

Methodology

New Orleans Regional Transit Authority (RTA) contracted with Progressive HR Strategies to conduct a compensation study to develop a market-based compensation program to address external and internal equity and guide future pay decisions. This report contains a market analysis for jobs, a recommended pay structure and suggested guidelines for implementing and maintaining the system.

Market Analysis

Salary Surveys

Progressive HR Strategies utilized two valid and reliable sources of salary survey data. Salary data is effective as of September 1, 2022.

Salary.com CompAnalyst

Salary.com's CompAnalyst market pricing database is composed of data from hundreds of commercially available, top-tier surveys as well as local, industry, and association surveys. These surveys are composed of 100 percent employer-reported salary information. Salary.com's Certified Compensation Professionals collect, analyze and aggregate data from these surveys to deliver this proprietary market pricing database. In addition, they've developed rigorous data auditing practices (both automated and manual) to ensure the consistency and integrity of each data point. CompAnalyst data are fully scoped to reflect pay practices that are specific to a selected industry, organization size, and geography.

Economic Research Institute (ERI)

The Economic Research Institute's database is the largest compensation system of its kind and includes survey information from thousands of not-for-profit and for-profit companies. ERI has been trusted for decades to compile the most robust salary survey, cost-of-living, executive compensation, and job competency data available. Thousands of corporate subscribers, including the majority of the Fortune 500®, rely on ERI analytics to streamline the compensation planning process, develop compensation packages that attract and retain top performers, and provide defensible data that holds up during litigation and audit.

Market Scope

Scope refines the market data to be comparative based on geography, industry, and size.

Geography

- Survey data can be narrowed to geographical parameters (e.g., city, state, region or country).
 - Both surveys utilized New Orleans, LA

Industry

- Survey data can be narrowed to industry (e.g., construction, education, government, healthcare, or transportation).
 - CompAnalyst utilized Transportation which is comprised of companies that engage in the movement of people and goods from one location to another. Modes of transportation include air, rail, road, water and pipeline. Examples include subway systems, taxi and limousine services, trucking cruise ships, motor vehicle towing, and sightseeing buses. Trips can occur between local, regional, national or international locations.
 - ERI utilized Ground Passenger Transportation which includes establishments primarily engaged in furnishing local and suburban passenger transportation, such as those providing passenger transportation within a single municipality, contiguous municipalities, or a municipality and its suburban areas, by bus, rail, or subway, either separately or in combination, and establishments engaged in furnishing transportation to local scenic features. Also included are establishments primarily engaged in furnishing highway passenger transportation and establishments furnishing highway passenger terminal or maintenance facilities.

Size (Revenue)

- For executive and upper management positions, it is helpful to scope data by revenue size as salaries are often directly affected by organizational performance. For remaining positions, it is beneficial to use salary data that is based on the average of all organizations within a database. Salaries will be comparable regardless of revenue size.
 - Directors+: Revenue \$50-200M (\$130M)
 - All Other Jobs: All Size Average

Benchmarking

Survey job matches were determined by reviewing RTA job descriptions and consulting with managers to understand the knowledge, skills, abilities, and other characteristics needed to successfully perform each position.

Salary data from the job matches were used to calculate a composite market value for low or minimum pay (25th percentile), midpoint or median pay (50th percentile), and high or maximum pay (75th percentile).

Example:

Senior Buyer	Composite 25th %ile	Composite 50th %ile	Composite 75th %ile
	\$63,750	\$70,250	\$77,900

Survey / Job Title	Survey Scope	Survey 25th %ile	Survey 50th %ile	Survey 75th %ile
CompAnalyst Buyer II	Transportation New Orleans, LA	\$64,600	\$71,800	\$79,600
Survey Summary: Purchases materials, supplies and services at the most favorable terms for the organization. Qualifies vendors, evaluates bids, and negotiates prices and terms for purchased goods and services. Tracks purchases, monitors vendor quality, and maintains a current database of vendor information. May require a bachelor's degree or its equivalent. Typically reports to a supervisor or manager. Gains exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work. Typically requires 2 to 4 years of related experience.				
ERI Buyer Level 2	Ground Transportation New Orleans, LA	\$62,900	\$68,700	\$76,200
Survey Summary: Procures materials or other goods and/or coordinates activities involved with purchasing products and services, such as raw materials, equipment, tools, parts, supplies, and advertising, for establishment. Receives and reviews requisitions requesting goods or services. Communicates with vendors to obtain product or service information, such as price, availability, and delivery schedule. Selects products for purchase by testing, observing, or examining items. Expedites orders and requests as needed.				

Job Levels

Often jobs that share a common title are in fact different with varying degrees of responsibility, experiential requirements, and different duties. In these cases, a career ladder approach is used to delineate these positions. For example, the career level for an 'Analyst' position may look like Analyst, Senior Analyst and Principal Analyst. This will allow RTA to identify career paths and skills/training needed to progress or make a career move. In addition, promotional pay adjustments should be established to make sure that employees are paid competitively to market as they progress in the organization. RTA did an initial positioning of employees into the new job levels based on current knowledge of education, experience, performance, and amount of supervision needed.