

**AGENDA**

Join Zoom Meeting:

<https://us02web.zoom.us/j/82735168538?pwd=jzu8mJx3KUra8fkWphkqGMbkXasgMi.1>

**Meeting ID:** 827 3516 8538    **By call-in:** 1 (301) 715-8592

- 1. Call to Order**
  - a. Call to Order, Roll Call – *Chair O'Brien, Ruth Emerick* 5:30 – 5:35
- 2. \*Consent Agenda – Chair O'Brien** 5:35 – 5:35
  - a. Minutes of March 6, 2025, Finance/Executive Committee

**New Business**
- 3. \*Classification and Compensation Study Update and Discussion – Shari Fallon and Laura Greene** 5:35 – 6:30
  - a. Presentation
- 4. ADJOURN** 6:30

*\* Designates Items to be Voted On*

| TJPD Commissioners – Finance Executive Committee Members |                         |
|----------------------------------------------------------|-------------------------|
| Tony O'Brien, Chair                                      | Fluvanna County         |
| Michael Payne, Vice Chair                                | City of Charlottesville |
| Keith Smith, Treasurer                                   | Fluvanna County         |

| TJPD Staff       |                         |
|------------------|-------------------------|
| Christine Jacobs | Executive Director      |
| David Blount     | Deputy Director         |
| Ruth Emerick     | Chief Operating Officer |
| Laura Greene     | Finance Director        |
| Taylor Jenkins   | Transportation Director |

*TJPD fully complies with Title VI of the Civil Rights Act of 1964 in all programs and activities. TJPD provides reasonable accommodations for persons who require special assistance to participate in public involvement opportunities. For more information, to request language translation or other accommodations, or to obtain a Discrimination Complaint Form, contact Lucinda Shannon at (434) 979-7310, [lishannon@tjpd.org](mailto:lishannon@tjpd.org) or visit the website [www.tjpd.org](http://www.tjpd.org).*



**City of Charlottesville**

**Albemarle County**

**Fluvanna County**

**Greene County**

**Louisa County**

**Nelson County**

**THOMAS JEFFERSON PLANNING DISTRICT COMMISSION (TJPDC)**  
Finance/Executive Committee Meeting Minutes, March 6, 2025

| COMMISSIONERS PRESENT          | IN PERSON | REMOTE | STAFF PRESENT                           | IN PERSON | REMOTE |
|--------------------------------|-----------|--------|-----------------------------------------|-----------|--------|
| <b>Albemarle County</b>        |           |        | Christine Jacobs, Executive Director    | x         |        |
| Ned Galloway                   |           |        | David Blount, Deputy Director           | x         |        |
| Mike Pruitt                    |           |        | Ruth Emerick, Chief Operating Officer   | x         |        |
| <b>Fluvanna County</b>         |           |        | Laura Greene, Finance & HR Director     | x         |        |
| *Tony O'Brien, Chair           | x         |        | Sara Pennington, Senior Program Manager |           | x      |
| *Keith Smith, Treasurer        | x         |        |                                         |           |        |
| <b>Greene County</b>           |           |        |                                         |           |        |
| Tim Goolsby                    |           |        |                                         |           |        |
| James Higgins                  |           |        |                                         |           |        |
| <b>Louisa County</b>           |           |        |                                         |           |        |
| Tommy Barlow                   |           |        |                                         |           |        |
| Manning Woodward               |           |        |                                         |           |        |
| <b>Nelson County</b>           |           |        |                                         |           |        |
| Ernie Reed                     |           |        | <b>GUESTS/PUBLIC PRESENT</b>            |           |        |
| Jesse Rutherford               |           |        | Shari Fallon, Gallagher                 |           | x      |
| <b>City of Charlottesville</b> |           |        |                                         |           |        |
| Phil d'Oronzio                 |           |        |                                         |           |        |
| *Michael Payne, Vice Chair     |           |        |                                         |           |        |

\* Denotes Finance/Executive Committee members

**1. CALL TO ORDER:**

**a. Call to Order, Roll Call:**

The Thomas Jefferson Planning District Commission (TJPDC) Chair, Tony O'Brien, presided and called the Finance Executive Committee meeting to order at 5:35 pm. Ruth Emerick took attendance and certified that a quorum was present.

