



South Central Regional Transit

HR Manual & Driver
Pay Comparison

SCRTD Board Meeting
August 28, 2024

Human Resources Manual Update



The HR Manual was last updated in July 2022



Changes minor changes, including spell checking and Holiday Dates

District added President's Day in 2023

Modified language for Holiday Pay

Operator Hourly Rate Comparison & Analysis

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- Staff developed the following two charts that list and compare salaries for public and private operators
 - Starting salaries vary by both public and private
 - Public agencies generally operate at 35 hours of pay per week while part-time operators work fewer hours
 - Hourly work schedules determine annual wages

Salary Comparison Based on Hourly Rate and Average Annual Work Hours – Public Agencies

Company	Starting Hourly Rate	Pay Range	Average weekly work hours	Average Annual Work Hours	Annual Salary at starting hourly rate	Longevity Pay Increase	Medical/ Dental/ PTO/ Disability	Retirement
Road Runner Bus Operator III - Full-Time	\$19.51	\$19.51 to \$27.26	35	1820	\$35,508.20	Yes	Yes	Yes
SCRTD	\$17.00	\$17.00 to \$22.50	35	1820	\$30,940.00	No	Yes	Yes
Sun Metro	\$16.67	\$16.67 to \$26.47	35	1820	\$30,339.40	No	Yes	Yes
Road Runner Bus Operator I - Paratransit	\$16.76	\$16.76 to \$23.14	30	1560	\$26,145.60	Yes	Yes	Yes
Road Runner Bus Operator II - Part-time	\$19.51	\$19.51 to \$27.26	25	1300	\$25,363.00	No	No	Yes
Canutillo ISD	\$22.00	N/A	25	925	\$20,350.00	No	Yes	Yes

Annual Salary Comparison – Public Agencies



Road Runner is ranked number one in salary for annual wages



SCRTD is ranked second in salary based on annual wages (e.g., hourly pay and operates similar levels of annual hours)



The differential in annual pay is mainly affected by the total number of hours worked

Salary Comparison Based on Hourly Rate and Average Annual Work Hours – Private Agencies

Company	Starting Hourly Rate	Pay Range	Average weekly work hours	Average Annual Work Hours	Annual Salary at starting hourly rate	Longevity Pay Increase	Medical/ Dental/ PTO/ Disability	Retirement
Boone Transportation	\$18.00	\$18.00	28	1456	\$26,208.00	No	Yes	No
STS	\$15.97	\$12.00 to \$18.54	28	1456	\$23,252.32	No	Yes	No
All Aboard America	\$18.15	\$16.67 to \$26.47	30	1560	\$28,314.00	No	Yes	No

Annual Salary Comparison – Private Agencies



Starting hourly rates and annual salary vary



Annual work hours are similar based on the work schedules



The differential in annual pay is mainly affected by the total number of hours worked



Questions?