

**Shasta Regional Transportation Agency
Compensation Plan
Fiscal Year 2025/26 (Effective July 1, 2025)
Board of Directors Approval April 30, 2025**

Job Title	Base Pay							
	Step	A	B	C	D	E	F	G
CHIEF FISCAL OFFICER	Annual	\$ 108,430	\$ 113,859	\$ 119,558	\$ 125,528	\$ 131,810	\$ 138,403	\$ 145,309
	Monthly	\$ 9,036	\$ 9,488	\$ 9,963	\$ 10,461	\$ 10,984	\$ 11,534	\$ 12,109
	Hourly	\$ 52.13	\$ 54.74	\$ 57.48	\$ 60.35	\$ 63.37	\$ 66.54	\$ 69.86
SENIOR TRANSPORTATION PLANNER	Annual	\$ 98,467	\$ 103,376	\$ 108,555	\$ 113,984	\$ 119,683	\$ 125,653	\$ 131,955
	Monthly	\$ 8,206	\$ 8,615	\$ 9,046	\$ 9,499	\$ 9,974	\$ 10,471	\$ 10,996
	Hourly	\$ 47.34	\$ 49.70	\$ 52.19	\$ 54.80	\$ 57.54	\$ 60.41	\$ 63.44
ASSOCIATE TRANSPORTATION PLANNER	Annual	\$ 77,147	\$ 80,995	\$ 85,051	\$ 89,315	\$ 93,766	\$ 98,467	\$ 103,376
	Monthly	\$ 6,429	\$ 6,750	\$ 7,088	\$ 7,443	\$ 7,814	\$ 8,206	\$ 8,615
	Hourly	\$ 37.09	\$ 38.94	\$ 40.89	\$ 42.94	\$ 45.08	\$ 47.34	\$ 49.70
ASSISTANT TRANSPORTATION PLANNER	Annual	\$ 66,643	\$ 69,971	\$ 73,466	\$ 77,147	\$ 80,995	\$ 85,051	\$ 89,315
	Monthly	\$ 5,554	\$ 5,831	\$ 6,122	\$ 6,429	\$ 6,750	\$ 7,088	\$ 7,443
	Hourly	\$ 32.04	\$ 33.64	\$ 35.32	\$ 37.09	\$ 38.94	\$ 40.89	\$ 42.94
EXECUTIVE ASSISTANT	Annual	\$ 58,885	\$ 61,818	\$ 64,917	\$ 68,162	\$ 71,573	\$ 75,150	\$ 78,915
	Monthly	\$ 4,907	\$ 5,151	\$ 5,410	\$ 5,680	\$ 5,964	\$ 6,263	\$ 6,576
	Hourly	\$ 28.31	\$ 29.72	\$ 31.21	\$ 32.77	\$ 34.41	\$ 36.13	\$ 37.94
ADMINISTRATIVE ASSISTANT II	Annual	\$ 46,134	\$ 48,443	\$ 50,856	\$ 53,414	\$ 56,077	\$ 58,885	\$ 61,818
	Monthly	\$ 3,845	\$ 4,037	\$ 4,238	\$ 4,451	\$ 4,673	\$ 4,907	\$ 5,151
	Hourly	\$ 22.18	\$ 23.29	\$ 24.45	\$ 25.68	\$ 26.96	\$ 28.31	\$ 29.72
ADMINISTRATIVE ASSISTANT I	Annual	\$ 37,960	\$ 39,853	\$ 41,850	\$ 43,930	\$ 46,134	\$ 48,443	\$ 50,856
	Monthly	\$ 3,163	\$ 3,321	\$ 3,487	\$ 3,661	\$ 3,845	\$ 4,037	\$ 4,238
	Hourly	\$ 18.25	\$ 19.16	\$ 20.12	\$ 21.12	\$ 22.18	\$ 23.29	\$ 24.45
ACCOUNTING CLERK III	Annual	\$ 61,173	\$ 64,230	\$ 67,434	\$ 70,803	\$ 74,360	\$ 78,062	\$ 81,973
	Monthly	\$ 5,098	\$ 5,353	\$ 5,619	\$ 5,900	\$ 6,197	\$ 6,505	\$ 6,831
	Hourly	\$ 29.41	\$ 30.88	\$ 32.42	\$ 34.04	\$ 35.75	\$ 37.53	\$ 39.41
ACCOUNTING CLERK II	Annual	\$ 52,832	\$ 55,474	\$ 58,261	\$ 61,173	\$ 64,230	\$ 67,434	\$ 70,803
	Monthly	\$ 4,403	\$ 4,623	\$ 4,855	\$ 5,098	\$ 5,353	\$ 5,619	\$ 5,900
	Hourly	\$ 25.40	\$ 26.67	\$ 28.01	\$ 29.41	\$ 30.88	\$ 32.42	\$ 34.04
ACCOUNTING CLERK I	Annual	\$ 43,472	\$ 45,635	\$ 47,923	\$ 50,315	\$ 52,832	\$ 55,474	\$ 58,261
	Monthly	\$ 3,623	\$ 3,803	\$ 3,994	\$ 4,193	\$ 4,403	\$ 4,623	\$ 4,855
	Hourly	\$ 20.90	\$ 21.94	\$ 23.04	\$ 24.19	\$ 25.40	\$ 26.67	\$ 28.01
ACCOUNTING CLERK APPRENTICE/INTERN (Varies by Program)	Annual	\$34,320 - \$40,560						
	Monthly	\$2,860 - \$3,380						
	Hourly	\$16.50 - \$19.50						
PLANNING APPRENTICE/INTERN (Varies by Program)	Annual	\$41,600 - \$52,000						
	Monthly	\$3,466.67 - \$4,333.33						
	Hourly	\$20.00 - \$25.00						
EXECUTIVE DIRECTOR ¹	Annual	\$						196,499
	Monthly	\$						16,375
	Hourly	\$						94.47

[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%.