



**EXECUTIVE COMMITTEE  
MEETING AGENDA**

**TIME:** 8:45 a.m.

**DATE:** Wednesday, April 8, 2026

**LOCATION:** DoubleTree by Hilton  
Andreas Canyon/Cathedral Canyon  
67967 Vista Chino, Cathedral City, CA 92234

**🌀 COMMITTEE MEMBERS 🌀**

Raymond Gregory, City of Cathedral City – Chair  
Jeremy Smith, City of Canyon Lake – Vice Chair  
Chuck Washington, County of Riverside, District 3 – Second Vice Chair  
Karen Spiegel, County of Riverside, District 2 – Past Chair  
Linda Krupa, City of Hemet  
Brian Berkson, City of Jurupa Valley  
Jan Harnik, City of Palm Desert  
Chuck Conder, City of Riverside  
Jose Medina, County of Riverside, District 1  
V. Manuel Perez, County of Riverside, District 4  
Yxstian Gutierrez, County of Riverside, District 5

**🌀 AREAS OF RESPONSIBILITY 🌀**

Reviews and makes final decisions on personnel issues  
and office operational matters.

*Comments are welcomed by the Committee. If you wish to provide comments to the Committee,  
please complete and submit a Speaker Card to the Clerk of the Board.*



# **RIVERSIDE COUNTY TRANSPORTATION COMMISSION**

## **EXECUTIVE COMMITTEE MEETING AGENDA**

**8:45 A.M.**

**Wednesday, April 8, 2026**

**DoubleTree by Hilton  
Andreas Canyon/Cathedral Canyon  
67967 Vista Chino  
Cathedral City, CA 92234**

*In compliance with the Brown Act and Government Code Section 54957.5, agenda materials distributed 72 hours prior to the meeting, which are public records relating to open session agenda items, will be available for inspection by members of the public prior to the meeting at the Commission office, 4080 Lemon Street, Third Floor, Riverside, CA, and on the Commission's website, [www.rctc.org](http://www.rctc.org).*

*In compliance with the Americans with Disabilities Act and Government Code Section 54954.2, if you need special assistance to participate in an Executive Committee meeting, please contact the Clerk of the Board at (951) 787-7141. Notification of at least 48 hours prior to meeting will assist staff in assuring that reasonable arrangements can be made to provide accessibility at the meeting.*

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. PLEDGE OF ALLEGIANCE**
- 4. PUBLIC COMMENTS** - *Under the Brown Act, the Board should not take action on or discuss matters raised during public comment portion of the agenda which are not listed on the agenda. Board members may refer such matters to staff for factual information or to be placed on the subsequent agenda for consideration. Each individual speaker is limited to speak three (3) continuous minutes or less.*
- 5. ADDITIONS/REVISIONS** – *The Committee may add an item to the Agenda after making a finding that there is a need to take immediate action on the item and that the item came to the attention of the Committee subsequent to the posting of the agenda. An action adding an item to the agenda requires 2/3 vote of the Committee. If there are less than 2/3 of the Committee members present, adding an item to the agenda requires a unanimous vote. Added items will be placed for discussion at the end of the agenda.*
- 6. APPROVAL OF THE MINUTES – JUNE 11, 2025 AND JANUARY 29, 2026 SPECIAL MEETING**

**7. EMPLOYEE TOTAL COMPENSATION RECOMMENDATIONS FOR FISCAL YEAR 2026/27**

*Page 8*

***Overview***

This item is for the Committee to:

- 1) Approve a 4 percent merit pool for Fiscal Year 2026/27;
- 2) Apply a 3.5 percent annual Consumer Price Index (CPI) salary range adjustment to Fiscal Year 2026/27 salary ranges;
- 3) Approve an increase to the monthly employer contribution towards employee health care to a total up to \$1,938.10;
- 4) Approve a monthly \$200.00 lump sum or 401(a) contribution as a health care waiver incentive in FY 2026/27;
- 5) Adopt as policy that the Commission's employer health insurance contribution for Commission-sponsored health plans is equal to the CalPERS Region 3 Kaiser employee + one dependent premium;
- 6) Approve the FY 2026/27 Organization Chart;
- 7) Forward the FY 2026/27 Salary Range Schedule to the Commission for final adoption; and
- 8) Receive and file the 2026 Total Compensation Study Report.

