



RESOLUTION No 22-18

**A RESOLUTION OF THE
NAPA VALLEY TRANSPORTATION AUTHORITY (NVTA)
APPROVING FISCAL YEAR (FY) 2022-23 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, are reviewed and updated regularly 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 2021 indexes for the County of Napa (4%), Sonoma County Transportation Authority (0%) and Solano Transportation Authority (1.2%) equals 1.7%, and the Bay Area CPI Index ending December 2021 is 4.2%.

///

///

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Napa Valley Transportation Authority that the FY 2022-23 Salary Ranges for NVTA Job Classifications in Exhibit A, which reflects a 4.2% increase to the minimum and maximum ranges based on the Bay Area CPI Index ending December 2021.

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 June 15, 2022 by the following vote:



Alfredo Pedroza, NVTA Chair

Ayes: Garcia (2), Joseph (2),
Kraus (1), Alessio (5),
Sedgley (5), Ramos (2),
Dohring (1), Ellsworth (1),
Tagliaboschi (1), Dunbar (1)

Nays: None

Absent: Canning, Pedroza

ATTEST:



Laura Sanderlin, NVTA Board Secretary

APPROVED:



Osman Mufti, NVTA Legal Counsel

EXHIBIT "A"

FY 2022-23 Job Title	Monthly Salary Range	
	Minimum	Maximum
Executive Director	Separate Contract	
Director - Administration, Finance and Policy	\$12,031	\$15,570
Director - Capital Development and Planning	\$12,031	\$15,570
Program Manager – Engineering and Projects*	\$12,031	\$15,570
Program Manager - Public Transit	\$9,137	\$12,867
Principal Program Planner/Administrator	\$9,137	\$12,867
Senior Program Planner/Administrator	\$8,305	\$11,134
Associate Program Planner/Administrator	\$7,261	\$9,279
Assistant Program Planner/Administrator	\$6,280	\$7,858
Transportation Program Planner and Policy Analyst	\$6,280	\$10,248
Information and Marketing Specialist	\$7,261	\$10,248
Senior Financial Analyst	\$7,261	\$9,809
Accounting Technician	\$5,994	\$7,644
Senior Administrative Technician	\$5,994	\$7,644
Administration Technician (Office Coordinator)	\$5,213	\$6,644

- In addition to the approved salary range, a hiring incentive payment of up to \$20,000 structured as incremental payments over a one-year period may be paid as salary.