**2. CONSENT AGENDA: Not discussed.**



### **3. CLASSIFICATION AND COMPENSATION STUDY UPDATE:**

Shari Fallon, Senior Compensation Consultant at Gallagher, gave a detailed presentation on the market data and custom survey results for the classification and compensation study. Many TJPDC positions were found to be lagging the market in terms of labor cost. Some employee benefits were on par with the market and survey, while others may need to be reviewed in the near future. In addition to the compensation philosophy discussed previously by the Commission, several decisions need to be made to determine target pay band medians, pay band widths, and methodology for moving current employees into the new pay bands. Additionally, if compensation adjustments are not implemented in the first year, there are additional costs to consider for a multi-year implementation.

**Motion/Action:** The Finance Executive Committee directed staff and the consultant to pursue the following scenarios: options 1, 2, and 5 with blended roles, prior experience included using a small multiplier, and implementation over both one and two years.

### **4. TJPDC EMPLOYEE HANDBOOK UPDATE CONSIDERATION:** Not discussed.

### **5. COMPENSATORY TIME OFF:**

Christine Jacobs, Executive Director, shared an administrative concern regarding current TJPDC policy and language in Ms. Jacob's contract with the Commission.

**Motion/Action:** The Finance Executive Committee directed staff not to implement any policy changes at this time.

### **6. ADJOURNMENT:**

The next meeting of the Finance Executive Committee will be held April 10, 2025.

**Motion/Action:** On a motion by Keith Smith, seconded by Tony O'Brien, the Finance Executive Committee unanimously voted to adjourn the March 6, 2025, Finance Executive Committee meeting at 6:57 pm.

**Commission materials and meeting recording may be found at [www.tjpd.org](http://www.tjpd.org)**

# Thomas Jefferson Planning District Commission Compensation Study

April 10, 2025

Gallagher  
Human Resources & Compensation Consulting



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# Compensation Study Overview

## Recommended New Structures: Effective 7/1/2025

**Option 1:** This structure was developed using the base salary survey data at the combined 50<sup>th</sup> percentile of the market. Salary range width at 35% and weighted for multi-role positions.

**Option 2:** This structure was developed using the base salary survey data at the combined 75<sup>th</sup> percentile of the market. Salary range width at 35% and weighted for multi-role positions.

**Option 3a:** This structure was developed using the base salary survey data between the combined 50<sup>th</sup> and 75<sup>th</sup> percentile of the market. Salary range width at 35% and weighted for multi-role positions.

# Implementation Assumptions

## Implementation Options 1, 2, 3a

- Gallagher's implementation strategy/plan is based on the following aspects:
  - No pay cuts will occur.
  - Employees will be paid within the new salary ranges, meaning no employees will be paid below the minimum of the new salary ranges.
  - An assumed 1.5% per year increase for Time in Seat Adjustments. This is subject to change based on TJPDC's review.
  - An assumed weighting of prior experience of 25% for prior transferrable skills, 50% for prior relevant experience and 60% for time in organization in another role
- The following cost options are included for each salary structure option:
  - Bring to Minimum: Bring all employees to the proposed range minimum. Employees with salaries below the proposed range minimum would receive an increase to the range minimum.
  - Bring to Position in Range, w/ Time in Seat and Additional Years of Experience Adjustments: Bring all employees up to a competitive position in the range based on years of service in their current position and additional years of relevant experience. Employees with salaries at or exceeding the proposed salary range maximum will remain at range maximum or current salary (whichever is higher) without a reduction in pay.

