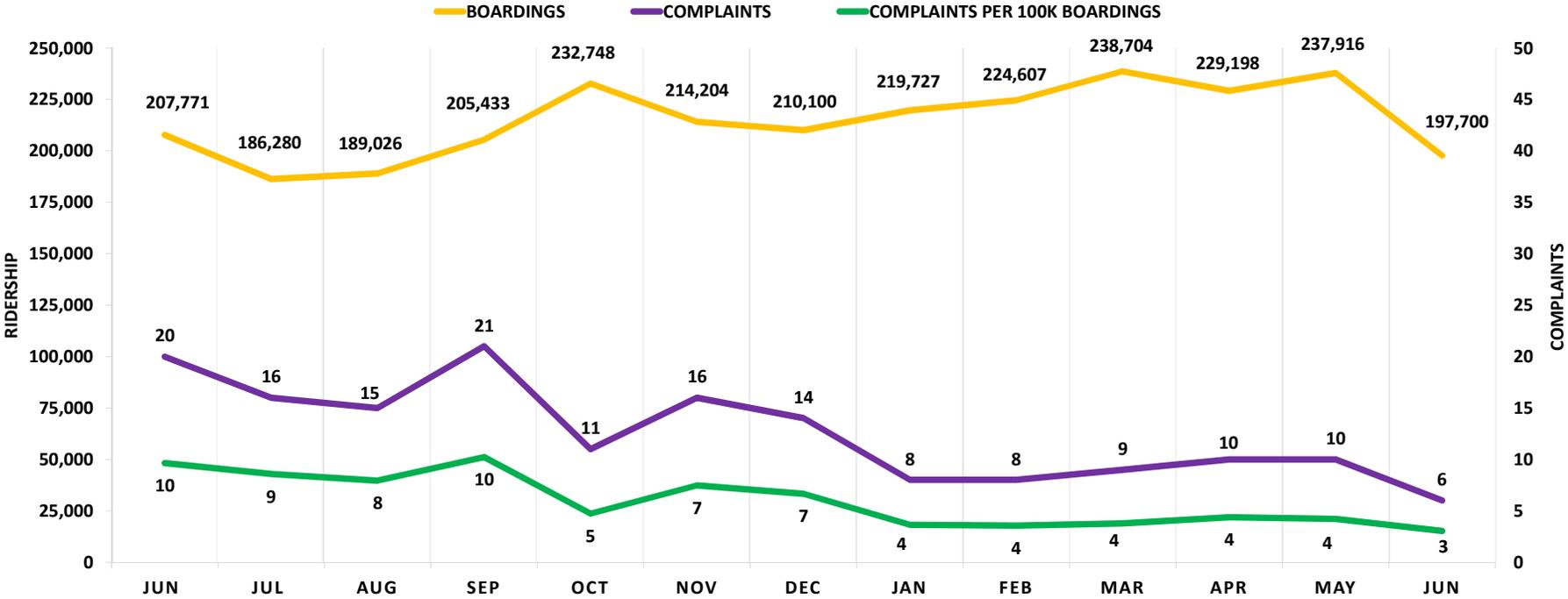


### Fixed Route Total Absence Occurrences



This chart includes unplanned/unscheduled and COVID-19 absences for Fixed Route drivers. For the month of June 2024, 23% of SunLine's fixed route operator workforce was absent when compared to June 2023 at 25%. For the month of June 2024, workforce was at a total of 144 operators when compared to June 2023 at 136 operators.

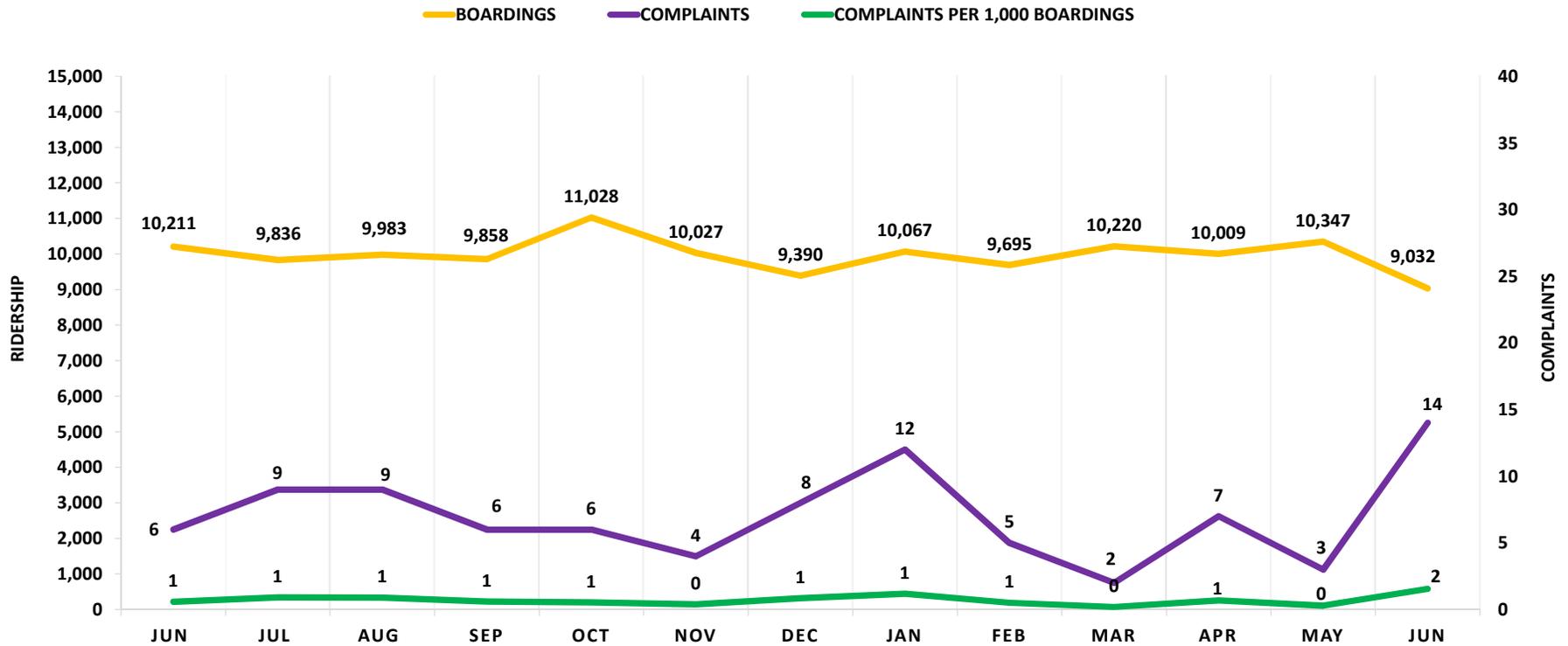
### Fixed Route Customer Complaints June 2023 to June 2024



This chart represents the number of boardings and total valid complaints, as well as the number of valid complaints per 100,000 boardings for the fixed route system.

For the month of June, 99.99% of our total boardings did not receive a complaint.

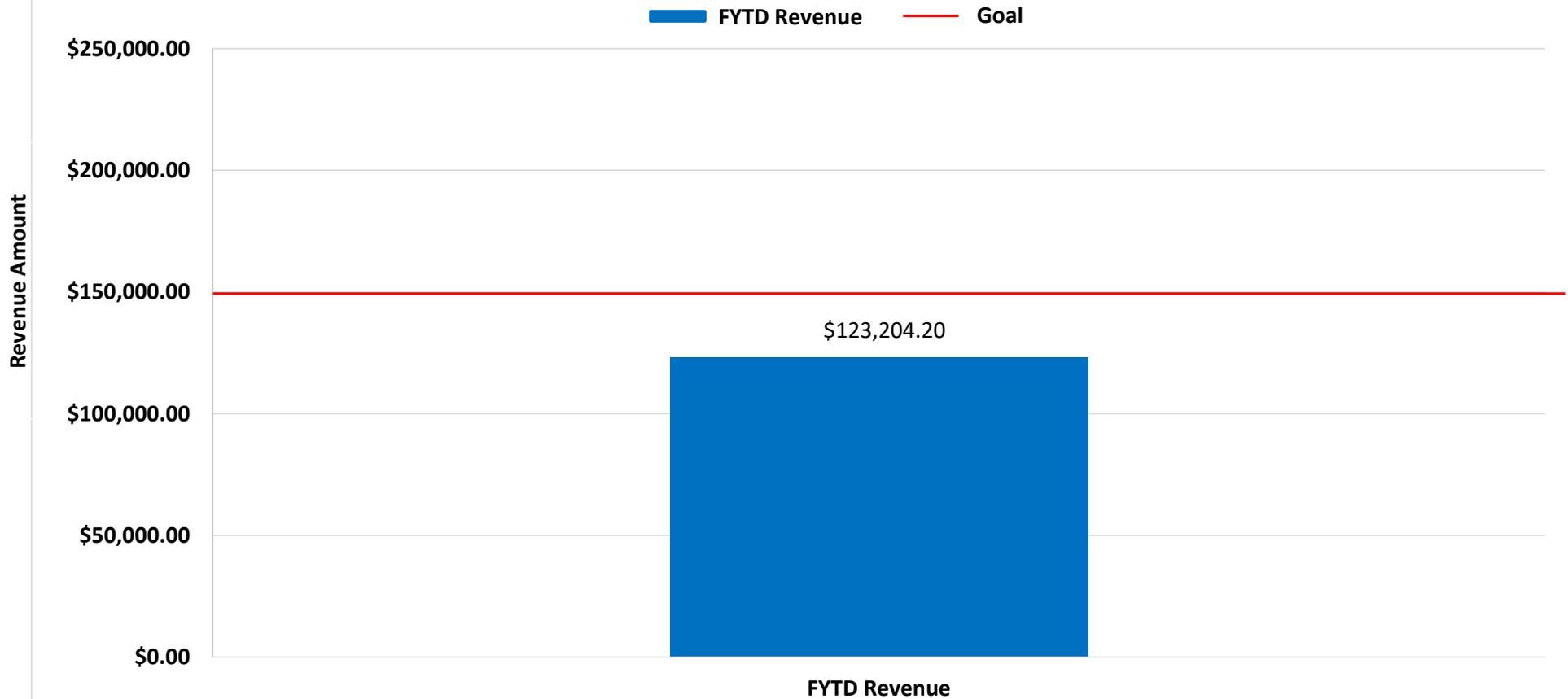
## Paratransit Customer Complaints June 2023 to June 2024



This chart represents the total number of boardings and valid complaints, as well as the number of valid complaints per 1,000 boardings for the paratransit service.

For the month of June, 99.84% of our total boardings did not receive a complaint.

### Advertising Revenue FYTD Revenue vs. Yearly Goal May 2024

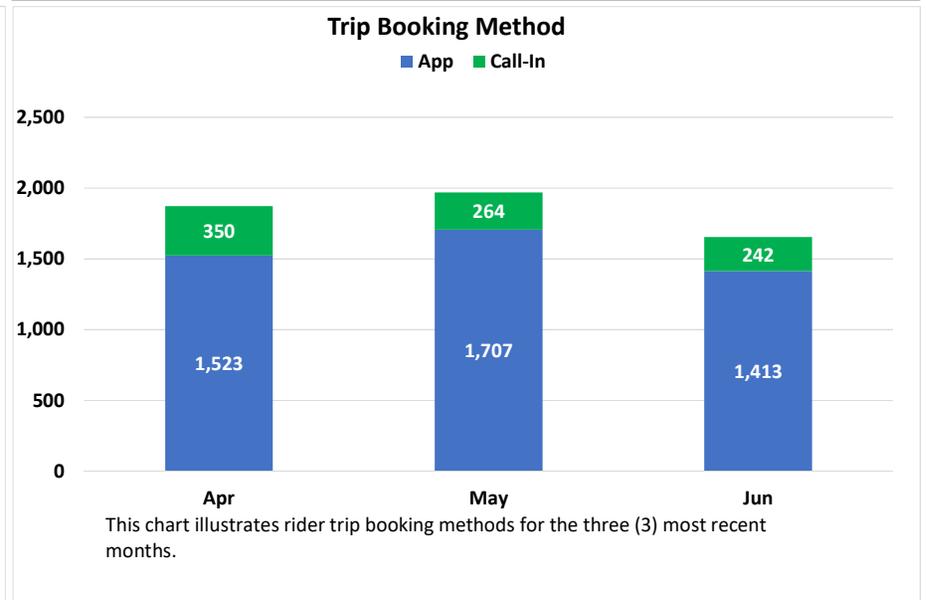
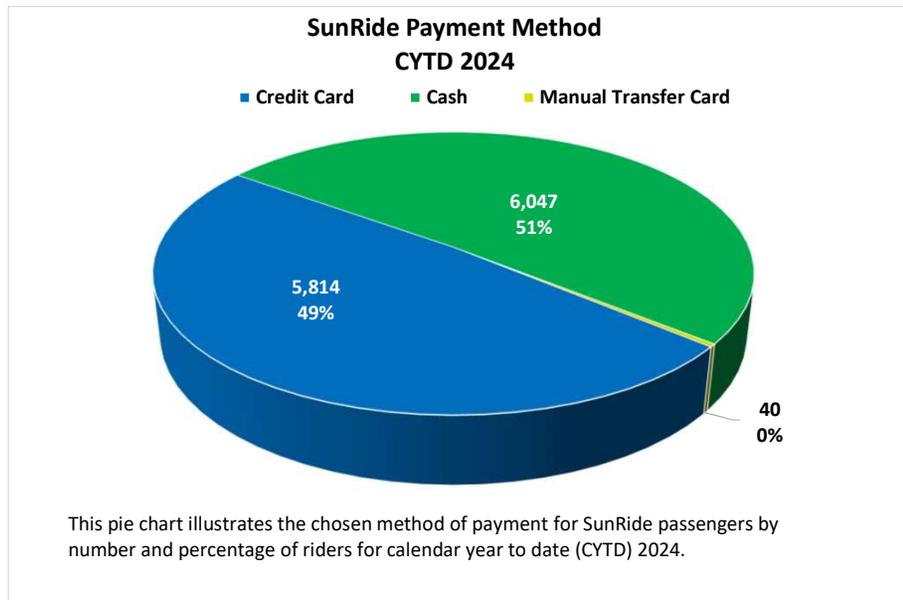
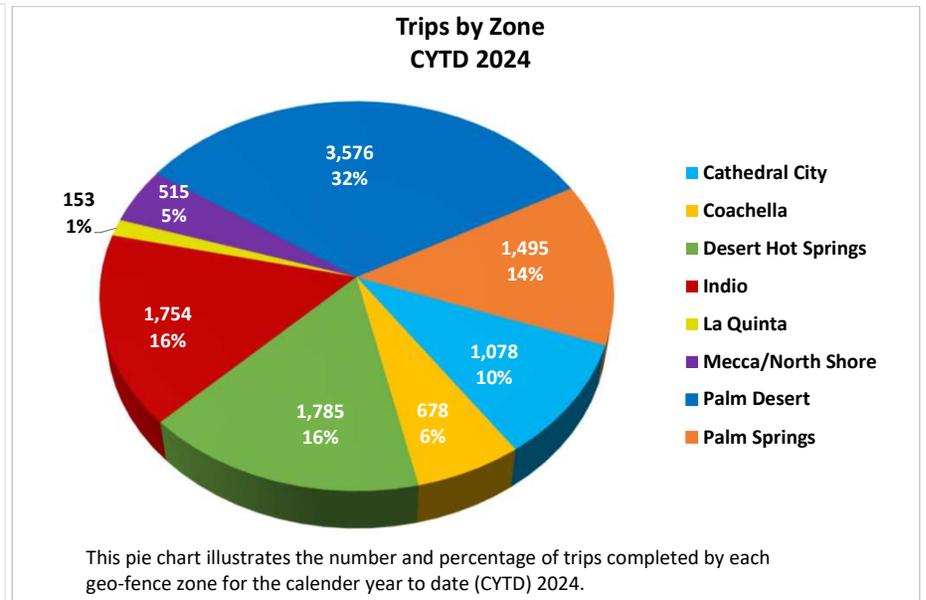
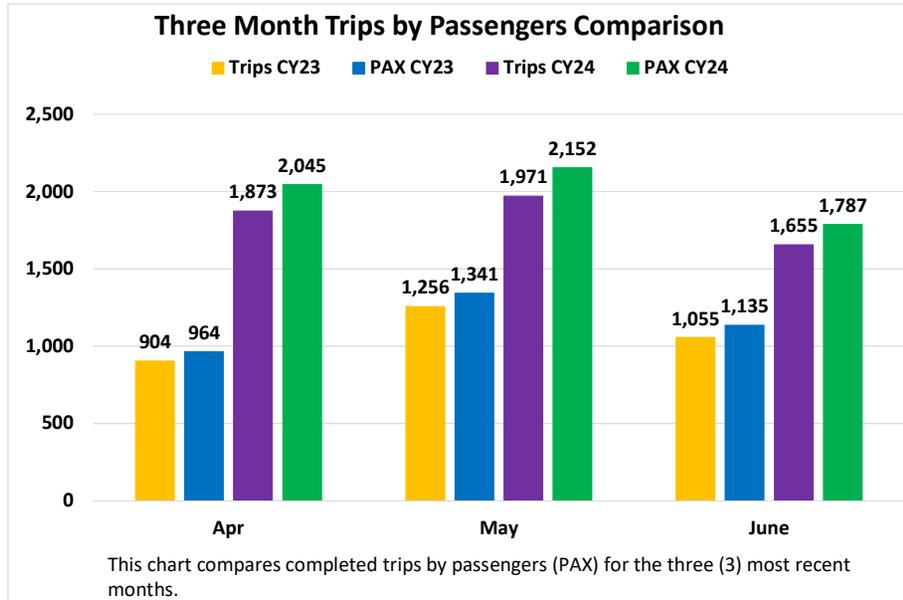


Advertising revenue tracks revenue of invoiced contracts for bus shelter and bus wrap advertising. The graph tracks FYTD revenue versus our yearly goal. The yearly goal for FY24 is \$150,000 (*advertising revenues follow Finance Department reporting from the previous two (2) months*).

## SunRide System-Wide Metrics CYTD 2024

**Total Completed Trips: 11,034**

**Total Number of Passengers: 11,901**

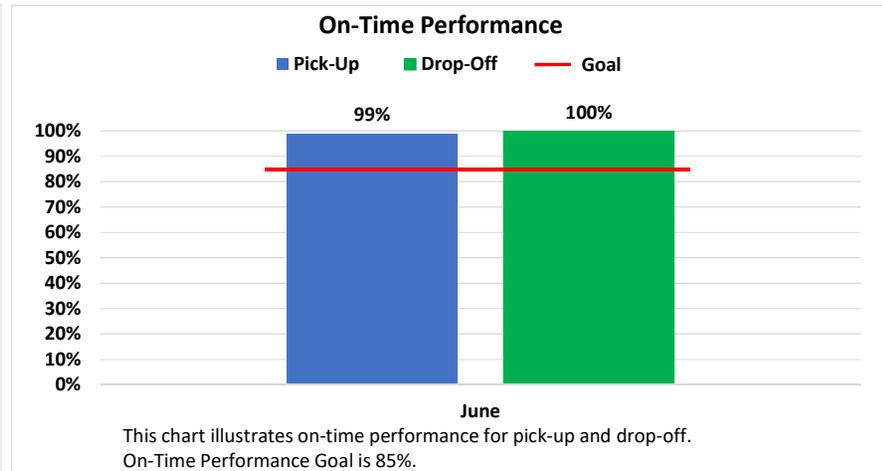
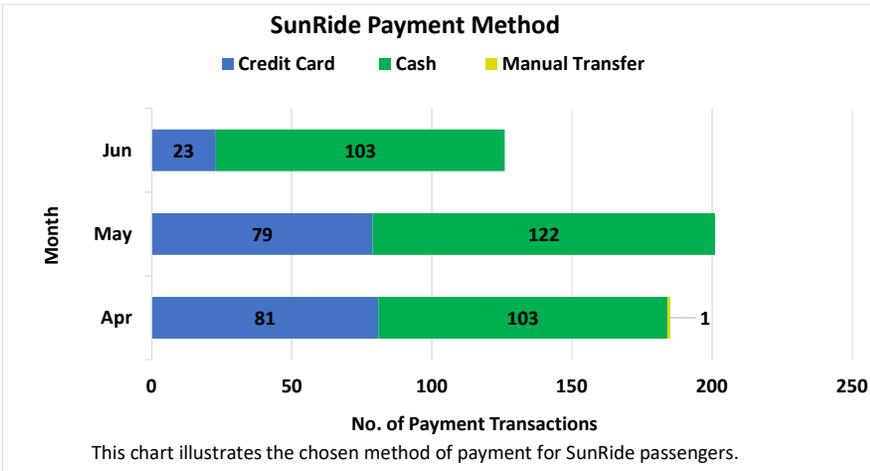
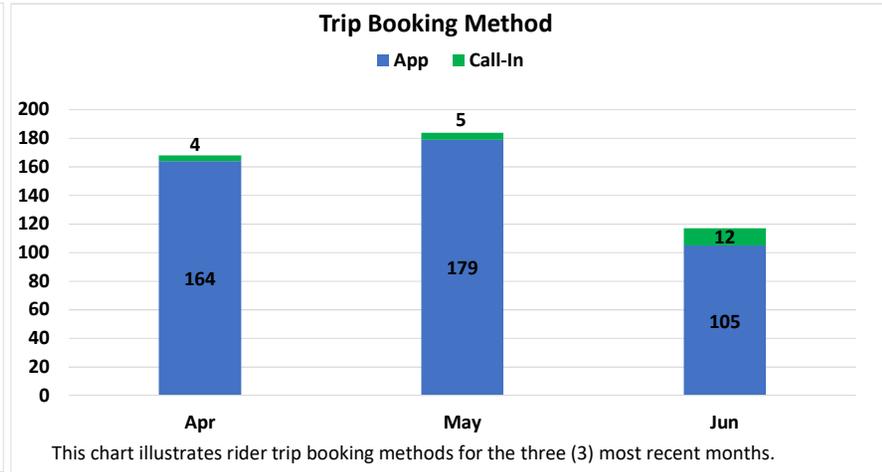
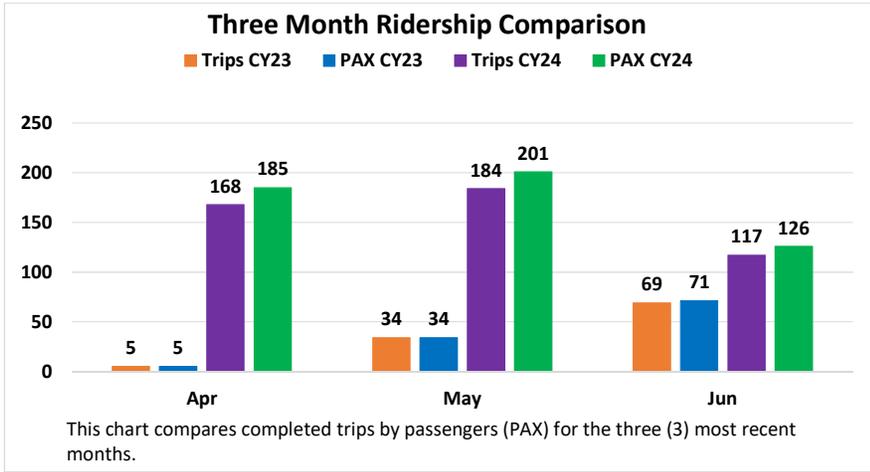


**Percentage of Trips System-wide as Ridesharing: 23%.**  
 [Based on No. of Shared Rides for the month (379) divided by Total Trips Completed (1,655)].

## Cathedral City Geo-Fence Metrics CYTD 2024

**Total Completed Trips: 1,078**

**Total Number of Passengers: 1,135**



**Percentage of Trips as Ridesharing: Ten (10) percent.**  
 [Based on No. of Shared Rides for the month (12) divided by Total Trips Completed (117).]

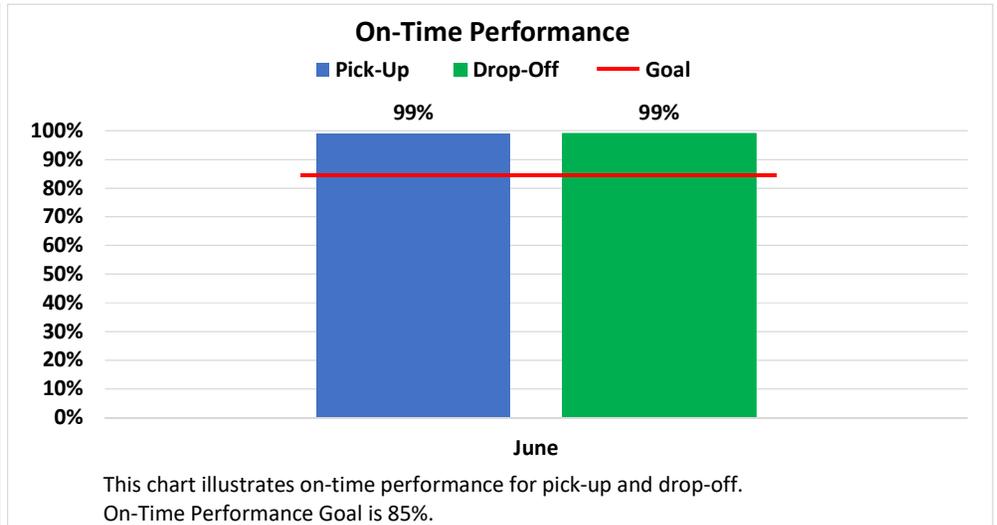
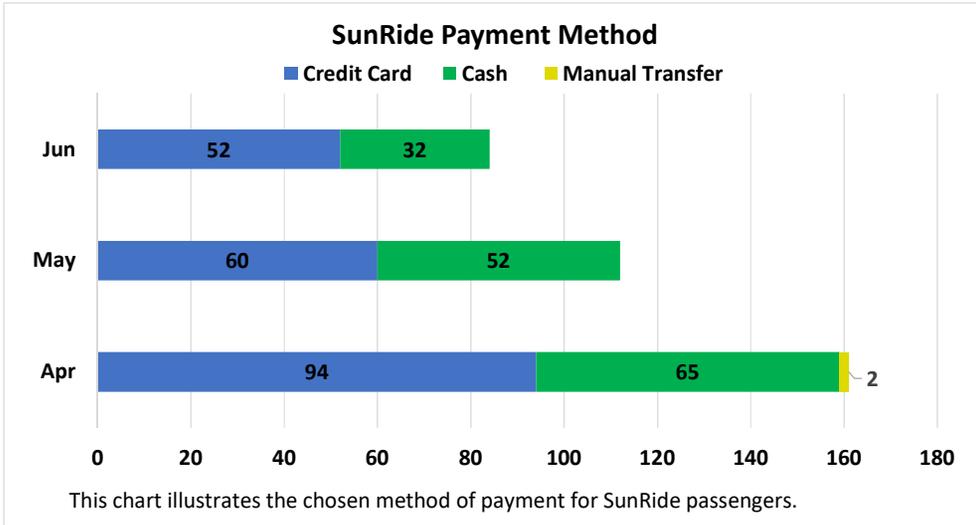
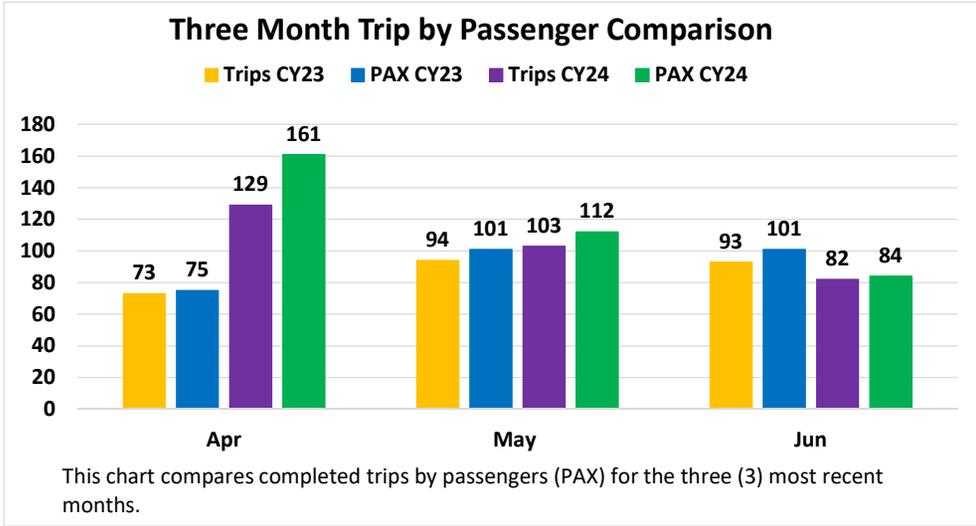
**Customer Satisfaction Rating**  
 Avg. rider trip rating 4.9  
 Goal: 4.5



## Coachella Geo-Fence Metrics CYTD 2024

**Total Completed Trips: 678**

**Total Number of Passengers: 762**



 **Combined Zone: Coachella-Indio-LaQuinta**  
**Percentage of Trips as Ridesharing: 14%.**  
 [Based on No. of Shared Rides for the month (55) divided by Total Trips Completed (406).]

