

**Shasta Regional Transportation Agency
Compensation Plan**

Fiscal Year 2024/25 (Effective January 1, 2025)

Board of Directors Approval November 21, 2024

	Base Pay							
Job Title	Step	A	B	C	D	E	F	G
CHIEF FISCAL OFFICER	Annual	\$ 105,269	\$ 110,531	\$ 116,064	\$ 121,867	\$ 127,962	\$ 134,368	\$ 141,086
	Monthly	\$ 8,772	\$ 9,211	\$ 9,672	\$ 10,156	\$ 10,663	\$ 11,197	\$ 11,757
	Hourly	\$ 50.61	\$ 53.14	\$ 55.80	\$ 58.59	\$ 61.52	\$ 64.60	\$ 67.83
SENIOR TRANSPORTATION PLANNER	Annual	\$ 95,597	\$ 100,381	\$ 105,394	\$ 110,656	\$ 116,189	\$ 122,013	\$ 128,107
	Monthly	\$ 7,966	\$ 8,365	\$ 8,783	\$ 9,221	\$ 9,682	\$ 10,168	\$ 10,676
	Hourly	\$ 45.96	\$ 48.26	\$ 50.67	\$ 53.20	\$ 55.86	\$ 58.66	\$ 61.59
ASSOCIATE TRANSPORTATION PLANNER	Annual	\$ 74,901	\$ 78,645	\$ 82,576	\$ 86,715	\$ 91,042	\$ 95,597	\$ 100,381
	Monthly	\$ 6,242	\$ 6,554	\$ 6,881	\$ 7,226	\$ 7,587	\$ 7,966	\$ 8,365
	Hourly	\$ 36.01	\$ 37.81	\$ 39.70	\$ 41.69	\$ 43.77	\$ 45.96	\$ 48.26
ASSISTANT TRANSPORTATION PLANNER	Annual	\$ 64,709	\$ 67,933	\$ 71,323	\$ 74,901	\$ 78,645	\$ 82,576	\$ 86,715
	Monthly	\$ 5,392	\$ 5,661	\$ 5,944	\$ 6,242	\$ 6,554	\$ 6,881	\$ 7,226
	Hourly	\$ 31.11	\$ 32.66	\$ 34.29	\$ 36.01	\$ 37.81	\$ 39.70	\$ 41.69
EXECUTIVE ASSISTANT	Annual	\$ 57,158	\$ 60,029	\$ 63,024	\$ 66,186	\$ 69,493	\$ 72,966	\$ 76,606
	Monthly	\$ 4,763	\$ 5,002	\$ 5,252	\$ 5,515	\$ 5,791	\$ 6,081	\$ 6,384
	Hourly	\$ 27.48	\$ 28.86	\$ 30.30	\$ 31.82	\$ 33.41	\$ 35.08	\$ 36.83
ADMINISTRATIVE ASSISTANT II	Annual	\$ 44,782	\$ 47,029	\$ 49,379	\$ 51,854	\$ 54,434	\$ 57,158	\$ 60,029
	Monthly	\$ 3,732	\$ 3,919	\$ 4,115	\$ 4,321	\$ 4,536	\$ 4,763	\$ 5,002
	Hourly	\$ 21.53	\$ 22.61	\$ 23.74	\$ 24.93	\$ 26.17	\$ 27.48	\$ 28.86
ADMINISTRATIVE ASSISTANT I	Annual	\$ 36,858	\$ 38,688	\$ 40,622	\$ 42,661	\$ 44,782	\$ 47,029	\$ 49,379
	Monthly	\$ 3,071	\$ 3,224	\$ 3,385	\$ 3,555	\$ 3,732	\$ 3,919	\$ 4,115
	Hourly	\$ 17.72	\$ 18.60	\$ 19.53	\$ 20.51	\$ 21.53	\$ 22.61	\$ 23.74
ACCOUNTING CLERK III	Annual	\$ 59,384	\$ 62,358	\$ 65,478	\$ 68,744	\$ 72,176	\$ 75,795	\$ 79,581
	Monthly	\$ 4,949	\$ 5,197	\$ 5,457	\$ 5,729	\$ 6,015	\$ 6,316	\$ 6,632
	Hourly	\$ 28.55	\$ 29.98	\$ 31.48	\$ 33.05	\$ 34.70	\$ 36.44	\$ 38.26
ACCOUNTING CLERK II	Annual	\$ 51,293	\$ 53,872	\$ 56,555	\$ 59,384	\$ 62,358	\$ 65,478	\$ 68,744
	Monthly	\$ 4,274	\$ 4,489	\$ 4,713	\$ 4,949	\$ 5,197	\$ 5,457	\$ 5,729
	Hourly	\$ 24.66	\$ 25.90	\$ 27.19	\$ 28.55	\$ 29.98	\$ 31.48	\$ 33.05
ACCOUNTING CLERK I	Annual	\$ 42,203	\$ 44,325	\$ 46,530	\$ 48,859	\$ 51,293	\$ 53,872	\$ 56,555
	Monthly	\$ 3,517	\$ 3,694	\$ 3,877	\$ 4,072	\$ 4,274	\$ 4,489	\$ 4,713
	Hourly	\$ 20.29	\$ 21.31	\$ 22.37	\$ 23.49	\$ 24.66	\$ 25.90	\$ 27.19
ACCOUNTING CLERK APPRENTICE/INTERN (Varies by Program)	Annual	\$33,280 - \$39,520						
	Monthly	\$2,773 - \$3,293						
	Hourly	\$16.00 - \$19.00						
EXECUTIVE DIRECTOR ¹	Annual	\$190,776						
	Monthly	\$15,898						
	Hourly	\$91.72						

[illegible]

¹The Executive Director salary is established by employment agreement between the board and the executive director. The salary is not subject to "steps." This position may receive cost of living increases commensurate with all other staff.

²The "Maximum Performance Based Compensation" represents the maximum possible added compensation on an annual basis. The increase is based on annual review of employee performance and ranges from 0-5%.