# Implementation Costs – Additional Experience Included

| Itemized Costs – Option 1              | Count     | Cost (\$)        | % of Payroll |
|----------------------------------------|-----------|------------------|--------------|
| Adjustments to Minimum                 | 13        | \$88,244         | 7.4%         |
| Adjustments for Time in Seat           | 16        | \$165,753        | 13.9%        |
| <b>Total Increase in Payroll Costs</b> | <b>16</b> | <b>\$253,997</b> | <b>21.3%</b> |

| Itemized Costs – Option 2              | Count     | Cost (\$)        | % of Payroll |
|----------------------------------------|-----------|------------------|--------------|
| Adjustments to Minimum                 | 14        | \$235,693        | 19.8%        |
| Adjustments for Time in Seat           | 17        | \$202,016        | 16.9%        |
| <b>Total Increase in Payroll Costs</b> | <b>17</b> | <b>\$437,710</b> | <b>36.7%</b> |

| Itemized Costs – Option 3a             | Count     | Cost (\$)        | % of Payroll |
|----------------------------------------|-----------|------------------|--------------|
| Adjustments to Minimum                 | 13        | \$160,612        | 13.5%        |
| Adjustments for Time in Seat           | 16        | \$183,524        | 15.4%        |
| <b>Total Increase in Payroll Costs</b> | <b>16</b> | <b>\$344,136</b> | <b>28.9%</b> |



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# Recommended Option 3b



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# Staff Salary Structure Development

**Recommended New Structure: Effective 7/1/2025**

**Recommended Option 3b:** This structure was developed using the base salary survey data between the combined 50<sup>th</sup> and 75th percentile of the market. Salary range width at 25% to 50% and weighted for multi-role positions.



# Implementation Assumptions - Option 3b

## Implementation Options 3b

- Gallagher's implementation strategy/plan is based on the following aspects:
  - No pay cuts will occur.
  - Employees will be paid within the new salary ranges, meaning no employees will be paid below the minimum of the new salary ranges.
  - An assumed 2.25% per year increase for Time in Seat Adjustments and a 3% COLA adjustment.
  - An assumed weighting of prior experience of 10% and 15% for time in organization in another role.
- The following cost options are included for each salary structure option:
  - Bring to Minimum: Bring all employees to the proposed range minimum. Employees with salaries below the proposed range minimum would receive an increase to the range minimum.
  - Bring to Position in Range, w/ Time in Seat and Additional Years of Experience Adjustments: Bring all employees up to a competitive position in the range based on years of service in their current position and additional years of relevant experience. Employees with salaries at or exceeding the proposed salary range maximum will remain at range maximum or current salary (whichever is higher) without a reduction in pay.

# Implementation Costs Recommended Option 3b



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| Itemized Costs – 1 Year                | Count     | Cost (\$)        | % of Payroll |
|----------------------------------------|-----------|------------------|--------------|
| Adjustments to Minimum                 | 13        | \$128,639        | 10.8%        |
| Adjustments for Time in Seat           | 14        | \$104,811        | 8.8%         |
| 3% COLA Increase                       | 18        | \$34,947         | 2.9%         |
| <b>Total Increase in Payroll Costs</b> | <b>18</b> | <b>\$268,397</b> | <b>22.5%</b> |

| Itemized Costs – 2 Years               | Count     | Cost (\$)        | % of Payroll |
|----------------------------------------|-----------|------------------|--------------|
| Adjustments to Minimum                 | 12        | \$169,824        | 14.2%        |
| Adjustments for Time in Seat           | 15        | \$142,007        | 11.9%        |
| 3% COLA Increase                       | 18        | \$34,947         | 2.9%         |
| <b>Total Increase in Payroll Costs</b> | <b>18</b> | <b>\$346,778</b> | <b>29.1%</b> |

| Itemized Costs – 3 Years               | Count     | Cost (\$)        | % of Payroll |
|----------------------------------------|-----------|------------------|--------------|
| Adjustments to Minimum                 | 14        | \$200,705        | 16.8%        |
| Adjustments for Time in Seat           | 16        | \$181,411        | 15.2%        |
| 3% COLA Increase                       | 18        | \$35,765         | 3.0%         |
| <b>Total Increase in Payroll Costs</b> | <b>18</b> | <b>\$417,881</b> | <b>35.1</b>  |

# Salary Structure – Revised Assumptions

Option 3b - Combined the 50<sup>th</sup> and 75th percentile of the market with salary range width at 25% to 50% and weighted for multi-role positions.