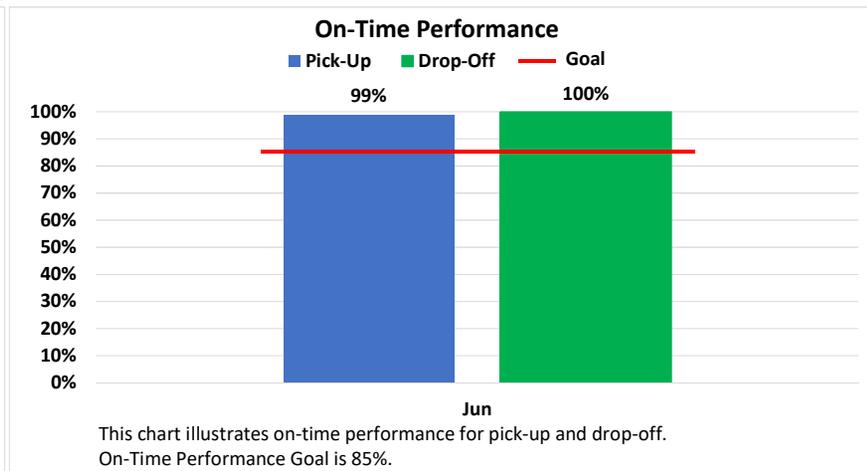
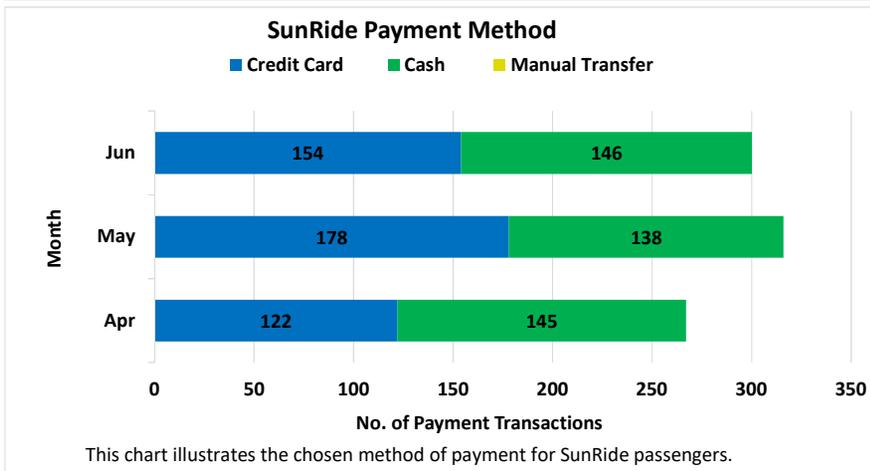
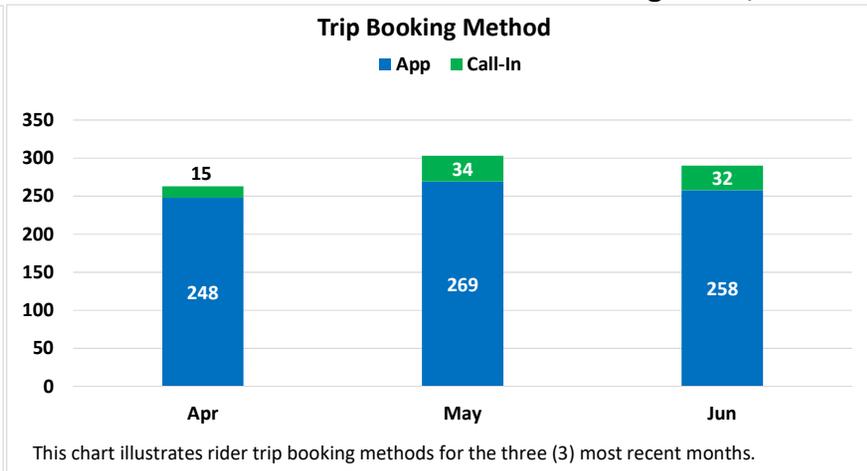
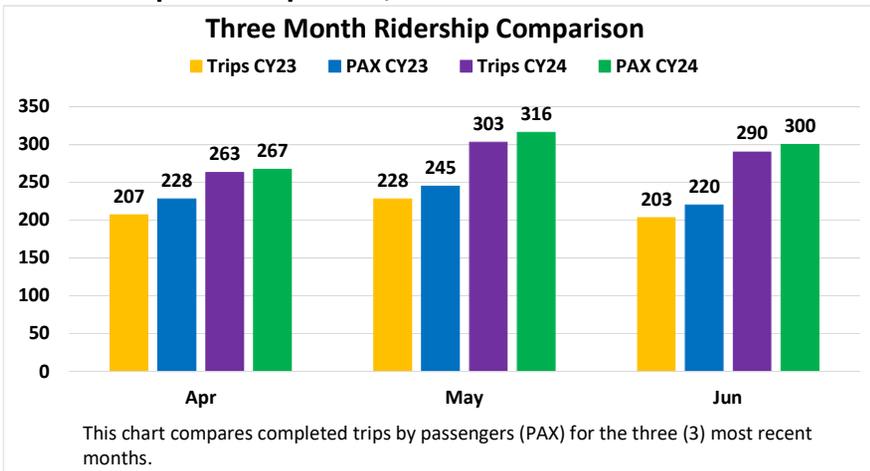
**Customer Satisfaction Rating**  
 Avg. rider trip rating: 4.9  
 Goal: 4.5

  
**EXCEEDS GOAL!**

## Desert Hot Springs/Desert Edge Geo-Fence Metrics CYTD 2024

**Total Completed Trips: 1,785**

**Total Number of Passengers: 1,861**



**Percentage of Trips as Ridesharing: 27%.**  
 [Based on No. of Shared Rides for the month (78) divided by Total Trips Completed (290).]

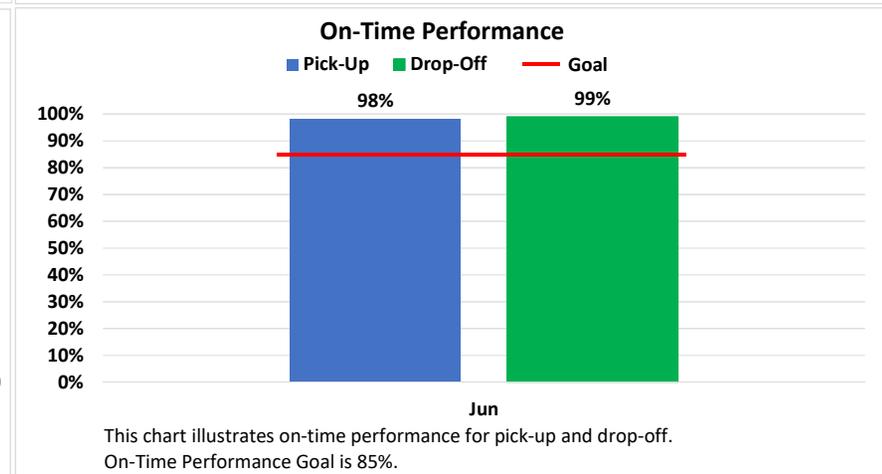
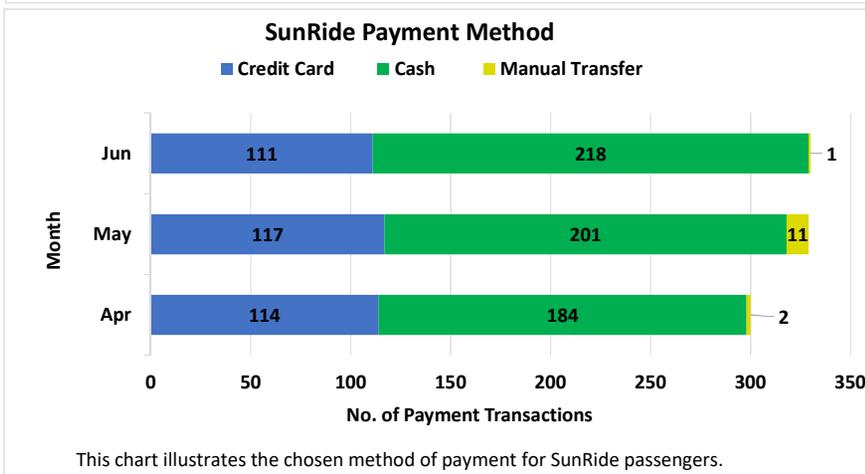
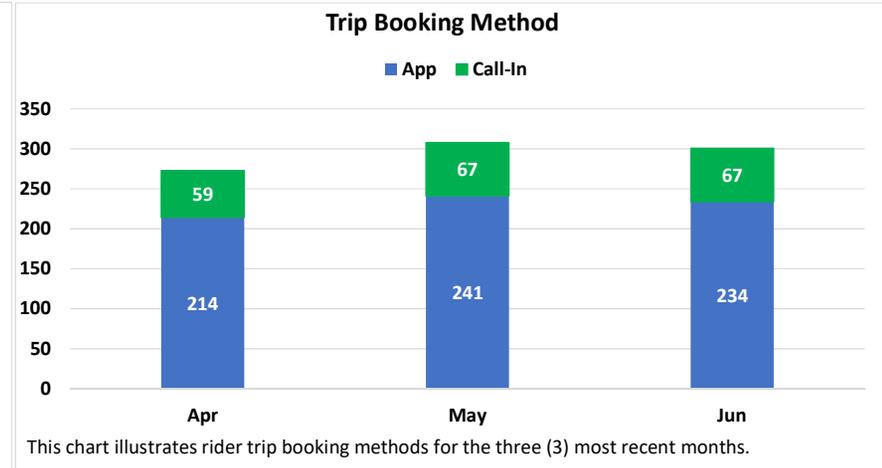
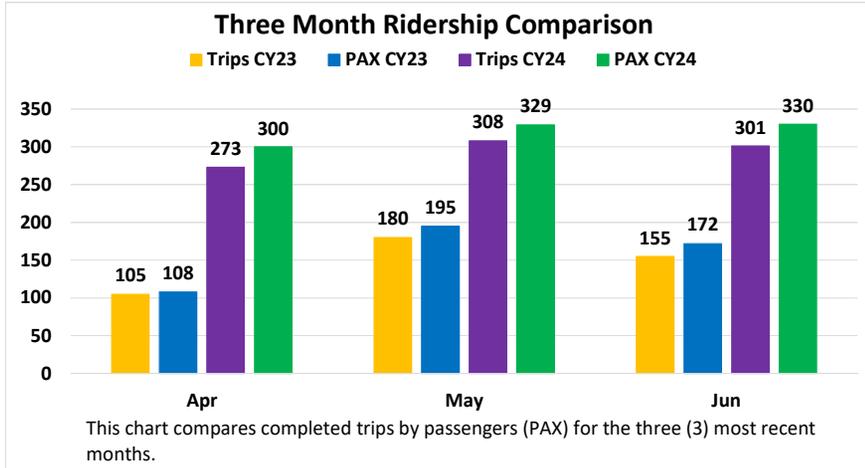
**Customer Satisfaction Rating**  
 Avg. rider trip rating 4.9  
 Goal: 4.5



## Indio Geo-Fence Metrics CYTD 2024

**Total Completed Trips: 1,754**

**Total Number of Passengers: 1,917**



**Combined Zone: Coachella-Indio-LaQuinta**  
**Percentage of Trips as Ridesharing: 14%.**  
 [Based on No. of Shared Rides for the month (55) divided by Total Trips Completed (406).]

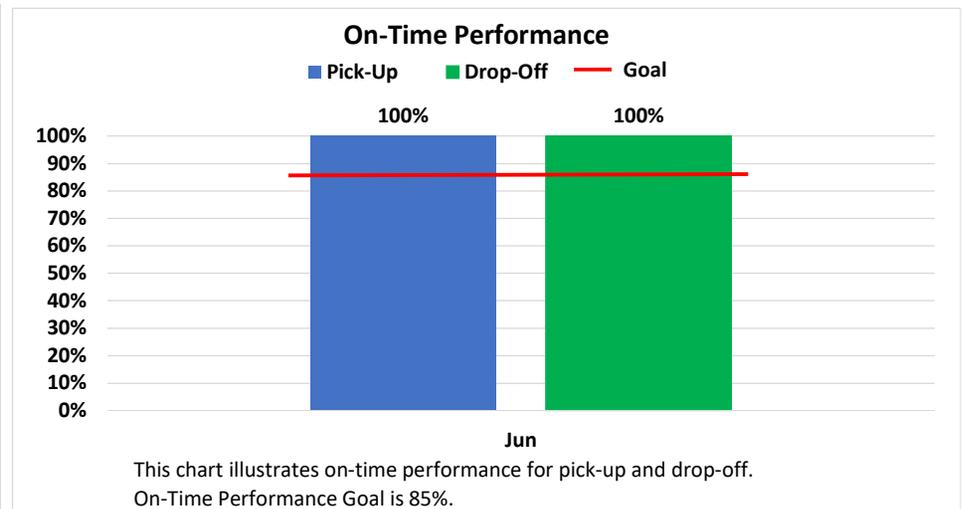
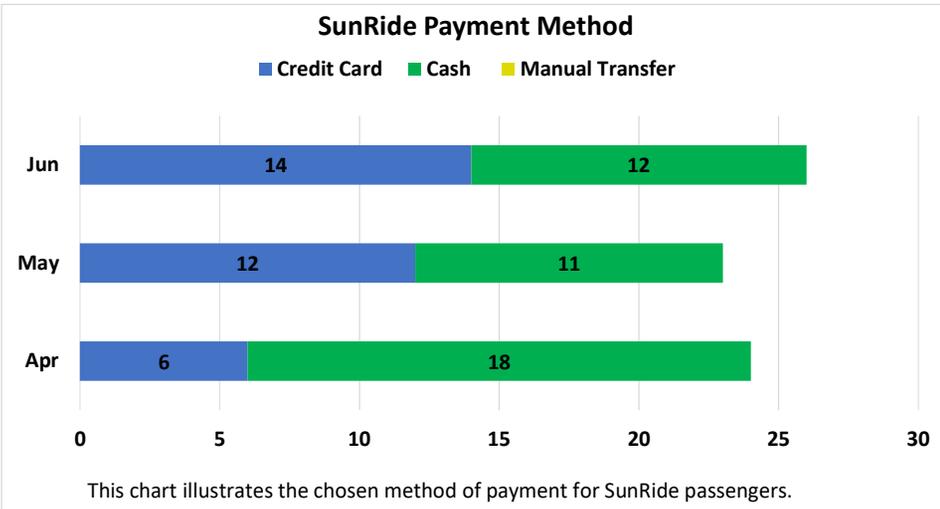
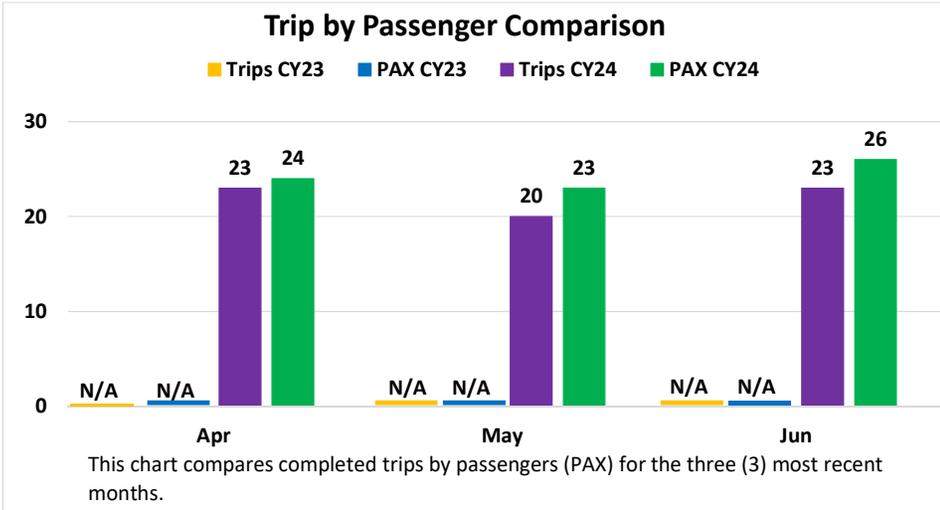
**Customer Satisfaction Rating**  
 Avg. rider trip rating 4.9  
 Goal: 4.5



## La Quinta Geo-Fence Metrics CYTD 2024

**Total Completed Trips: 153**

**Total Number of Passengers: 171**



**Combined Zone: Coachella-Indio-LaQuinta**

**Percentage of Trips as Ridesharing: 14%.**

[Based on No. of Shared Rides for the month (55) divided by Total Trips Completed (406).]

**Customer Satisfaction Rating**

Avg. rider trip rating: 4.3

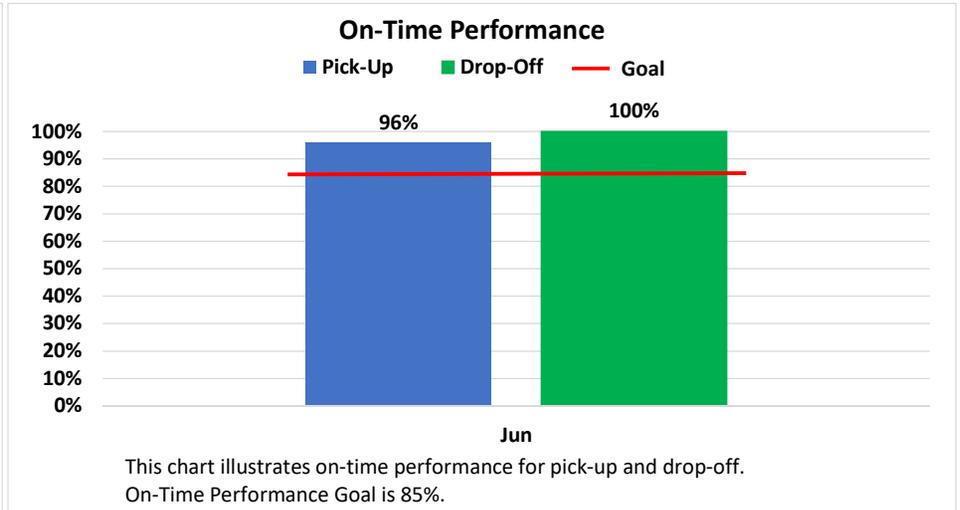
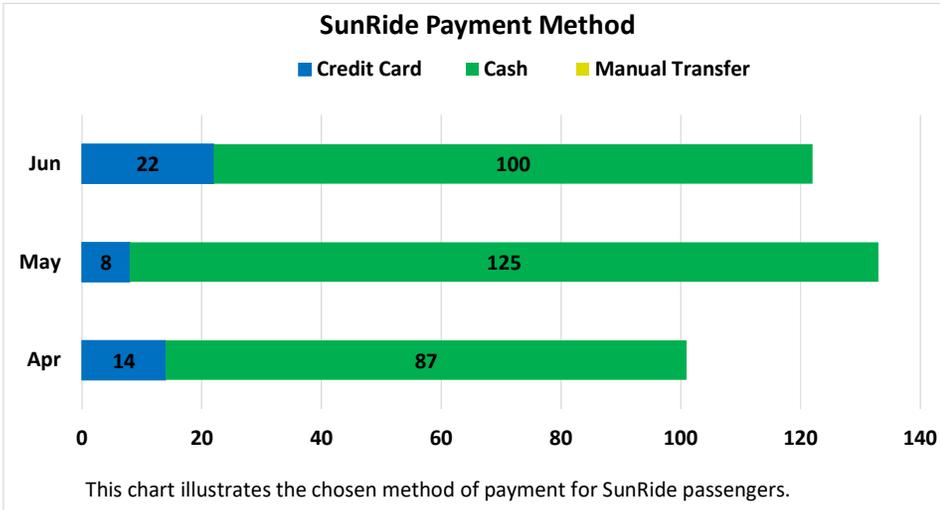
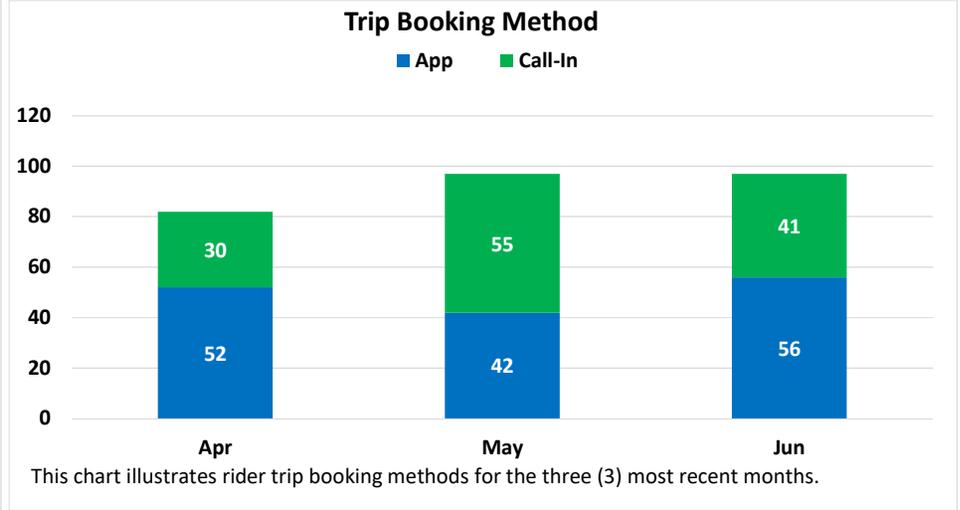
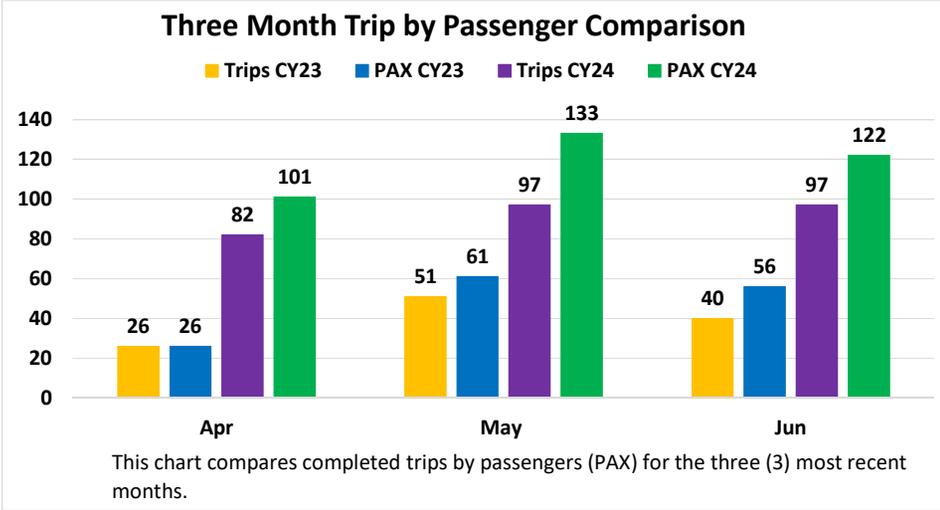
Goal: 4.5



## Mecca/North Shore Geo-Fence Metrics CYTD 2024

**Total Completed Trips: 515**

**Total Number of Passengers: 649**



**Percentage of Trips as Ridesharing: 13%.**  
[Based on No. of Shared Rides for the month (13) divided by Total Trips Completed (97).]

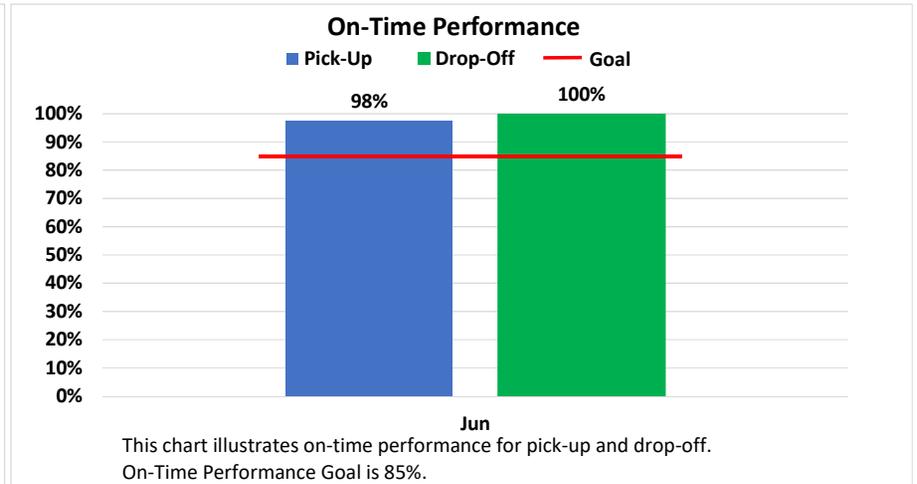
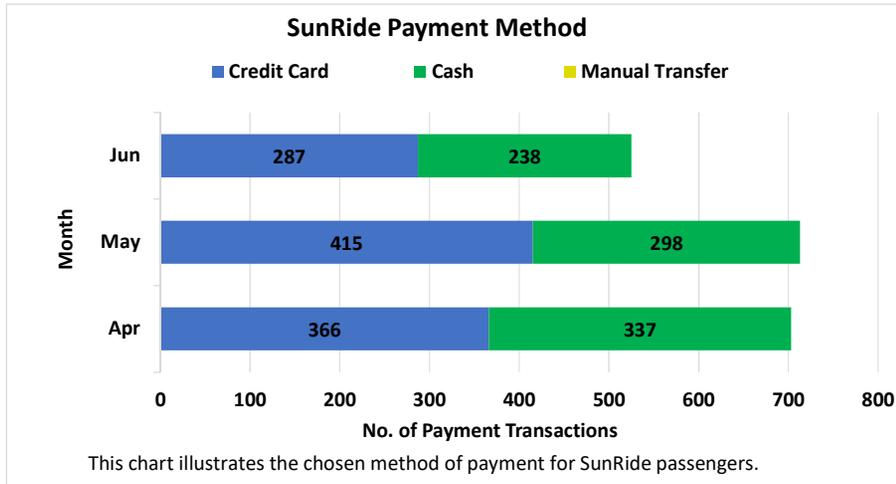
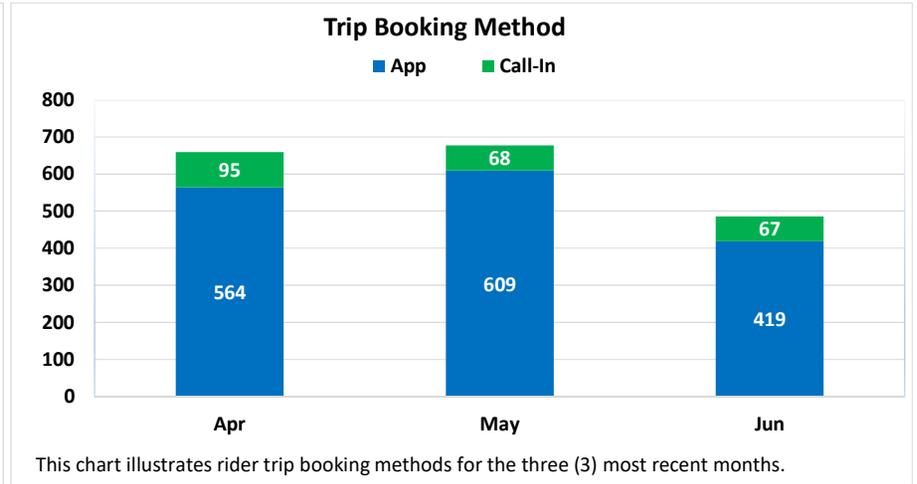
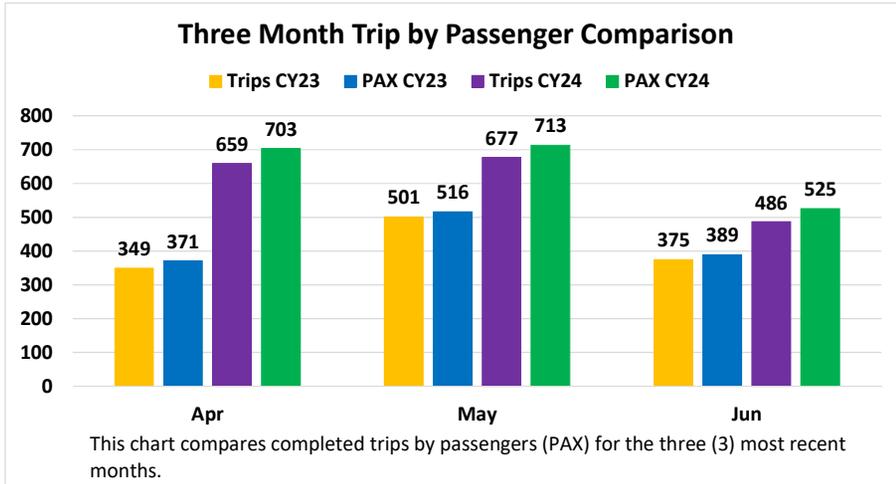
**Customer Satisfaction Rating**  
Avg. rider trip rating: 4.9  
Goal: 4.5



## Palm Desert Geo-Fence Metrics CYTD 2024

**Total Completed Trips: 3,576**

**Total Number of Passengers: 3,756**



**Percentage of Trips as Ridesharing: 39%.**  
 [Based on No. of Shared Rides for the month (189) divided by Total Trips Completed (486).]