**8. ADJOURNMENT**

# **AGENDA ITEM 6**

## **MINUTES**



# **RIVERSIDE COUNTY TRANSPORTATION COMMISSION**

## **MINUTES EXECUTIVE COMMITTEE MEETING Wednesday, June 11, 2025**

### **1. CALL TO ORDER**

Vice Chair Raymond Gregory called the meeting of the Executive Committee to order at 9:01 a.m. in the March Field Conference Room, 4080 Lemon Street, 3<sup>rd</sup> Floor, Riverside, CA 92501.

### **2. ROLL CALL**

#### **Members/Alternates Present**

Raymond Gregory  
Yxstian Gutierrez  
Jan Harnik  
Linda Krupa  
V. Manuel Perez  
Jeremy Smith\*  
Wes Speake\*  
Karen Spiegel\*  
Lloyd White

#### **Members Absent**

Brian Berkson  
Chuck Washington

\*Arrived after the meeting was called to order.

At this time, Chair Karen Spiegel joined the meeting and took over as Chair.

At this time, Commissioner Jeremy Smith joined the meeting.

### **3. PLEDGE OF ALLEGIANCE**

Vice Chair Gregory led the pledge of allegiance.

### **4. PUBLIC COMMENTS**

There were no requests to speak from the public.

### **5. ADDITIONS/REVISIONS**

There were no additions or revisions to the agenda.

**6. APPROVAL OF THE MINUTES – MAY 14, 2025, SPECIAL MEETING**

**M/S/C (Gregory/Smith) to approve the special minutes of May 14, 2025, as submitted.**

At this time, Commissioner Wes Speake joined the meeting.

**7. LEASE FOR ADDITIONAL OFFICE SUITE IN CORONA**

Jennifer Crosson, Toll Operations Director, stated she is joined by Hector Casillas, Right of Way Manager, who has worked with Best Best & Krieger, LLP and the property owner on the terms of the lease. She then presented the details for the new lease at 371 Corporate Terrace Circle in Corona, highlighting the following:

- The Regional Operations Center (ROC) purchase 2017
  - Long-term location for 15 Express Lanes and 91 Express Lanes call center
  - Desire for a joint 15 Express Lanes and 91 Express Lanes walk-in center
  - Removed cost risk from Toll Services Provider
  - Short return on investment
  - Ability to install generator and solar power
  - Co-location of Toll Operations staff
  - Provided for expansion to include 15 South Extension
- Staff working from the ROC
  - Toll Operations Staff (6)
  - Finance Direct Support Staff (2)
  - Full-Time Consultant Support Staff (2)
  - Visiting Commission Staff and Consultant Support (2)
  - Non-tolled staff when needed
- 371 Corporate Terrace
  - Adjacent to 301 Corporate Terrace
  - 3,936 square feet
  - Five offices, seven cubes, break area, conference room, and shared restroom
  - Long-term lease with first right to purchase
- Proposed office details
  - 10-year lease
    - ✓ Option to extend for two additional 12-year periods
    - ✓ Right to first offer
  - Annual lease and operating expense cost
    - ✓ \$119,498 (3 percent escalation)
  - Tenant improvements
    - ✓ \$420,635 (includes 15 percent contingency)
  - Furniture
    - ✓ Not to exceed \$300,000

- 10-year cost estimate table
- 371 Corporate Terrace expansion goals
  - Provides staff with sufficient assigned workspace
  - Provides conference room to conduct Toll Policy and Operations Committee (TPOC) and toll project delivery meetings
  - Provides access to the break area and restrooms
  - Retain close proximity to current operation
  - Provides space for Kapsch to service additional Commission express lanes

Commissioner Yxstian Gutierrez asked what the tenant improvements are as it seems like a lot of money.