| Job Title                                                                     | Range<br>Minimum<br>(Annual) | Range<br>Midpoint<br>(Annual) | Range<br>Maximum<br>(Annual) | Range<br>Minimum<br>(Hourly) | Range<br>Midpoint<br>(Hourly) | Range<br>Maximum<br>(Hourly) |
|-------------------------------------------------------------------------------|------------------------------|-------------------------------|------------------------------|------------------------------|-------------------------------|------------------------------|
| Administrative Assistant                                                      | \$45,490                     | \$56,852                      | \$68,224                     | \$21.87                      | \$27.33                       | \$32.80                      |
| Compliance Officer                                                            | \$54,954                     | \$64,660                      | \$74,360                     | \$26.42                      | \$31.09                       | \$35.75                      |
| PATH Transportation Assistant, Program Assistant I, Regional Grants Assistant | \$48,069                     | \$54,000                      | \$59,946                     | \$23.11                      | \$25.96                       | \$28.82                      |
| PATH Transportation Counselor, Program Assistant II                           | \$49,858                     | \$56,018                      | \$62,171                     | \$23.97                      | \$26.93                       | \$29.89                      |
| Program Manager I, Regional Grants Manager I, Regional Program Manager I      | \$62,587                     | \$74,966                      | \$87,339                     | \$30.09                      | \$36.04                       | \$41.99                      |
| Regional Grants Manager II, Regional Program Manager II                       | \$77,771                     | \$91,506                      | \$105,227                    | \$37.39                      | \$43.99                       | \$50.59                      |
| Senior Program Manager, Senior Regional Grants Manager                        | \$82,805                     | \$99,158                      | \$115,523                    | \$39.81                      | \$47.67                       | \$55.54                      |
| Planner I                                                                     | \$61,235                     | \$68,807                      | \$76,378                     | \$29.44                      | \$33.08                       | \$36.72                      |
| Planner II                                                                    | \$68,453                     | \$80,542                      | \$92,622                     | \$32.91                      | \$38.72                       | \$44.53                      |
| Planner III                                                                   | \$78,686                     | \$92,568                      | \$106,454                    | \$37.83                      | \$44.50                       | \$51.18                      |
| Planner IV, Senior Regional Planner                                           | \$95,160                     | \$113,966                     | \$132,766                    | \$45.75                      | \$54.79                       | \$63.83                      |
| Director (Trans, Planning, Housing, VATI, Legislative, etc.)                  | \$103,834                    | \$124,416                     | \$144,997                    | \$49.92                      | \$59.82                       | \$69.71                      |
| Finance Director                                                              | \$103,730                    | \$124,240                     | \$144,747                    | \$49.87                      | \$59.73                       | \$69.59                      |
| Chief Operating Officer/Program Director                                      | \$106,038                    | \$126,990                     | \$147,950                    | \$50.98                      | \$61.05                       | \$71.13                      |
| Deputy Director/Program Director                                              | \$103,730                    | \$124,224                     | \$144,726                    | \$49.87                      | \$59.72                       | \$69.58                      |
| Executive Director (Board determined)                                         | \$148,096                    | \$177,361                     | \$206,627                    | \$71.20                      | \$85.27                       | \$99.34                      |

# Implementation Costs – Additional Experience Included

| Itemized Costs – Option 1              | Count     | Cost (\$)        | % of Payroll |
|----------------------------------------|-----------|------------------|--------------|
| Adjustments to Minimum                 | 13        | \$88,244         | 7.4%         |
| Adjustments for Time in Seat           | 16        | \$165,753        | 13.9%        |
| <b>Total Increase in Payroll Costs</b> | <b>16</b> | <b>\$253,997</b> | <b>21.3%</b> |

| Itemized Costs – Option 2              | Count     | Cost (\$)        | % of Payroll |
|----------------------------------------|-----------|------------------|--------------|
| Adjustments to Minimum                 | 14        | \$235,693        | 19.8%        |
| Adjustments for Time in Seat           | 17        | \$202,016        | 16.9%        |
| <b>Total Increase in Payroll Costs</b> | <b>17</b> | <b>\$437,710</b> | <b>36.7%</b> |