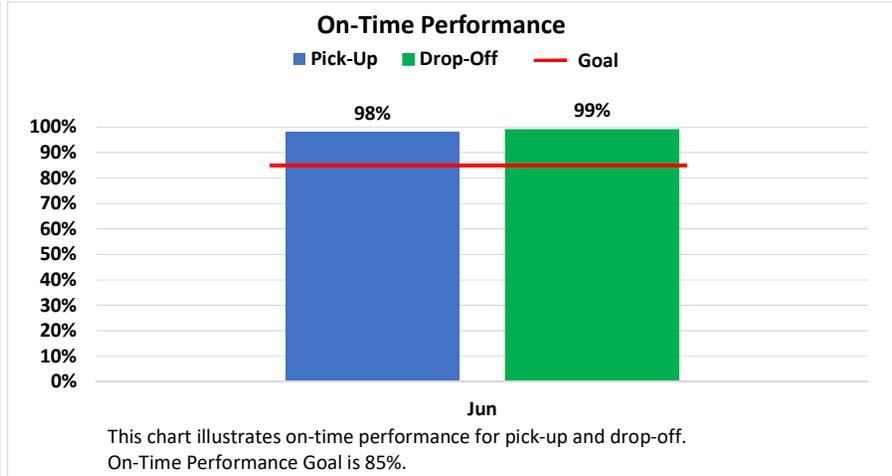
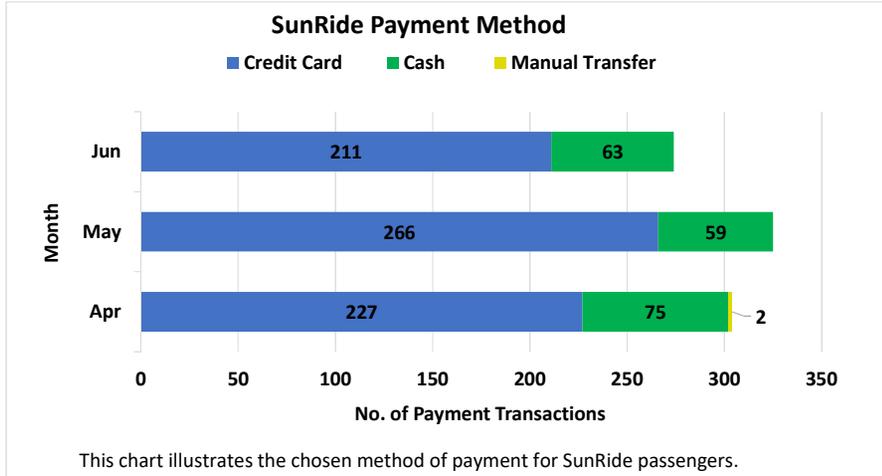
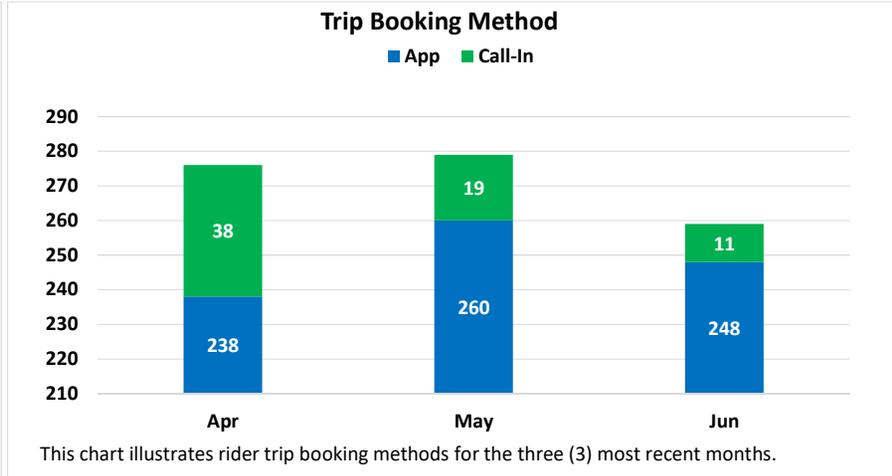
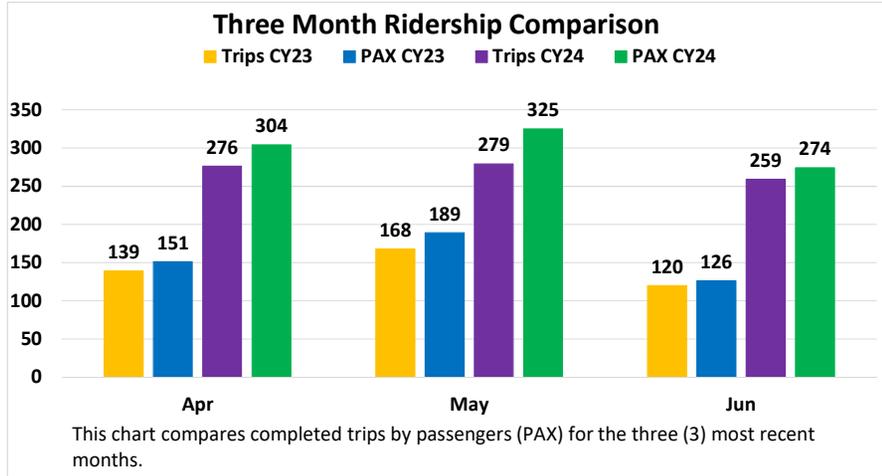
**Customer Satisfaction Rating**  
 Avg. rider trip rating: 5.0  
 Goal: 4.5



## Palm Springs Geo-Fence Metrics CYTD 2024

**Total Completed Trips: 1,495**

**Total Number of Passengers: 1,650**

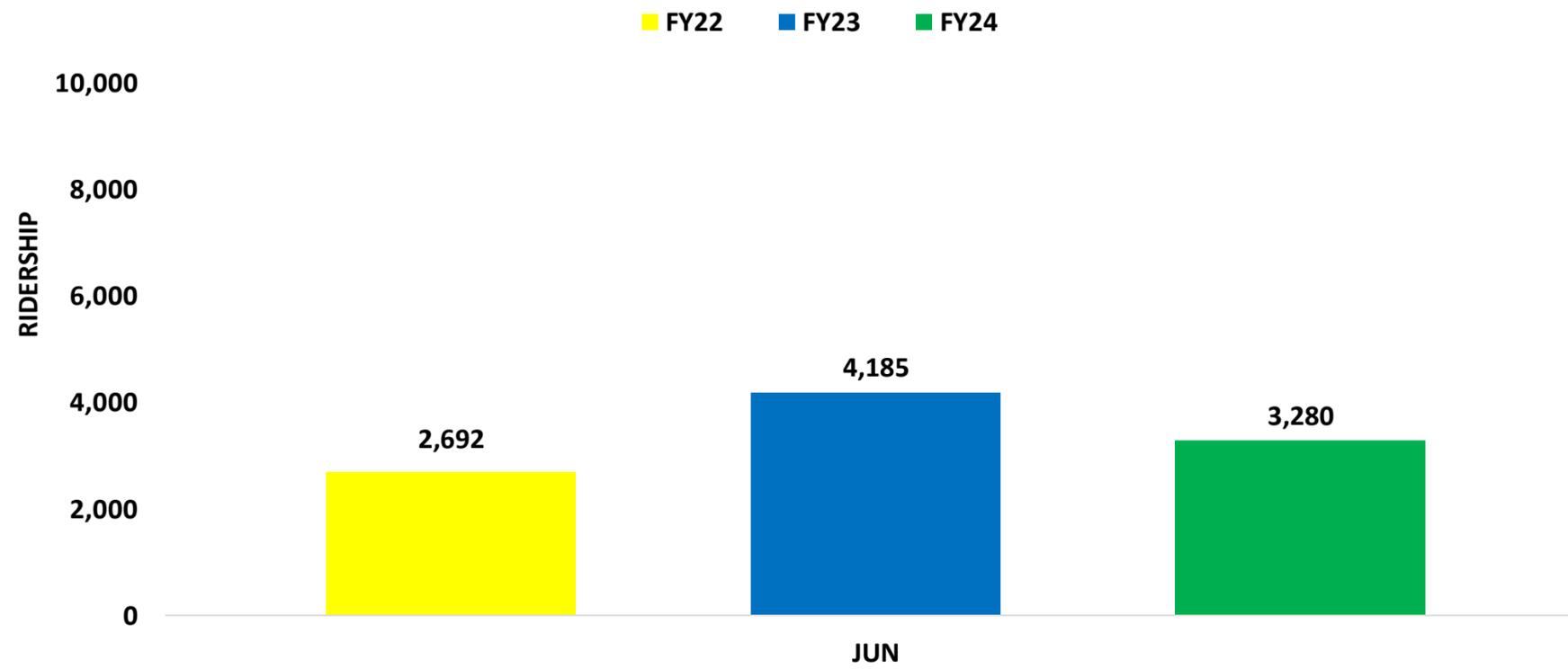


**Percentage of Trips as Ridesharing: 12%.**  
 [Based on No. of Shared Rides for the month (32) divided by Total Trips Completed (259).]

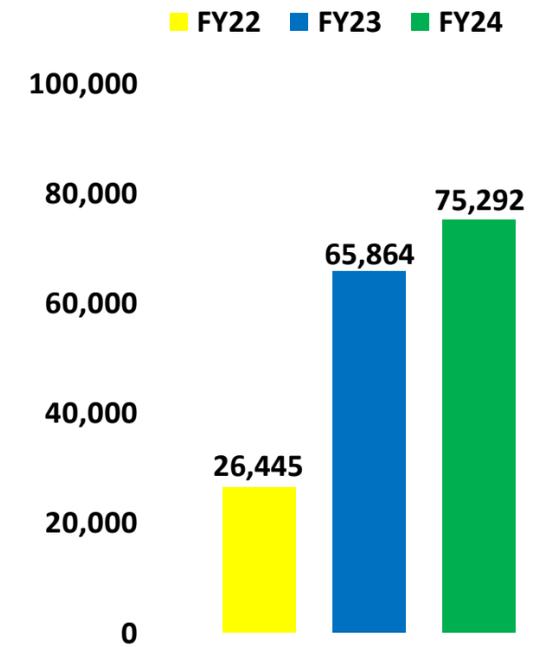
**Customer Satisfaction Rating**  
 Avg. rider trip rating 5.0  
 Goal: 4.5



### Haul Pass COD Ridership - June 2024

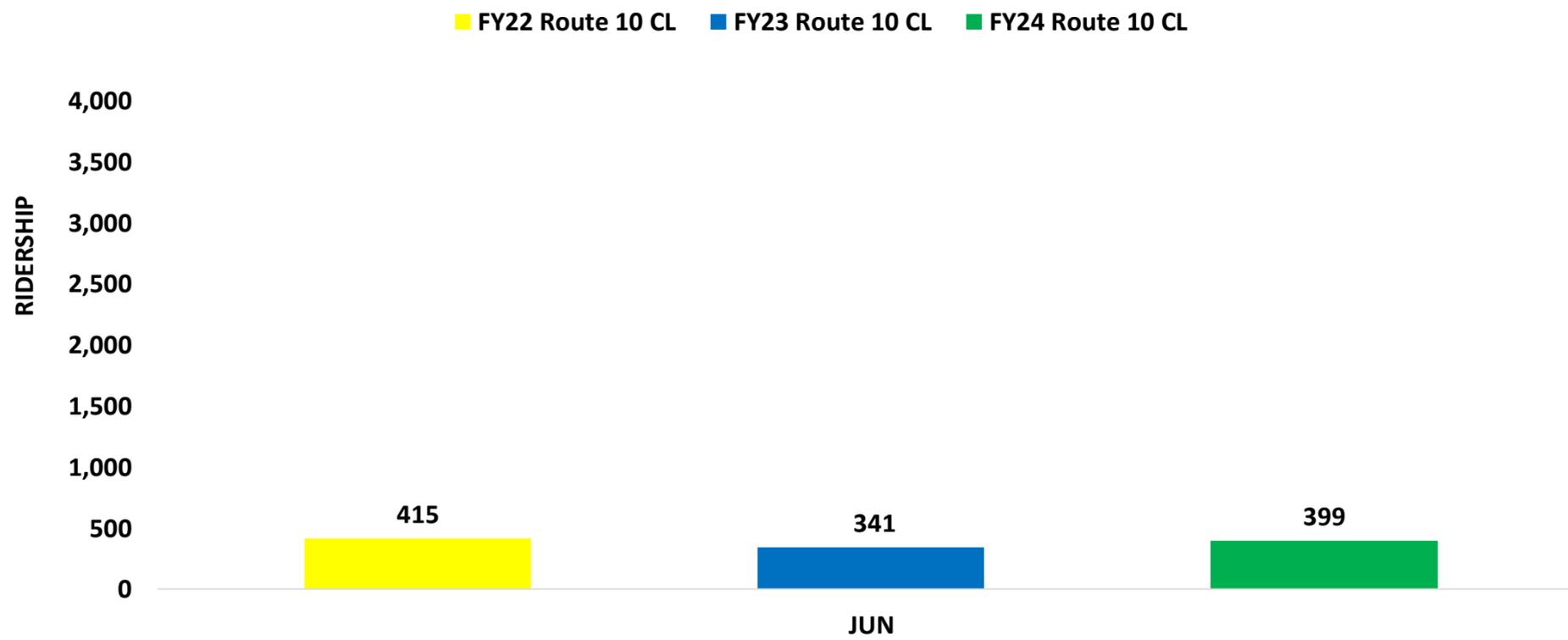


### COD Fixed Route Ridership Year to Date

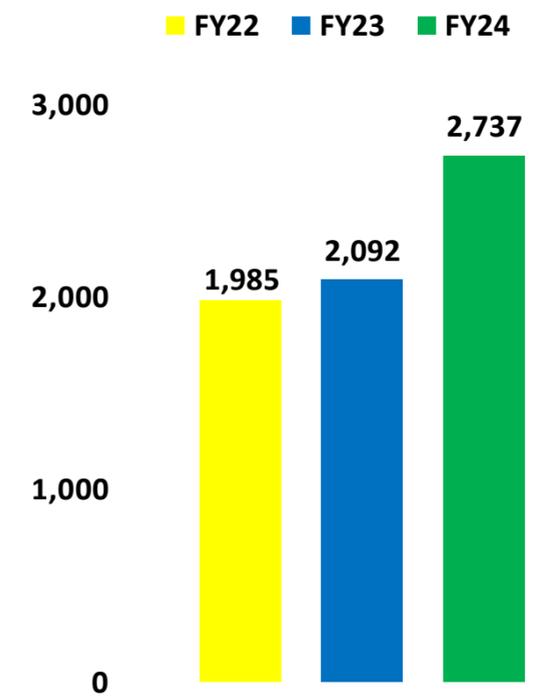


The Haul Pass program was introduced in August 2018.  
 This chart represents monthly ridership on the Haul Pass COD.  
 For the month of June 2024, Haul Pass COD contributed with 3,491 rides.  
 Token Transit contributed 3,280 rides. 31 Day Paper Pass contributed 211 rides.  
 COD moved over to Token Transit & 31 Day University Paper Pass as of June 3, 2024.

### Haul Pass CSUSB Ridership - June 2024



### CSUSB Fixed Route Ridership Total



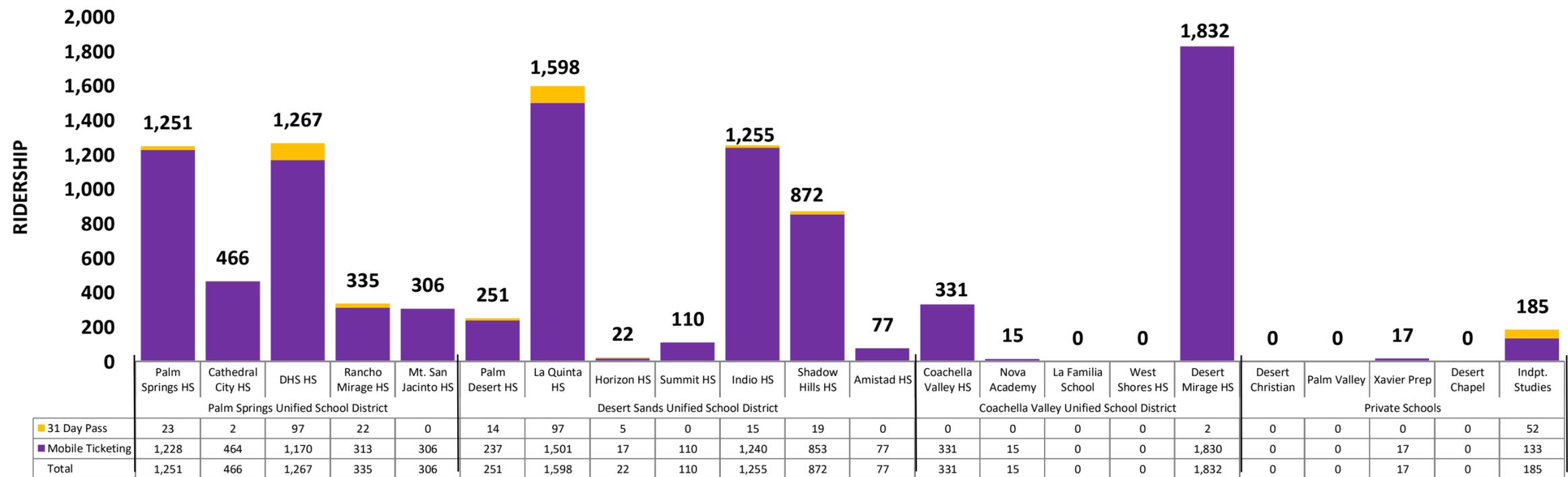
The Haul Pass CSUSB program was introduced in September 2019.

This chart represents monthly ridership on the Haul Pass CSUSB.

For the month of June 2024, CSUSB contributed 564 rides from 42 unique users. From that total, 399 rides were used on Route 10 and 165 rides on the fixed route system.

## High School Haul Pass - June 2024

■ Mobile Ticketing    
 ■ 31 Day Pass

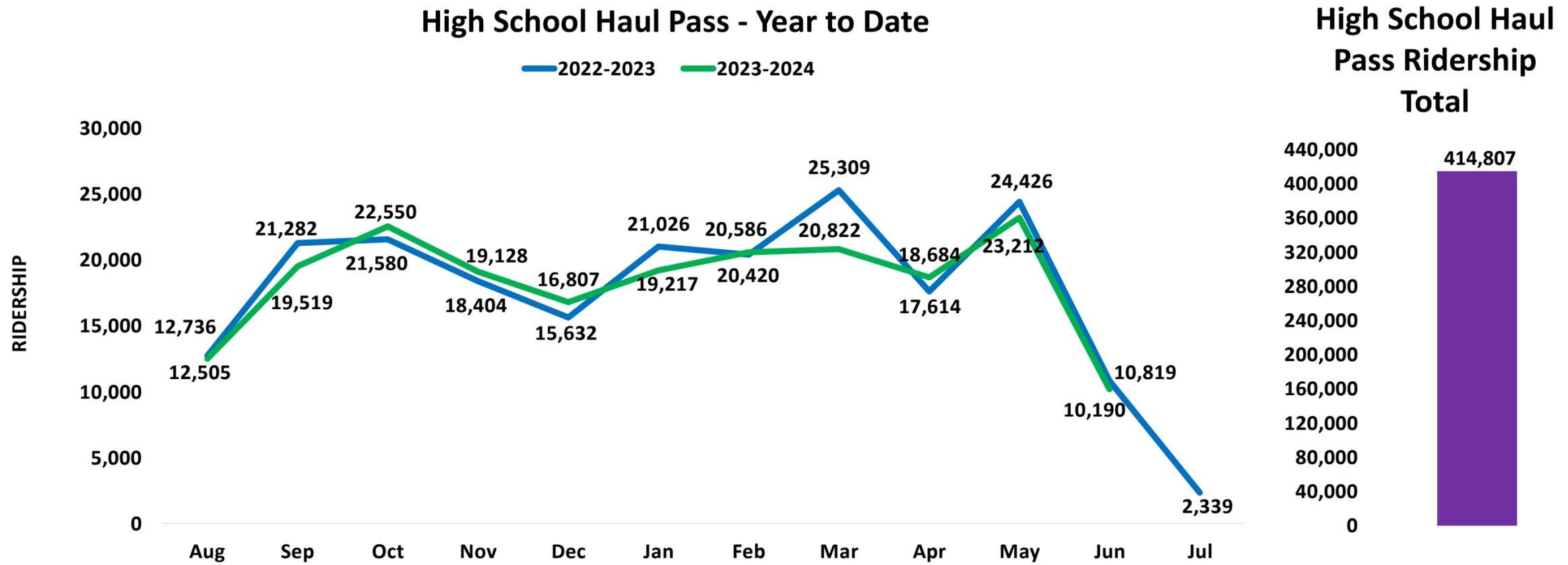


The High School Haul Pass program was introduced in August 2021.

This chart represents a monthly combination of Mobile Ticketing and 31 Day Pass ridership by school for the High School Haul Pass.

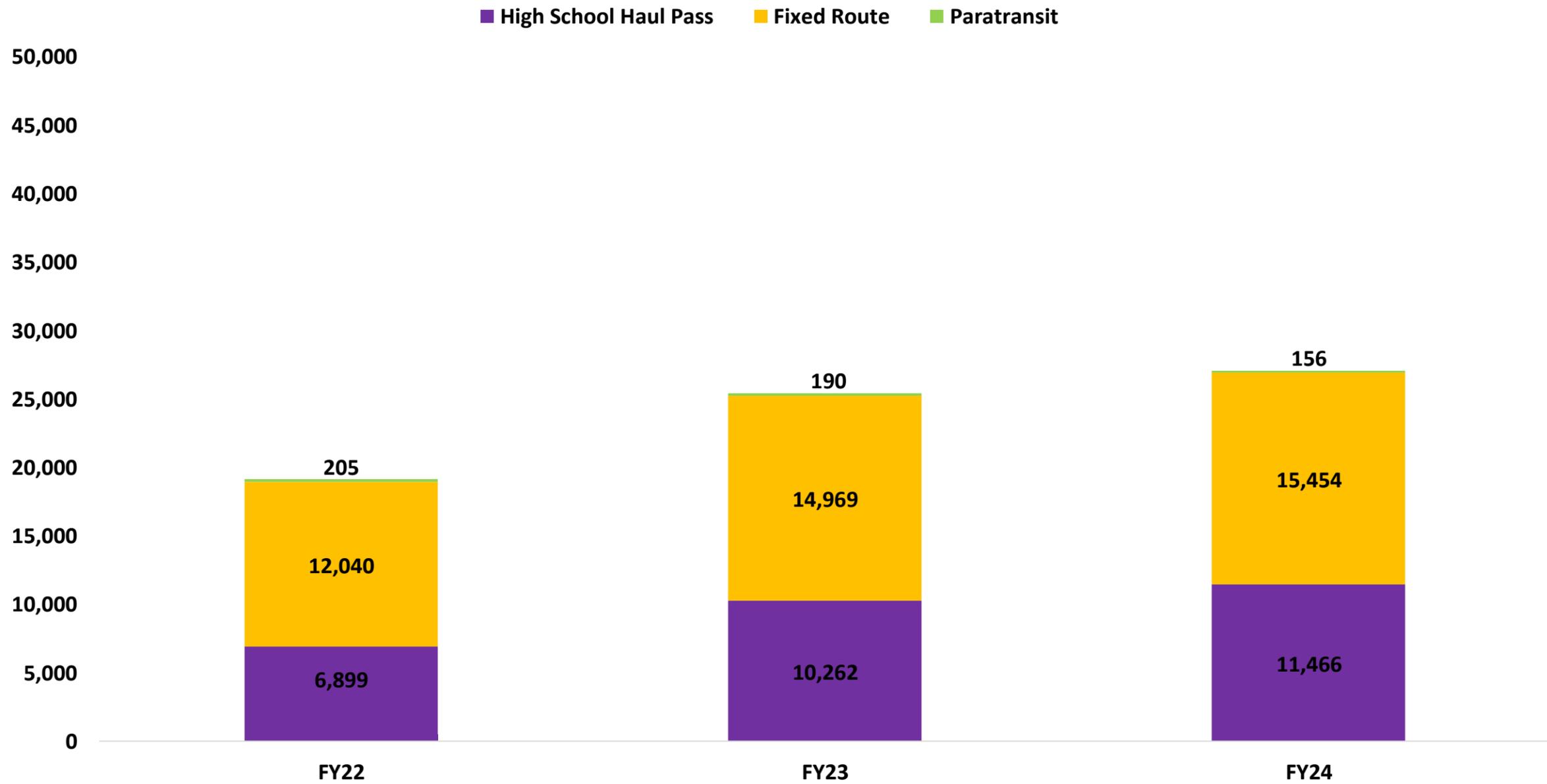
The total active users as of June 2024 are 3,925 using the High School Haul Pass.

236 seniors were purged from Token Transit.



The High School Haul Pass program was introduced in August 2021.  
 This chart represents monthly ridership comparison for the High School Haul Pass.  
 Decrease in ridership is due to DSUSD's spring break had one more day versus last year in April.

## Mobile Ticketing Usage - June 2024



This chart represents all monthly mobile ticketing usage by category based on the Token Transit app data.

The total for June 2024 includes the following passes used through Token Transit: High School Haul Pass, COD Haul Pass, Fixed Route and Paratransit.

A total of 2,052 unique users used mobile ticketing. Unique users made a total of 27,076 rides.

**SunLine Transit Agency**

**CONSENT CALENDAR**

DATE: July 24, 2024

**RECEIVE & FILE**

TO: Finance/Audit Committee  
Board of Directors

RE: Quarterly Capital Projects Update for 2<sup>nd</sup> Quarter Calendar Year 2024

Summary:

The capital projects update summarizes the quarterly status of the large capital projects that are active. The list summarizes all funding identified for capital projects which have been programmed over multiple fiscal years.

Recommendation:

Receive and file.

Project	Project Description	Project Status	Total Project Funding Balance
<b>Vehicles &amp; Vehicle Improvements</b>			<b>\$ 38,471,021</b>
Purchase of Hydrogen Fuel Cell Bus (7)	Purchase of replacement fixed route vehicles to replace buses that have exceeded their useful life of 12 years of 500,000 miles.	Project for eight (8) total buses approved by the Board of Directors at the June 2023 board meeting. Project split by into two line items to differentiate between AQMD funding and other funding.	\$ 9,742,374
Purchase of Battery Electric Buses (6)	Purchase of replacement fixed route vehicles to replace buses that have exceeded their useful life of 12 years of 500,000 miles. The competitive funding for the buses and included electrical chargers were awarded to the agency as part of a competitive Low Now funding application.	Project not started. Staff will be working with FTA for a potential change from battery to fuel cell bus types.	7,064,109
Purchase of Hydrogen Fuel Cell Electric Bus (1)	Purchase of replacement fixed route vehicle to replace buses that have exceeded their useful life of 12 years of 500,000 miles.	Project not started.	1,100,000
Purchase of Hydrogen Fuel Cell Bus (1)	Purchase of replacement fixed route vehicles to replace buses that have exceeded their useful life of 12 years of 500,000 miles.	Project for eight (8) total buses approved by the Board of Directors at the June 2023 board meeting. Project split by into two line items to differentiate between AQMD funding and other funding.	1,391,356
Purchase of Fuel Cell Bus (1)	Purchase of replacement fixed route vehicle to replace buses that have exceeded their useful life of 12 years of 500,000 miles.	Project not started. Staff will review the active fleet to determine how many new replacement buses can be purchased with available funding.	768,000
Purchase of Fuel Cell Bus (1)	Purchase of replacement fixed route vehicle to replace buses that have exceeded their useful life of 12 years of 500,000 miles.	Project not started. Staff will review the active fleet to determine how many new replacement buses can be purchased with available funding.	649,088
Replacement of Fixed Route Bus (CNG)	Purchase of replacement fixed route vehicle to replace buses that have exceeded their useful life of 12 years of 500,000 miles.	Project not started. Staff will review the active fleet to determine how many new replacement buses can be purchased with available funding.	450,304
Expansion Fixed Route Bus (Fuel Cell)	Purchase of expansion fixed route vehicle.	Project not started. Staff will review the active fleet to determine how many new replacement buses can be purchased with available funding.	382,147
Expansion Fixed Route Bus (Motor Coach)	This project will allow the purchase of one (1) additional MCI bus to meet the needs of the Agency.	The vehicle has been delivered. However, there have been issues that the manufacturer needs to address before the vehicle is placed into revenue service. The project team will begin the process to close this project once the vehicle is repaired and officially placed into service.	45,857
<b>Sub-total Fixed Route Vehicles</b>			<b>21,593,236</b>
Purchase of Paratransit Vehicles (15)	This project will allow the replacement of fifteen paratransit vehicles that have met their useful life.	Project not started.	3,600,000
Purchase of Paratransit Vehicles (10)	This project will allow the replacement of ten (10) paratransit vehicles that have met their useful life.	Board approved the purchase at the July 2023 and the vehicles are expected in the third quarter of CY24.	2,322,092
<b>Sub-total Demand Response Vehicles</b>			<b>5,922,092</b>
Micro Transit Expansion (4)	This project will allow the procurement of two (2) micro transit Chrysler Voyager vehicles that are ADA accessible.	Both vehicles have been received and the project. The project is closed.	170,576
H2 Vehicle Demonstration	This project will support the make ready costs for the demonstration of four (4) 22-foot hydrogen fuel cell vehicles. Vehicles to be demonstrated in Agency service including the ability to assign to microtransit.	All four (4) vehicles have been delivered but are not yet ready to be placed into service.	36,178
<b>Sub-total Micro Transit Vehicles</b>			<b>206,753</b>
Purchase of Stops & Zones CNG Trucks (3)	Purchase of three (3) support trucks to replace the current vehicles that have met their useful life.	The vehicles have been manufactured but are waiting CARB certification for the CNG conversion before the vehicles are completed and delivered to SunLine.	209,661
Purchase of Shop Service CNG Vehicle (1)	This project is for the purchase of a shop service vehicle to support the Maintenance and Transportation departments.	The vehicles have been manufactured but are waiting CARB certification for the CNG conversion before the vehicles are completed and delivered to SunLine.	159,400
Purchase of Administrative Vehicles (2)	This project is for the purchase of two (2) support vehicles.	A revised project initiation has been completed and procurement will begin in the third quarter of calendar year 2024.	119,971
<b>Sub-total Support Vehicles</b>			<b>489,032</b>

