

**Shasta Regional Transportation Agency
Compensation Plan
Fiscal Year 2019-20**

Approved by SRTA Board of Directors on April 23, 2019 (Effective July 1, 2019)

Job Title	Step	A	B	C	D	E	F	10-year Longevity Pay (5%) - F Step	¹ Maximum Performance Based Compensation at F-Step (Annual): 5%
CHIEF FISCAL OFFICER	Annual	\$ 80,419	\$ 84,449	\$ 88,670	\$ 93,104	\$ 97,752	\$ 102,656	\$ 107,773	\$ 113,145
	Monthly	\$ 6,702	\$ 7,037	\$ 7,389	\$ 7,759	\$ 8,146	\$ 8,555	\$ 8,981	\$ 9,429
	Hourly	\$ 38.66	\$ 40.60	\$ 42.63	\$ 44.76	\$ 47.00	\$ 49.35	\$ 51.81	\$ 54.40
SENIOR TRANSPORTATION PLANNER	Annual	\$ 80,419	\$ 84,449	\$ 88,670	\$ 93,104	\$ 97,752	\$ 102,656	\$ 107,773	\$ 113,145
	Monthly	\$ 6,702	\$ 7,037	\$ 7,389	\$ 7,759	\$ 8,146	\$ 8,555	\$ 8,981	\$ 9,429
	Hourly	\$ 38.66	\$ 40.60	\$ 42.63	\$ 44.76	\$ 47.00	\$ 49.35	\$ 51.81	\$ 54.40
ASSOCIATE TRANSPORTATION PLANNER	Annual	\$ 60,591	\$ 63,619	\$ 66,817	\$ 70,143	\$ 73,661	\$ 77,349	\$ 81,208	\$ 85,259
	Monthly	\$ 5,049	\$ 5,302	\$ 5,568	\$ 5,845	\$ 6,138	\$ 6,446	\$ 6,767	\$ 7,105
	Hourly	\$ 29.13	\$ 30.59	\$ 32.12	\$ 33.72	\$ 35.41	\$ 37.19	\$ 39.04	\$ 40.99
ASSISTANT TRANSPORTATION PLANNER	Annual	\$ 52,341	\$ 54,963	\$ 57,713	\$ 60,591	\$ 63,619	\$ 66,817	\$ 70,143	\$ 73,661
	Monthly	\$ 4,362	\$ 4,580	\$ 4,809	\$ 5,049	\$ 5,302	\$ 5,568	\$ 5,845	\$ 6,138
	Hourly	\$ 25.16	\$ 26.42	\$ 27.75	\$ 29.13	\$ 30.59	\$ 32.12	\$ 33.72	\$ 35.41
ADMINISTRATIVE ASSOCIATE	Annual	\$ 43,472	\$ 45,646	\$ 47,928	\$ 50,324	\$ 52,840	\$ 55,483	\$ 58,257	\$ 61,169
	Monthly	\$ 3,623	\$ 3,804	\$ 3,994	\$ 4,194	\$ 4,403	\$ 4,624	\$ 4,855	\$ 5,097
	Hourly	\$ 20.90	\$ 21.95	\$ 23.04	\$ 24.19	\$ 25.40	\$ 26.67	\$ 28.01	\$ 29.41

Notes: ¹The "Maximum Performance Based Compensation at F-Step" represents the maximum possible compensation at 'F-step' combined with the '10-year Longevity Pay' and a maximum one year 5% performance based compensation increase. The performance based compensation increase is based on annual review of employee performance and ranges from 0-5%, at the discretion of the executive director.