

RESOLUTION



Shasta Regional
Transportation
Agency

RESOLUTION NUMBER:	12-07
SUBJECT:	Approve Job Specifications and Salary Resolution

WHEREAS, the Shasta Regional Transportation Agency (SRTA) is a legally separate public entity created by state and federal law since 1972; and

WHEREAS, SRTA activities are funded entirely with state and federal funds reserved exclusively for planning purposes; and

WHEREAS, the county has historically provided SRTA staff and support services to carry out SRTA roles and responsibilities under the direction of SRTA bylaws, the SRTA governing board and the SRTA executive director; and

WHEREAS, in August 2011, the county took action to dedicate SRTA staff full-time for exclusive work on SRTA activities; and

WHEREAS, on January 24, 2012, the SRTA board (board) took action, by unanimous vote, to establish an independently-staffed SRTA with SRTA support services provided by means other than through the county; and

WHEREAS, the board has directed staff to provide a "status quo" transition for existing employees with respect to classifications, salaries and benefits, to the extent possible, and to use the existing county personnel policies as a basis for the new agency policies; and

WHEREAS, the board and staff have committed to work quickly and definitively to set SRTA employee salaries and benefits in order to keep the transition plan moving forward without delay and achieve the July 1, 2012, target date.

WHEREAS, the board has separately approved job classifications specifying duties, responsibilities and required experience for each SRTA position.

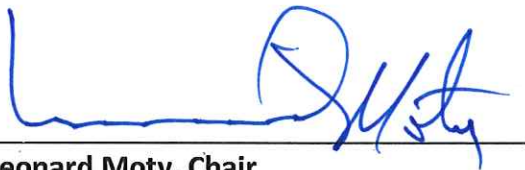
NOW, THEREFORE, BE IT RESOLVED that the salaries for members of the staff of the SRTA for Fiscal Year 2012-2013 are hereby adopted, and are herein set forth.

1. An employee shall be compensated at a rate set between the minimum and maximum of the range specified in the attached for their respective position classification.
2. Each salary range has six steps, each step is 5% greater than the step immediately below.
3. Salaries and step increases are administered pursuant to the SRTA Human Resources Policies and Procedures.

4. The executive director may authorize a starting salary for a new hire up to Step C. Appointment at higher steps require board approval.
5. The duties and responsibilities of the position classifications shall be described by a classification specification approved by the executive director; and
6. The salary ranges for the employees shall not include a provision for any automatic or tenure-based increases; and
7. Starting salaries for existing SRTA staff that are transitioning to the new agency shall be unchanged.

NOW, THEREFORE, BE IT FURTHER RESOLVED that all provisions of this Resolution shall be effective and pertain to all employees of the Agency as of the date of hire of the employee, or July 1, 2012, whichever is later, unless otherwise provided.

PASSED AND ADOPTED this 22nd day of May, 2012, by the Shasta Regional Transportation Agency.



Leonard Moty, Chair
Shasta Regional Transportation Agency