Jennifer Crosson replied that the building is currently an open space concept there are no offices, so they have to demo those tenant improvements. It is painted red, so they need to repaint the insides, build out the offices, install cubicles, and this cost includes everything but the furniture.

Commissioner Gutierrez replied that it is not a turnkey.

Jennifer Crosson stated that some Commissioners came to their conference room at the ROC to have a TPOC meeting and it is a little small. They are building a larger conference room in that building so it could be used for Commission and public meetings and have good access from the parking lot. Also, they are asked to have future express lanes or any project development meetings since the building is in the corridor, it could be used for that purpose.

Commissioner Speake stated that \$1.80 per square foot is a great deal especially in that development.

Commissioner Jan Harnik asked what the building was before that it was bright red.

Jennifer Crosson replied it was a print service, and they moved to Las Vegas and vacated the building. She noted that toll staff have been in there evaluating it many times.

Commissioner Linda Krupa stated she toured the facility when they had its May TPOC meeting there. It is very impressive and the fact that there is no breakroom or restroom where they are situated right now is an impediment. They need to have their key cards with them to go from room to room as the security is very high. She suggested if Commissioners have not toured that facility it is really an eye-opener of the technology involved in keeping traffic flowing.

Jennifer Crosson stated if they are in Corona and want a tour to contact toll staff and they would be happy to accommodate.

In response to Vice Chair Gregory clarification that the proximity is right there, Jennifer Crosson replied about 50 feet.

In response to Commissioner V. Manuel Perez's suggestion, Jennifer Crosson replied that it will be RCTC blue.

**M/S/C (Gregory/Speake) to:**

- 1) Authorize the Executive Director, pursuant to legal counsel review, to finalize and execute Agreement No. 25-31-105-00, with Rexco Corporate Terrace, LLC (Rexco) for the occupancy of the office suite located at 371 Corporate Terrace Circle, Corona, California 92879 in a monthly lease amount of \$7,085 with an annual increase of three percent; monthly association dues and operating expenses of \$2,873; and one-time tenant improvement cost in the amount of \$365,770, plus a contingency amount of \$54,866, for a total amount not to exceed \$420,636; and**
- 2) Authorize the Executive Director to execute agreements, subject to legal counsel review, with office furniture contractors listed on the County of Riverside's pre-selected and competitively procured bench for furniture costs not to exceed \$300,000.**

**8. ADJOURNMENT**

There being no other items to be considered, the Executive Committee meeting adjourned at 9:13 a.m.

Respectfully submitted,



Lisa Mobley  
Administrative Services Director/  
Clerk of the Board

# **RIVERSIDE COUNTY TRANSPORTATION COMMISSION**

## **MINUTES EXECUTIVE COMMITTEE SPECIAL MEETING Thursday, January 29, 2026**

### **1. CALL TO ORDER**

Chair Raymond Gregory called the meeting of the Executive Committee to order at 11:48 a.m. at the DoubleTree by Hilton, in the Andreas Canyon/Cathedral Canyon Room, 67967 Vista Chino, Cathedral City, California 92234.

### **2. ROLL CALL**

#### **Members/Alternates Present**

Brian Berkson  
Raymond Gregory  
Jan Harnik  
V. Manuel Perez\*  
Jeremy Smith  
Karen Spiegel  
Chuck Washington

#### **Members Absent**

Yxstian Gutierrez  
Linda Krupa  
Jose Medina

\*Arrived after the meeting was called to order.

### **3. PLEDGE OF ALLEGIANCE**

Vice Chair Jeremy Smith led the pledge of allegiance.

### **4. PUBLIC COMMENTS**

There were no requests to speak from the public.

### **5. ADDITIONS/REVISIONS**

There were no additions or revisions to the agenda.