Project	Project Description	Project Status	Total Project Funding Balance
CNG Bus Refurbishments (12)	Refurbishment of 12 CNG buses to extend their useful life. This will allow time to obtain zero emission replacement buses.	Staff is working with the vendor and FTA to change the scope of the project to have different buses refurbished.	3,400,000
Bus Rehabilitation	This project allocates funding to ensure that the Agency's vehicles remain in a state of good repair.	Project not started.	541,158
<b>Sub-total Bus Rehabilitation</b>			<b>3,941,158</b>
Upgrade ITS (CAD-AVL)	This project will allow the replacement of the ITS system for the fleet.	Project not started. This project will be initiated once the first phase of the radio project has been awarded and a determination of the estimated costs are finalized.	4,849,319
Radio System Replacements Phase 1 & Phase 2	This project will allow the replacement of the current radio system from analog to cellular services that will improve the day-to-day operational communications of SunLine's Transportation department.	Board approved agreement with Clever Devices at the February 2024 meeting. Project with vendor will begin in the third quarter of CY24.	1,300,479
<b>Sub-total Radio Replacements</b>			<b>6,149,798</b>
Fare Collection Modernization (Study)	This project will allow the Agency to conduct a study of its fare collection mechanism and provide recommendations on new technology to replace the existing fareboxes.	Project not started.	100,000
H1 Vehicle Demonstration	This project will support the make ready costs for the demonstration of one (1) hydrogen fuel cell vehicle.	Vehicle has been delivered but it is not yet ready to be placed into service.	68,952
<b>Sub-total Others</b>			<b>168,952</b>
<b>Facilities &amp; Stations</b>			<b>\$ 43,463,621</b>
Public Hydrogen Station Expansion	This project will allow the Agency to provide hydrogen to the public through 700 bar dispensers.	Project not started.	9,725,000
Liquid Hydrogen Refueling Infrastructure	The new liquid hydrogen station will include liquid storage, compression equipment, gaseous storage and dispensing, providing both additional capacity and resiliency for the existing fueling infrastructure. The new station will be capable of dispensing fuel at 350 and 700 bar.	Project is anticipated to be commissioned in the third quarter of CY24.	5,653,603
Liquid Hydrogen Trailer	The new liquid hydrogen station in Indio would allow the Agency to fuel hydrogen fuel cell buses on the East end of the Valley and provide an opportunity for the public to access hydrogen.	Utility upgrades are currently being planned and discussed with IID to support power requirements of new station and backup generator.	8,852,950
Center of Excellence	This project is for the construction of a facility to serve as a training center and maintenance bay for zero-emission vehicles.	Bids received were higher than what was originally anticipated by the project team. Staff is currently reviewing the scope and will look to allocate additional funding.	3,496,806
Microgrid to Hydrogen	The microgrid will utilize power generated through solar panels to stored onsite in batteries. The project will reduce operating costs and provide for additional resiliency from green power.	Land has been purchased. The next step is the planning phase for the solar panels.	3,513,789
Coachella Transit Hub	This project is in conjunction with a grant awarded to SunLine as part of the Affordable Housing Sustainability Community Grant. SunLine, along with the City of Coachella, will construct sustainable transportation infrastructure to provide transportation related amenities.	The vendor has initiated construction and is anticipated to be completed in the Q3 of CY24.	1,886,224
Indio CNG Station Upgrade	The project will upgrade the existing equipment and CNG station in Indio.	Project not started.	2,277,000
Electrolyzer	This project deployed five (5) new 40-foot fuel cell electric buses along with the upgrade of SunLine's existing hydrogen refueling station with a new electrolyzer.	Contractor failed to meet site acceptance test by the December 2023 deadline. Staff is actively working on the next steps of the project.	784,359
Bus Stop Improvements	Bus stop improvements funds are utilized to replace and install new amenities in locations that meet the Agency's ridership and equity standards.	Project ongoing.	1,349,444
Operator's Training Ground	The project will allow the Agency to begin the initial stages of the plan to utilize its existing land to develop an area where operators can be trained on how to maneuver buses in a safe location.	Project not started.	1,000,000
Asphalt & Concrete Upgrade	The project will allow the Agency to maintain the asphalt and concrete at its Thousand Palms division in a state of good repair.	Project not started.	1,000,000

Project	Project Description	Project Status	Total Project Funding Balance
Design & Construction of New Storage Building	This project would allow the Agency to construct a new pre-fabricated building for the Facility Maintenance staff.	Project not started.	800,000
Facility Maintenance Upgrade	This project will support the purchase of equipment and facility improvements.	Ongoing.	968,329
SoCal Gas Demonstration Project	SunLine, in partnership with the Southern California Gas Company, will install, test, monitor, and demonstrate a Steam Methane Reformer (SMR) in various operating conditions at SunLine's Thousand Palms facility.	Commissioning phase and equipment integration is anticipated to be completed in the second quarter of calendar year 2024.	486,398
Automatic Transfer Switch (ATS) T-1 & T-2	This project will upgrade the existing connection to the maintenance building by converting it to an automatic transfer switch and will connect the operations building to the backup generator.	Project being revised to replace existing generator with a new generator capable of supporting the new liquid hydrogen station as well as the operations and maintenance buildings.	362,382
Upgrade Gate and Guard Shack	This project will make upgrades to the existing entrance and guard shack at the main entrance to the Thousand Palms facility.	Project not started.	277,150
Facility Improvements	This project will support the purchase of facility improvements.	Ongoing.	324,000
Maintenance Facility Modernization (Study)	The project would assist the Agency conduct a study for future plans for the maintenance facility.	Project has been initiated.	200,000
Repair of Division 1 Maintenance Roof	The project will allow the Agency to make repairs to the roof in the maintenance shop at its Thousand Palms division.	Project not started.	200,000
Indio Facilities Improvements	The project would allow the Agency to make improvement and repairs to the Indio division property.	Ongoing.	79,159
Thousand Palms Facilities Improvements	This project will support the purchase of facility improvements.	Ongoing.	12,172
Upgrade Division 1 Fence	This project will allow the Agency to make upgrades to the fence surround the property at the Thousand Palms division.	Project not started.	36,856
Replace Vehicle Lift Equipment	This project will allow the Agency to repair existing lifts by replacing vital components.	Project is expected to be completed by the end of the second quarter of calendar year 2024.	98,000
Perimeter Lighting Division 1	Installation of perimeter lighting to enhance the safety and security of the Thousand Palms facility.	Project not started.	80,000
<b>Equipment</b>			<b>\$ 2,371,602</b>
Bus Chargers	Purchase of bus chargers to support the purchase for six (6) new electric buses. The competitive funding for the buses and included electrical chargers were awarded to the agency as part of a competitive Low Now funding application.	Project not started.	1,679,854
Tools & Equipment	This project will support the purchase of equipment needed in the maintenance department.	Project not started.	322,000
Miscellaneous Equipment	The project will allow the replacement of existing assets once they have met their useful life.	Project not started.	369,748
<b>Systems</b>			<b>\$ 2,839,073</b>
Project Management & Administration	This project allows the Agency to capitalize project management costs from third party contractors. Funding will be used when individual project costs do not allow for project management or do not have the budget to support project management.	Project is ongoing.	683,783
Software Expansion	This project would facilitate the Agency's need for software upgrades across its operations.	Project not started.	600,000
Information & Technology	The project focuses on the purchase of information technology equipment such as servers, switches and battery backup systems, desktop replacements.	Project is ongoing.	787,252
Transit Asset Management	This project will allow the purchase of an asset management tool for the Maintenance Department.	Software has been implemented and staff is working with vendor to close project.	180,763

Project	Project Description	Project Status	Total Project Funding Balance
Access Control Surveillance	This project will allow the procurement and installation of new access control systems around the Agency.	Work has begun and the project is anticipated to be closed by the end of the third quarter of calendar year 2024.	104,901
Safety Projects	This project will be allow the Agency to improve overall safety of its facilities by enhancing the perimeter fence, gates and surveillance.	Project not started.	250,000
Real Time Surveillance System	This project is to add real time video surveillance to all Agency support vehicles.	Project not started.	90,000
Timekeeping Software Integration	This project is to replace an existing timekeeping interface between two software systems within the Agency.	Project has been completed.	82,374
Safety Enhancements	This project will be allow the Agency to improve overall safety of its facilities by enhancing the perimeter fence, gates and surveillance.	Project not started.	60,000
<b>Grand Total</b>			<b>\$ 87,145,317</b>

**SunLine Transit Agency**

**CONSENT CALENDAR**

DATE: July 24, 2024

**RECEIVE & FILE**

TO: Finance/Audit Committee  
Board of Directors

RE: Board Member Attendance for June 2024

Summary:

The attached report summarizes the Board of Directors' attendance for fiscal year to date June 2024.

Recommendation:

Receive and file.

FY 23/24	Board Member Matrix Attendance													Total Meetings	Total Attended
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun			
Desert Hot Springs	X		X	X		X	X	X	X	X		X	10	9	
Palm Desert	X		X	X		X		X	X	X	X	X	10	9	
Palm Springs	X		X	X		X	X		X	X	X		10	8	
Cathedral City	X		X	X		X	X	X	X	X	X	X	10	10	
Rancho Mirage	X		X	X		X	X	X	X	X	X	X	10	10	
Indian Wells	X		X	X		X	X		X	X	X	X	10	9	
La Quinta	X		X	X		X	X	X		X	X	X	10	9	
Indio	X		X	X		X	X		X	X	X	X	10	9	
Coachella	X		X	X			X	X	X			X	10	7	
County of Riverside	X		X	X		X	X	X	X	X	X	X	10	10	

**X - ATTENDED (Primary/Alternate)**

**DARK –**

## SunLine Transit Agency

**DATE:** July 24, 2024 **ACTION**

**TO:** Finance/Audit Committee  
Board of Directors

**FROM:** Ray Stevens, Deputy Chief of General Services

**RE:** Award of Contract for Third Party IT Services

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### Recommendation

Recommend that the Board of Directors (Board) delegate authority to the CEO/General Manager or designee to negotiate and execute a contract with a five (5) year base term and two (2) three-year option terms with Helixstorm, Inc. for the purchase and implementation of Third Party Information Technology (IT) Services, in a form approved by General Counsel. The total cost for the contract will not to exceed \$1,855,304.

### Background

Currently, SunLine Transit Agency's (Agency) IT support team is staffed with two (2) IT Technicians who perform IT ticket support onsite and one (1) part-time consultant working remotely. The technical support provided onsite includes all personal computer, laptop, cell phone, landline support and bus fleet trouble shooting for equipment that operates the Agency's radio and Computer-Aided Dispatch/Automatic Vehicle Location system. These services are required to maintain continuous, uninterrupted services 24/7. The technical support provided offsite include data storage management and server system troubleshooting.

The existing structure of the IT support team is insufficient to properly support the Agency's current and future needs. The current team did exceptionally well to keep the Agency's systems operational while staff attempted to fill vacant leadership positions in the IT department. Unfortunately, the efforts to fill leadership positions has been unfruitful. The short staffing issue resulted in a backlog of projects and increased pressure on existing staff. Due to the issues attracting and retaining high level IT staff, the Agency decided to release a solicitation for IT services to support the Agency's needs and ensure upgrades are completed and IT cyber security risks are minimized.

Accordingly, staff issued Request for Proposal (RFP) 24-091 on April 8, 2024 which outlined the Agency's needs. In addition to the daily IT support, the Agency requested qualified proposers to provide a proposal to conduct an initial review and audit of the Agency's existing IT ecosystem, software and hardware. The review also includes a recommendation and implementation of changes that would streamline and update the Agency system and IT security. The RFP was advertised and posted using the Agency's

vendor portal platform. On April 30, 2024, four (4) proposals were received, which included two (2) with service centers located in Riverside County and two (2) outside of the State.

An evaluation committee with representation from Finance, Safety and IT evaluated the proposals in accordance with the criteria listed in the RFP. Upon completing the review, which included interviews with each of the proposers, the evaluation committee determined that Helixstorm, Inc. (Helixstorm) represented the best value for the Agency. The costs in its proposal reflect an understanding of the Agency's current system. Additionally, Helixstorm provides comparable IT services to another transit agency in Riverside County.

If approved by the Board, Helixstorm will provide an autonomous business solution that meets the Agency's needs. The service is expected to create higher reliability, increased speed and uptime, and protect the Agency from cyber-attacks utilizing modernized software and hardware. The agreement will stipulate that the assessment is to be completed within 90-days of signing. The Agency intends to retain its two (2) IT Technicians currently employed as SunLine employees whose daily activities will be coordinated with Helixstorm. The Agency will also retain its current part-time IT consultant for a period of 12-months to ensure a proper transition to Helixstorm.

### **Financial Impact**

Third party IT services to support the Agency's operations will have an annual price of \$160,200 for the five year base term and include an escalation for the future option terms. The one time cost of the IT assessment audit and actionable report is \$35,000. The total eleven (11) year expense is \$1,855,304. The first year operating costs were included in the Fiscal Year 2025 budget and will be budgeted in future years.

#### Attachments:

- [Item 9a](#) – Price Analysis
- [Item 9b](#) – Solicitation List



Price Analysis 3rd Party IT  
Purchasing Justification  
24-091

Description	Helixstorm	Stealth ICT	Xobee Networks	Zirien Tech
Full Third Party IT Support Services / <b>Monthly Rate</b>	\$ 13,350.00	\$ 12,500.00	\$ 12,750.00	\$ 12,000.00
Audit Existing Software/Hardware	\$ 17,500.00	\$ -	\$ 8,400.00	\$ 27,200.00
Assessment Report Existing Software/Hardware	\$ 17,500.00	\$ -	\$ 1,400.00	\$ 7,840.00
<b>Sub Total:</b> Full monthly rate, Audit & Assessment Report	\$48,350.00	\$12,500.00	\$22,550.00	\$47,040.00
<b>Sub Total Cost Estimate (Item #2):</b> 11-Year Agreement Full 3rd Party	\$1,762,200.00	\$1,650,000.00	\$1,683,000.00	\$1,584,000.00
<b>Grand Total:</b> Interim / Audit / 3rd Party 5-Year Support	\$ 1,797,200.00	\$ 1,650,000.00	\$ 1,692,800.00	\$ 1,619,040.00
<b>Total Cost Difference</b>	\$ 178,160.00			
<b>Percent Difference</b>	11.0%			

The RFP process for third party IT consulting and service was conducted through competitive bid. Four proposals were received from firms through Planet Bids. The SUM of the total price variation across the four bids is eleven percent full third party support, auditing current infrastructure and assessment report. Based on these values we believe the bid was conducted fairly and that it is reasonable to assess the pricing is stable. Our evaluation committee comprised of two IT consultants, Finance, and Safety through the review of proposals and supplier interviews determined that Helix Storm is the supplier best suited to meet the agencies needs. Helix Storm provided a comprehensive proposal that aligned with the agencies statement of work. The company has experience and currently is working for Riverside Transit Agency to supplement their IT needs. It is for these reasons that the agency assesses that Helix Storm will provide the best service for a price believed to be fair and reasonable.

Prepared by:

Ray Stevens, Deputy Chief General Services

PLANETBIDS SOLICITATION LIST THIRD PARTY IT SERVICES 24-091

Company Name	Address	City	State	Zip	Contact Name	Phone	Email
Helixstorm	27238 Via Industria	Temecula	California	92590	Stephen Hodges	951-225-3493	stephen.hodges@helixstorm.com
Stealth ICT, LLC	10 Mackenzie Lane	Coto De Caza	California	92679	Farhad Ghafoor	703-609-9200	fghafoor@stealthict.com
Xobee Networks, LLC	7910 N Ingram Ave Suite 101	Fresno	California	93711	Eric Rawn	559-322-1989 ext.	erawn@xobee.com
Zirlen Technologies Inc	10998 S Wilcrest Drive, Suite 240	Houston	Texas	77099	Kumar	972-814-8368	kumar.r@zirlen.com

## SunLine Transit Agency

<b>DATE:</b>	July 24, 2024	<b>ACTION</b>
<b>TO:</b>	Finance/Audit Committee Board of Directors	
<b>FROM:</b>	Ray Stevens, Deputy Chief of General Services	
<b>RE:</b>	Award of Contract for Tires and Tire Services	

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### **Recommendation**

Recommend that the Board of Directors:

Delegate authority to the CEO/General Manager, or designee, to negotiate and execute a new two (2) year contract with three (3) one-year options with Michelin, for tires and tire services in a not-to-exceed amount of \$2,323,537, in a form approved by General Counsel.

### **Background**

Award of this contract will ensure the continued supply and servicing of bus tires and wheels from a qualified vendor for the SunLine Transit Agency's (Agency) fleet of fixed-route and paratransit buses.

Prior to the issuance of a Request for Proposals (RFP), staff compared the options of leasing or buying tires and determined that leasing with related services will result in a cost savings of \$384,000 for the Agency across the full term of the contract. The practice of leasing tires for fleets is used by local transit agencies such as Riverside Transit.

An RFP for tires and tire services for two (2) years with three (3) one-year options was issued on May 14, 2024. On June 6, 2024 two (2) proposals were received. An evaluation committee reviewed the proposals in accordance with the criteria listed in the RFP and determined that Michelin's proposal represented the best value for the Agency. The new tires and tire services contract will accommodate SunLine's fleet through June 2028.

### **Financial Impact**

The first year's estimated expense of \$431,243 has been included in the FY25 operating budget and the remaining \$1,892,294 will be budgeted in subsequent operating budgets by each year.

Attachments:

- [Item 10a](#) – Price Analysis
- [Item 10b](#) – Solicitation List



REQUEST FOR PROPOSAL  
Tire & Tire Services  
24-079

**Price Analysis**

Monthly Usage Rate by Tire Size	Michelin North America					The Goodyear Tire & Rubber Company				
	Year 1	Year 2	Option Year 1	Option Year 2	Option Year 3	Year 1	Year 2	Option Year 1	Option Year 2	Option Year 3
315/80R22.5	\$ 1,921.99	\$ 1,979.27	\$ 2,038.89	\$ 2,099.69	\$ 2,162.82	\$ 1,317.57	\$ 1,317.57	\$ 1,370.17	\$ 1,370.17	\$ 1,424.89
305/85R22.5	\$ 2,619.50	\$ 2,698.93	\$ 2,778.36	\$ 2,862.86	\$ 2,949.05	\$ 1,804.92	\$ 1,804.92	\$ 1,876.91	\$ 1,876.91	\$ 1,951.95
305/70R22.5 LR-L	\$ 13,188.99	\$ 13,589.11	\$ 13,989.22	\$ 14,418.98	\$ 14,848.73	\$ 14,534.56	\$ 14,534.56	\$ 15,115.47	\$ 15,115.47	\$ 15,720.09
275/70R22.5	\$ 198.26	\$ 204.23	\$ 210.37	\$ 216.69	\$ 223.18	\$ 202.65	\$ 202.65	\$ 210.76	\$ 210.76	\$ 219.18
225/75R16	\$ 4,470.18	\$ 4,605.46	\$ 4,740.75	\$ 4,881.91	\$ 5,028.95	\$ 3,880.82	\$ 3,880.82	\$ 4,036.10	\$ 4,036.10	\$ 4,197.27
245/75R16	\$ 38.00	\$ 39.15	\$ 40.30	\$ 41.50	\$ 42.75	\$ 32.99	\$ 32.99	\$ 34.31	\$ 34.31	\$ 35.68
Monthly Service	\$ 13,500.00	\$ 14,200.00	\$ 14,900.00	\$ 15,600.00	\$ 16,300.00	\$ 9,000.00	\$ 9,360.00	\$ 9,735.00	\$ 10,125.00	\$ 10,530.00
<b>Total for 1 month</b>	<b>\$ 35,936.92</b>	<b>\$ 37,316.15</b>	<b>\$ 38,697.89</b>	<b>\$ 40,121.62</b>	<b>\$ 41,555.48</b>	<b>\$ 30,773.51</b>	<b>\$ 31,133.51</b>	<b>\$ 32,378.73</b>	<b>\$ 32,768.73</b>	<b>\$ 34,079.05</b>
<b>Per Year</b>	<b>\$ 431,243.06</b>	<b>\$ 447,793.80</b>	<b>\$ 464,374.70</b>	<b>\$ 481,459.42</b>	<b>\$ 498,665.76</b>	<b>\$ 369,282.16</b>	<b>\$ 373,602.16</b>	<b>\$ 388,544.77</b>	<b>\$ 393,224.77</b>	<b>\$ 408,948.63</b>

\*Lease Termination Cost

\$271,274

SUM of Difference between Good Year and Michelin for tire size 305/70R22.5 LR-L	Percent of Total Price	Percent of Total Tire Consumption	Percent of Cost Difference
	41.4%	54%	-7.1%

	Difference	Delta
SUM of Difference between Good Year and Michelin over 2 years	\$ (30,425.59)	-1.3%

The price difference for the life of the contract between Goodyear and Michelin is \$30,425 (Goodyear is 1.3% less against a total contract value of \$2,323,536). Issuing a new contract to Michelin will alleviate the \*lease termination clause being invoked. In addition; the price offered by Michelin for the most widely used tire size, (305/70R22.5 LR-L) creates higher value for the agency in support of fleet continuity & standardization. This tire size comprises 41% of the total contract value, makes up 54% of the total tire inventory used by the agency, and is 7% less cost compared to Good Year. Per STA Maintenance, this make of tire has superior construction and performs well for the speeds traveled and vehicle weight in the scope of its use. The cost and sustainment of parts standardization is the justification to award the entire contract to Michelin with emphasis on the high utilization factor and reliability of the 305/70R22.5 LR-L tire. The agency believes the cost is reasonable and creates the best value.

\*Monthly usage rate based on historical mile average times lease rate

Prepared by:

Amy Gunderloy, Contracts Administrator

PLANETBIDS SOLICITATION LIST TIRE & TIRE SERVICES 24-079

Company Name	Address	City	State	Zip	Contact Name	Phone	Email
Bridgestone Americas Tire Operations, LLC	200 4th Ave South	Nashville	Tennessee	37201	TJ Morgan	615-937-1647	morgantj@bfusa.com
Daniels Tire Service	11850 Slauson Ave	Santa Fe Springs	California	90670	Rob Wood	562-321-1279	rwood@danielstireservice.com
Deltek	2291 Wood Oak Dr	Herndon	Virginia	20171	Source Management	800-456-2009	sourcemanagement@deltek.com
Michelin North America, Inc.	One Parkway South	Greenville	South Carolina	29615	Dan O'Brien	864-546-8793	michelin.fleetsolutions@michelin.com
The Goodyear Tire & Rubber Company	200 Innovation Way D710	Akron	Ohio	44316	Walter L. Welker	330-796-2862	walt_welker@goodyear.com

## SunLine Transit Agency

**DATE:** July 24, 2024 **ACTION**

**TO:** Finance/Audit Committee  
Board of Directors

**FROM:** Tamara Miles, Chief of Human Relations

**RE:** Adoption of New Salary Ranges and Schedule For Unrepresented Classifications Pursuant to Compensation Study Report and Recommendations

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### **Recommendation**

Recommend the Board of Directors (Board):

- a. Approves and adopts the salary ranges in Appendix III and salary placements in Appendix IV of the Compensation Study report, attached as Exhibit A, prepared by Arthur J. Gallagher & Co. (Gallagher) provided that no salary placement shall result in a reduction in current salary; and
- b. Authorizes the CEO/General Manager to adjust current salaries in each existing classification based on longevity, not to exceed the control point, and determine the appropriate salary range for new employees hired into existing or additional classifications, subject to ratification by the Board as part of the annual budget approval process; and
- c. Ratifies and affirms the authority and discretion of the CEO/General Manager to take actions she deems necessary to organize and manage effectively, efficiently and economically the affairs of SunLine and the SunLine Services Group managed by the personnel of SunLine, including modifying job titles, reclassifying positions, trading positions and otherwise adjusting positions within Appendix IV of the Study within the salary ranges and overall constraints of the annual budget adopted by the Board.

### **Background**

On September 26, 2022, SunLine engaged Gallagher, a leading firm in classification and compensation analysis, to conduct a comprehensive study for all unrepresented classifications and salary ranges, to address concerns regarding SunLine's ability to recruit and retain high-quality staff, given the lack of salary adjustments since 2019, and to balance fiscal responsibility with the current and future needs of the Agency with respect to providing employees with an equitable and competitive salary structure.<sup>1</sup>

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<sup>1</sup> Gallagher's work was paused during the transition period between our interim CEO/General Manager and the onboarding of CEO/General Manager, Mona Babauta, and resumed in November 2023.

Gallagher has completed its evaluation and provided a detailed report with recommendations, attached as "Exhibit A". As detailed in the report, Gallagher's findings indicate that current base salaries for the studied job classifications are, overall, 24% below the market median.

### **Discussion**

Based on the report and recommendations made by Gallagher, staff recommends that the Board adopt the proposed salary ranges and new salary schedule and authorize the CEO/General Manager to adjust current salaries within the ranges, as detailed below. The benefits of implementing the new salary structure and recommendations are:

1. Enhanced ability to attract and retain top talent.
2. Improved employee satisfaction and engagement.
3. Better alignment with industry standards and internal equity.

Accordingly, staff recommends that SunLine implement the recommendations made by Gallagher in the attached compensation study report as follows:

1. Adopt the proposed Salary Schedule provided in Appendix III of Exhibit A;
2. Set all classifications to the minimum of the new salary ranges based on Gallagher's proposed salary range placement recommendations in Appendix IV of Exhibit A.<sup>2</sup>
3. Authorize the CEO/General Manager to adjust current salaries in each classification upwards, not to exceed the control point, based on longevity:
  - a. Employees who have been with SunLine for more than 1 year will receive an increase of 3% per year for years 2-6, with a maximum increase of 15%.
  - b. Chiefs who have been with SunLine for more than 1 year will receive an increase of 3%.
4. To minimize potential negative impacts on current employees, maintain any salaries currently set above the minimum of the new salary range, with no reduction.
5. Ratify and affirm the authority and discretion of the CEO/General Manager to take actions she deems necessary to organize and manage effectively, efficiently and economically the affairs of SunLine and the SunLine Services Group managed by the personnel of SunLine, including modifying job titles, reclassifying positions, trading positions and otherwise adjusting positions within Appendix IV of the Study within the salary ranges and overall constraints of the annual budget adopted by the Board.

Staff anticipates that evidence-based cost-of-living increases to the new salary ranges will be proposed for adoption by the Board each year as part of the annual budget approval process. Staff recommends that the Board authorize the CEO/General

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<sup>2</sup> This will result in some classifications currently under market having their compensation adjusted upwards to meet the minimum.

Manager to determine the appropriate salary range for new hires in existing or additional classifications, subject to ratification by the Board as part of the annual budget approval process.

### **Financial Impact**

The estimated total cost for implementing the recommended salary adjustments is \$485,758. The FY2024-25 budget included \$552,000 for this purpose. This investment is essential for maintaining our competitive edge in the job market and supporting our strategic goals.

#### Attachments:

- [Item 11a](#) – Resolution No. 0807
- [Item 11b](#) – Exhibit A: June 18, 2024 Gallagher Compensation Study Report

## SUNLINE TRANSIT AGENCY

### RESOLUTION NO. 0807

#### RESOLUTION ADOPTING NEW SALARY RANGES AND SALARY SCHEDULE FOR UNREPRESENTED CLASSIFICATIONS PURSUANT TO COMPENSATION STUDY REPORT AND RECOMMENDATIONS

**WHEREAS**, SunLine Transit Agency (SunLine) has established salary ranges and placements for employees in unrepresented classifications, which amounts generally have not been adjusted since 2019; and

**WHEREAS**, SunLine has concluded a comprehensive Compensation Study (Study) of unrepresented classifications, undertaken to address concerns with respect to recruiting and retaining high-quality staff, and balancing fiscal responsibility with providing employees with an equitable and competitive salary structure; and

**WHEREAS**, staff recommends that the Board of Directors (Board) approve and adopt the new salary ranges and salary placements for unrepresented classifications, as included in the Study report, attached as Exhibit A, provided that no salary placement shall result in a reduction in current salary; and

**WHEREAS**, staff further recommends that the Board authorize the CEO/General Manager to adjust current salaries in each existing classification based on longevity, not to exceed the control point, and determine the appropriate salary range for new employees hired into existing or additional classifications, subject to ratification by the Board as part of the annual budget approval process; and

**WHEREAS**, staff recommends that the Board ratifies and affirms the authority of and the discretion exercised pursuant thereto, by the CEO/General Manager to take actions she deems necessary to organize and manage effectively, efficiently and economically the affairs of SunLine and SunLine Services Group managed by the personnel of SunLine, including modifying job titles, reclassifying positions, trading positions and otherwise adjusting positions within Appendix IV of the Study within the salary ranges and overall constraints of the annual budget adopted by the Board of Directors.

**NOW THEREFORE, BE IT RESOLVED** by the Board of Directors of SunLine Transit Agency:

a. That the Board approves and adopts the salary ranges in Appendix III and salary placements in Appendix IV of the Compensation Study report, attached as Exhibit A, provided that no salary placement shall result in a reduction in current salary; and

b. That the Board authorizes the CEO/General Manager to adjust current salaries in each existing classification based on longevity, not to exceed the control

point, and determine the appropriate salary range for new employees hired into existing or additional classifications, subject to ratification by the Board as part of the annual budget approval process; and

c. That the Board ratifies and affirms the authority and discretion of the CEO/General Manager to take actions she deems necessary to organize and manage effectively, efficiently and economically the affairs of SunLine and the SunLine Services Group managed by the personnel of SunLine, including modifying job titles, reclassifying positions, trading positions and otherwise adjusting positions within Appendix IV of the Study within the salary ranges and overall constraints of the annual budget adopted by the Board of Directors.

APPROVED AND ADOPTED by the Board of Directors of SunLine Transit Agency on the 24th day of July, 2024

AYES:

NOES:

ABSENT:

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Nancy Ross  
Chair of the Board

ATTEST:

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Edith Hernandez  
Clerk of the Board

APPROVED AS TO FORM:

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General Counsel  
Catherine Groves

June 18, 2024

# COMPENSATION STUDY REPORT

SunLine Transit Agency



**Gallagher**

Insurance | Risk Management | Consulting  
Formerly Koff & Associates

June 18, 2024

Tamara Miles  
Human Relations Manager  
SunLine Transit Agency  
32505 Harry Oliver Trail  
Thousand Palms, CA 92276

Dear Ms. Miles:

Gallagher is pleased to present the Compensation Study Report to the SunLine Transit Agency. This report documents the market compensation survey methodology, findings, and recommendations for implementation.

We would like to thank you for your assistance and cooperation without which this study could not have been brought to its successful completion.

We will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with SunLine Transit Agency and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,

*Maggie Williams-Dalgart*

Maggie Williams-Dalgart  
Project Manager

**Gallagher**  
[ajg.com/ps-class-comp](http://ajg.com/ps-class-comp)

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Appendix I: Results Summary

Appendix II: Market Compensation Findings

Appendix III: Proposed Salary Range Schedule

Appendix IV: Salary Range Placement Recommendations

# Executive Summary

## Background

In November 2023 SunLine Transit Agency (“SunLine” or “Agency”) contracted with Gallagher to conduct a comprehensive Compensation Study for the agency’s non-represented classifications. All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

- The concern of management that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows SunLine the ability to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet current and future needs of the Agency; and
- The desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across the Agency.

