



RESOLUTION No 19-15

**A RESOLUTION OF THE
NAPA VALLEY TRANSPORTATION AUTHORITY (NVTA)
APPROVING FISCAL YEAR (FY) 2019-20 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 grade ranges 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 increase in the 2018 indexes for the County of Napa (4%), Sonoma County Transportation Authority (0%) and Solano Transportation Authority (2.73%) equals 2.24%, and the Bay Area CPI Index ending December 2018 is 1.9%.

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NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Napa Valley Transportation Authority that the FY 2019-20 Salary Ranges for NVTA Job Classifications, which reflect the indexes for the County of Napa (4%), Sonoma County Transportation Authority (0%) and Solano Transportation Authority (2.73%) of 2.24%, 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 September 18, 2019, by the following vote:



Chris Canning, NVTA Chair

Ayes: Garcia(2), Joseph(2),
Canning(1), Alessio(5),
Techel(5), Pedroza(2),
Ramos(2), Dohring(1),
Ellsworth(1), Dunbar(1),
Dorman(1)

Nays: None

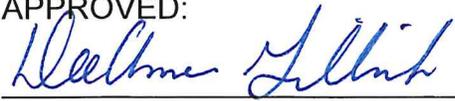
Absent: Kraus(1)

ATTEST:



Karalyn E. Sanderlin, NVTA Board Secretary

APPROVED:



DeeAnne Gillick, NVTA Legal Counsel

EXHIBIT "A"

FY 2019-20	Monthly Salary Range	
	Minimum	Maximum
Job Title		
Executive Director	Separate Contract	
Director - Administration, Finance and Policy	\$11,321	\$12,453
Director - Capital Development and Planning	\$11,321	\$12,453
Program Manager - Administration and Human Resources	\$9,419	\$11,321
Program Manager – Engineering and Projects	\$9,419	\$11,321
Program Manager - Public Transit	\$9,419	\$11,321
Principle Program Planner/Administrator	\$8,597	\$10,338
Senior Program Planner/Administrator	\$7,815	\$9,398
Associate Program Planner/Administrator	\$6,833	\$8,197
Assistant Program Planner/Administrator	\$5,909	\$7,086
Transportation Program Planner and Policy Analyst	\$5,909	\$8,197
Marketing & Communications Officer	\$6,833	\$8,197
Senior Financial/Policy Analyst	\$6,833	\$8,197
Accounting Technician	\$5,641	\$6,986
Senior Administrative Technician	\$5,641	\$6,986
Administration Technician (Office Coordinator)	\$4,905	\$6,073