### **6. REVISIONS TO RIVERSIDE COUNTY TRANSPORTATION COMMISSION 457(B) GOVERNMENTAL PLAN AND TRUST**

Pamela Velez-Renteria, Human Resources Manager, provided background information and an overview for the revisions to the Riverside County Transportation Commission 457(b) Governmental Plan and Trust.

**M/S/C (Washington/Harnik) to:**

- 1) **Review the revisions to Riverside County Transportation Commission 457(b) Governmental Money Purchase Plan and Trust, as modified by the adoption agreement; and**
- 2) **Adopt Resolution No. 26-003, “Resolution of the Riverside County Transportation Commission Revising the 457(b) Governmental Money Purchase Plan”.**

## **7. FLEXIBLE BENEFITS PLAN AMENDMENT**

Pamela Velez-Renteria provided a thorough overview for the Flexible Benefits Plan Amendment.

**M/S/C (Spiegel/Berkson) to:**

- 1) **Approve the revisions to the Commission’s Flexible Benefits Plan (Plan);**
- 2) **Approve the revision to the Plan’s “Flexible Benefits Plan Summary” for distribution to staff; and**
- 3) **Adopt Resolution No. 26-002, “Resolution of the Riverside County Transportation Commission Approving Amendment to Flexible Benefits Plan”.**

At this time, Commissioner V. Manuel Perez joined the meeting.

## **8. FISCAL YEAR 2025/26 ORGANIZATION RECOMMENDATIONS**

Pamela Velez-Renteria provided a detailed overview for Fiscal Year 2025/26 organization recommendations.

Chair Gregory clarified if it was 1 percent of the existing salary not 1 percent of the Commission budget increase. Pamela Velez-Renteria confirmed that is correct.

Chair Gregory stated that the Western Riverside County Regional Conservation Authority (RCA) Board reviewed their portion and recommended approval, and asked if the Toll Policy and Operations Committee (TPOC) look at the toll positions. Aaron Hake replied no. Chair Gregory asked if that is something they would normally do just for feedback. Aaron Hake replied at RCTC, Executive committee is the committee that is responsible.

Chair Gregory stated he understands they approve it but suggested maybe in the future if the Commission has something in the toll area the TPOC looks at it just to give feedback.

Steve DeBaun, Legal Counsel, pointed out there is a difference as the RCA is a separate public agency. Chair Gregory stated he understood when they assign committees to be responsible over a certain area although when it comes to recommendations, he is always a fan of running things in that area just for their feedback.

**M/S/C (Washington/Harnik) to:**

- 1) Approve the addition of a MSHCP Compliance Manager range 53 (\$12,273- \$16,569 per month) to the FY 2025/26 organization chart and salary range schedule;**
- 2) Approve the addition of a Senior Management Analyst (Reserve Management/Monitoring) range 43 (\$9,588- \$12,944 per month) to the FY 2025/26 organization chart;**
- 3) Approve the addition of a Deputy Director of Toll Operations Technology and Roadway range 57 (\$13,547-\$18,289 per month) to the FY 2025/26 organization chart and salary range schedule;**
- 4) Approve the addition of a Roadway and Facilities Operations Manager range 51 (\$11,682-\$15,770 per month) to the FY 2025/26 organization chart and salary range schedule;**
- 5) Approve the addition of a Toll Contracts and Budget Manager range 51 (\$11,682-\$15,770 per month) to the FY 2025/26 organization chart and salary range schedule;**
- 6) Reclassify the Toll Operations Director classification range 67 (\$17,342- \$23,411 per month) to range 71 (\$19,142- \$25,842 per month) and approve associated changes on the FY 2025/26 organization chart and salary range schedule; Approve the FY 2025/26 organization chart reflecting the recommended organization recommendations above; and**
- 7) Approve and forward the FY 2025/26 Salary Ranges schedule reflecting the recommended organization recommendations above to the Commission for final adoption.**

**9. ADJOURNMENT**

There being no other items to be considered, the Executive Committee meeting adjourned at 12:01 p.m.

