



RESOLUTION ADOPTING A REVISED SALARY STRUCTURE FOR SELECT JOB CLASSIFICATIONS

WHEREAS, The Transportation Authority's Personnel Manual calls for a periodic review of the Transportation Authority job classification structure to benchmark the Transportation Authority's remuneration package against comparable agencies, and to recommend modifications as appropriate; and

WHEREAS, The Transportation Authority Board last approved revisions to the Transportation Authority's job classification structure in May 2013 (Resolution 13-50), using Fiscal Year (FY) 2012/13 as the base year for salary ranges for all staff job classifications, while the Executive Director job classification was last approved in FY 2005/06 (Resolution 06-65); and

WHEREAS, The Transportation Authority contracted with Koff & Associates, Inc. (Koff), a human resources consulting firm experienced in compensation and employee benefits surveys and analysis, to conduct a total compensation study for the Transportation Authority's 23 job classifications; and

WHEREAS, The study included a comprehensive review of the Transportation Authority's job classifications, descriptions, base compensation and benefits, and externally compared 15 classifications against 6 comparator agencies, using these results to internally align the balance of the classifications using internal equity principles; and

WHEREAS, The results of this review were compiled and analyzed, and provided the basis for the proposed changes to the salary structure; and

WHEREAS, Currently about 87% of the Transportation Authority's benchmark classifications are paid below the market median, though the recommendation is to revise only positions with a below the market median of 9% or more, which applies to the Engineer series (2



positions), Transportation Planner series (3 positions), and Executive Director job classifications; and

WHEREAS, Attachment 1 shows the shows the six classifications for which revisions to the salary structure are proposed and Attachment 2 shows the currently adopted salary schedule for the agency; and

WHEREAS, Adoption of the revised salary structure for the aforementioned classifications does not have immediate budgetary implications because salary increases are only granted on the basis of performance, not for inflation or as blanket cost-of-living increases; and

WHEREAS, On November 4, 2015, the Personnel Committee met and unanimously recommended approval of the staff recommendation; now, therefore, be it

RESOLVED, That the Transportation Authority hereby adopts a revised salary structure for select job classifications.

Attachments (2):

1. Proposed Salary Structure Revisions
2. Adopted Salary Schedule



The foregoing Resolution was approved and adopted by the San Francisco County Transportation Authority at a regularly scheduled meeting thereof, this 17th day of November, 2015, by the following votes:

**Ayes:** Commissioners Avalos, Breed, Campos, Christensen, Cohen, Farrell, Kim, Mar, Tang, Wiener and Yee (11)

**Nays:** (0)

**Absent:** (0)

*Scott Wiener*

Scott Wiener  
Chair

*11/18/15* Date

ATTEST:

*Tilly Chang 12/2/15*

Tilly Chang  
Executive Director

Date

## Attachment 1: Proposed Salary Structure Revisions

<b>Proposed Salary Structure</b>						
Class Title	Range <sup>1</sup>	Current Max. Monthly Salary <sup>2</sup>	Market Placement (Median) <sup>3</sup>	Proposed Min. Monthly Salary <sup>4</sup>	Proposed Max. Monthly Salary <sup>5</sup>	Current vs. Proposed Max. Monthly Salary Difference
Executive Director	65	\$19,031	\$21,724	\$16,285	\$21,985	15.52%
Planner <sup>4</sup>	27	\$7,793	Did Not Benchmark	\$6,372	\$8,602	10.38%
Principal Engineer <sup>4</sup>	50	\$13,417	Did Not Benchmark	\$11,244	\$15,180	13.14%
Principal Planner <sup>4</sup>	39	\$10,481	Did Not Benchmark	\$8,570	\$11,569	10.38%
Senior Engineer	40	\$10,481	\$11,690	\$8,784	\$11,858	13.14%
Senior Planner	33	\$9,038	\$9,853	\$7,390	\$9,976	10.38%

<sup>1</sup> Range numbers correspond to the compensation study in Attachment 2.

<sup>2</sup> The top of the salary range.

<sup>3</sup> The median is the exact midpoint of all the market data we collected, with 50% of market data below and 50% of market data above.

