



RESOLUTION No 21-22

A RESOLUTION OF THE NAPA VALLEY TRANSPORTATION AUTHORITY (NVTA) APPROVING FISCAL YEAR (FY) 2021-22 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, the last compensation study was conducted in July 2010 by Cooperative Personnel Services Human Resources Consulting; and

WHEREAS, on June 15, 2011, the Board approved an updated compensation plan based on the findings of such study; 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 2020 indexes for the County of Napa (0%), Sonoma County Transportation Authority (0%) and Solano Transportation Authority (0%) equals 0%, and the Bay Area CPI Index ending December 2020 is 2.0%.

WHEREAS, a compensation study of salary schedules from Alameda County Transportation Commission, Contra Costa Transportation Authority, Transportation Authority of Marin, San Francisco County Transportation Authority, Santa Clara Valley Transportation Authority, Solano Transportation Authority, Sonoma County Transportation Authority, City of Napa, County of Napa, Fairfield and Suisun Transit, Petaluma Transit, Santa Rosa City Bus, Vacaville City Bus and Soltrans; and



NAPA VALLEY TRANSPORTATION AUTHORITY

WHEREAS, the findings from such study provided supporting evidence to update NVTA's compensation plan to be in better alignment with the current labor market; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Napa Valley Transportation Authority that the FY 2021-22 minimum salary ranges for NVTA Job Classifications, which reflects the Bay Area Consumer Price Index (CPI) of 2.0% and FY 2021-22 maximum salary ranges for NVTA Job Classifications, which reflects the competitive marketplace data, 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 21, 2021, by the following vote:

Alfredo Pedroza, NVTA Chair

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

Nays: Sedgley(5)

Absent:
Kraus, Chouteau, Dunbar

ATTEST:

Laura Sanderlin (e-sign)
Laura Sanderlin, NVTA Board Secretary

APPROVED:

DeeAnne Gillick
DeeAnne Gillick, NVTA Legal Counsel

EXHIBIT "A"

FY 2021-22 Job Title	Monthly Salary Range	
	Minimum	Maximum
Executive Director	Separate Contract	
Director - Administration, Finance and Policy	\$11,547	\$14,943
Director - Capital Development and Planning	\$11,547	\$14,943
Program Manager – Engineering and Projects	\$9,607	\$11,547
Program Manager - Public Transit	\$9,607	\$11,547
Principle Program Planner/Administrator	\$8,769	\$12,349
Senior Program Planner/Administrator	\$7,971	\$10,686
Associate Program Planner/Administrator	\$6,969	\$8,905
Assistant Program Planner/Administrator	\$6,027	\$7,542
Transportation Program Planner and Policy Analyst	\$6,027	\$9,835
Communications Officer	\$6,969	\$9,835
Senior Financial Analyst	\$6,969	\$9,398
Accounting Technician	\$5,753	\$7,336
Senior Administrative Technician	\$5,753	\$7,336
Administration Technician (Office Coordinator)	\$5,003	\$6,377