

Class and Compensation Summary

June 21, 2023

The purpose of this document is to summarize the changes made to the Grade Band recommendations presented at the June 8th Committee Meetings.

1. Originally staff proposed 11 grades 8-18, now staff is recommending 11 grades 1-11.
2. The staff is proposing no changes in the salary ranges of the following grade bands.

Grade	Position Category	Minimum	Midpoint	Maximum
1	Administrative Assistant	\$43,070	\$51,480	\$59,889
2	Administrative Assistant, Senior	\$49,530	\$59,200	\$68,871
3	Administrative Assistant, Principal	\$57,210	\$68,675	\$80,139
3	Analyst	\$57,210	\$68,675	\$80,139
3	Supervisor	\$57,210	\$68,675	\$80,139

3. The staff is proposing a reduction in the salary ranges of the following grade bands.
 - a. 95% of Midpoint and 95% of Maximum (green highlight is the recommendation)

Grade	Position Category	Minimum	Midpoint	95% of Mid	Maximum	95% of Max
4	Analyst, Senior	\$66,650	\$80,350	\$76,333	\$94,049	\$89,347
4	Professional, Entry	\$66,650	\$80,350	\$76,333	\$94,049	\$89,347
4	Supervisor, Senior	\$66,650	\$80,350	\$76,333	\$94,049	\$89,347
4	Manager	\$66,650	\$80,350	\$76,333	\$94,049	\$89,347

- b. 90% of Midpoint and 90% of Maximum (green highlight is the recommendation)

Grade	Position Category	Minimum	Midpoint	90% of Mid	Maximum	90% of Max
5	Analyst, Principal	\$78,315	\$94,816	\$85,334	\$111,317	\$100,185
5	Professional, Senior	\$78,315	\$94,816	\$85,334	\$111,317	\$100,185
5	Supervisor, Principal	\$78,315	\$94,816	\$85,334	\$111,317	\$100,185
5	Manager, Senior	\$78,315	\$94,816	\$85,334	\$111,317	\$100,185

- c. 90% of Minimum, 90% of Midpoint and 90% of Maximum (green highlight is the recommended)

Grade	Position Category	Minimum	90% Min	Midpoint	85% of Mid	Maximum	85% of Max
6	Professional, Principal	\$92,805	\$83,525	\$112,837	\$95,911	\$132,870	\$112,940
6	Manager, Principal	\$92,805	\$83,525	\$112,837	\$95,911	\$132,870	\$112,940
7	Director	\$110,900	\$99,810	\$135,409	\$115,098	\$159,918	\$135,930
8	Director, Senior	\$133,080	\$119,772	\$165,917	\$141,029	\$198,754	\$168,941

- d. 85% of Minimum, 85% of Midpoint and 85% of Maximum (green highlight is the recommended)

Grade	Position Category	Minimum	85% Min	Midpoint	85% of Mid	Maximum	85% of Max
9	Director, Principal	\$166,350	\$141,398	\$203,780	\$173,213	\$241,210	\$205,029
9	Chief I	\$166,350	\$141,398	\$203,780	\$173,213	\$241,210	\$205,029
10	Chief II	\$209,485	\$178,062	\$261,858	\$222,579	\$314,230	\$267,096
11	Chief Executive Officer	\$272,330	\$231,481	\$340,410	\$289,349	\$408,495	\$347,221

4. Section 1 of the Board adopted Compensation policy (HC35) provides guidance on how salaries are established. 1.2.4 addresses classification and salary equity review.
5. The consultant who performed the initial Class and Compensation study clarified their market analysis section, specifically the Market Scope section to explain what entities/industries participate in the databases used to make a comparison.
6. The RTA is competing against both the private sector and government sector for talent. The agency does not have a defined benefits package in retirement like many government entities. We do not participate in Lasers or the Office of Group Benefits. Additionally, we cannot offer the same benefits that a large private employer/university may offer.