<sup>4</sup> The bottom of the salary range.

<sup>5</sup> This classification was not benchmarked for the study. For all classifications that were not benchmarked, internal alignments with other classifications were considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and "worth" to the Transportation Authority.

**Attachment 2**  
**San Francisco County Transportation Authority**  
**Adopted Salary Schedule**

Range #	Monthly Salary Range		
	Min	Midpoint	Max
1	\$3,353	\$3,940	\$4,527
2	\$3,437	\$4,039	\$4,640
3	\$3,523	\$4,139	\$4,756
4	\$3,611	\$4,243	\$4,875
5	\$3,701	\$4,349	\$4,997
6	\$3,794	\$4,458	\$5,122
7	\$3,889	\$4,569	\$5,250
8	\$3,986	\$4,683	\$5,381
9	\$4,086	\$4,801	\$5,515
10	\$4,188	\$4,921	\$5,653
11	\$4,292	\$5,044	\$5,795
12	\$4,400	\$5,170	\$5,940
13	\$4,510	\$5,299	\$6,088
14	\$4,622	\$5,431	\$6,240
15	\$4,738	\$5,567	\$6,396
16	\$4,856	\$5,706	\$6,556
17	\$4,978	\$5,849	\$6,720
18	\$5,102	\$5,995	\$6,888
19	\$5,230	\$6,145	\$7,060
20	\$5,361	\$6,299	\$7,237
21	\$5,495	\$6,456	\$7,418
22	\$5,632	\$6,618	\$7,603
23	\$5,773	\$6,783	\$7,793
24	\$5,917	\$6,953	\$7,988
25	\$6,065	\$7,126	\$8,188
26	\$6,217	\$7,305	\$8,392
27	\$6,372	\$7,487	\$8,602
28	\$6,531	\$7,674	\$8,817
29	\$6,695	\$7,866	\$9,038
30	\$6,862	\$8,063	\$9,264
31	\$7,034	\$8,264	\$9,495
32	\$7,209	\$8,471	\$9,733
33	\$7,390	\$8,683	\$9,976
34	\$7,574	\$8,900	\$10,225
35	\$7,764	\$9,122	\$10,481
36	\$7,958	\$9,350	\$10,743
37	\$8,157	\$9,584	\$11,012
38	\$8,361	\$9,824	\$11,287
39	\$8,570	\$10,069	\$11,569
40	\$8,784	\$10,321	\$11,858
41	\$9,004	\$10,579	\$12,155
42	\$9,229	\$10,844	\$12,459
43	\$9,459	\$11,115	\$12,770
44	\$9,696	\$11,393	\$13,089
45	\$9,938	\$11,677	\$13,417
46	\$10,187	\$11,969	\$13,752
47	\$10,441	\$12,269	\$14,096
48	\$10,702	\$12,575	\$14,448
49	\$10,970	\$12,890	\$14,809
50	\$11,244	\$13,212	\$15,180
51	\$11,525	\$13,542	\$15,559
52	\$11,813	\$13,881	\$15,948

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**San Francisco County Transportation Authority**  
**Adopted Salary Schedule**

Range #	Monthly Salary Range		
	Min	Midpoint	Max
53	\$12,109	\$14,228	\$16,347
54	\$12,411	\$14,583	\$16,755
55	\$12,722	\$14,948	\$17,174
56	\$13,040	\$15,322	\$17,604
57	\$13,366	\$15,705	\$18,044
58	\$13,700	\$16,097	\$18,495
59	\$14,042	\$16,500	\$18,957
60	\$14,394	\$16,912	\$19,431
61	\$14,753	\$17,335	\$19,917
62	\$15,122	\$17,769	\$20,415
63	\$15,500	\$18,213	\$20,925
64	\$15,888	\$18,668	\$21,448
65	\$16,285	\$19,135	\$21,985
66	\$16,692	\$19,613	\$22,534
67	\$17,109	\$20,103	\$23,098
68	\$17,537	\$20,606	\$23,675
69	\$17,976	\$21,121	\$24,267
70	\$18,425	\$21,649	\$24,874