The goals of the compensation study are to assist SunLine in developing a competitive pay and benefit plan, which is based upon market data, and to ensure that the plan is fiscally responsible and meets the needs of the Agency with regards to recruitment and retention of qualified staff.

## Summary of Findings

This report summarizes the study methodology, analytical tools, and the total compensation (salary and benefits) survey findings. The results of the compensation study revealed that:

- SunLine’s *base salaries, overall, in comparison to the market median are 24% below the market.*
- Gallagher considers a classification falling within 5% of the median to be competitive.

## Study Process

### Benchmark Classifications

The study included 79 classifications, and of those 58 classifications were selected in order to collect salary data within the defined labor market. Classifications that we would expect to provide a sufficient sample for analysis were selected as “benchmarks” to use as the basis to build the compensation plan. Benchmark classifications are those classifications that are compared to the market, and these classifications are used as a means of anchoring SunLine’s overall compensation plan for the non-represented classifications to the market. Other classifications not surveyed will be included in the compensation plan and aligned to the benchmark classifications using internal equity principles.

**Table 1. Benchmark Classification**

Benchmark Classes
1. Accounting & Financial Reporting Manager
2. ADA Eligibility & Compliance Specialist
3. Administrative Assistant

### Benchmark Classes

4. Alternative Fuels Engineer
5. Alternative Fuels Program Manager
6. Alternative Fuels Technician
7. Assistant Clerk of the Board
8. CEO/General Manager
9. Chief Administrative Officer
10. Chief Financial Officer
11. Chief Maintenance Officer
12. Chief of Human Relations
13. Chief Safety Officer
14. Chief Transportation Officer
15. Clerk of the Board/Special Asst to CEO
16. Communications Coordinator
17. Contract Administrator
18. Customer Care Coordinator
19. Customer Service Manager
20. Deputy Chief Maintenance Officer
21. Deputy Chief of Human Relations
22. Deputy Chief of Transit Operations
23. Deputy Chief Safety Officer/Assistant Taxi Administrator
24. Facilities Engineer
25. Facility Maintenance Supervisor
26. Farebox Technician
27. Financial Planning, Analysis and Internal Controls Manager
28. Human Resources Generalist
29. Human Resources Specialist
30. IT Administrator
31. IT Manager
32. IT Support Technician
33. Labor & Compliance Manager
34. Lead Controller
35. Management Analyst
36. Operations Systems Specialist
37. Paratransit Operations Manager
38. Procurement Manager

Benchmark Classes	
39.	Project Manager
40.	Project Manager Assistant
41.	Project Manager Assistant/Clean Cities Coalition Coordinator
42.	Risk Management Specialist
43.	Safety & Compliance Specialist
44.	Safety Manager
45.	Senior Training Supervisor
46.	Superintendent of Facilities
47.	Superintendent of Fleet Maintenance
48.	Superintendent Of Safety and Training
49.	Superintendent of Transportation
50.	Superintendent of Zero Emission Technology
51.	System Analyst/Database Administrator
52.	Taxi/Contracted Transportation Services Administrator
53.	Transit Infrastructure Technician
54.	Transit Planning Analyst
55.	Transit Planning Manager
56.	Transportation Services Lead
57.	Transportation Services Specialist
58.	Zero Emission Fleet Specialist

## Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. In developing the list of potential comparator agencies, Gallagher first started with agencies that SunLine may have used in prior studies and then other agencies were then added to the potential list of comparator agencies based on the following factors:

- 1. Organizational type and structure:** It is generally recommended that agencies of a similar size and providing similar services to that of SunLine be used as comparators.

When it comes to technical classes, the size of an organization is not as critical, as these classes perform fairly similar work. The difference in size of an organization becomes more important when comparing classes at the management level. The scope of work and responsibility for management becomes much larger as an organization grows. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility all grow with larger

organizations. When it is difficult to find agencies that are similarly sized, it is important to get a good balance of smaller and larger agencies.

2. **Similarity of population, staff, and operational budgets:** These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of services.
3. **Scope of services provided** – For the majority of classifications, it is important to select agencies providing similar services. Organizations providing the same services are ideal for comparators and most comparator agencies surveyed provide similar services to SunLine.
4. **Labor market and geographic location** – Today's labor market reality is that many agencies are in competition for the same pool of qualified employees because large portions of the workforce don't live in the communities they serve, are accustomed to lengthy commutes, and are more likely to consider changing jobs in a larger geographic area than in the past. Furthermore, by selecting employers within a geographic proximity SunLine's location, the resulting labor market data generally reflects the region's cost of living, housing costs, growth rate, and other demographic characteristics to the same extent as competing employers to the Agency. Therefore, the geographic labor market area where SunLine may be recruiting from or losing employees to, was taken into consideration when selecting comparator organizations.

All factors mentioned should be considered in selecting the group of comparator agencies. Following discussions with SunLine management staff the following list of twelve (12) agencies were identified as the labor market for this compensation study.

**Table 2. Comparator Agencies**

Agency	
1. City of Cathedral City	2. City of Fresno (Fresno Area Express)
3. City of Montebello	4. City of Palm Desert
5. Golden Empire Transit	6. Monterey-Salinas Transit
7. OmniTrans	8. Riverside Transit Agency
9. San Bernardino County Transportation Planning Authority	10. Santa Barbara Metro Transit District
11. Santa Cruz Metro Transit District	12. Victor Valley Transit Authority

## Data Collection

Data was collected from December 2023 through March 2024, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents. The salary collected and reported was at the top of the salary range and/or control point. On all reported documents figures are presented on a monthly basis.

## Matching Methodology

Gallagher believes that the data collection step is the most critical for maintaining the overall credibility of any study and relied on SunLine's classification descriptions as the foundation for comparison.

When Gallagher researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable matches may not be made that are 100% equivalent to the classifications at the agency. Therefore, Gallagher does not match based upon job titles, which can often be misleading, but rather analyze class descriptions before a comparable match is determined.

Gallagher's methodology is to analyze each class description and the whole position by evaluating factors including:

- Definition and typical job functions;
- Level within a class series (e.g., entry, experienced, journey, specialist, lead, etc.);
- Reporting relationship structure (for example, manages through lower-level staff);
- Experience, education, knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

For a match to be included, Gallagher requires that a classification's "likeness" be at approximately 70% of the matched classification. When an appropriate match is not identified for one classification, Gallagher often uses "hybrids", which can be *functional* or represent a *span of responsibility*. A *functional hybrid* means that the job of one classification at SunLine is performed by two or more classifications at a comparator agency. A "hybrid" representing a *span of responsibility* means that the comparator agency has one class that is "bigger" in scope and responsibility and one class that is "smaller," where SunLine's class falls in the middle.

If an appropriate match could not be found, then no match was reported as a non-comparable (N/C).

## Data Spreadsheets

The market survey results for all benchmark classifications are included in Appendix II. Each data sheet includes the comparator agency, matched classification, salary effective date, and other relevant information. The average (mean) and median (midpoint) of the comparator agencies are reported and the data sheets include the % above or below that SunLine is compared market.

The mean is the sum of the comparator agencies' salaries/total compensation divided by the number of matches. The median is the midpoint of all data with 50% of data points below and 50% of data points above.

To calculate the mean and median, Gallagher requires that there be a minimum of four (4) comparator agencies with matching classifications to SunLine's benchmark classification. The reason for requiring a minimum of four matches is so that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for 37 of the 58 benchmark classifications; there was insufficient data for 21 of the benchmark classifications.

When using survey data to make salary range recommendations and adjustments, Gallagher recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values.

## Market Compensation Findings

The following table represents a summary of the market top monthly salary findings. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the salary market median is listed. The table is sorted by top monthly salary in descending order from the most positive percentile (above market) to the most negative (below market).

**Table 3. Market Compensation Results Summary**

Classification Title	# of Matches	Top Monthly % Above or Below Median
Customer Care Coordinator	6	15.5%
Deputy Chief Maintenance Officer	7	5.4%
Chief Maintenance Officer	5	-1.0%
Management Analyst	7	-1.6%
CEO/General Manager	9	-5.2%
Lead Controller	8	-6.4%
Superintendent Of Safety and Training	4	-7.6%
Administrative Assistant	11	-10.3%
Chief Transportation Officer	9	-11.1%
Chief Financial Officer	9	-12.5%
Customer Service Manager	5	-12.9%
Superintendent of Fleet Maintenance	7	-13.6%
IT Administrator	8	-15.8%
Chief Safety Officer	5	-16.5%
Human Resources Generalist	10	-21.9%
Transit Planning Analyst	10	-22.0%
Superintendent of Transportation	9	-22.5%
Communications Coordinator	9	-22.7%

Classification Title	# of Matches	Top Monthly % Above or Below Median
System Analyst/Database Administrator	4	-23.2%
Facility Maintenance Supervisor	6	-25.9%
Superintendent of Facilities	4	-27.2%
Clerk of the Board/Special Asst to CEO	8	-27.7%
Accounting & Financial Reporting Manager	8	-28.5%
Deputy Chief of Human Relations	5	-28.7%
ADA Eligibility & Compliance Specialist	4	-29.6%
Safety & Compliance Specialist	5	-32.7%
Human Resources Specialist	8	-36.1%
Procurement Manager	9	-37.6%
Contract Administrator	7	-42.0%
Deputy Chief of Transit Operations	7	-42.3%
Paratransit Operations Manager	5	-42.3%
Project Manager	8	-46.1%
Transit Planning Manager	5	-49.8%
Chief of Human Relations	9	-65.9%
Chief Administrative Officer	7	-94.6%
IT Manager	8	N/A
IT Support Technician	5	N/A
Alternative Fuels Engineer	0	Insuff. Data
Alternative Fuels Program Manager	0	Insuff. Data
Alternative Fuels Technician	0	Insuff. Data
Assistant Clerk of the Board	2	Insuff. Data
Deputy Chief Safety Officer/Assistant Taxi Administrator	1	Insuff. Data
Facilities Engineer	3	Insuff. Data
Farebox Technician	0	Insuff. Data
Financial Planning, Analysis and Internal Controls Manager	3	Insuff. Data
Labor & Compliance Manager	0	Insuff. Data
Operations Systems Specialist	1	Insuff. Data
Project Manager Assistant	2	Insuff. Data
Project Manager Assistant/Clean Cities Coalition Coordinator	0	Insuff. Data
Risk Management Specialist	3	Insuff. Data
Safety Manager	0	Insuff. Data
Senior Training Supervisor	3	Insuff. Data
Superintendent of Zero Emission Technology	0	Insuff. Data
Taxi/Contracted Transportation Services Administrator	3	Insuff. Data

Classification Title	# of Matches	Top Monthly % Above or Below Median
Transit Infrastructure Technician	0	Insuff. Data
Transportation Services Lead	1	Insuff. Data
Transportation Services Specialist	1	Insuff. Data
Zero Emission Fleet Specialist	0	Insuff. Data

## Base Salary

The market results show that when examining base salary 33 classifications are paid below the market median and 2 classifications are paid above the market median. Following is a distribution of salaries:

# of Classifications	<5%	5-10%	11-15%	>15%	Total
Below the Market Median	2	4	5	22	33
Above the Market Median	2	0	0	0	2

Generally, a classification falling within 5% of the median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy, actual scope of work, and position requirements.

## Internal Salary Relationships

Building from the salary levels established for identified benchmark classes, internal salary relationships were developed and consistently applied to develop specific salary recommendations for all non-benchmarked classifications. Gallagher utilized market data to develop the salary recommendations for all of the benchmarked classifications and then applied internal equity principles to make the salary recommendations for the remaining classifications that were not benchmarked or for which there was insufficient market data. In the future, SunLine may need to utilize internal alignment practices if the number of staff grows and additional classifications are added or classifications change. While analyzing internal relationships, the same whole job analysis factors are applied when comparing SunLine's classifications to the labor market.

In addition, the following are standard human resources practices that are commonly applied when making salary recommendations based upon internal relationships:

- A salary within 5% of the market median is considered to be competitive in the labor market for salary survey purposes due to the differences in compensation policy and actual scope of the position and its requirements.
- Certain internal percentages are often applied when developing internal pay alignments. The most common practices, which Gallagher employed for this study, include the following:

- The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is generally 10% to 15%;
- A lead or advanced journey-level (III or Senior-level) class is generally placed 10% to 15% above the journey-level.
- A full supervisory class is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.
- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classifications is a fundamental factor to be considered when making salary decisions. Market survey results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration should be given to these alignments because they represent internal value of classifications within job families, as well as across the organization.

For the non-benchmarked classifications, internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and “worth” to the Agency. Where it is difficult to determine internal relationships due to unique qualifications and responsibilities, reliance is placed on past internal relationships. It is important for SunLine management to carefully review these internal relationships and determine if they are still appropriate given the current market data.

It is also important to analyze market data and internal relationships within class series as well as across the organization, and make adjustments to salary range placements, as necessary, based on the needs of the organization. SunLine may also want to make internal equity adjustments or alignments, as it implements the compensation strategy. This market survey is only a tool to be used to determine market indexing and salary determination.

## Recommendations

### Compensation Design Fundamentals

Range structures are designed to meet an organization's policy and strategy on how it will deliver pay. This is generally set based on market rates for benchmark jobs, combined with a structured approach to internal alignment for non-benchmark classifications. Essentially, the range structure is the platform upon which all salary actions are implemented and recorded.

Ranges are not static – they are designed to move with market changes and should be flexible enough to support an organization's strategy with respect to hiring practices, pay equity, and overall management of pay to the organization's compensation philosophy and stated goals. Range structures can be built using a *minimum, midpoint, maximum and/or a control point*, with the control point being defined as the targeted market reference point (i.e., the market value of the job). In open ranges, movement throughout the range to the maximum is based on performance. Following are elements of pay systems that use an open range approach:

- Range Minimum to the Midpoint is the portion of the range where a new or less experienced employee would be placed. Progress through the range would occur as an employee moves towards the fully competent level (mid-point). There may be circumstances, such as hiring a highly experienced individual, which would warrant salary placement near or at the midpoint.
- Range Maximum is the position of the salary range where an employee may normally expect to progress based on performance; this may also be the “market point,” meaning that the salary for this point is used to measure the market. When looking for a progressive structure model that distinguishes performance, ranges tend to be 40%-50% wide.
- Control Point is the point in the range that typically reflects the market reference point or market value of the job. Organizations often use control points to set salary ranges for different positions, with lower and upper limits based on the control point. The control point serves as a guide for determining the appropriate salary for a particular job, considering factors such as experience, performance, and qualifications. It is also designed to be the point in the range to which an employee would expect to progress through base building increases. The control point may be set at any location in the range such as 50% or 75% into the range, at a point 10% below the range maximum, or the range maximum. Ranges are typically designed “top down,” meaning that the top of the range is used to build down to the minimum of the range to achieve the width percentage.

### SunLine’s Current Compensation Design

SunLine currently utilizes an open range approach to its compensation design. The range width from range minimum to maximum is approximately 40%. In addition, the current model utilizes a concept of “75%” as the range minimum and “125%” as the range maximum and a Midpoint. In this model, the Midpoint would be considered “100%” and the actual range difference from 75% to Midpoint/100% would be 25% and the difference from 125% to Midpoint would be 25%. Gallagher notes that a key issue with the current range structure is that the salary progression from 75% to Midpoint/100% is actually 15%, and not 25%, while the difference from Midpoint/100% to 125% is 25%.

It is Gallagher’s understanding that SunLine has used the Midpoint as the range control point. In practice, after employees reach the Midpoint, movement through the range between Midpoint and 125% is slower. While this process is a valid approach, a key issue with the current structure is that the portion of the range that would be used for normal range progressions is much more narrow than the portion of the range for building salary based on exceptional performance or other measures. As a result, wage growth beyond the Midpoint of the range is slow for many employees.

Added to the wage growth challenges due to the pay design, SunLine’s current salary ranges for the non-represented classifications have not been adjusted to the labor market or received cost-of-living adjustments since 2019. As a result, the salary structure has lagged significantly behind the market, as is evidenced by the market survey results. Given this challenge, as well as the slow salary growth beyond Midpoint for many staff, SunLine has had difficulty recruiting and retaining staff.

### Recommended Salary Design

Based on Gallagher’s understanding of how SunLine intends to use its compensation system in the future, Gallagher recommends SunLine retain a 40% range width. This provides sufficient advancement and

movement through the range. However, rather than establish a midpoint, Gallagher recommends a control point that is anchored at 10% below market, with the range maximum set at market. This allows for normal range progression up to control point, and control point to range maximum based on other factors such as exceptional performance.

In addition to range width (the difference from range minimum to range maximum), another key consideration when developing a compensation plan is establishing an appropriate difference between salary ranges. Currently, there is no consistent differential between ranges under SunLine’s current model. For example, the difference between ranges 7 and 8 is 25% (range 8 is 25% greater than range 7), while the difference between ranges 8 and 9 is 10% (range 9 is 10% greater than range 8). The importance of appropriate range differential is to provide the agency with an adequate number of ranges to allow for flexibility in setting salary. This also ensures appropriate pay differences can be established among classifications in either the same job series or classes which are aligned with other benchmarks. For example, if the proposed salary differential between a I and II in a given series is 10%, and the range differences are 5%, salary can then be set in a 2-range difference. Gallagher believes establishing a 5% differential between ranges provides the Agency with the greatest opportunity to set salary closest to the labor market while provide sufficient flexibility to establish appropriate pay differentials between job classifications.

Below is a sample of the proposed range model. Please see Appendix III for the proposed salary structure:

Salary Range	Annual Salary		
	Minimum	Control Point	Maximum
1	33,846	44,000	48,400
2	35,538	46,200	50,820
3	37,315	48,510	53,361
4	39,181	50,935	56,029
5	41,140	53,482	58,830
6	43,197	56,156	61,772
7	45,357	58,964	64,861

The proposed salary schedule for SunLine establishes a 40% range width (from minimum to maximum), with the Control Point 75% into the range. In this model, the difference from Minimum to Control Point is approximately 30%, while the difference from Control Point to Maximum is approximately 10%. This allows SunLine to administer normal range progression as the distance from Minimum to Control Point, while providing the distance from Control Point to Maximum to be used for exceptional performance or other pay policy.

It is important to note that the salary range structure document provided by Gallagher connects all salary ranges through imbedded formula in the workbook, thereby allowing future adjustments to be applied to only one-dollar figure in the table/matrix, which then automatically updates the entire table. Due to the formula that connects each range to the next (with 5% differentials between each range), there is a compounding effect when drawing relationships that span several ranges. For example, with 5%

differentials between ranges, four ranges should represent a 20% differential. However, because the compounding effect of 5%, on top of 5%, on top of 5%, and so on, the differential between Range 1 and Range 5 is not exactly 20%, but it is slightly greater.

### Proposed Salary Range Placements

Appendix IV illustrates the proposed salary range placement for each classification based on either setting salary to market data or based on internal equity principles. Classifications for which the salary recommendations were based on market, each class was placed within the proposed salary range closest to the Market Placement Salary. Following that process, Gallagher then set salary for the remaining classifications based on internal equity principles. Where needed, Gallagher also modified the internal alignment in certain instances where it seemed warranted based on market-supported groupings and/or compaction issues.

For all classifications, this primary implementation procedure must be completed only at the initial time of implementation. In the future, if SunLine decides to implement annual across-the-board cost of living adjustments, only the salary schedule that was developed and included herein needs to be increased by the appropriate percentage, and each individual salary range will move up with this adjustment. This will ensure that the internal salary relationships are preserved, and the salary schedule remains structured and easily administered.

### Options for Implementation

While SunLine may be interested in bringing all salaries to the market median, in most cases this goal may not be reached within a single adjustment. In this case, one option is to move employees into the salary range that is recommended for each class based on this market study and to the step within the new range that is closest to their current compensation. If employees' current salaries are significantly below market so that their current compensation falls below the bottom of the newly recommended range, then larger adjustments would be needed to move those employees at least to the bottom of the new range.

Another option is to use a phased implementation approach. Normally, if the compensation implementation program must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost-of-living increase). If a class falls within 5% of the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5% (or in this case, more than 20%) below the market median, a higher percentage change may be initially warranted to reduce the disparity.

If SunLine decided to implement the recommendations over a two-year period, the following guidelines could be applied for the initial and subsequent increases:

**Table 4. Two-Year Implementation Proposal**

Market Disparity	% Increase Each Year
0 to 4.99%	0 to 2.49%
5.0% to 9.99%	2.5% to 4.99%
10.0% to 14.99%	5.0% to 7.49%
15.0% to 19.99%	7.5% to 9.99%
20.0% and above	10.0%

Please note that typically, for those classes that had a market disparity of 0 to 4.99%, we recommend a 0% increase in the first year and an adjustment in the second year. Depending upon SunLine's financial situation, which will have to be reviewed before each further adjustment is made, all market disparity adjustments are intended to be completed by the second year. SunLine may also consider a similar implementation plan over a longer period of time, like a three-year implementation plan.

It is recommended the Agency spend additional time to go through a process of deliberation and decision-making as to what compensation philosophy it should implement to attract, motivate, and retain a high-quality workforce. Additionally, SunLine may want to consider adjusting those classifications' salaries that are most below the market median as soon as possible, assuming that incumbents' performance meets SunLine's standards and expectations.

When classifications are over market, Gallagher typically recommends Y-rating employees whose current pay exceeds the maximum of the recommended range until the market numbers "catch up" with their current salary. To Y-rate an employee means to keep the employee's salary frozen and to provide no salary increases (including no cost-of-living adjustments) until the employee's current salary is within the recommended salary range. This will result in no immediate loss of income but will delay any future increases until the incumbent's salary is within the salary range.

Other options to "freezing" a classification's salary in place until the market catches up are:

- **"Grandfathering" of salary ranges:** This means that the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they separate from employment. Any new-hires would be paid within the newly established salary range.
- **Single-incumbent classes:** If a class only has one incumbent, an option would be to wait until the person separates from employment and then adjust the salary range for the class according to the market.
- **Recent hires:** Some employees who have recently been hired may still be at one of the lower steps within their current salary range. So, even if the top of their current salary range is above market, the incumbents are currently still paid below the market maximum because they are not at the top of their current salary range. In this case, an immediate salary range adjustment could be made to bring the salary range within the market. This would bring the affected incumbents either to the top of the market range or very close to it, but they would not technically be Y-rated or lose any pay.

Another option, of course, is to actually reduce salaries down to the market. However, from an employee relations perspective this may not be a viable option.

## Ongoing Management of Salary Design

A best practice for ongoing management and administration of a compensation plan is to ensure it remains competitive with its labor market through periodic range structure adjustments. Just as a market study is intended to capture pay competitiveness at a specific point in time, ongoing range adjustments are intended to keep the plan current with market movement. The percentage of movement every year is determined through metrics such as the cost-of-living indices for a specific geographic location as determined by the Bureau of Labor Statistics (CPI-U or CPI-W), a review of published data from sources

such as WorldatWork, or by contacting SunLine's labor market agencies to determine the percentages they are applying for their cost-of-living adjustments and using an average of those amounts.

## Using the Market Data as a Tool

Gallagher would like to reiterate that this report and the findings are meant to be a tool for SunLine to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain top talent; however, financial realities and the Agency's expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data presented herein represents a market survey that will give SunLine an instrument to make future compensation decisions.

It has been a pleasure working with the SunLine staff on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully submitted by,

**Gallagher, Formerly Koff & Associates**

Maggie Williams-Dalgart  
Project Manager

# Appendix I

## Results Summary

**Sunline Transit Agency  
Market Survey: Results Summary  
May 2024**



Classification	Top Monthly Salary Data					# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	
Accounting & Financial Reporting Manager	\$ 7,062	\$ 9,147	-29.5%	\$ 9,072	-28.5%	8
ADA Eligibility & Compliance Specialist	\$ 4,669	\$ 6,071	-30.0%	\$ 6,050	-29.6%	4
Administrative Assistant	\$ 4,669	\$ 5,378	-15.2%	\$ 5,151	-10.3%	11
Alternative Fuels Engineer	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Alternative Fuels Program Manager	\$ 7,768	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Alternative Fuels Technician	\$ 4,669	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Assistant Clerk of the Board	\$ 4,669	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
CEO/General Manager	\$ 19,408	\$ 20,885	-7.6%	\$ 20,416	-5.2%	9
Chief Administrative Officer	\$ 8,158	\$ 15,967	-95.7%	\$ 15,873	-94.6%	7
Chief Financial Officer	\$ 13,887	\$ 15,913	-14.6%	\$ 15,626	-12.5%	9
Chief Maintenance Officer	\$ 15,276	\$ 15,444	-1.1%	\$ 15,427	-1.0%	5
Chief of Human Relations	\$ 8,158	\$ 13,690	-67.8%	\$ 13,535	-65.9%	9
Chief Safety Officer	\$ 11,451	\$ 13,025	-13.7%	\$ 13,344	-16.5%	5
Chief Transportation Officer	\$ 13,887	\$ 15,282	-10.0%	\$ 15,427	-11.1%	9
Clerk of the Board/Special Asst to CEO	\$ 5,836	\$ 7,547	-29.3%	\$ 7,455	-27.7%	8
Communications Coordinator	\$ 5,836	\$ 7,163	-22.7%	\$ 7,158	-22.7%	9
Contract Administrator	\$ 5,836	\$ 8,266	-41.6%	\$ 8,287	-42.0%	7
Customer Care Coordinator	\$ 6,420	\$ 5,550	13.6%	\$ 5,427	15.5%	6
Customer Service Manager	\$ 7,062	\$ 8,463	-19.8%	\$ 7,973	-12.9%	5
Deputy Chief Maintenance Officer	\$ 12,265	\$ 11,352	7.4%	\$ 11,606	5.4%	7
Deputy Chief of Human Relations	\$ 8,158	\$ 10,409	-27.6%	\$ 10,503	-28.7%	5
Deputy Chief of Transit Operations	\$ 8,158	\$ 11,281	-38.3%	\$ 11,606	-42.3%	7
Deputy Chief Safety Officer/Assistant Taxi Administrator	\$ 9,442	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Facilities Engineer	\$ 7,768	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Facility Maintenance Supervisor	\$ 6,420	\$ 7,957	-23.9%	\$ 8,085	-25.9%	6
Farebox Technician	\$ 4,669	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Financial Planning, Analysis and Internal Controls Manager	\$ 7,062	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Human Resources Generalist	\$ 6,420	\$ 7,923	-23.4%	\$ 7,827	-21.9%	10
Human Resources Specialist	\$ 4,669	\$ 6,430	-37.7%	\$ 6,354	-36.1%	8
IT Administrator	\$ 7,768	\$ 9,217	-18.7%	\$ 8,994	-15.8%	8
IT Manager	proposed	\$ 12,673	N/A	\$ 11,869	N/A	8

**Sunline Transit Agency  
Market Survey: Results Summary  
May 2024**



Classification	Top Monthly Salary Data:					# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	
IT Support Technician	proposed	\$ 6,187	N/A	\$ 6,509	N/A	5
Labor & Compliance Manager	\$ 7,768	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Lead Controller	\$ 7,062	\$ 7,384	-4.6%	\$ 7,512	-6.4%	8
Management Analyst	\$ 7,062	\$ 7,567	-7.2%	\$ 7,178	-1.6%	7
Operations Systems Specialist	\$ 7,062	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Paratransit Operations Manager	\$ 6,420	\$ 9,336	-45.4%	\$ 9,136	-42.3%	5
Procurement Manager	\$ 7,062	\$ 9,631	-36.4%	\$ 9,719	-37.6%	9
Project Manager	\$ 6,420	\$ 9,586	-49.3%	\$ 9,377	-46.1%	8
Project Manager Assistant	\$ 4,669	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Project Manager Assistant/Clean Cities Coalition Coordinator	\$ 5,836	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Risk Management Specialist	\$ 6,420	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Safety & Compliance Specialist	\$ 5,136	\$ 7,314	-42.4%	\$ 6,817	-32.7%	5
Safety Manager	\$ 7,062	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Senior Training Supervisor	\$ 7,768	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Superintendent of Facilities	\$ 7,768	\$ 9,712	-25.0%	\$ 9,882	-27.2%	4
Superintendent of Fleet Maintenance	\$ 7,768	\$ 8,910	-14.7%	\$ 8,824	-13.6%	7
Superintendent Of Safety and Training	\$ 7,768	\$ 8,342	-7.4%	\$ 8,355	-7.6%	4
Superintendent of Transportation	\$ 7,768	\$ 9,190	-18.3%	\$ 9,518	-22.5%	9
Superintendent of Zero Emission Technology	\$ 8,564	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
System Analyst/Database Administrator	\$ 7,062	\$ 8,694	-23.1%	\$ 8,697	-23.2%	4
Taxi/Contracted Transportation Services Administrator	\$ 7,062	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Transit Infrastructure Technician	\$ 5,836	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Transit Planning Analyst	\$ 6,420	\$ 7,526	-17.2%	\$ 7,836	-22.0%	10
Transit Planning Manager	\$ 7,062	\$ 10,940	-54.9%	\$ 10,577	-49.8%	5
Transportation Services Lead	\$ 7,062	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Transportation Services Specialist	\$ 5,833	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Zero Emission Fleet Specialist	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0

AVERAGE:      -25.5%                      AVERAGE:      -24.7%

Appendix II  
**Market Compensation Findings**

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Accounting &amp; Financial Reporting Manager</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Bernardino County	Accounting Supervisor	\$ 11,089	4/1/2023	unknown	unknown
2	Riverside Transit Agency <sup>2</sup>	[Controller/ Accountant]	\$ 10,647	7/1/2023	7/1/2024	unknown
3	City of Palm Desert	Finance Supervisor	\$ 10,549	7/1/2023	unknown	unknown
4	OmniTrans <sup>1</sup>	[Accounting Manager/ Senior Accountant]	\$ 10,268	9/6/2023	9/1/2025	unknown
5	Victor Valley Transit Authority	Accounting Manager	\$ 7,875	7/1/2023	7/1/2024	3.00% + CPI
6	City of Fresno (Fresno Area	Senior Accountant-Auditor	\$ 7,859	6/19/2023	unknown	unknown
7	Golden Empire Transit	Finance Administrator	\$ 7,800	6/12/2022	unknown	unknown
8	City of Montebello	Accounting Supervisor	\$ 7,088	7/1/2023	unknown	unknown
9	Sunline Transit Agency	Accounting & Financial Reporting Manager	\$ 7,062	8/16/2019	unknown	unknown
10	Santa Barbara Metro Transit	N/C				
11	City of Cathedral City	N/C				
12	Monterey-Salinas Transit	N/C				
13	Santa Cruz Metro Transit District	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 9,147
% Sunline Transit Agency Above/Below	-29.5%
Median of Comparators	\$ 9,072
% Sunline Transit Agency Above/Below	-28.5%
Number of Matches	8