Respectfully submitted,



Lisa Mobley  
Administrative Services Director/  
Clerk of the Board



# **AGENDA ITEM 7**



**RIVERSIDE COUNTY TRANSPORTATION COMMISSION**

<b>DATE:</b>	April 8, 2026
<b>TO:</b>	Executive Committee
<b>FROM:</b>	Pamela Velez-Renteria, Human Resources Manager
<b>THROUGH:</b>	Aaron Hake, Executive Director
<b>SUBJECT:</b>	Employee Total Compensation Recommendations for Fiscal Year 2026/27

**STAFF RECOMMENDATION:**

This item is for the Committee to:

- 1) Approve a 4 percent merit pool for Fiscal Year 2026/27;
- 2) Apply a 3.5 percent annual Consumer Price Index (CPI) salary range adjustment to Fiscal Year 2026/27 salary ranges;
- 3) Approve an increase to the monthly employer contribution towards employee health care to a total up to \$1,938.10;
- 4) Approve a monthly \$200.00 lump sum or 401(a) contribution as a health care waiver incentive in FY 2026/27;
- 5) Adopt as policy that the Commission’s employer health insurance contribution for Commission-sponsored health plans is equal to the CalPERS Region 3 Kaiser employee + one dependent premium;
- 6) Approve the FY 2026/27 Organization Chart;
- 7) Forward the FY 2026/27 Salary Range Schedule to the Commission for final adoption; and
- 8) Receive and file the 2026 Total Compensation Study Report.

**BACKGROUND INFORMATION:**

Each year in accordance with the Administrative Code and as a part of the budget process, the Executive Committee considers organization recommendations including but not limited to staff classifications and compensation. Per policy and past practice, the Executive Committee reviews and approves the merit increase pool and salary range adjustments, which are then included in the annual budget for consideration and approval by the full Commission. This item includes the annual merit pool and salary range adjustments, as well as a new recommendation for employer healthcare insurance contributions based on the results of market research.

During the March 2025 Executive Committee meeting, the Executive Director sought and received direction from the Executive Committee to conduct an agency-wide compensation study one year ahead of the typical five-year cycle. The Executive Director made this recommendation upon reviewing results of an employee engagement survey in early 2025. Accordingly, a compensation study has been completed for the Executive Committee’s review.

## Summary of Compensation Study

In July 2025, the Commission contracted with Gallagher, formerly Koff & Associates, to conduct a total compensation study. Gallagher has been the Commission's consultant for compensation studies and other labor market analyses for more than a decade. The purposes of the study were to assess RCTC's current compensation plan for market competitiveness and ensure that the Commission is best positioned to attract and retain superior talent to execute the Commission's mission and promote both internal and external pay equity through the application of objective evaluation criteria.

Gallagher assessed RCTC's base salaries and total compensation in comparison to the market median. The labor market for this study included 17 comparator agencies including a mix of special districts providing regional transportation planning, toll/express lane operations, and/or conservation services, as well as one county and the State Department of Transportation (Caltrans). Market salary and benefits data were collected for all of RCTC's 52 classifications. Gallagher took into consideration recent organizational changes, organizational size and resources, redundancies in operations, recruitment and retention challenges, succession planning and sustainability, and organizational efficiency and effectiveness.

The results of the total compensation study showed:

- **RCTC's Base Salaries:** Overall, the market results show that RCTC salaries remain competitive in terms of base salaries with a majority of the classifications falling within 5 percent of the market median or more than 5 percent above the market median. When analyzing survey data, Gallagher deems a classification to be competitive with the market if it falls within 5 percent (above or below) of the median.
- **RCTC's Benefits Package:** Survey results indicate RCTC falls behind the market in employer contributions to medical insurance coverage. RCTC contributes a flat dollar amount equal to \$1,500 per month for all levels of coverage (i.e., employee only, employee plus one, and employee plus family coverage) and an additional amount of approximately \$230 per month for dental and vision coverage. The market average employer contribution toward medical insurance coverage for a family is \$2,442 per month. The market average employer contribution toward medical insurance coverage is \$1,046 per month for employee-only and \$1,883 per month for employee + one.
- **RCTC's Total Compensation:** In examining total compensation, which represents base salary plus the value of the agency's benefits (retirement/pension, health insurance, and leaves), the survey results indicate the Commission is, on average, 6.6 percent above market median for total compensation under the Classic (Retirement) Tier, and 4.7 percent above market median for total compensation under the PEPR (Retirement) Tier. However, the benefits analysis indicates that RCTC lags the market in terms of total compensation, primarily due to lower than market employer contributions toward health insurance. While RCTC base salaries and retirement benefits remain competitive with the

