



RESOLUTION No 23-19

A RESOLUTION OF THE NAPA VALLEY TRANSPORTATION AUTHORITY (NVRTA) APPROVING FISCAL YEAR (FY) 2023-24 SALARY RANGES FOR NVRTA JOB CLASSIFICATIONS

WHEREAS, the NVRTA policy establishes and maintains a general compensation and classification structure for NVRTA 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 NVRTA financial constraints; and

WHEREAS, on October 19, 2011, the Board approved Resolution No. 11-25 establishing compensation ranges for NVRTA job classifications; and

WHEREAS, on February 19, 2014, the Board revised Section 2.10 Performance Evaluation of the NVRTA 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 2022 indexes for the County of Napa (7%), Sonoma County Transportation Authority (2.5%) and Solano Transportation Authority (3%) equals 4.17%, and the Bay Area CPI Index ending December 2022 is 4.9%.

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NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Napa Valley Transportation Authority that the FY 2023-24 Salary Ranges for NVTA Job Classifications in Exhibit A, which reflects a 4.9% increase to the minimum and maximum ranges based on the Bay Area CPI Index ending December 2022.

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 21, 2023 by the following vote:

Liz Alessio

Liz Alessio (Jun 23, 2023 11:13 PDT)

Liz Alessio, NVTA Chair

Ayes: GARCIA (2), JOSEPH (2),
WILLIAMS (1), EISENBERG (1),
ALESSIO (5), SEDGLEY (5),
COTTRELL (2), DOHRING (1),
MOHLER (1), KNIGHT (1)

Nays: NONE

Absent: PEDROZA, HALL

ATTEST:

Laura Sanderlin

Laura Sanderlin, NVTA Board Secretary

APPROVED:

Osman Mufti

Osman Mufti (Jun 22, 2023 15:37 PDT)

Osman Mufti, NVTA Legal Counsel

EXHIBIT “A”

FY 2023-24	Monthly Salary Range	
Job Title	Minimum	Maximum
Executive Director	Separate Contract	
Director - Administration, Finance and Policy	\$12,621	\$16,333
Director - Capital Development and Planning	\$12,621	\$16,333
Program Manager – Engineering and Projects*	\$12,621	\$16,333
Program Manager - Public Transit	\$9,585	\$13,497
Principal Program Planner/Administrator	\$9,585	\$13,497
Senior Program Planner/Administrator	\$8,712	\$11,680
Associate Program Planner/Administrator	\$7,616	\$9,733
Assistant Program Planner/Administrator	\$6,587	\$8,243
Transportation Program Planner and Policy Analyst	\$6,587	\$10,750
Information and Marketing Specialist	\$7,617	\$10,750
Senior Accountant	\$7,617	\$10,290
Accounting Technician	\$6,288	\$8,019
Senior Administrative Technician	\$6,288	\$8,019
Administration Technician (Office Coordinator)	\$5,468	\$6,970

- 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.