N/C - Non Comparator

1 - OmniTrans: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

2 - Riverside Transit Agency: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>ADA Eligibility &amp; Compliance Specialist</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Victor Valley Transit Authority	Contract Compliance	\$ 6,722	7/1/2023	7/1/2024	3.00% + CPI
2	Monterey-Salinas Transit	Mobility Specialist II	\$ 6,276	1/1/2023	unknown	unknown
3	OmniTrans	Community Mobility Specialist	\$ 5,823	9/6/2023	9/1/2025	unknown
4	Riverside Transit Agency	ADA Certification Specialist	\$ 5,462	7/1/2023	7/1/2024	unknown
5	<b>Sunline Transit Agency</b>	<b>ADA Eligibility &amp; Compliance Specialist</b>	<b>\$ 4,669</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
6	Golden Empire Transit	N/C				
7	Santa Cruz Metro Transit District	N/C				
8	City of Fresno (Fresno Area	N/C				
9	City of Montebello	N/C				
10	Santa Barbara Metro Transit	N/C				
11	City of Palm Desert	N/C				
12	City of Cathedral City	N/C				
13	San Bernardino County	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 6,071
% Sunline Transit Agency Above/Below	-30.0%
Median of Comparators	\$ 6,050
% Sunline Transit Agency Above/Below	-29.6%
Number of Matches	4

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Administrative Assistant</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Administrative Assistant II	\$ 7,467	7/1/2023	7/1/2024	3.25%
2	OmniTrans <sup>1</sup>	[Administrative Assistant/ Human Resources Technician]	\$ 6,347	9/6/2023	9/1/2025	unknown
3	Santa Cruz Metro Transit District	Administrative Specialist	\$ 6,337	6/22/2023	unknown	unknown
4	City of Cathedral City	Administrative Assistant II	\$ 6,045	1/1/2024	1/1/2025	2.50%
5	San Bernardino County	[Administrative Assistant, Senior/ Office Assistant]	\$ 5,822	4/1/2023	unknown	unknown
6	Monterey-Salinas Transit	Transit Scheduling Assistant	\$ 5,151	1/1/2023	unknown	unknown
7	Santa Barbara Metro Transit	Administrative Assistant II	\$ 5,087	1/1/2024	unknown	unknown
8	Riverside Transit Agency	Human Resources Administrative Clerk	\$ 4,919	7/1/2023	7/1/2024	unknown
9	<b>Sunline Transit Agency</b>	<b>Administrative Assistant</b>	<b>\$ 4,669</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
10	Golden Empire Transit	Receptionist	\$ 4,333	6/12/2022	unknown	unknown
11	City of Fresno (Fresno Area	Administrative Clerk II	\$ 3,828	6/19/2023	unknown	unknown
12	City of Montebello	Administrative Assistant	\$ 3,823	7/1/2023	unknown	unknown
13	Victor Valley Transit Authority	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 5,378
% Sunline Transit Agency Above/Below	-15.2%
Median of Comparators	\$ 5,151
% Sunline Transit Agency Above/Below	-10.3%
Number of Matches	11

N/C - Non Comparator

1 - OmniTrans: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

2 - San Bernardino County Transportation Planning Authority: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Insurance | Risk Management | Consulting

<b>Alternative Fuels Engineer</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sunline Transit Agency	Alternative Fuels Engineer	proposed			
2	Santa Barbara Metro Transit	N/C				
3	Santa Cruz Metro Transit District	N/C				
4	Monterey-Salinas Transit	N/C				
5	City of Fresno (Fresno Area	N/C				
6	Victor Valley Transit Authority	N/C				
7	Golden Empire Transit	N/C				
8	City of Montebello	N/C				
9	City of Palm Desert	N/C				
10	City of Cathedral City	N/C				
11	Riverside Transit Agency	N/C				
12	OmniTrans	N/C				
13	San Bernardino County	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	
Number of Matches	0

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Alternative Fuels Program Manager</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sunline Transit Agency	Alternative Fuels Program Manager	\$ 7,768	8/16/2019	unknown	unknown
2	Santa Barbara Metro Transit	N/C				
3	Golden Empire Transit	N/C				
4	Santa Cruz Metro Transit District	N/C				
5	Monterey-Salinas Transit	N/C				
6	City of Fresno (Fresno Area	N/C				
7	Victor Valley Transit Authority	N/C				
8	City of Montebello	N/C				
9	City of Palm Desert	N/C				
10	City of Cathedral City	N/C				
11	Riverside Transit Agency	N/C				
12	OmniTrans	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Number of Matches	0

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Alternative Fuels Technician</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sunline Transit Agency	Alternative Fuels Technician	\$ 4,669	8/16/2019	unknown	unknown
2	Santa Barbara Metro Transit	N/C				
3	Golden Empire Transit	N/C				
4	Santa Cruz Metro Transit District	N/C				
5	Monterey-Salinas Transit	N/C				
6	City of Fresno (Fresno Area	N/C				
7	Victor Valley Transit Authority	N/C				
8	City of Montebello	N/C				
9	City of Palm Desert	N/C				
10	City of Cathedral City	N/C				
11	Riverside Transit Agency	N/C				
12	OmniTrans	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Number of Matches	0

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Assistant Clerk of the Board</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno (Fresno Area	Executive Assistant to Department Director	\$ 6,477	6/19/2023	unknown	unknown
2	Riverside Transit Agency	Deputy Clerk of the Board	\$ 4,907	7/1/2023	7/1/2024	unknown
3	<b>Sunline Transit Agency</b>	<b>Assistant Clerk of the Board</b>	<b>\$ 4,669</b>	<b>8/15/2019</b>	<b>unknown</b>	<b>unknown</b>
4	Victor Valley Transit Authority	N/C				
5	Golden Empire Transit	N/C				
6	Santa Cruz Metro Transit District	N/C				
7	Monterey-Salinas Transit	N/C				
8	City of Montebello	N/C				
9	Santa Barbara Metro Transit	N/C				
10	City of Palm Desert	N/C				
11	City of Cathedral City	N/C				
12	OmniTrans	N/C				
13	San Bernardino County	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Number of Matches	2

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>CEO/General Manager</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside Transit Agency	Chief Executive Officer	\$ 24,062	7/1/2023	7/1/2024	unknown
2	Santa Cruz Metro Transit District	CEO/General Manager	\$ 23,430	8/25/2023	unknown	unknown
3	OmniTrans	CEO/General Manager	\$ 23,310	9/6/2023	9/1/2025	unknown
4	Santa Barbara Metro Transit	General Manager	\$ 20,940	1/1/2024	unknown	unknown
5	Monterey-Salinas Transit	General Manager	\$ 20,416	1/10/2022	unknown	unknown
6	Golden Empire Transit	Chief Executive Officer	\$ 20,104	6/12/2022	unknown	unknown
7	Victor Valley Transit Authority	Chief Executive Officer	\$ 19,583	7/1/2023	7/1/2024	3.00% + CPI
8	<b>Sunline Transit Agency</b>	<b>CEO/General Manager</b>	<b>\$ 19,408</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
9	City of Fresno (Fresno Area	Director of Transportation	\$ 18,878	6/19/2023	unknown	unknown
10	City of Montebello	Director of Transportation	\$ 17,241	7/1/2023	unknown	unknown
11	City of Palm Desert	N/C				
12	City of Cathedral City	N/C				
13	San Bernardino County	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 20,885
% Sunline Transit Agency Above/Below	-7.6%
Median of Comparators	\$ 20,416
% Sunline Transit Agency Above/Below	-5.2%
Number of Matches	9

N/C - Non Comparator

**Sunline Transit Agency  
Market Compensation Data (sorted by Top Monthly Salary)  
May 2024**



<b>Chief Administrative Officer</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	OmniTrans <sup>3</sup>	[Chief Administrative Officer/ Chief Strategy and Planning Officer]	\$ 17,628	9/6/2023	9/1/2025	unknown
2	Riverside Transit Agency <sup>4</sup>	[Chief Administrative Services Officer/ Chief Marketing Officer]	\$ 17,593	7/1/2023	7/1/2024	unknown
3	San Bernardino County	[Chief of Legislative and Public Affairs/ Chief of Management Services]	\$ 16,384	4/1/2023	unknown	unknown
4	Monterey-Salinas Transit <sup>2</sup>	[Assistant General Manager/ Director of Human Resources and Risk]	\$ 15,873	1/1/2023	unknown	unknown
5	Golden Empire Transit <sup>1</sup>	[Director of Marketing/ Chief Financial Officer]	\$ 15,427	6/12/2022	unknown	unknown
6	Santa Barbara Metro Transit	Director of Planning and Marketing	\$ 14,881	1/1/2024	unknown	unknown
7	Santa Cruz Metro Transit District	Marketing and Communications Director	\$ 13,985	6/22/2023	unknown	unknown
8	Sunline Transit Agency	Chief Administrative Officer	\$ 8,158	8/16/2019	unknown	unknown
9	Victor Valley Transit Authority	N/C				
10	City of Fresno (Fresno Area	N/C				
11	City of Palm Desert	N/C				
12	City of Cathedral City	N/C				
13	City of Montebello	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 15,967
% Sunline Transit Agency Above/Below	-95.7%
Median of Comparators	\$ 15,873
% Sunline Transit Agency Above/Below	-94.6%
Number of Matches	7

N/C - Non Comparator

1 - Golden Empire Transit: Functional Match; This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

2 - Monterey-Salinas Transit: Functional Match; This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

3 - OmniTrans: Span of Responsibility Match; This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

4 - Riverside Transit Agency: Functional Match; This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

5 - San Bernardino County Transportation Planning Authority: Functional Match; This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Chief Financial Officer</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside Transit Agency	Chief Financial Officer	\$ 18,464	7/1/2023	7/1/2024	unknown
2	Santa Cruz Metro Transit District	Chief Financial Officer	\$ 16,990	6/22/2023	unknown	unknown
3	San Bernardino County	Chief of Fiscal Resources	\$ 16,384	4/1/2023	unknown	unknown
4	City of Palm Desert	Deputy Director of Finance	\$ 16,054	7/1/2023	unknown	unknown
5	Santa Barbara Metro Transit	Director of Finance and Administration	\$ 15,626	1/1/2024	unknown	unknown
6	Golden Empire Transit	Chief Financial Officer	\$ 15,427	6/12/2022	unknown	unknown
7	Victor Valley Transit Authority	Chief financial Officer	\$ 15,225	7/1/2023	7/1/2024	3.00% + CPI
8	OmniTrans	Director of Finance	\$ 15,083	9/6/2023	9/1/2025	unknown
9	Monterey-Salinas Transit <sup>1</sup>	[Assistant General Manager/ Finance Manager]	\$ 13,962	1/1/2023	unknown	unknown
10	<b>Sunline Transit Agency</b>	<b>Chief Financial Officer</b>	<b>\$ 13,887</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
11	City of Fresno (Fresno Area)	N/C				
12	City of Cathedral City	N/C				
13	City of Montebello	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 15,913
% Sunline Transit Agency Above/Below	-14.6%
Median of Comparators	\$ 15,626
% Sunline Transit Agency Above/Below	-12.5%
Number of Matches	9

N/C - Non Comparator

1 - Monterey-Salinas Transit: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Chief Maintenance Officer</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside Transit Agency	Director of Maintenance	\$ 17,593	7/1/2023	7/1/2024	unknown
2	City of Fresno (Fresno Area)	Assistant Director, Department of Transportation/FAX	\$ 16,074	6/19/2023	unknown	unknown
3	Golden Empire Transit	Director of Maintenance	\$ 15,427	6/12/2022	unknown	unknown
4	Sunline Transit Agency	Chief Maintenance Officer	\$ 15,276	8/16/2019	unknown	unknown
5	OmniTrans	Director of Maintenance	\$ 15,083	9/6/2023	9/1/2025	unknown
6	Victor Valley Transit Authority	Chief Maintenance Officer	\$ 13,046	7/1/2023	7/1/2024	3.00% + CPI
7	City of Cathedral City	N/C				
8	City of Palm Desert	N/C				
9	Santa Barbara Metro Transit	N/C				
10	San Bernardino County	N/C				
11	Monterey-Salinas Transit	N/C				
12	Santa Cruz Metro Transit District	N/C				
13	City of Montebello	N/C				

<b>Summary Results</b>		<b>Top Monthly</b>
Average of Comparators		\$ 15,444
% Sunline Transit Agency Above/Below		-1.1%
Median of Comparators		\$ 15,427
% Sunline Transit Agency Above/Below		-1.0%
Number of Matches		5

N/C - Non Comparator

Sunline Transit Agency  
Market Compensation Data (sorted by Top Monthly Salary)  
May 2024



Chief of Human Relations						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Cruz Metro Transit District	Human Resources Director (EEO)	\$ 15,935	6/22/2023	unknown	unknown
2	City of Palm Desert	Human Resources Manager	\$ 15,662	7/1/2023	unknown	unknown
3	Golden Empire Transit	Director of Human Resources	\$ 15,427	6/12/2022	unknown	unknown
4	Santa Barbara Metro Transit	Director of Human Resources and Risk	\$ 14,881	1/1/2024	unknown	unknown
5	City of Cathedral City	Human Resources Manager	\$ 13,535	7/9/2023	7/1/2024	3.00%
6	OmniTrans <sup>2</sup>	[Deputy Director of HR/ Employee Relations Manager]	\$ 12,417	9/6/2023	9/1/2025	unknown
7	Monterey-Salinas Transit <sup>1</sup>	[Human Resources Supervisor/ Director of Human Resources and Risk]	\$ 12,222	1/1/2023	unknown	unknown
8	Riverside Transit Agency	HR Manager	\$ 12,078	7/1/2023	7/1/2024	unknown
9	City of Montebello	Human Resources Manager	\$ 11,055	7/1/2023	unknown	unknown
10	Sunline Transit Agency	Chief of Human Relations	\$ 8,158	8/16/2019	unknown	unknown
11	City of Fresno (Fresno Area	N/C				
12	Victor Valley Transit Authority	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 13,690
% Sunline Transit Agency Above/Below	-67.8%
Median of Comparators	\$ 13,535
% Sunline Transit Agency Above/Below	-65.9%
Number of Matches	9

N/C - Non Comparator

1 - Monterey-Salinas Transit: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

2 - OmniTrans: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Chief Safety Officer						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Golden Empire Transit	Director of Safety, Security and Training	\$ 15,427	6/12/2022	unknown	unknown
2	San Bernardino County	Enterprise Risk Manager	\$ 13,479	4/1/2023	unknown	unknown
3	OmniTrans <sup>1</sup>	[Director of Safety, Security and Regulatory Compliance/ Safety and Regulatory Compliance Manager]	\$ 13,344	9/6/2023	9/1/2025	unknown
4	Santa Cruz Metro Transit District	Safety Security & Risk Management Director	\$ 12,508	6/22/2023	unknown	unknown
5	Sunline Transit Agency	Chief Safety Officer	\$ 11,451	8/16/2019	unknown	unknown
6	Riverside Transit Agency <sup>2</sup>	[Transit Safety and Security Manager/ Training Manager]	\$ 10,370	7/1/2023	7/1/2024	unknown
7	City of Palm Desert	N/C				
8	City of Cathedral City	N/C				
9	Santa Barbara Metro Transit	N/C				
10	Victor Valley Transit Authority	N/C				
11	City of Fresno (Fresno Area)	N/C				
12	Monterey-Salinas Transit	N/C				
13	City of Montebello	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 13,025
% Sunline Transit Agency Above/Below	-13.7%
Median of Comparators	\$ 13,344
% Sunline Transit Agency Above/Below	-16.5%
Number of Matches	5

N/C - Non Comparator

1 - OmniTrans: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

2 - Riverside Transit Agency: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Chief Transportation Officer</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside Transit Agency <sup>3</sup>	[Director of Planning/ Director of Operations]	\$ 17,592	7/1/2023	7/1/2024	unknown
2	Santa Cruz Metro Transit District	Chief Operations Officer	\$ 16,990	6/22/2023	unknown	unknown
3	Santa Barbara Metro Transit	Chief Operating Officer - AGM	\$ 16,407	1/1/2024	unknown	unknown
4	City of Fresno (Fresno Area	Assistant Director, Department of Transportation/FAX	\$ 16,074	6/19/2023	unknown	unknown
5	Golden Empire Transit	Director of Operations	\$ 15,427	6/12/2022	unknown	unknown
6	OmniTrans <sup>2</sup>	[Director of Operations/ Director of Strategic Development]	\$ 15,083	9/6/2023	9/1/2025	unknown
7	<b>Sunline Transit Agency</b>	<b>Chief Transportation Officer</b>	<b>\$ 13,887</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
8	Monterey-Salinas Transit <sup>1</sup>	[Chief Operating Officer/ Transportation Manager]	\$ 13,642	1/1/2023	unknown	unknown
9	Victor Valley Transit Authority	Director of Operations	\$ 13,500	7/1/2023	7/1/2024	3.00% + CPI
10	City of Montebello	Assistant Director of Transportation	\$ 12,820	7/1/2023	unknown	unknown
11	City of Palm Desert	N/C				
12	City of Cathedral City	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 15,282
% Sunline Transit Agency Above/Below	-10.0%
Median of Comparators	\$ 15,427
% Sunline Transit Agency Above/Below	-11.1%
Number of Matches	9

N/C - Non Comparator

1 - Monterey-Salinas Transit: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

2 - OmniTrans: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

3 - Riverside Transit Agency: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Insurance | Risk Management | Consulting

<b>Clerk of the Board/Special Asst to CEO</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	OmniTrans	Sr. Executive Assistant to the GM/Clerk of the Board	\$ 8,930	9/6/2023	9/1/2025	unknown
2	City of Palm Desert <sup>1</sup>	[Senior Deputy Clerk/ Executive Assistant]	\$ 8,660	7/1/2023	7/1/2024	3.25%
3	Riverside Transit Agency	Executive Assistant/Clerk of the Board	\$ 8,418	7/1/2023	7/1/2024	unknown
4	Santa Cruz Metro Transit District	Executive Assistant	\$ 7,618	6/22/2023	unknown	unknown
5	Victor Valley Transit Authority	Clerk of the Board, HR Executive Assistant to the CEO	\$ 7,292	7/1/2023	7/1/2024	3.00% + CPI
6	Santa Barbara Metro Transit	Clerk of the Board	\$ 7,158	1/1/2024	unknown	unknown
7	Monterey-Salinas Transit	Executive Assistant/Clerk of the Board	\$ 6,927	1/1/2023	unknown	unknown
8	<b>Sunline Transit Agency</b>	<b>Clerk of the Board/Special Asst to CEO</b>	<b>\$ 5,836</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
9	Golden Empire Transit	Executive Assistant	\$ 5,373	6/12/2022	unknown	unknown
10	City of Fresno (Fresno Area	N/C				
11	City of Cathedral City	N/C				
12	San Bernardino County	N/C				
13	City of Montebello	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 7,547
% Sunline Transit Agency Above/Below	-29.3%
Median of Comparators	\$ 7,455
% Sunline Transit Agency Above/Below	-27.7%
Number of Matches	8

N/C - Non Comparator

1 - City of Palm Desert: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Communications Coordinator</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Special Events Coordinator	\$ 9,558	7/1/2023	7/1/2024	3.25%
2	Victor Valley Transit Authority	Senior Marketing Manager and PIO	\$ 9,227	7/1/2023	7/1/2024	3.00% + CPI
3	San Bernardino County	Management Analyst I	\$ 7,506	4/1/2023	unknown	unknown
4	City of Cathedral City	Events and Special Projects Coordinator	\$ 7,178	7/9/2023	7/1/2024	3.00%
5	Santa Barbara Metro Transit	Marketing and Communications Coordinator	\$ 7,158	1/1/2024	unknown	unknown
6	OmniTrans	Marketing Specialist	\$ 6,871	9/6/2023	9/1/2025	unknown
7	Monterey-Salinas Transit <sup>1</sup>	[Marketing Assistant/ Customer Service and Community Relations Supervisor]	\$ 6,625	1/1/2023	unknown	unknown
8	Riverside Transit Agency	Community Relations Coordinator	\$ 6,006	7/1/2023	7/1/2024	unknown
9	Sunline Transit Agency	Communications Coordinator	\$ 5,836	8/16/2019	unknown	unknown
10	Golden Empire Transit	Marketing Coordinator	\$ 4,333	6/12/2022	unknown	unknown
11	City of Fresno (Fresno Area)	N/C				
12	Santa Cruz Metro Transit District	N/C				
13	City of Montebello	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 7,163
% Sunline Transit Agency Above/Below	-22.7%
Median of Comparators	\$ 7,158
% Sunline Transit Agency Above/Below	-22.7%
Number of Matches	9

N/C - Non Comparator

1 - Monterey-Salinas Transit; Span of Responsibility Match; This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Contract Administrator</b>						
Rank	Comparator Agency <sup>1</sup>	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Senior Contracts and Grants Analyst	\$ 10,649	7/1/2023	unknown	unknown
2	Riverside Transit Agency	Contracts Administrator	\$ 9,536	7/1/2023	7/1/2024	unknown
3	San Bernardino County	Procurement Analyst II	\$ 8,688	4/1/2023	unknown	unknown
4	Santa Barbara Metro Transit	Senior Purchasing Agent	\$ 8,287	1/1/2024	unknown	unknown
5	OmniTrans <sup>1</sup>	[Associate Contract Administrator/ Contract Administrator]	\$ 7,900	9/6/2023	9/1/2025	unknown
6	Victor Valley Transit Authority	Contract Compliance	\$ 6,722	7/1/2023	7/1/2024	3.00% + CPI
7	City of Fresno (Fresno Area	Procurement Specialist	\$ 6,083	6/19/2023	unknown	unknown
8	Sunline Transit Agency	Contract Administrator	\$ 5,836	8/16/2019	unknown	unknown
9	Santa Cruz Metro Transit District	N/C				
10	Golden Empire Transit	N/C				
11	City of Montebello	N/C				
12	Monterey-Salinas Transit	N/C				
13	City of Cathedral City	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 8,266
% Sunline Transit Agency Above/Below	-41.6%
Median of Comparators	\$ 8,287
% Sunline Transit Agency Above/Below	-42.0%
Number of Matches	7

N/C - Non Comparator

1 - OmniTrans: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Customer Care Coordinator						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Cruz Metro Transit District	Customer Service Supervisor	\$ 6,724	6/22/2023	unknown	unknown
2	Sunline Transit Agency	Customer Care Coordinator	\$ 6,420	8/16/2019	unknown	unknown
3	Monterey-Salinas Transit <sup>2</sup>	[Customer Service Representative/ Customer Service and Community Relations Supervisor]	\$ 6,252	1/1/2023	unknown	unknown
4	Golden Empire Transit <sup>1</sup>	[Customer Services Representative/ Customer Service Supervisor]	\$ 5,547	6/12/2022	unknown	unknown
5	Riverside Transit Agency <sup>3</sup>	[Customer Information Clerk/ Customer Information Supervisor]	\$ 5,307	7/1/2023	7/1/2024	unknown
6	City of Fresno (Fresno Area)	Senior Customer Services Clerk	\$ 5,019	6/19/2023	unknown	unknown
7	Victor Valley Transit Authority	Lead Customer Service	\$ 4,451	7/1/2023	7/1/2024	3.00% + CPI
8	City of Cathedral City	N/C				
9	City of Palm Desert	N/C				
10	Santa Barbara Metro Transit	N/C				
11	OmniTrans	N/C				
12	San Bernardino County	N/C				
13	City of Montebello	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 5,550
% Sunline Transit Agency Above/Below	13.6%
Median of Comparators	\$ 5,427
% Sunline Transit Agency Above/Below	15.5%
Number of Matches	6

N/C - Non Comparator

- 1 - Golden Empire Transit: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 2 - Monterey-Salinas Transit: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 3 - Riverside Transit Agency: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Customer Service Manager</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Cruz Metro Transit District	Customer Experience Manager	\$ 9,960	6/22/2023	unknown	unknown
2	OmniTrans	Customer Service Supervisor	\$ 8,930	9/6/2023	9/1/2025	unknown
3	Golden Empire Transit	Customer Service Manager	\$ 7,973	6/12/2022	unknown	unknown
4	Monterey-Salinas Transit	Customer Service and Community Relations Supervisor	\$ 7,838	1/1/2023	unknown	unknown
5	Riverside Transit Agency	Customer Information Supervisor	\$ 7,612	7/1/2023	7/1/2024	unknown
6	Sunline Transit Agency	Customer Service Manager	\$ 7,062	8/16/2019	unknown	unknown
7	City of Palm Desert	N/C				
8	Santa Barbara Metro Transit	N/C				
9	Victor Valley Transit Authority	N/C				
10	City of Fresno (Fresno Area	N/C				
11	City of Cathedral City	N/C				
12	San Bernardino County	N/C				
13	City of Montebello	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 8,463
% Sunline Transit Agency Above/Below	-19.8%
Median of Comparators	\$ 7,973
% Sunline Transit Agency Above/Below	-12.9%
Number of Matches	5

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Deputy Chief Maintenance Officer</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Cruz Metro Transit District <sup>2</sup>	[Maintenance Manager/ Facilities Maintenance Manager]	\$ 13,277	6/22/2023	unknown	unknown
2	Sunline Transit Agency	Deputy Chief Maintenance Officer	\$ 12,265	8/16/2019	unknown	unknown
3	Santa Barbara Metro Transit	Fleet and Facilities Manager	\$ 12,243	1/1/2024	unknown	unknown
4	Riverside Transit Agency	Maintenance Manager	\$ 12,077	7/1/2023	7/1/2024	unknown
5	OmniTrans	Maintenance Manager	\$ 11,606	9/6/2023	9/1/2025	unknown
6	Monterey-Salinas Transit	Maintenance Manager	\$ 10,541	1/1/2023	unknown	unknown
7	City of Montebello <sup>1</sup>	[Fleet Maintenance Manager/ Maintenance Manager]	\$ 10,015	7/1/2023	unknown	unknown
8	Golden Empire Transit	Maintenance Manager	\$ 9,707	6/12/2022	unknown	unknown
9	City of Palm Desert	N/C				
10	Victor Valley Transit Authority	N/C				
11	City of Fresno (Fresno Area	N/C				
12	City of Cathedral City	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 11,352
% Sunline Transit Agency Above/Below	7.4%
Median of Comparators	\$ 11,606
% Sunline Transit Agency Above/Below	5.4%
Number of Matches	7

N/C - Non Comparator

1 - City of Montebello: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

2 - Santa Cruz Metro Transit District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Insurance | Risk Management | Consulting

<b>Deputy Chief of Human Relations</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Barbara Metro Transit	Human Resources and Risk Manager	\$ 12,243	1/1/2024	unknown	unknown
2	Santa Cruz Metro Transit District	Deputy Human Resources Director	\$ 11,955	6/22/2023	unknown	unknown
3	City of Fresno (Fresno Area	Personnel Manager	\$ 10,503	6/19/2023	unknown	unknown
4	Monterey-Salinas Transit	Human Resources Supervisor	\$ 9,546	1/1/2023	unknown	unknown
5	Sunline Transit Agency	Deputy Chief of Human Relations	\$ 8,158	8/16/2019	unknown	unknown
6	Golden Empire Transit	Human Resources Supervisor	\$ 7,800	6/12/2022	unknown	unknown
7	City of Palm Desert	N/C				
8	City of Cathedral City	N/C				
9	Victor Valley Transit Authority	N/C				
10	Riverside Transit Agency	N/C				
11	OmniTrans	N/C				
12	San Bernardino County	N/C				
13	City of Montebello	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 10,409
% Sunline Transit Agency Above/Below	-27.6%
Median of Comparators	\$ 10,503
% Sunline Transit Agency Above/Below	-28.7%
Number of Matches	5

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Insurance | Risk Management | Consulting

<b>Deputy Chief of Transit Operations</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Barbara Metro Transit	Operations Manager	\$ 12,243	1/1/2024	unknown	unknown
2	Riverside Transit Agency	Operations Manager	\$ 12,078	7/1/2023	7/1/2024	unknown
3	Monterey-Salinas Transit	Transportation Manager	\$ 11,635	1/1/2023	unknown	unknown
4	OmniTrans	Transportation Manager	\$ 11,606	9/6/2023	9/1/2025	unknown
5	Santa Cruz Metro Transit District	Operations Manager - Fixed Route	\$ 11,197	6/22/2023	unknown	unknown
6	City of Fresno (Fresno Area	Transit Operations Manager	\$ 10,503	6/19/2023	unknown	unknown
7	Golden Empire Transit	Operations Manager	\$ 9,707	6/12/2022	unknown	unknown
8	<b>Sunline Transit Agency</b>	<b>Deputy Chief of Transit Operations</b>	<b>\$ 8,158</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
9	Victor Valley Transit Authority	N/C				
10	City of Palm Desert	N/C				
11	City of Cathedral City	N/C				
12	San Bernardino County	N/C				
13	City of Montebello	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 11,281
% Sunline Transit Agency Above/Below	-38.3%
Median of Comparators	\$ 11,606
% Sunline Transit Agency Above/Below	-42.3%
Number of Matches	7