| Itemized Costs – Option 3a             | Count     | Cost (\$)        | % of Payroll |
|----------------------------------------|-----------|------------------|--------------|
| Adjustments to Minimum                 | 13        | \$160,612        | 13.5%        |
| Adjustments for Time in Seat           | 16        | \$183,524        | 15.4%        |
| <b>Total Increase in Payroll Costs</b> | <b>16</b> | <b>\$344,136</b> | <b>28.9%</b> |

| Itemized Costs – Option 3b<br>(Recommended) | Count     | Cost (\$)        | % of Payroll |
|---------------------------------------------|-----------|------------------|--------------|
| Adjustments to Minimum                      | 13        | \$128,639        | 10.8%        |
| Adjustments for Time in Seat                | 14        | \$104,811        | 8.8%         |
| 3% COLA Increase                            | 18        | \$34,947         | 2.9%         |
| <b>Total Increase in Payroll Costs</b>      | <b>18</b> | <b>\$268,397</b> | <b>22.5%</b> |

# Thank You!



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# Appendix

# Implementation Costs – Revised Assumptions

| Itemized Costs – Option 1 (50%)        | Count     | Cost (\$)        | % of Payroll |
|----------------------------------------|-----------|------------------|--------------|
| Adjustments to Minimum                 | 13        | \$51,216         | 4.3%         |
| Adjustments for Time in Seat           | 14        | \$94,917         | 8.0%         |
| 3% COLA Increase                       | 18        | \$34,947         | 2.9%         |
| <b>Total Increase in Payroll Costs</b> | <b>18</b> | <b>\$181,079</b> | <b>15.2%</b> |

| Itemized Costs – Option 2 (75%)        | Count     | Cost (\$)        | % of Payroll |
|----------------------------------------|-----------|------------------|--------------|
| Adjustments to Minimum                 | 13        | \$206,553        | 17.3%        |
| Adjustments for Time in Seat           | 14        | \$114,747        | 9.3%         |
| 3% COLA Increase                       | 18        | \$35,765         | 3.0%         |
| <b>Total Increase in Payroll Costs</b> | <b>18</b> | <b>\$357,065</b> | <b>29.6%</b> |

| Itemized Costs – Option 3b (mid 50-75%) | Count     | Cost (\$)        | % of Payroll |
|-----------------------------------------|-----------|------------------|--------------|
| Adjustments to Minimum                  | 13        | \$128,639        | 10.8%        |
| Adjustments for Time in Seat            | 14        | \$104,811        | 8.8%         |
| 3% COLA Increase                        | 18        | \$34,947         | 2.9%         |
| <b>Total Increase in Payroll Costs</b>  | <b>18</b> | <b>\$268,397</b> | <b>22.5%</b> |

