



RESOLUTION NO. 22-015

STATE OF LOUISIANA
PARISH OF ORLEANS

**AUTHORIZATION TO CONTRACT SERVICES FOR A CLASSIFICATION AND
COMPENSATION STUDY**

Introduced by Commissioner Sharon, seconded by Commissioner
Bryan.

A RESOLUTION of the Board of the Regional Transit Authority (RTA) adopting an amendment for agency background services.

WHEREAS, the RTA's CEO is authorized to contract in the amount of \$166,000.00 to study and advise the agency on the RTA's Classification and Compensation system to include salary ranges, non-management step progression, promotions to retain and hire qualified staff since the December 2019 transition of operations and maintenance to the RTA to construct and permanently operate a high-capacity system of transportation infrastructure and services to meet regional public transportation needs in the New Orleans region; and

WHEREAS, the recommendations provided by the Classification and Compensation study will assist the RTA in continuing to operate as efficiently as possible while establishing salary competitiveness and benchmarks in the labor markets in which the Authority competes; and

WHEREAS, the RTA desires to compensate its employees fairly and at rates consistent with job content, scope, responsibility, and other appropriate compensable and benefit factors; and

WHEREAS, this study shall be accomplished by evaluating the strengths and weaknesses of the Agency's current classification and compensation practices and develop a compensation philosophy that supports the agency's strategic priorities.

WHEREAS, the recommendation to replace or revise the current classification and salary structure to ensure that employees are being paid consistent with their assigned duties and responsibilities; and

WHEREAS, this study will validate salary ranges and improve alignment with the external labor market so that the Agency can attract and retain qualified and competent professional, managerial, technical, and administrative employees and be competitive with other local private, public and transit organizations; and

WHEREAS, this compensation and classification study will address internal equity and alignment within the Agency, considering compression issues within the non-represented classifications and parity for work requiring comparable education, skills and knowledge across the agency pay grades; and

WHEREAS, this compensation and classification study will establish a mechanism to reward high performing professional, technical and administrative employees who provide significant expertise and experience that is difficult to replace; and

WHEREAS, this compensation and classification study will provide for a system of career progression that will allow for promotional opportunities in certain classifications when advanced knowledge, skills and abilities are achieved, and

NOW, THEREFORE, BE IT RESOLVED that the Board of Commissioners of the Regional Transit Authority hereby approves the attached Classification and Compensation procurement.

THE FOREGOING WAS READ IN FULL; THE ROLL WAS CALLED ON THE ADOPTION THEREOF AND RESULTED AS FOLLOWS:

YEAS:	<u>5</u>
NAYS:	<u>0</u>
ABSTAIN:	<u>0</u>
ABSENT:	<u>3</u>

AND THE RESOLUTION WAS ADOPTED ON THE 22ndnd DAY OF MONTH, 2022.



**FLOZELL DANIELS, JR.
CHAIRMAN
RTA BOARD OF COMMISSIONERS**