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Deputy Chief Safety Officer/Assistant Taxi Administrator</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	OmniTrans	Safety and Regulatory Compliance Manager	\$ 11,606	9/6/2023	9/1/2025	unknown
2	Sunline Transit Agency	Deputy Chief Safety Officer/Assistant Taxi Administrator	\$ 9,442	8/16/2019	unknown	unknown
3	Victor Valley Transit Authority	N/C				
4	Golden Empire Transit	N/C				
5	Santa Cruz Metro Transit District	N/C				
6	Monterey-Salinas Transit	N/C				
7	City of Fresno (Fresno Area)	N/C				
8	City of Montebello	N/C				
9	Santa Barbara Metro Transit	N/C				
10	City of Palm Desert	N/C				
11	City of Cathedral City	N/C				
12	Riverside Transit Agency	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Number of Matches	1

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Facilities Engineer</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno (Fresno Area	Engineer II	\$ 9,713	6/19/2023	unknown	unknown
2	City of Cathedral City	Associate Civil Engineer	\$ 9,619	7/9/2023	7/1/2024	3.00%
3	City of Palm Desert	Senior Facilities Specialist	\$ 8,660	7/1/2023	7/1/2024	3.25%
4	<del>Sunline Transit Agency</del>	<del>Facilities Engineer</del>	<del>\$ 7,768</del>	<del>8/16/2019</del>	<del>unknown</del>	<del>unknown</del>
5	Victor Valley Transit Authority	N/C				
6	Golden Empire Transit	N/C				
7	Santa Cruz Metro Transit District	N/C				
8	Monterey-Salinas Transit	N/C				
9	City of Montebello	N/C				
10	Santa Barbara Metro Transit	N/C				
11	Riverside Transit Agency	N/C				
12	OmniTrans	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Number of Matches	3

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Insurance | Risk Management | Consulting

<b>Facility Maintenance Supervisor</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Project Manager	\$ 11,085	7/1/2023	7/1/2024	3.25%
2	City of Fresno (Fresno Area	Chief of Facilities Maintenance	\$ 8,638	6/19/2023	unknown	unknown
3	City of Cathedral City	Assistant Facilities Maintenance Supervisor	\$ 8,309	7/9/2023	7/1/2024	3.00%
4	Santa Cruz Metro Transit District	Facilities Maintenance Supervisor	\$ 7,861	6/22/2023	unknown	unknown
5	Golden Empire Transit	Facility Supervisor	\$ 6,587	6/12/2022	unknown	unknown
6	Sunline Transit Agency	Facility Maintenance Supervisor	\$ 6,420	8/16/2019	unknown	unknown
7	Victor Valley Transit Authority	Fleet and Facilities Manager	\$ 5,261	7/1/2023	7/1/2024	3.00% + CPI
8	Riverside Transit Agency	N/C				
9	Santa Barbara Metro Transit	N/C				
10	OmniTrans	N/C				
11	Monterey-Salinas Transit	N/C				
12	San Bernardino County	N/C				
13	City of Montebello	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 7,957
% Sunline Transit Agency Above/Below	-23.9%
Median of Comparators	\$ 8,085
% Sunline Transit Agency Above/Below	-25.9%
Number of Matches	6

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Insurance | Risk Management | Consulting

<b>Farebox Technician</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sunline Transit Agency	Farebox Technician	\$ 4,669	8/16/2019	unknown	unknown
2	Santa Barbara Metro Transit	N/C				
3	Golden Empire Transit	N/C				
4	Santa Cruz Metro Transit District	N/C				
5	Monterey-Salinas Transit	N/C				
6	City of Fresno (Fresno Area	N/C				
7	Victor Valley Transit Authority	N/C				
8	City of Montebello	N/C				
9	City of Palm Desert	N/C				
10	City of Cathedral City	N/C				
11	Riverside Transit Agency	N/C				
12	OmniTrans	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Number of Matches	0

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Financial Planning, Analysis and Internal Controls Manager</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	OmniTrans <sup>1</sup>	[Senior Financial Analyst/ Budget and Grants Manager]	\$ 10,268	9/6/2023	9/1/2025	unknown
2	Santa Barbara Metro Transit	Assistant Finance Manager	\$ 9,593	1/1/2024	unknown	unknown
3	Victor Valley Transit Authority	Accounting Manager	\$ 7,875	7/1/2023	7/1/2024	3.00% + CPI
4	Sunline Transit Agency	Financial Planning, Analysis and Internal Controls Manager	\$ 7,062	8/16/2019	unknown	unknown
5	Golden Empire Transit	N/C				
6	Santa Cruz Metro Transit District	N/C				
7	Monterey-Salinas Transit	N/C				
8	City of Fresno (Fresno Area	N/C				
9	City of Montebello	N/C				
10	City of Palm Desert	N/C				
11	City of Cathedral City	N/C				
12	Riverside Transit Agency	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Number of Matches	3

N/C - Non Comparator

1 - OmniTrans: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Human Resources Generalist</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Human Resources Analyst II	\$ 9,558	7/1/2023	unknown	unknown
2	Santa Barbara Metro Transit	Human Resources Analyst	\$ 9,136	1/1/2024	unknown	unknown
3	Riverside Transit Agency <sup>†</sup>	[Human Resources Generalist/ Human Resources Specialist]	\$ 8,976	7/1/2023	7/1/2024	unknown
4	San Bernardino County	Management Analyst II	\$ 8,688	4/1/2023	unknown	unknown
5	OmniTrans	Human Resources Analyst	\$ 7,834	9/6/2023	9/1/2025	unknown
6	City of Montebello	Human Resources Analyst	\$ 7,820	7/1/2023	unknown	unknown
7	Santa Cruz Metro Transit District	HR Analyst II	\$ 7,781	6/22/2023	unknown	unknown
8	City of Fresno (Fresno Area	Human Resources Analyst	\$ 7,223	6/19/2023	unknown	unknown
9	City of Cathedral City	Human Resources Specialist	\$ 6,837	7/9/2023	7/1/2024	3.00%
10	<b>Sunline Transit Agency</b>	<b>Human Resources Generalist</b>	<b>\$ 6,420</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
11	Golden Empire Transit	Human Resources Generalist	\$ 5,373	6/12/2022	unknown	unknown
12	Monterey-Salinas Transit	N/C				
13	Victor Valley Transit Authority	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 7,923
% Sunline Transit Agency Above/Below	-23.4%
Median of Comparators	\$ 7,827
% Sunline Transit Agency Above/Below	-21.9%
Number of Matches	10

N/C - Non Comparator

1 - Riverside Transit Agency: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Human Resources Specialist</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside Transit Agency	Human Resources Specialist	\$ 8,418	7/1/2023	7/1/2024	unknown
2	OmniTrans	Human Resources Analyst	\$ 7,834	9/6/2023	9/1/2025	unknown
3	Santa Barbara Metro Transit	Human Resources Generalist	\$ 6,817	1/1/2024	unknown	unknown
4	City of Montebello	Human Resources Technician	\$ 6,582	7/1/2023	unknown	unknown
5	City of Fresno (Fresno Area	Senior Human Resources Technician	\$ 6,127	6/19/2023	unknown	unknown
6	Santa Cruz Metro Transit District	Benefits Technician	\$ 6,051	6/22/2023	unknown	unknown
7	Monterey-Salinas Transit	Human Resources Assistant	\$ 5,279	1/1/2023	unknown	unknown
8	<b>Sunline Transit Agency</b>	<b>Human Resources Specialist</b>	<b>\$ 4,669</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
9	Golden Empire Transit	Human Resources Assistant	\$ 4,333	6/12/2022	unknown	unknown
10	Victor Valley Transit Authority	N/C				
11	City of Palm Desert	N/C				
12	City of Cathedral City	N/C				
13	San Bernardino County	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 6,430
% Sunline Transit Agency Above/Below	-37.7%
Median of Comparators	\$ 6,354
% Sunline Transit Agency Above/Below	-36.1%
Number of Matches	8

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>IT Administrator</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	OmniTrans	IT Infrastructure Manager	\$ 11,606	9/6/2023	9/1/2025	unknown
2	City of Palm Desert	Senior Information Systems Administrator	\$ 11,085	7/1/2023	7/1/2024	3.25%
3	City of Fresno (Fresno Area)	Information Services Supervisor	\$ 9,813	6/19/2023	unknown	unknown
4	Santa Barbara Metro Transit	Information Systems Supervisor	\$ 9,136	1/1/2024	unknown	unknown
5	City of Montebello	Information Systems Supervisor	\$ 8,852	7/1/2023	unknown	unknown
6	Golden Empire Transit	IT Systems Administrator/Systems Engineer	\$ 7,973	6/12/2022	unknown	unknown
7	Victor Valley Transit Authority	Systems Administrator	\$ 7,809	7/1/2023	7/1/2024	3.00% + CPI
8	<b>Sunline Transit Agency</b>	<b>IT Administrator</b>	<b>\$ 7,768</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
9	Santa Cruz Metro Transit District	Information Technology Project Coordinator	\$ 7,465	6/22/2023	unknown	unknown
10	City of Cathedral City	N/C				
11	Riverside Transit Agency	N/C				
12	San Bernardino County	N/C				
13	Monterey-Salinas Transit	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 9,217
% Sunline Transit Agency Above/Below	-18.7%
Median of Comparators	\$ 8,994
% Sunline Transit Agency Above/Below	-15.8%
Number of Matches	8

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Insurance | Risk Management | Consulting

<b>IT Manager</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sunline Transit Agency	IT Manager	proposed			
2	San Bernardino County	Chief of Information Technology	\$ 16,384	4/1/2023	unknown	unknown
3	City of Palm Desert	Information Systems Manager	\$ 15,662	7/1/2023	unknown	unknown
4	City of Cathedral City	Chief Technology Officer	\$ 13,536	7/9/2023	7/1/2024	3.00%
5	Riverside Transit Agency	Information Technology Manager	\$ 12,078	7/1/2023	7/1/2024	unknown
6	Santa Barbara Metro Transit	IT Manager	\$ 11,660	1/1/2024	unknown	unknown
7	City of Fresno (Fresno Area	Information Services Manager	\$ 11,554	6/19/2023	unknown	unknown
8	Monterey-Salinas Transit	Information Technology Manager	\$ 10,805	1/1/2023	unknown	unknown
9	Golden Empire Transit	IT Manager	\$ 9,707	6/12/2022	unknown	unknown
10	Santa Cruz Metro Transit District	N/C				
11	City of Montebello	N/C				
12	Victor Valley Transit Authority	N/C				
13	OmniTrans	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 12,673
% Sunline Transit Agency Above/Below	
Median of Comparators	\$ 11,869
% Sunline Transit Agency Above/Below	
Number of Matches	8

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Insurance | Risk Management | Consulting

<b>IT Support Technician</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sunline Transit Agency	IT Support Technician	proposed			
2	Santa Barbara Metro Transit	Information Systems Support Technician	\$ 7,892	1/1/2024	unknown	unknown
3	Monterey-Salinas Transit	Information Technology Specialist	\$ 6,758	1/1/2023	unknown	unknown
4	City of Cathedral City	Information Technology Technician	\$ 6,509	1/1/2024	1/1/2025	2.50%
5	City of Montebello	Information Systems Technician II	\$ 5,270	7/1/2023	unknown	unknown
6	Golden Empire Transit	Information Technology Technician	\$ 4,507	6/12/2022	unknown	unknown
7	City of Palm Desert	N/C				
8	Riverside Transit Agency	N/C				
9	OmniTrans	N/C				
10	Victor Valley Transit Authority	N/C				
11	City of Fresno (Fresno Area	N/C				
12	San Bernardino County	N/C				
13	Santa Cruz Metro Transit District	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 6,187
% Sunline Transit Agency Above/Below	
Median of Comparators	\$ 6,509
% Sunline Transit Agency Above/Below	
Number of Matches	5

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Insurance | Risk Management | Consulting

<b>Labor &amp; Compliance Manager</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sunline Transit Agency	Labor & Compliance Manager	\$ 7,768	8/16/2019	unknown	unknown
2	Santa Barbara Metro Transit	N/C				
3	Golden Empire Transit	N/C				
4	Santa Cruz Metro Transit District	N/C				
5	Monterey-Salinas Transit	N/C				
6	City of Fresno (Fresno Area	N/C				
7	Victor Valley Transit Authority	N/C				
8	City of Montebello	N/C				
9	City of Palm Desert	N/C				
10	City of Cathedral City	N/C				
11	Riverside Transit Agency	N/C				
12	OmniTrans	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Number of Matches	0

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Insurance | Risk Management | Consulting

<b>Lead Controller</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside Transit Agency	Operations Supervisor	\$ 8,977	7/1/2023	7/1/2024	unknown
2	OmniTrans	Field Supervisor	\$ 7,833	9/6/2023	9/1/2025	unknown
3	Santa Cruz Metro Transit District	Transit Supervisor	\$ 7,781	6/22/2023	unknown	unknown
4	City of Fresno (Fresno Area	Transit Supervisor I	\$ 7,539	6/19/2023	unknown	unknown
5	Monterey-Salinas Transit	Operations Supervisor	\$ 7,485	1/1/2023	unknown	unknown
6	<b>Sunline Transit Agency</b>	<b>Lead Controller</b>	<b>\$ 7,062</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
7	Golden Empire Transit	Transportation Supervisor	\$ 6,587	6/12/2022	unknown	unknown
8	Santa Barbara Metro Transit	Operations Supervisor	\$ 6,450	7/1/2023	7/1/2024	4.00%
9	City of Montebello	Transit Dispatch Supervisor	\$ 6,421	7/1/2023	unknown	unknown
10	Victor Valley Transit Authority	N/C				
11	City of Palm Desert	N/C				
12	City of Cathedral City	N/C				
13	San Bernardino County	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 7,384
% Sunline Transit Agency Above/Below	-4.6%
Median of Comparators	\$ 7,512
% Sunline Transit Agency Above/Below	-6.4%
Number of Matches	8

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Insurance | Risk Management | Consulting

<b>Management Analyst</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Management Analyst II	\$ 9,558	7/1/2023	7/1/2024	3.25%
2	San Bernardino County	Management Analyst II	\$ 8,688	4/1/2023	unknown	unknown
3	Santa Cruz Metro Transit District	Grants/Legislative Analyst	\$ 8,410	6/22/2023	unknown	unknown
4	City of Cathedral City	Analyst II	\$ 7,178	7/9/2023	7/1/2024	3.00%
5	City of Montebello	Management Analyst	\$ 7,088	7/1/2023	unknown	unknown
6	<b>Sunline Transit Agency</b>	<b>Management Analyst</b>	<b>\$ 7,062</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
7	City of Fresno (Fresno Area	Management Analyst II	\$ 6,432	6/19/2023	unknown	unknown
8	Victor Valley Transit Authority	Grants Analyst	\$ 5,618	7/1/2023	7/1/2024	3.00% + CPI
9	Riverside Transit Agency	N/C				
10	Santa Barbara Metro Transit	N/C				
11	Monterey-Salinas Transit	N/C				
12	OmniTrans	N/C				
13	Golden Empire Transit	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 7,567
% Sunline Transit Agency Above/Below	-7.2%
Median of Comparators	\$ 7,178
% Sunline Transit Agency Above/Below	-1.6%
Number of Matches	7

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Operations Systems Specialist</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Cruz Metro Transit District	Transit Supervisor	\$ 7,781	6/22/2023	unknown	unknown
2	Sunline Transit Agency	Operations Systems Specialist	\$ 7,062	8/16/2019	unknown	unknown
3	Santa Barbara Metro Transit	N/C				
4	Golden Empire Transit	N/C				
5	Monterey-Salinas Transit	N/C				
6	City of Fresno (Fresno Area	N/C				
7	Victor Valley Transit Authority	N/C				
8	City of Montebello	N/C				
9	City of Palm Desert	N/C				
10	City of Cathedral City	N/C				
11	Riverside Transit Agency	N/C				
12	OmniTrans	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Number of Matches	1

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Paratransit Operations Manager</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Cruz Metro Transit District	Operations Manager - ParaTransit	\$ 10,499	6/22/2023	unknown	unknown
2	San Bernardino County	Multimodal Mobility Programs Administrator	\$ 10,058	4/1/2023	unknown	unknown
3	Santa Barbara Metro Transit	Transit Planner III	\$ 9,136	1/1/2024	unknown	unknown
4	OmniTrans <sup>2</sup>	[Purchased Transportation Administrator/ Mobility Services Coordinator]	\$ 8,930	9/6/2023	9/1/2025	unknown
5	Monterey-Salinas Transit <sup>1</sup>	[Contract Services Manager/ Mobility Coordinator]	\$ 8,056	1/1/2023	unknown	unknown
6	Sunline Transit Agency	Paratransit Operations Manager	\$ 6,420	8/16/2019	unknown	unknown
7	City of Fresno (Fresno Area	N/C				
8	Golden Empire Transit	N/C				
9	City of Montebello	N/C				
10	Victor Valley Transit Authority	N/C				
11	City of Palm Desert	N/C				
12	City of Cathedral City	N/C				
13	Riverside Transit Agency	N/C				

<b>Summary Results</b>		<b>Top Monthly</b>
Average of Comparators		\$ 9,336
% Sunline Transit Agency Above/Below		-45.4%
Median of Comparators		\$ 9,136
% Sunline Transit Agency Above/Below		-42.3%
Number of Matches		5

N/C - Non Comparator

1 - Monterey-Salinas Transit: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

2 - OmniTrans: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Insurance | Risk Management | Consulting

<b>Procurement Manager</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside Transit Agency	Contracts Manager	\$ 12,078	7/1/2023	7/1/2024	unknown
2	San Bernardino County	[Procurement Manager/ Procurement Analyst III]	\$ 11,768	4/1/2023	unknown	unknown
3	City of Fresno (Fresno Area	Purchasing Manager	\$ 10,503	6/19/2023	unknown	unknown
4	Santa Cruz Metro Transit District	Purchasing Manager	\$ 9,960	6/22/2023	unknown	unknown
5	OmniTrans <sup>1</sup>	[Materials Supervisor/ Contracts Manager]	\$ 9,719	9/6/2023	9/1/2025	unknown
6	City of Palm Desert	Purchasing Coordinator	\$ 9,097	7/1/2023	unknown	unknown
7	Victor Valley Transit Authority	Procurement Manager	\$ 9,096	7/1/2023	7/1/2024	3.00% + CPI
8	Monterey-Salinas Transit	Purchasing Agent	\$ 9,089	1/1/2023	unknown	unknown
9	<del>Sunline Transit Agency</del>	<del>Procurement Manager</del>	<del>\$ 7,062</del>	<del>8/16/2019</del>	<del>unknown</del>	<del>unknown</del>
10	Golden Empire Transit	Purchasing Agent	\$ 5,373	6/12/2022	unknown	unknown
11	Santa Barbara Metro Transit	N/C				
12	City of Cathedral City	N/C				
13	City of Montebello	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 9,631
% Sunline Transit Agency Above/Below	-36.4%
Median of Comparators	\$ 9,719
% Sunline Transit Agency Above/Below	-37.6%
Number of Matches	9

N/C - Non Comparator

1 - OmniTrans: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

2 - San Bernardino County Transportation Planning Authority: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Insurance | Risk Management | Consulting

<b>Project Manager</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Capital Projects Manager	\$ 12,542	7/1/2023	unknown	unknown
2	San Bernardino County	[Project Controls Analyst II/ Project Delivery Manager]	\$ 12,536	4/1/2023	unknown	unknown
3	Riverside Transit Agency	Project Manager	\$ 10,370	7/1/2023	7/1/2024	unknown
4	Santa Barbara Metro Transit	Capital Projects Manager	\$ 9,593	1/1/2024	unknown	unknown
5	City of Cathedral City	Development Project Manager- Engineer	\$ 9,161	7/9/2023	7/1/2024	3.00%
6	Monterey-Salinas Transit	Project Management Coordinator	\$ 8,651	1/1/2023	unknown	unknown
7	Santa Cruz Metro Transit District	Project Manager	\$ 7,831	6/22/2023	unknown	unknown
8	<b>Sunline Transit Agency</b>	<b>Project Manager</b>	<b>\$ 6,420</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
9	Victor Valley Transit Authority	CTSA Programs Manager	\$ 6,000	7/1/2023	7/1/2024	3.00% + CPI
10	Golden Empire Transit	N/C				
11	City of Montebello	N/C				
12	City of Fresno (Fresno Area	N/C				
13	OmniTrans	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 9,586
% Sunline Transit Agency Above/Below	-49.3%
Median of Comparators	\$ 9,377
% Sunline Transit Agency Above/Below	-46.1%
Number of Matches	8

N/C - Non Comparator

1 - San Bernardino County Transportation Planning Authority: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Insurance | Risk Management | Consulting

<b>Project Manager Assistant</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Project Technician	\$ 7,843	7/1/2023	7/1/2024	3.25%
2	City of Fresno (Fresno Area	Facilities Construction Specialist	\$ 6,438	6/19/2023	unknown	unknown
3	Sunline Transit Agency	Project Manager Assistant	\$ 4,669	8/16/2019	unknown	unknown
4	Victor Valley Transit Authority	N/C				
5	Golden Empire Transit	N/C				
6	Santa Cruz Metro Transit District	N/C				
7	Monterey-Salinas Transit	N/C				
8	City of Montebello	N/C				
9	Santa Barbara Metro Transit	N/C				
10	City of Cathedral City	N/C				
11	Riverside Transit Agency	N/C				
12	OmniTrans	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Number of Matches	2

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Project Manager Assistant/Clean Cities Coalition Coordinator</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sunline Transit Agency	Project Manager Assistant/Clean Cities Coalition Coordinator	\$ 5,836	8/16/2019	unknown	unknown
2	Santa Barbara Metro Transit	N/C				
3	Golden Empire Transit	N/C				
4	Santa Cruz Metro Transit District	N/C				
5	Monterey-Salinas Transit	N/C				
6	City of Fresno (Fresno Area	N/C				
7	Victor Valley Transit Authority	N/C				
8	City of Montebello	N/C				
9	City of Palm Desert	N/C				
10	City of Cathedral City	N/C				
11	Riverside Transit Agency	N/C				
12	OmniTrans	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Number of Matches	0

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
 May 2024



<b>Risk Management Specialist</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno (Fresno Area	Risk Analyst	\$ 7,223	6/19/2023	unknown	unknown
2	City of Montebello	Risk Management Analyst	\$ 7,088	7/1/2023	unknown	unknown
3	Santa Barbara Metro Transit	Risk Administrator	\$ 6,817	1/1/2024	unknown	unknown
4	<b>Sunline Transit Agency</b>	<b>Risk Management Specialist</b>	<b>\$ 6,420</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
5	City of Cathedral City	N/C				
6	City of Palm Desert	N/C				
7	Riverside Transit Agency	N/C				
8	OmniTrans	N/C				
9	Victor Valley Transit Authority	N/C				
10	San Bernardino County	N/C				
11	Monterey-Salinas Transit	N/C				
12	Santa Cruz Metro Transit District	N/C				
13	Golden Empire Transit	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Number of Matches	3

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Safety &amp; Compliance Specialist</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Cruz Metro Transit District	Safety and Training Program Specialist I	\$ 9,734	6/22/2023	unknown	unknown
2	OmniTrans	Safety and Regulatory Compliance Specialist	\$ 8,930	9/6/2023	9/1/2025	unknown
3	Santa Barbara Metro Transit	Assistant Safety and Training Administrator	\$ 6,817	1/1/2024	unknown	unknown
4	City of Fresno (Fresno Area	Safety and Training Specialist	\$ 5,713	6/19/2023	unknown	unknown
5	Golden Empire Transit	Safety/Training Coordinator	\$ 5,373	6/12/2022	unknown	unknown
6	<b>Sunline Transit Agency</b>	<b>Safety &amp; Compliance Specialist</b>	<b>\$ 5,136</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
7	City of Palm Desert	N/C				
8	City of Cathedral City	N/C				
9	Victor Valley Transit Authority	N/C				
10	Riverside Transit Agency	N/C				
11	Monterey-Salinas Transit	N/C				
12	San Bernardino County	N/C				
13	City of Montebello	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 7,314
% Sunline Transit Agency Above/Below	-42.4%
Median of Comparators	\$ 6,817
% Sunline Transit Agency Above/Below	-32.7%
Number of Matches	5

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Insurance | Risk Management | Consulting

<b>Safety Manager</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sunline Transit Agency	Safety Manager	\$ 7,062	8/16/2019	unknown	unknown
2	Santa Barbara Metro Transit	N/C				
3	Golden Empire Transit	N/C				
4	Santa Cruz Metro Transit District	N/C				
5	Monterey-Salinas Transit	N/C				
6	City of Fresno (Fresno Area	N/C				
7	Victor Valley Transit Authority	N/C				
8	City of Montebello	N/C				
9	City of Palm Desert	N/C				
10	City of Cathedral City	N/C				
11	Riverside Transit Agency	N/C				
12	OmniTrans	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Number of Matches	0

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Insurance | Risk Management | Consulting

<b>Senior Training Supervisor</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside Transit Agency	Training Instructor	\$ 8,977	7/1/2023	7/1/2024	unknown
2	OmniTrans	Fleet Safety and Training Instructor	\$ 7,834	9/6/2023	9/1/2025	unknown
3	<b>Sunline Transit Agency</b>	<b>Senior Training Supervisor</b>	<b>\$ 7,768</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
4	Monterey-Salinas Transit	Transit Trainer	\$ 7,647	1/1/2023	unknown	unknown
5	Victor Valley Transit Authority	N/C				
6	Golden Empire Transit	N/C				
7	Santa Cruz Metro Transit District	N/C				
8	City of Fresno (Fresno Area	N/C				
9	City of Montebello	N/C				
10	Santa Barbara Metro Transit	N/C				
11	City of Palm Desert	N/C				
12	City of Cathedral City	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Number of Matches	3

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Superintendent of Facilities</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Cruz Metro Transit District	Facilities Maintenance Manager	\$ 11,286	6/22/2023	unknown	unknown
2	Riverside Transit Agency	Maintenance Supervisor	\$ 10,833	7/1/2023	7/1/2024	unknown
3	OmniTrans	Facilities Supervisor	\$ 8,930	9/6/2023	9/1/2025	unknown
4	Golden Empire Transit	Maintenance Supervisor	\$ 7,800	6/12/2022	unknown	unknown
5	<b>Sunline Transit Agency</b>	<b>Superintendent of Facilities</b>	<b>\$ 7,768</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
6	City of Palm Desert	N/C				
7	City of Cathedral City	N/C				
8	Santa Barbara Metro Transit	N/C				
9	Victor Valley Transit Authority	N/C				
10	City of Fresno (Fresno Area	N/C				
11	Monterey-Salinas Transit	N/C				
12	San Bernardino County	N/C				
13	City of Montebello	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 9,712
% Sunline Transit Agency Above/Below	-25.0%
Median of Comparators	\$ 9,882
% Sunline Transit Agency Above/Below	-27.2%
Number of Matches	4

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Superintendent of Fleet Maintenance</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Cruz Metro Transit District <sup>2</sup>	[Fleet Maintenance Supervisor/ Maintenance Manager]	\$ 11,168	6/22/2023	unknown	unknown
2	OmniTrans	Maintenance Shift Supervisor	\$ 8,930	9/6/2023	9/1/2025	unknown
3	Monterey-Salinas Transit	Maintenance Superintendent	\$ 8,868	1/1/2023	unknown	unknown
4	City of Montebello <sup>1</sup>	[Fleet Maintenance Supervisor/ Fleet Maintenance Manager]	\$ 8,824	7/1/2023	unknown	unknown
5	City of Fresno (Fresno Area)	Equipment Supervisor	\$ 8,495	6/19/2023	unknown	unknown
6	Santa Barbara Metro Transit	Fleet Supervisor II	\$ 8,287	1/1/2024	unknown	unknown
7	Golden Empire Transit	Vehicle Maintenance Supervisor	\$ 7,800	6/12/2022	unknown	unknown
8	Sunline Transit Agency	Superintendent of Fleet Maintenance	\$ 7,768	8/16/2019	unknown	unknown
9	City of Palm Desert	N/C				
10	Victor Valley Transit Authority	N/C				
11	City of Cathedral City	N/C				
12	Riverside Transit Agency	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 8,910
% Sunline Transit Agency Above/Below	-14.7%
Median of Comparators	\$ 8,824
% Sunline Transit Agency Above/Below	-13.6%
Number of Matches	7

N/C - Non Comparator

1 - City of Montebello: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

2 - Santa Cruz Metro Transit District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Superintendent Of Safety and Training</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno (Fresno Area	Training Officer	\$ 8,766	6/19/2023	unknown	unknown
2	Santa Cruz Metro Transit District	Safety and Training Coordinator	\$ 8,677	6/22/2023	unknown	unknown
3	Monterey-Salinas Transit	Safety Training Officer	\$ 8,034	1/1/2023	unknown	unknown
4	Santa Barbara Metro Transit	Safety and Training Administrator	\$ 7,892	1/1/2024	unknown	unknown
5	<b>Sunline Transit Agency</b>	<b>Superintendent Of Safety and Training</b>	<b>\$ 7,768</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
6	Golden Empire Transit	N/C				
7	Victor Valley Transit Authority	N/C				
8	City of Montebello	N/C				
9	City of Palm Desert	N/C				
10	City of Cathedral City	N/C				
11	Riverside Transit Agency	N/C				
12	OmniTrans	N/C				
13	San Bernardino County	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 8,342
% Sunline Transit Agency Above/Below	-7.4%
Median of Comparators	\$ 8,355
% Sunline Transit Agency Above/Below	-7.6%
Number of Matches	4

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Insurance | Risk Management | Consulting

<b>Superintendent of Transportation</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside Transit Agency	Assistant Operations Manager	\$ 11,221	7/1/2023	7/1/2024	unknown
2	City of Montebello	Transit Operations Manager	\$ 10,785	7/1/2023	unknown	unknown
3	OmniTrans	Assistant Transportation Manager	\$ 10,180	9/6/2023	9/1/2025	unknown
4	Santa Barbara Metro Transit	Superintendent of Operations	\$ 9,593	1/1/2024	unknown	unknown
5	Santa Cruz Metro Transit District	Assistant Operations Manager - Fixed Route Division	\$ 9,518	6/22/2023	unknown	unknown
6	Monterey-Salinas Transit	Operations Superintendent	\$ 8,651	1/1/2023	unknown	unknown
7	City of Fresno (Fresno Area)	Transit Supervisor II	\$ 8,495	6/19/2023	unknown	unknown
8	Golden Empire Transit	Operations Superintendent	\$ 7,973	6/12/2022	unknown	unknown
9	<b>Sunline Transit Agency</b>	<b>Superintendent of Transportation</b>	<b>\$ 7,768</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
10	Victor Valley Transit Authority	Operations Manager	\$ 6,299	7/1/2023	7/1/2024	3.00% + CPI
11	City of Palm Desert	N/C				
12	City of Cathedral City	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 9,190
% Sunline Transit Agency Above/Below	-18.3%
Median of Comparators	\$ 9,518
% Sunline Transit Agency Above/Below	-22.5%
Number of Matches	9