# Salary Structure Development – Revised Assumptions

## Option 1: 50th%ile; blended roles; weighted



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| Job Title                                                                     | Range Minimum<br>(Annual) | Range Midpoint<br>(Annual) | Range Maximum<br>(Annual) | Range Minimum<br>(Hourly) | Range Midpoint<br>(Hourly) | Range Maximum<br>(Hourly) |
|-------------------------------------------------------------------------------|---------------------------|----------------------------|---------------------------|---------------------------|----------------------------|---------------------------|
| Administrative Assistant                                                      | \$43,992                  | \$55,000                   | \$65,998                  | \$21.15                   | \$26.44                    | \$31.73                   |
| Compliance Officer                                                            | \$52,146                  | \$61,348                   | \$70,554                  | \$25.07                   | \$29.49                    | \$33.92                   |
| PATH Transportation Assistant, Program Assistant I, Regional Grants Assistant | \$47,174                  | \$53,000                   | \$58,822                  | \$22.68                   | \$25.48                    | \$28.28                   |
| PATH Transportation Counselor, Program Assistant II                           | \$49,608                  | \$55,750                   | \$61,880                  | \$23.85                   | \$26.80                    | \$29.75                   |
| Program Manager I, Regional Grants Manager I, Regional Program Manager I      | \$59,280                  | \$70,995                   | \$82,701                  | \$28.50                   | \$34.13                    | \$39.76                   |
| Regional Grants Manager II, Regional Program Manager II                       | \$73,694                  | \$86,705                   | \$99,715                  | \$35.43                   | \$41.69                    | \$47.94                   |
| Senior Program Manager, Senior Regional Grants Manager                        | \$77,542                  | \$92,867                   | \$108,181                 | \$37.28                   | \$44.65                    | \$52.01                   |
| Planner I                                                                     | \$56,930                  | \$63,959                   | \$70,990                  | \$27.37                   | \$30.75                    | \$34.13                   |
| Planner II                                                                    | \$64,813                  | \$76,253                   | \$87,693                  | \$31.16                   | \$36.66                    | \$42.16                   |
| Planner III                                                                   | \$71,906                  | \$84,589                   | \$97,282                  | \$34.57                   | \$40.67                    | \$46.77                   |
| Planner IV, Senior Regional Planner                                           | \$89,690                  | \$107,412                  | \$125,133                 | \$43.12                   | \$51.64                    | \$60.16                   |
| Director (Trans, Planning, Housing, VATI, Legislative, etc.)                  | \$93,226                  | \$111,649                  | \$130,062                 | \$44.82                   | \$53.68                    | \$62.53                   |
| Finance Director                                                              | \$96,554                  | \$115,636                  | \$134,722                 | \$46.42                   | \$55.59                    | \$64.77                   |
| Chief Operating Officer/Program Director                                      | \$96,845                  | \$115,983                  | \$135,117                 | \$46.56                   | \$55.76                    | \$64.96                   |
| Deputy Director/Program Director                                              | \$93,538                  | \$112,019                  | \$130,499                 | \$44.97                   | \$53.86                    | \$62.74                   |
| Executive Director (Board determined)                                         | \$134,930                 | \$161,601                  | \$188,261                 | \$64.87                   | \$77.69                    | \$90.51                   |

# Salary Structure Development – Revised Assumptions

## Option 2: 75th%ile; blended roles; weighted

| Job Title                                                                     | Range Minimum<br>(Annual) | Range Midpoint<br>(Annual) | Range Maximum<br>(Annual) | Range Minimum<br>(Hourly) | Range Midpoint<br>(Hourly) | Range Maximum<br>(Hourly) |
|-------------------------------------------------------------------------------|---------------------------|----------------------------|---------------------------|---------------------------|----------------------------|---------------------------|
| Administrative Assistant                                                      | \$46,966                  | \$58,704                   | \$70,450                  | \$22.58                   | \$28.22                    | \$33.87                   |
| Compliance Officer                                                            | \$57,782                  | \$67,972                   | \$78,166                  | \$27.78                   | \$32.68                    | \$37.58                   |
| PATH Transportation Assistant, Program Assistant I, Regional Grants Assistant | \$48,942                  | \$55,000                   | \$61,048                  | \$23.53                   | \$26.44                    | \$29.35                   |
| PATH Transportation Counselor, Program Assistant II                           | \$50,086                  | \$56,286                   | \$62,483                  | \$24.08                   | \$27.06                    | \$30.04                   |
| Program Manager I, Regional Grants Manager I, Regional Program Manager I      | \$65,915                  | \$78,937                   | \$91,957                  | \$31.69                   | \$37.95                    | \$44.21                   |
| Regional Grants Manager II, Regional Program Manager II                       | \$81,869                  | \$96,307                   | \$110,760                 | \$39.36                   | \$46.30                    | \$53.25                   |
| Senior Program Manager, Senior Regional Grants Manager                        | \$88,046                  | \$105,448                  | \$122,845                 | \$42.33                   | \$50.70                    | \$59.06                   |
| Planner I                                                                     | \$65,562                  | \$73,654                   | \$81,765                  | \$31.52                   | \$35.41                    | \$39.31                   |
| Planner II                                                                    | \$72,114                  | \$84,831                   | \$97,552                  | \$34.67                   | \$40.78                    | \$46.90                   |
| Planner III                                                                   | \$85,467                  | \$100,547                  | \$115,627                 | \$41.09                   | \$48.34                    | \$55.59                   |
| Planner IV, Senior Regional Planner                                           | \$100,630                 | \$120,520                  | \$140,400                 | \$48.38                   | \$57.94                    | \$67.50                   |
| Director (Trans, Planning, Housing, VATI, Legislative, etc.)                  | \$114,546                 | \$137,183                  | \$159,827                 | \$55.07                   | \$65.95                    | \$76.84                   |
| Finance Director                                                              | \$110,926                 | \$132,843                  | \$154,752                 | \$53.33                   | \$63.87                    | \$74.40                   |
| Chief Operating Officer/Program Director                                      | \$115,232                 | \$137,997                  | \$160,763                 | \$55.40                   | \$66.34                    | \$77.29                   |
| Deputy Director/Program Director                                              | \$114,234                 | \$136,815                  | \$159,390                 | \$54.92                   | \$65.78                    | \$76.63                   |
| Executive Director (Board determined)                                         | \$161,262                 | \$193,120                  | \$224,994                 | \$77.53                   | \$92.85                    | \$108.17                  |

