



RESOLUTION No 16-20

**A RESOLUTION OF THE
NAPA VALLEY TRANSPORTATION AUTHORITY (NVTA)
APPROVING FISCAL YEAR (FY) 2016-7 SALARY RANGES FOR
NVTA JOB CLASSIFICATIONS**

WHEREAS, the NVTA policy is to establish and maintain a general compensation and classification structure for NVTA Employees that is externally competitive and internally aligned; and

WHEREAS, the compensation plan, including salary ranges, should be reviewed and updated as necessary based on marketplace survey data, internal relationships, and NVTA financial constraints; and

WHEREAS, on October 19, 2011, the Board approved Resolution No. 11-25 establishing compensation ranges for NVTA job classifications; and

WHEREAS, on February 19, 2014, the Board revised Section 2.10 Performance Evaluation of the NVTA Policies, Practices, and Procedures Personnel policies which established that pay grades will be adjusted annually and indexed to the average of County of Napa, Sonoma County Transportation Authority, and Solano Transportation Authority increases for a given year or Bay Area Consumer Price Index (CPI) for all labor within Napa County, whichever is greater; and

WHEREAS, the average 2015 index of County of Napa (2.75%), Sonoma County Transportation Authority (3%) and Solano Transportation Authority (1.6%) equals 2.45% and the Bay Area CPI Index ending December 2015 is 2.6%,

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NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Napa Valley Transportation Authority that the FY 2016-17 Salary Ranges for NVTA Job Classifications, which are based on the Bay Area CPI ending December 2015 of 2.6%, are hereby adopted as set forth in Exhibit "A".

THE FOREGOING RESOLUTION WAS DULY AND REGULARLY ADOPTED by the Board of Directors of the Napa Valley Transportation Authority, at a regular meeting held on July 20, 2016, by the following vote:


Peter White, NVTA Chair

Ayes: Garcia(2), Ramos(2),
Barnes(1), Canning(1),
Luros(5), Techel(5),
Caldwell(2), Luce(2),
Dohring(1), White(1),
Dunbar(1), Mohler(1)

Nays: None

Absent: None

ATTEST:


Karalyn E. Sanderlin, NVTA Board Secretary

APPROVED:

Jeffrey M. Richard (by e-signature)
Jeffrey M. Richard, NVTA Legal Counsel

Date: July 12, 2016

EXHIBIT "A"

Job Title	Monthly Salary Range	
	Minimum	Maximum
Executive Director	Separate Contract	
Program Manager - Administration & Human Resources	\$8,692	\$10,448
Program Manager - Engineer	\$8,692	\$10,448
Program Manager - Finance	\$8,692	\$10,448
Program Manager - Planning	\$8,692	\$10,448
Program Manager - Public Transit	\$8,692	\$10,448
Senior Program Planner/Administrator	\$7,213	\$8,673
Associate Program Planner/Administrator	\$6,306	\$7,564
Assistant Program Planner/Administrator	\$5,453	\$6,540
Transportation Program Planner & Policy Analyst	\$5,453	\$7,564
Public Information Officer	\$6,306	\$7,564
Senior Financial/Policy Analyst	\$6,306	\$7,564
Senior Administrative Technician	\$5,206	\$6,447
Administration Technician (Office Coordinator)	\$4,527	\$5,605
Accounting Technician (Part-Time/1300 hrs)	\$2,824	\$3,417