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RGS Service Line Lead Advisor



# Compensation Study

Jeff Kise  
Director of Finance & Administration  
Executive Committee Meeting  
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# Background

- The TAMC Board approved a Compensation Study has part of the FY24/25 budget
- TAMC contracted with Regional Government Services Authority (RGS) to perform the study
- Staff and RGS collaborated on identifying the positions to compare and agencies to survey
- We need to position the agency for future recruitments and to bolster retention.

# Positions

1. Accounting Assistant
2. Administrative Assistant
3. Associate Transportation Planner
4. Associate Transportation Engineer
5. Clerk of the Board/Senior Administrative Assistant
6. Director of Finance and Administration
7. Director of Planning
8. Director of Programming and Project Delivery
9. Executive Director
10. Finance Officer/Analyst

# Comparable Agencies

1. Association of Bay Area Governments
2. Caltrans
3. City of Monterey
4. City of Salinas
5. City of Santa Cruz
6. Metropolitan Transportation Commission
7. San Luis Obispo Council of Governments
8. Santa Barbara County Association of Governments
9. Santa Cruz County Regional Transportation Commission
10. Sonoma County Transportation Authority
11. Transportation Authority of Marin

# Results

BENCHMARK CLASSIFICATION TITLE	# of Comps	TAMC Base Salary	Market Median Salary	TAMC to Market Median %	Top Step to the Median of Market
Accounting Assistant <sup>1</sup>	6	\$5,212	\$4,541	14.77%	Above
Administrative Assistant	8	\$5,420	\$6,188	-12.41%	Below
Assoc Transportation Planner	10	\$9,360	\$9,565	-2.14%	Competitive
Assoc. Transportation Planning Eng	9	\$11,099	\$12,472	-11.01%	Below
Clerk of the Board/Sr Admin Asst	9	\$6,949	\$6,938	0.16%	Competitive
Director of Finance and Administration	9	\$14,917	\$16,914	-11.81%	Below
Director of Planning	8	\$14,917	\$16,719	-10.78%	Below
Director of Programming & Project Delivery	5	\$14,917	\$16,799	-11.20%	Below
Executive Director <sup>2</sup>	6	\$18,907	\$22,038	-14.21%	Below
Finance Officer/Analyst	9	\$10,916	\$10,789	1.18%	Competitive

<sup>1</sup> All salaries and benefits are prorated based on a .75 (30/week) work schedule

<sup>2</sup> Based on surveying seven comparable agencies

# Benefits Comparison

Employer cost	Assoc of Monterey Bay Area Gov	Caltrans	City of Monterey	City of Salinas	City of Santa Cruz	Metropolitan Transp Comm	San Luis Obispo Council of Gov	Santa Barbara Co Assoc Gov	Santa Cruz Co Reg Trans Comm	Sonoma Co Transp Authority	Transp Authority of Marin	TAMC
Medical (Fam)	\$ 1,413	\$ 2,262	\$ 2,636	\$ 3,646	\$ 3,587		\$ 2,248	\$ 1,847	\$ 2,890	\$ 2,525	\$ 2,578	\$ 1,520 <sup>a</sup>
Dental	\$ 101	\$ 99	\$ 53	100%		100%	\$ 170	\$ 110	100%	\$ 90	100%	\$ 51
Vision	\$ 18	100%	\$ 15	100%		100%	\$ 30		100%	\$ 15	100%	\$ 10
Social Security	-	-	-	6.2%	6.2%	-	-	-	-	6.2%	-	-
Deferred Comp Retirement			\$150/mo match	\$1198/mo Exec staff	\$1300/mo Exec staff		6.2%		6% - ED only	6% - ED only		8%
CalPERS Classic	9.51% - 13.84% Employer Contribution											12.52%
CalPERS Pepra	7.62% - 11.09% Employer Contribution											7.87%
Vacation	120 - 240 hours per year											96-200 hrs <sup>b</sup>
Sick	48 - 96 hours per year											96 hrs
Holidays	12 - 15 days per year											13 days
Personal/Admin leave	16 - 80 hours per year											0 hrs <sup>c</sup>

a \$3,040 for Executive staff

b 200-280 hours for Executive staff combined vacation & sick time

c Executive staff receive 80 hours Professional leave

# Observations

- In general, RGS found little difference in the Agency's benefits costs and those of the comparable agencies.
- RGS recommended using 15% position level adjustments up and down from benchmark positions in the study (Planner & Engineer)
- RGS recommended the Agency establish a compensation policy to establish and codify a strategy for setting compensation.