# Salary Structure Development – Revised Assumptions

## Option 3b: 50th and 75th%ile; blended roles; weighted

| Job Title                                                                     | Range Minimum | Range Midpoint | Range Maximum | Range Minimum | Range Midpoint | Range Maximum |
|-------------------------------------------------------------------------------|---------------|----------------|---------------|---------------|----------------|---------------|
|                                                                               | (Annual)      | (Annual)       | (Annual)      | (Hourly)      | (Hourly)       | (Hourly)      |
| Administrative Assistant                                                      | \$45,490      | \$56,852       | \$68,224      | \$21.87       | \$27.33        | \$32.80       |
| Compliance Officer                                                            | \$54,954      | \$64,660       | \$74,360      | \$26.42       | \$31.09        | \$35.75       |
| PATH Transportation Assistant, Program Assistant I, Regional Grants Assistant | \$48,069      | \$54,000       | \$59,946      | \$23.11       | \$25.96        | \$28.82       |
| PATH Transportation Counselor, Program Assistant II                           | \$49,858      | \$56,018       | \$62,171      | \$23.97       | \$26.93        | \$29.89       |
| Program Manager I, Regional Grants Manager I, Regional Program Manager I      | \$62,587      | \$74,966       | \$87,339      | \$30.09       | \$36.04        | \$41.99       |
| Regional Grants Manager II, Regional Program Manager II                       | \$77,771      | \$91,506       | \$105,227     | \$37.39       | \$43.99        | \$50.59       |
| Senior Program Manager, Senior Regional Grants Manager                        | \$82,805      | \$99,158       | \$115,523     | \$39.81       | \$47.67        | \$55.54       |
| Planner I                                                                     | \$61,235      | \$68,807       | \$76,378      | \$29.44       | \$33.08        | \$36.72       |
| Planner II                                                                    | \$68,453      | \$80,542       | \$92,622      | \$32.91       | \$38.72        | \$44.53       |
| Planner III                                                                   | \$78,686      | \$92,568       | \$106,454     | \$37.83       | \$44.50        | \$51.18       |
| Planner IV, Senior Regional Planner                                           | \$95,160      | \$113,966      | \$132,766     | \$45.75       | \$54.79        | \$63.83       |
| Director (Trans, Planning, Housing, VATI, Legislative, etc.)                  | \$103,834     | \$124,416      | \$144,997     | \$49.92       | \$59.82        | \$69.71       |
| Finance Director                                                              | \$103,730     | \$124,240      | \$144,747     | \$49.87       | \$59.73        | \$69.59       |
| Chief Operating Officer/Program Director                                      | \$106,038     | \$126,990      | \$147,950     | \$50.98       | \$61.05        | \$71.13       |
| Deputy Director/Program Director                                              | \$103,730     | \$124,224      | \$144,726     | \$49.87       | \$59.72        | \$69.58       |
| Executive Director (Board determined)                                         | \$148,096     | \$177,361      | \$206,627     | \$71.20       | \$85.27        | \$99.34       |