

**Shasta Regional Transportation Agency
Compensation Plan
Fiscal Year 2026/27 (Effective July 1, 2026)
Board of Directors Approval April 30, 2025**

Job Title	Base Pay								Added Special Pay	
	Step	A	B	C	D	E	F	G	10-year Longevity Pay	Maximum Performance Based Compensation ²
CHIEF FISCAL OFFICER	Annual	\$ 110,594	\$ 116,126	\$ 121,930	\$ 128,024	\$ 134,430	\$ 141,149	\$ 148,221	5%	5%
	Monthly	\$ 9,216	\$ 9,677	\$ 10,161	\$ 10,669	\$ 11,203	\$ 11,762	\$ 12,352	5%	5%
	Hourly	\$ 53.17	\$ 55.83	\$ 58.62	\$ 61.55	\$ 64.63	\$ 67.86	\$ 71.26	5%	5%
SENIOR TRANSPORTATION PLANNER	Annual	\$ 100,422	\$ 105,456	\$ 110,718	\$ 116,272	\$ 122,075	\$ 128,170	\$ 134,597	5%	5%
	Monthly	\$ 8,369	\$ 8,788	\$ 9,227	\$ 9,689	\$ 10,173	\$ 10,681	\$ 11,216	5%	5%
	Hourly	\$ 48.28	\$ 50.70	\$ 53.23	\$ 55.90	\$ 58.69	\$ 61.62	\$ 64.71	5%	5%
ASSOCIATE TRANSPORTATION PLANNER	Annual	\$ 78,686	\$ 82,618	\$ 86,757	\$ 91,104	\$ 95,659	\$ 100,422	\$ 105,456	5%	5%
	Monthly	\$ 6,557	\$ 6,885	\$ 7,230	\$ 7,592	\$ 7,972	\$ 8,369	\$ 8,788	5%	5%
	Hourly	\$ 37.83	\$ 39.72	\$ 41.71	\$ 43.80	\$ 45.99	\$ 48.28	\$ 50.70	5%	5%
ASSISTANT TRANSPORTATION PLANNER	Annual	\$ 67,974	\$ 71,365	\$ 74,942	\$ 78,686	\$ 82,618	\$ 86,757	\$ 91,104	5%	5%
	Monthly	\$ 5,665	\$ 5,947	\$ 6,245	\$ 6,557	\$ 6,885	\$ 7,230	\$ 7,592	5%	5%
	Hourly	\$ 32.68	\$ 34.31	\$ 36.03	\$ 37.83	\$ 39.72	\$ 41.71	\$ 43.80	5%	5%
EXECUTIVE ASSISTANT	Annual	\$ 60,070	\$ 63,066	\$ 66,227	\$ 69,534	\$ 73,008	\$ 76,669	\$ 80,496	5%	5%
	Monthly	\$ 5,006	\$ 5,255	\$ 5,519	\$ 5,795	\$ 6,084	\$ 6,389	\$ 6,708	5%	5%
	Hourly	\$ 28.88	\$ 30.32	\$ 31.84	\$ 33.43	\$ 35.10	\$ 36.86	\$ 38.70	5%	5%
ADMINISTRATIVE ASSISTANT II	Annual	\$ 47,070	\$ 49,421	\$ 51,896	\$ 54,475	\$ 57,200	\$ 60,070	\$ 63,066	5%	5%
	Monthly	\$ 3,923	\$ 4,118	\$ 4,325	\$ 4,540	\$ 4,767	\$ 5,006	\$ 5,255	5%	5%
	Hourly	\$ 22.63	\$ 23.76	\$ 24.95	\$ 26.19	\$ 27.50	\$ 28.88	\$ 30.32	5%	5%
ADMINISTRATIVE ASSISTANT I	Annual	\$ 38,730	\$ 40,664	\$ 42,682	\$ 44,824	\$ 47,070	\$ 49,421	\$ 51,896	5%	5%
	Monthly	\$ 3,227	\$ 3,389	\$ 3,557	\$ 3,735	\$ 3,923	\$ 4,118	\$ 4,325	5%	5%
	Hourly	\$ 18.62	\$ 19.55	\$ 20.52	\$ 21.55	\$ 22.63	\$ 23.76	\$ 24.95	5%	5%
ACCOUNTING CLERK III	Annual	\$ 62,400	\$ 65,520	\$ 68,786	\$ 72,218	\$ 75,837	\$ 79,622	\$ 83,616	5%	5%
	Monthly	\$ 5,200	\$ 5,460	\$ 5,732	\$ 6,018	\$ 6,320	\$ 6,635	\$ 6,968	5%	5%
	Hourly	\$ 30.00	\$ 31.50	\$ 33.07	\$ 34.72	\$ 36.46	\$ 38.28	\$ 40.20	5%	5%
ACCOUNTING CLERK II	Annual	\$ 53,893	\$ 56,597	\$ 59,426	\$ 62,400	\$ 65,520	\$ 68,786	\$ 72,218	5%	5%
	Monthly	\$ 4,491	\$ 4,716	\$ 4,952	\$ 5,200	\$ 5,460	\$ 5,732	\$ 6,018	5%	5%
	Hourly	\$ 25.91	\$ 27.21	\$ 28.57	\$ 30.00	\$ 31.50	\$ 33.07	\$ 34.72	5%	5%
ACCOUNTING CLERK I	Annual	\$ 44,346	\$ 46,550	\$ 48,880	\$ 51,334	\$ 53,893	\$ 56,597	\$ 59,426	5%	5%
	Monthly	\$ 3,695	\$ 3,879	\$ 4,073	\$ 4,278	\$ 4,491	\$ 4,716	\$ 4,952	5%	5%
	Hourly	\$ 21.32	\$ 22.38	\$ 23.50	\$ 24.68	\$ 25.91	\$ 27.21	\$ 28.57	5%	5%
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	200,427.55								
	Monthly	16,702.30								
	Hourly	96.36								

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%.