

Nevada County Transportation Commission

2021 Compensation Study

November 18, 2020

Board of Commissioners

Objectives

- Updated the March 2020 study
- Salary and benefits are effective January 2021

Survey Agencies

- Amador County Transportation Commission
- Butte County Association of Governments
- Calaveras Council of Governments
- El Dorado County Transportation Commission
- Humboldt County Association of Governments
- Madera County Transportation Commission
- Placer County Transportation Planning Agency
- Tuolumne County Transportation Council

Data Elements

- Title of each comparable class
- Entry and top step monthly salary
- Cash add-ons to base salary including:
 - Employer pick-up of the employee contribution for retirement for new “classic” employees
 - Auto Allowance
 - Cell Phone Allowance
 - Leave Cash Out
 - 401/457 contribution made by the employer
- Employer contributions for insurances (cafeteria, health, dental, vision, life, long term disability)
- Social Security
- Employer’s share of retirement paid by the employee

Survey Classes

Administrative Assistant

Administrative Services Officer

Deputy Director

Executive Director

Transportation Planner

Compensation Findings

Survey Classification	% NCTC is above or below Labor Market Mean (+/-) Base Pay	% NCTC is above or below Labor Market Mean (+/-) Total Cash	% NCTC is above or below Labor Market Mean (+/-) Total Compensation	Number of Comparable Classes
Administrative Assistant	-2.44%	8.27%	-7.12%	8
Administrative Services Officer	-10.16%	0.16%	-6.78%	7
Deputy Director	-31.57%	-21.39%	-27.06%	3
Executive Director	-12.88%	-2.80%	-4.23%	8
Transportation Planner	-7.90%	3.10%	-4.44%	8
Average	-12.99%	-2.54%	-9.92%	

Recommendations

Classification	Recommended Minimum	Recommended Maximum	% increase	Rationale
Administrative Assistant	\$4,440.95	\$5,398	8%	Market
Administrative Services Officer	\$6,744.51	\$8,198	7.5%	Market
Deputy Director	\$9,064.54	\$11,018	12%	15% below Executive Director; market creates compaction
Executive Director	NA	\$12,671	5%	Market; contract
Transportation Planner	\$6,435.18	\$7,822	5%	Market

* It is also recommended that the health allowance for Deputy Director be increased from \$1,135 to \$1,239