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
 May 2024



<b>Superintendent of Zero Emission Technology</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sunline Transit Agency	Superintendent of Zero Emission Technology	\$ 8,564	8/16/2019	unknown	unknown
2	Santa Barbara Metro Transit	N/C				
3	Golden Empire Transit	N/C				
4	Santa Cruz Metro Transit District	N/C				
5	Monterey-Salinas Transit	N/C				
6	City of Fresno (Fresno Area	N/C				
7	Victor Valley Transit Authority	N/C				
8	City of Montebello	N/C				
9	City of Palm Desert	N/C				
10	City of Cathedral City	N/C				
11	Riverside Transit Agency	N/C				
12	OmniTrans	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Number of Matches	0

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>System Analyst/Database Administrator</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Cathedral City	Enterprise Systems Analyst	\$ 9,161	7/9/2023	7/1/2024	3.00%
2	City of Fresno (Fresno Area	Database Administrator	\$ 8,911	6/19/2023	unknown	unknown
3	OmniTrans	Database Developer	\$ 8,483	9/6/2023	9/1/2025	unknown
4	City of Montebello	Information Systems Analyst	\$ 8,220	7/1/2023	unknown	unknown
5	<b>Sunline Transit Agency</b>	<b>System Analyst/Database Administrator</b>	<b>\$ 7,062</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
6	City of Palm Desert	N/C				
7	Riverside Transit Agency	N/C				
8	Santa Barbara Metro Transit	N/C				
9	Victor Valley Transit Authority	N/C				
10	San Bernardino County	N/C				
11	Monterey-Salinas Transit	N/C				
12	Santa Cruz Metro Transit District	N/C				
13	Golden Empire Transit	N/C				

<b>Summary Results</b>		<b>Top Monthly</b>
Average of Comparators		\$ 8,694
% Sunline Transit Agency Above/Below		-23.1%
Median of Comparators		\$ 8,697
% Sunline Transit Agency Above/Below		-23.2%
Number of Matches		4

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Taxi/Contracted Transportation Services Administrator</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside Transit Agency	Assistant Contract Operations Manager	\$ 8,976	7/1/2023	7/1/2024	unknown
2	OmniTrans	Purchased Transportation Administrator	\$ 8,930	9/6/2023	9/1/2025	unknown
3	Sunline Transit Agency	Taxi/Contracted Transportation Services Administrator	\$ 7,062	8/16/2019	unknown	unknown
4	Victor Valley Transit Authority	Vanpool Administrator	\$ 4,542	7/1/2023	7/1/2024	3.00% + CPI
5	Golden Empire Transit	N/C				
6	Santa Cruz Metro Transit District	N/C				
7	Monterey-Salinas Transit	N/C				
8	City of Fresno (Fresno Area	N/C				
9	City of Montebello	N/C				
10	Santa Barbara Metro Transit	N/C				
11	City of Palm Desert	N/C				
12	City of Cathedral City	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Number of Matches	3

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Insurance | Risk Management | Consulting

<b>Transit Infrastructure Technician</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sunline Transit Agency	Transit Infrastructure Technician	\$ 5,836	8/16/2019	unknown	unknown
2	Santa Barbara Metro Transit	N/C				
3	Golden Empire Transit	N/C				
4	Santa Cruz Metro Transit District	N/C				
5	Monterey-Salinas Transit	N/C				
6	City of Fresno (Fresno Area	N/C				
7	Victor Valley Transit Authority	N/C				
8	City of Montebello	N/C				
9	City of Palm Desert	N/C				
10	City of Cathedral City	N/C				
11	Riverside Transit Agency	N/C				
12	OmniTrans	N/C				
13	San Bernardino County	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Number of Matches	0

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Transit Planning Analyst</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Bernardino County	Management Analyst II	\$ 8,688	4/1/2023	unknown	unknown
2	Riverside Transit Agency	Scheduling Analyst	\$ 8,417	7/1/2023	7/1/2024	unknown
3	City of Fresno (Fresno Area	Transit Scheduler	\$ 8,174	6/19/2023	unknown	unknown
4	Santa Barbara Metro Transit	Transit Planner II	\$ 7,892	1/1/2024	unknown	unknown
5	Monterey-Salinas Transit	Transit Scheduler/Planning Analyst	\$ 7,838	1/1/2023	unknown	unknown
6	OmniTrans	Scheduling Analyst	\$ 7,833	9/6/2023	9/1/2025	unknown
7	Santa Cruz Metro Transit District <sup>1</sup>	[Planning Data Analyst/ Scheduling Analyst]	\$ 7,497	6/22/2023	unknown	unknown
8	City of Montebello	Transit Planner	\$ 7,088	7/1/2023	unknown	unknown
9	Golden Empire Transit	Transit Planner	\$ 6,587	6/12/2022	unknown	unknown
10	<b>Sunline Transit Agency</b>	<b>Transit Planning Analyst</b>	<b>\$ 6,420</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
11	Victor Valley Transit Authority	Planning Analyst	\$ 5,250	7/1/2023	7/1/2024	3.00% + CPI
12	City of Palm Desert	N/C				
13	City of Cathedral City	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 7,526
% Sunline Transit Agency Above/Below	-17.2%
Median of Comparators	\$ 7,836
% Sunline Transit Agency Above/Below	-22.0%
Number of Matches	10

N/C - Non Comparator

1 - Santa Cruz Metro Transit District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Transit Planning Manager</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Bernardino County	[Senior Planner/ Deputy Director of Planning]	\$ 14,312	4/1/2023	unknown	unknown
2	City of Fresno (Fresno Area	Planning Manager	\$ 11,554	6/19/2023	unknown	unknown
3	Riverside Transit Agency <sup>2</sup>	[Planning and Scheduling Manager/ Scheduling Analyst]	\$ 10,577	7/1/2023	7/1/2024	unknown
4	OmniTrans <sup>1</sup>	[Service Planning Manager/ Scheduling Analyst]	\$ 9,720	9/6/2023	9/1/2025	unknown
5	Monterey-Salinas Transit	Planning Manager	\$ 8,536	1/1/2023	unknown	unknown
6	<b>Sunline Transit Agency</b>	<b>Transit Planning Manager</b>	<b>\$ 7,062</b>	<b>8/16/2019</b>	<b>unknown</b>	<b>unknown</b>
7	Golden Empire Transit	N/C				
8	Santa Cruz Metro Transit District	N/C				
9	City of Montebello	N/C				
10	Victor Valley Transit Authority	N/C				
11	Santa Barbara Metro Transit	N/C				
12	City of Palm Desert	N/C				
13	City of Cathedral City	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 10,940
% Sunline Transit Agency Above/Below	-54.9%
Median of Comparators	\$ 10,577
% Sunline Transit Agency Above/Below	-49.8%
Number of Matches	5

N/C - Non Comparator

1 - OmniTrans: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

2 - Riverside Transit Agency: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

3 - San Bernardino County Transportation Planning Authority: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



<b>Transportation Services Lead</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sunline Transit Agency	Transportation Services Lead	\$ 7,062	8/16/2019	unknown	unknown
2	Santa Barbara Metro Transit	Administrative Assistant III	\$ 5,342	1/1/2024	unknown	unknown
3	Golden Empire Transit	N/C				
4	Santa Cruz Metro Transit District	N/C				
5	Monterey-Salinas Transit	N/C				
6	City of Fresno (Fresno Area	N/C				
7	Victor Valley Transit Authority	N/C				
8	City of Montebello	N/C				
9	City of Palm Desert	N/C				
10	City of Cathedral City	N/C				
11	Riverside Transit Agency	N/C				
12	OmniTrans	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Number of Matches	1

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Insurance | Risk Management | Consulting

<b>Transportation Services Specialist</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sunline Transit Agency	Transportation Services Specialist	\$ 5,833	8/16/2019	unknown	unknown
2	Santa Barbara Metro Transit	Administrative Assistant II	\$ 5,087	1/1/2024	unknown	unknown
3	Golden Empire Transit	N/C				
4	Santa Cruz Metro Transit District	N/C				
5	Monterey-Salinas Transit	N/C				
6	City of Fresno (Fresno Area	N/C				
7	Victor Valley Transit Authority	N/C				
8	City of Montebello	N/C				
9	City of Palm Desert	N/C				
10	City of Cathedral City	N/C				
11	Riverside Transit Agency	N/C				
12	OmniTrans	N/C				
13	San Bernardino County	N/C				

Summary Results	Top Monthly
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	Insuff. Data
Number of Matches	1

N/C - Non Comparator

**Sunline Transit Agency**  
**Market Compensation Data (sorted by Top Monthly Salary)**  
**May 2024**



Insurance | Risk Management | Consulting

<b>Zero Emission Fleet Specialist</b>						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sunline Transit Agency	Zero Emission Fleet Specialist	proposed			
2	Santa Barbara Metro Transit	N/C				
3	Santa Cruz Metro Transit District	N/C				
4	Monterey-Salinas Transit	N/C				
5	City of Fresno (Fresno Area	N/C				
6	Victor Valley Transit Authority	N/C				
7	Golden Empire Transit	N/C				
8	City of Montebello	N/C				
9	City of Palm Desert	N/C				
10	City of Cathedral City	N/C				
11	Riverside Transit Agency	N/C				
12	OmniTrans	N/C				
13	San Bernardino County	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	
Median of Comparators	Insuff. Data
% Sunline Transit Agency Above/Below	
Number of Matches	0

N/C - Non Comparator

SunLine Transit Agency  
Proposed Salary Schedule  
June 2024

SALARY SCHEDULE PARAMETERS	
Range 4, Maximum, Annual	<b>\$56,029.00</b>
Spread from Minimum to Control Point	<b>30.00%</b>
Spread from Control Point to Max	<b>10.00%</b>
Range Increase	<b>5.00%</b>
Pay Periods per Year	<b>26</b>
Hours per Year	<b>2,080</b>

Salary Range	Annual			Monthly			Hourly		
	Minimum	Control Point	Maximum	Minimum	Control Point	Maximum	Minimum	Control Point	Maximum
1	33,846	44,000	48,400	2,821	3,667	4,033	16.272	21.154	23.269
2	35,538	46,200	50,820	2,962	3,850	4,235	17.086	22.212	24.433
3	37,315	48,510	53,361	3,110	4,042	4,447	17.940	23.322	25.654
4	39,181	50,935	<b>56,029</b>	3,265	4,245	4,669	18.837	24.488	26.937
5	41,140	53,482	58,830	3,428	4,457	4,903	19.779	25.713	28.284
6	43,197	56,156	61,772	3,600	4,680	5,148	20.768	26.998	29.698
7	45,357	58,964	64,861	3,780	4,914	5,405	21.806	28.348	31.183
8	47,625	61,912	68,104	3,969	5,159	5,675	22.897	29.766	32.742
9	50,006	65,008	71,509	4,167	5,417	5,959	24.041	31.254	34.379
10	52,506	68,258	75,084	4,376	5,688	6,257	25.243	32.817	36.098
11	55,132	71,671	78,838	4,594	5,973	6,570	26.506	34.457	37.903
12	57,888	75,255	82,780	4,824	6,271	6,898	27.831	36.180	39.798
13	60,783	79,018	86,919	5,065	6,585	7,243	29.222	37.989	41.788
14	63,822	82,968	91,265	5,318	6,914	7,605	30.684	39.889	43.878
15	67,013	87,117	95,829	5,584	7,260	7,986	32.218	41.883	46.071
16	70,364	91,473	100,620	5,864	7,623	8,385	33.829	43.977	48.375
17	73,882	96,046	105,651	6,157	8,004	8,804	35.520	46.176	50.794
18	77,576	100,849	110,934	6,465	8,404	9,244	37.296	48.485	53.333
19	81,455	105,891	116,480	6,788	8,824	9,707	39.161	50.909	56.000
20	85,527	111,186	122,304	7,127	9,265	10,192	41.119	53.455	58.800
21	89,804	116,745	128,419	7,484	9,729	10,702	43.175	56.127	61.740
22	94,294	122,582	134,840	7,858	10,215	11,237	45.334	58.934	64.827
23	99,009	128,711	141,582	8,251	10,726	11,799	47.600	61.880	68.069
24	103,959	135,147	148,662	8,663	11,262	12,388	49.980	64.974	71.472
25	109,157	141,904	156,095	9,096	11,825	13,008	52.479	68.223	75.046

**SunLine Transit Agency  
Proposed Salary Schedule  
June 2024**

Salary Range	Annual			Monthly			Hourly		
	Minimum	Control Point	Maximum	Minimum	Control Point	Maximum	Minimum	Control Point	Maximum
26	114,615	148,999	163,899	9,551	12,417	13,658	55.103	71.634	78.798
27	120,346	156,449	172,094	10,029	13,037	14,341	57.859	75.216	82.738
28	126,363	164,272	180,699	10,530	13,689	15,058	60.751	78.977	86.875
29	132,681	172,486	189,734	11,057	14,374	15,811	63.789	82.926	91.218
30	139,315	181,110	199,221	11,610	15,092	16,602	66.978	87.072	95.779
31	146,281	190,165	209,182	12,190	15,847	17,432	70.327	91.426	100.568
32	153,595	199,674	219,641	12,800	16,639	18,303	73.844	95.997	105.597
33	161,275	209,657	230,623	13,440	17,471	19,219	77.536	100.797	110.876
34	169,339	220,140	242,154	14,112	18,345	20,180	81.413	105.837	116.420
35	177,805	231,147	254,262	14,817	19,262	21,188	85.483	111.128	122.241
36	186,696	242,704	266,975	15,558	20,225	22,248	89.758	116.685	128.353
37	196,031	254,840	280,324	16,336	21,237	23,360	94.245	122.519	134.771
38	205,832	267,582	294,340	17,153	22,298	24,528	98.958	128.645	141.510
39	216,124	280,961	309,057	18,010	23,413	25,755	103.906	135.077	148.585
40	226,930	295,009	324,510	18,911	24,584	27,042	109.101	141.831	156.014

Appendix IV  
**Proposed Salary Range Placement**

**SunLine Transit Agency  
Proposed Range Placement Recommendations  
June 2024**

SunLine Job Class/Title	SunLine Current Maximum Monthly Salary	% Diff SunLine from Market Median	Market Placement (= Market Median)	Proposed New Salary Range	Proposed Monthly Salary at Range Control Point (CP)	% Diff New CP to Current Max	Proposed Monthly Salary at Range Maximum	% Diff New Max to Current Max	Study Benchmark?	Salary Setting Rationale
Accounting & Financial Reporting Manager	\$7,062	-28.5%	\$9,072	18	\$8,404	19.00%	\$9,244	30.90%	Yes	Market and range placement.
ADA Eligibility & Compliance Specialist	\$4,669	-29.6%	\$6,050	10	\$5,688	21.83%	\$6,257	34.01%	Yes	Market and range placement.
Administrative Assistant	\$4,669	-10.3%	\$5,151	7	\$4,914	5.24%	\$5,405	15.76%	Yes	Market and range placement.
Alternative Fuels Engineer	proposed	Insuff. Data	Insuff. Data	14	\$6,914	NA	\$7,605	NA	Yes	Set 10% above Sr Alternative Fuels Tech
Alternative Fuels Project Manager	\$7,768	Insuff. Data	Insuff. Data	18	\$8,404	8.19%	\$9,244	19.01%	Yes	Set 5% above Project Manager
Alternative Fuels Technician	\$4,669	Insuff. Data	Insuff. Data	10	\$5,688	21.83%	\$6,257	34.01%	Yes	Set approx. equal to Mechanic A
Assistant Clerk of the Board	\$4,669	Insuff. Data	Insuff. Data	10	\$5,688	21.83%	\$6,257	34.01%	Yes	Set 10% above Senior Administrative Assistant
CEO/General Manager	\$19,408	-5.2%	\$20,416	34	\$18,345	-5.48%	\$20,180	3.98%	Yes	Market and range placement.
Chief Administrative Officer	\$8,158	-94.6%	\$15,873	25	\$11,825	44.95%	\$13,008	59.45%	Yes	Market data inaccurate; set equal to Chief of Human Relations
Chief Financial Officer	\$13,887	-12.5%	\$15,626	28	\$13,689	-1.42%	\$15,058	8.43%	Yes	Market and range placement.
Chief Maintenance Officer	\$15,276	-1.0%	\$15,427	28	\$13,689	-10.39%	\$15,058	-1.43%	Yes	Market and range placement.
Chief of Human Relations	\$8,158	-65.9%	\$13,535	25	\$11,825	44.95%	\$13,008	59.45%	Yes	Market and range placement.
Chief of Capital Projects	\$13,887	NA	NA	28	\$13,689	-1.43%	\$15,058	8.43%	No	Set equal to CFO
Chief Planning Officer	\$10,387	NA	NA	28	\$13,689	31.80%	\$15,058	44.98%	No	Set equal to Chief Transportation Officer
Chief Safety Officer	\$11,451	-16.5%	\$13,344	25	\$11,825	3.27%	\$13,008	13.60%	Yes	Market and range placement.
Chief Transportation Officer	\$13,887	-11.1%	\$15,427	28	\$13,689	-1.42%	\$15,058	8.43%	Yes	Market and range placement.
Clerk of the Board/Director of Legislative Affairs	proposed	Insuff. Data	Insuff. Data	24	\$11,262	NA	\$12,388	NA	No	Set equal to Deputy CFO
Communications Coordinator	\$5,836	-22.7%	\$7,158	13	\$6,585	12.83%	\$7,243	24.11%	Yes	Market and range placement.
Contract Administrator	\$5,836	-42.0%	\$8,287	15	\$7,260	24.40%	\$7,986	36.84%	Yes	Market and range placement.
Contract Transportation Services Specialist	\$5,836	NA	NA	11	\$5,973	2.33%	\$6,570	12.57%	No	Set 10% above Senior Administrative Assistant
Customer Care Coordinator	\$6,420	15.5%	\$5,427	9	\$5,417	-15.62%	\$5,959	-7.18%	Yes	Market and range placement.
Customer Service Manager	\$7,062	-12.9%	\$7,973	15	\$7,260	2.80%	\$7,986	13.08%	Yes	Market and range placement.
Deputy Chief Facilities Officer	\$8,157	NA	NA	22	\$10,215	25.24%	\$11,237	37.76%	No	Set 10% below Deputy Chief Maintenance Officer
Deputy Chief Financial Officer	\$10,833	NA	NA	24	\$11,262	3.96%	\$12,388	14.36%	No	Set 20% below Chief Financial Officer
Deputy Chief Maintenance Officer	\$12,265	5.4%	\$11,606	24	\$11,262	-8.18%	\$12,388	1.01%	Yes	Market and range placement.
Deputy Chief of General Services	\$10,387	NA	NA	22	\$10,215	-1.65%	\$11,237	8.19%	No	Set 10% below Deputy Chief Maintenance Officer



**SunLine Transit Agency  
Proposed Range Placement Recommendations**

SunLine Job Class/Title	SunLine Current Maximum Monthly Salary	% Diff SunLine from Market Median	Market Placement (= Market Median)	Proposed New Salary Range	Proposed Monthly Salary at Range Control Point (CP)	% Diff New CP to Current Max	Proposed Monthly Salary at Range Maximum	% Diff New Max to Current Max	Study Benchmark?	Salary Setting Rationale
Deputy Chief of Human Relations	\$8,158	-28.7%	\$10,503	21	\$9,729	19.25%	\$10,702	31.18%	Yes	Market and range placement.
Deputy Chief of Project Delivery	proposed	NA	NA	24	\$11,262	NA	\$12,388	NA	No	Set equal to Deputy CFO
Deputy Chief of Service Delivery	proposed	NA	NA	24	\$11,262	NA	\$12,388	NA	No	Set equal to Deputy CFO
Deputy Chief of Transit Operations	\$8,158	-42.3%	\$11,606	24	\$11,262	38.05%	\$12,388	51.86%	Yes	Market and range placement.
Deputy Chief of Transit System & Technology	\$8,157	NA	NA	21	\$9,729	19.27%	\$10,702	31.20%	No	Set 10% below IT Manager
Electronic Farebox Technician	\$4,669	Insuff. Data	Insuff. Data	10	\$5,688	21.83%	\$6,257	34.01%	Yes	Set equal to Alternative Fuels Technician
Facilities Engineer	\$7,768	Insuff. Data	Insuff. Data	18	\$8,404	8.19%	\$9,244	19.01%	Yes	Set equal to Project Manager
Facility Maintenance Supervisor	\$6,420	-25.9%	\$8,085	15	\$7,260	13.08%	\$7,986	24.39%	Yes	Market and range placement.
Financial Analyst	\$7,062	NA	NA	15	\$7,260	2.80%	\$7,986	13.08%	No	Set 15% below Accounting and Financial Reporting Manager
Human Resources Generalist	\$6,420	-21.9%	\$7,827	14	\$6,914	7.70%	\$7,605	18.46%	Yes	Market and range placement.
Human Resources Manager	\$7,768	NA	NA	16	\$7,623	-1.87%	\$8,385	7.94%	No	Set 10% above Human Resources Generalist
Human Resources Specialist	\$4,669	-36.1%	\$6,354	11	\$5,973	27.92%	\$6,570	40.71%	Yes	Market and range placement.
IT Administrator	\$7,768	-15.8%	\$8,994	17	\$8,004	3.04%	\$8,804	13.34%	Yes	Market and range placement.
IT Manager	proposed	N/A	\$11,869	23	\$10,726	NA	\$11,799	NA	Yes	Market and range placement.
IT Support Technician	proposed	N/A	\$6,509	11	\$5,973	NA	\$6,570	NA	Yes	Market and range placement.
Labor & Compliance Manager	\$7,768	Insuff. Data	Insuff. Data	16	\$7,623	-1.87%	\$8,385	7.94%	Yes	Set equal to Human Resources Manager
Labor & Compliance Specialist	\$5,836	NA	NA	13	\$6,585	12.82%	\$7,243	24.11%	No	Set 15% below Labor & Compliance Manager
Lead Controller	\$7,062	-6.4%	\$7,512	14	\$6,914	-2.10%	\$7,605	7.70%	Yes	Market and range placement.
Management Analyst	\$7,062	-1.6%	\$7,178	14	\$6,914	-2.10%	\$7,605	7.70%	Yes	Market and range placement.
Manager of Schedules & Performance	\$7,062	NA	NA	20	\$9,265	31.20%	\$10,192	44.32%	No	Set equal to Planning Manager
Marketing & Events Manager	\$7,062	NA	NA	18	\$8,404	19.00%	\$9,244	30.90%	No	Set 5% above Senior Management Analyst
Marketing Specialist	\$4,669	NA	NA	12	\$6,271	34.31%	\$6,898	47.75%	No	Set 10% below Management Analyst
Operations Systems Specialist	\$7,062	Insuff. Data	Insuff. Data	13	\$6,585	-6.76%	\$7,243	2.57%	Yes	Set 5% below Lead Controller
Paratransit Lead Controller	\$6,420	NA	NA	14	\$6,914	7.70%	\$7,605	18.46%	No	Set equal to Lead Controller
Paratransit Operations Manager	\$6,420	-42.3%	\$9,136	18	\$8,404	30.90%	\$9,244	43.99%	Yes	Market and range placement.
Payroll Accountant	\$6,420	NA	NA	14	\$6,914	7.70%	\$7,605	18.46%	No	Set equal to Management Analyst
Planning Analyst	\$6,420	-22.0%	\$7,836	15	\$7,260	13.08%	\$7,986	24.39%	Yes	Market and range placement.

**SunLine Transit Agency  
Proposed Range Placement Recommendations**

SunLine Job Class/Title	SunLine Current Maximum Monthly Salary	% Diff SunLine from Market Median	Market Placement (= Market Median)	Proposed New Salary Range	Proposed Monthly Salary at Range Control Point (CP)	% Diff New CP to Current Max	Proposed Monthly Salary at Range Maximum	% Diff New Max to Current Max	Study Benchmark?	Salary Setting Rationale
Planning Manager Strategic & Analytics	\$7,062	-49.8%	\$10,577	20	\$9,265	31.20%	\$10,192	44.32%	Yes	Market and range placement.
Principal/Senior Planning Analyst	\$7,062	NA	NA	17	\$8,004	13.34%	\$8,804	24.67%	No	Set 10% above Planning Analyst
Principal/Senior Project Manager	\$8,993	NA	NA	20	\$9,265	3.03%	\$10,192	13.34%	No	Set 10% above Project Manager
Principal/Senior Project Manager (Hydrogen Program, Major Infrastructure)	\$8,993	NA	NA	20	\$9,265	3.03%	\$10,192	13.34%	No	Set 10% above Project Manager
Procurement Manager	\$7,062	-37.6%	\$9,719	19	\$8,824	24.95%	\$9,707	37.45%	Yes	Market and range placement.
Project Coordinator	\$7,062	NA	NA	14	\$6,914	-2.10%	\$7,605	7.70%	No	Set equal to Management Analyst
Project Manager	\$6,420	-46.1%	\$9,377	18	\$8,404	30.90%	\$9,244	43.99%	Yes	Market and range placement.
Risk Management Specialist	\$6,420	Insuff. Data	Insuff. Data	14	\$6,914	7.70%	\$7,605	18.46%	Yes	Set equal to Safety Manager (also equal to Management Analyst)
Safety & Compliance Specialist	\$5,136	-32.7%	\$6,817	12	\$6,271	22.10%	\$6,898	34.31%	Yes	Set to market
Safety Manager	\$7,062	Insuff. Data	Insuff. Data	14	\$6,914	-2.10%	\$7,605	7.70%	Yes	Set 10% above Safety & Compliance Specialist
Scheduler 1	proposed	Insuff. Data	Insuff. Data	13	\$6,585	NA	\$7,243	NA	No	Set equal to Transit Planning Technician
Senior Administrative Assistant	\$4,669	NA	NA	9	\$5,417	16.03%	\$5,959	27.63%	No	Set 10% above Administrative Assistant
Senior Alternative Fuels Technician	\$7,062	NA	NA	12	\$6,271	-11.20%	\$6,898	-2.32%	No	Set 10% above Alternative Fuels Technician
Senior Management Analyst	\$7,062	NA	NA	17	\$8,004	13.34%	\$8,804	24.67%	No	Set 15% above Management Analyst
Senior Supervisor	\$7,062	NA	NA	14	\$6,914	-2.10%	\$7,605	7.70%	No	Set equal to Lead Controller
Senior Training Supervisor	\$7,768	Insuff. Data	Insuff. Data	14	\$6,914	-10.99%	\$7,605	-2.09%	Yes	Set equal to Senior Supervisor (and same as Safety Manager)
Staff Development Coordinator	\$5,836	NA	NA	12	\$6,271	7.45%	\$6,898	18.20%	No	Set 10% below Management Analyst
Superintendent of Facilities Maintenance	\$7,768	-27.2%	\$9,882	18	\$8,404	8.19%	\$9,244	19.01%	Yes	Market and range placement.
Superintendent of Fleet Maintenance	\$7,768	-13.6%	\$8,824	18	\$8,404	8.19%	\$9,244	19.01%	Yes	Market and range placement.
Superintendent of Safety and Training	\$7,768	-7.6%	\$8,355	18	\$8,404	8.19%	\$9,244	19.01%	Yes	Set equal to Superintendent of Fleet Maintenance
Superintendent of Transportation	\$7,768	-22.5%	\$9,518	19	\$8,824	13.60%	\$9,707	24.96%	Yes	Market and range placement.
Superintendent of Zero Emission Technology	\$8,564	Insuff. Data	Insuff. Data	18	\$8,404	-1.87%	\$9,244	7.95%	Yes	Set equal to Superintendent of Fleet Maintenance
Taxi Regulatory Specialist	\$5,836	NA	NA	12	\$6,271	7.45%	\$6,898	18.20%	No	Set 5% below Transit Infrastructure Technician
Taxi/Contracted Transportation Services Administrator	\$7,062	Insuff. Data	Insuff. Data	14	\$6,914	-2.10%	\$7,605	7.70%	Yes	Set 10% above Taxi Regulatory Specialist (equal to Sr Supervisor)
Transit Planning Manager	\$7,062	-49.8%	\$10,577	20	\$9,265	31.20%	\$10,192	44.32%	Yes	Market and range placement.
Transit Planning Technician	\$5,836	Insuff. Data	Insuff. Data	13	\$6,585	12.83%	\$7,243	24.11%	Yes	Set 10% below Planning Analyst

**SunLine Transit Agency  
Proposed Range Placement Recommendations**

SunLine Job Class/Title	SunLine Current Maximum Monthly Salary	% Diff SunLine from Market Median	Market Placement (= Market Median)	Proposed New Salary Range	Proposed Monthly Salary at Range Control Point (CP)	% Diff New CP to Current Max	Proposed Monthly Salary at Range Maximum	% Diff New Max to Current Max	Study Benchmark?	Salary Setting Rationale
Transit Planning Research Data Analyst	\$7,062	NA	NA	15	\$7,260	2.80%	\$7,986	13.08%	No	Set equal to Planning Analyst
Transportation Resource Allocation Manager	proposed	Insuff. Data	Insuff. Data	16	\$7,623	NA	\$8,385	NA	No	Set equal to Labor & Compliance Manager
Transportation Services Lead	proposed	Insuff. Data	Insuff. Data	13	\$6,585	NA	\$7,243	NA	Yes	Set equal to Operations Systems Specialist
Zero Emission Fleet Specialist	proposed	Insuff. Data	Insuff. Data	12	\$6,271	NA	\$6,898	NA	Yes	Set 30% below Superintendent of Zero Emission Technology