market, Gallagher recommends the Commission review and consider adjusting the employer's contribution toward health insurance to align with market practices.

After careful review and consideration of the study results, staff recommends RCTC's salary structure remain as-is, given most salary ranges are within or above market median, while adopting an increase and change in policy for employer contributions towards health insurance, which is discussed further below.

**DISCUSSION:**

**Annual Merit Pool and Salary Range Adjustment**

Since March 2019, to ensure the Commission's salary ranges remain adjusted for inflation, Commission policy applies an annual Consumer Price Index (CPI) adjustment to all salary ranges. The adjustment is predicated on the percentage change in the Consumer Price Index-All Urban Wage Earners, covering Riverside-San Bernardino-Ontario, for the 12-month period ending December 31, rounded to the nearest half a percent, with a maximum adjustment of 4 percent. **The adjustment is not automatically applied to current employees' salaries, and typically employees earn salary increases only through the Commission's performance management process. It is important to note that this will not result in an immediate salary increase for staff. Merit increases will remain based upon job performance and based on the budget approved by the Commission each year. Only those employees currently at the minimum salary of a range will receive automatic adjustments on July 9, 2026.** In the 12-month period ending December 31, 2025, the CPI for Riverside-San Bernardino-Ontario was 3.3. Per Commission policy, staff recommends the Executive Committee adopt a 3.5 percent CPI adjustment to all salary ranges for Fiscal Year 2026/27. Five employees will receive automatic adjustments between 0 and 4 percent due to being below the new salary range. The proposed FY 2026/27 Salary Range Schedule and Organization Chart incorporating all RCTC classification and salary recommendations are attached.

***Recommended Adjustments to Total Compensation***

Based on the compensation study results provided by Gallagher, staff recommends the Executive Committee increase the employer contribution to health insurance and offer an incentive to staff who elect to waive medical coverage to be more in alignment with market practices.

Since March 1, 1978, RCTC has provided employees with access to group health insurance through the Public Employees' Medical and Hospital Care Act (PEMHCA). The CalPERS Board of Administration administers the PEMHCA health benefits program and determines the benefits design, including any co-pays and deductibles, providers, and premiums. RCTC pays the cost of medical insurance to CalPERS at the rate approved by the Executive Committee and as set forth by resolution. In August 2022, RCTC increased its monthly employer contribution toward employees' health premiums from \$750 to \$1,500 per month. Health care costs and premiums have continued to rise, and the reasonable employer contribution increase provided in 2022 has

been eroded by dramatic market changes. A summary of benefit comparisons and current health care premiums is included as Attachment 4 for detailed reference.

It is staff's recent experience that in the current employee market, total compensation package is a key – sometimes determining – recruitment and retention factor. Although RCTC salaries are generally competitive, potential recruits have provided feedback that absorbing the monthly health premium costs negates salary competitiveness.

Staff recommends a three-part solution to bring RCTC back to within market and remain there by adopting common market practices:

- Increasing the monthly employer health insurance contribution from \$1,500 to \$1,938.10 (the current monthly premium for Kaiser employee plus one dependent);
- Adopting policy that ties RCTC's monthly employer health insurance contribution going forward to the Kaiser employee plus one dependent premium; and
- Providing an incentive to employees who waive health insurance coverage through RCTC.

Currently, the CalPERS Region 3 Kaiser employee + one dependent premium is \$1,938.10. Staff recommends the monthly employer contribution toward employee health coverage be increased to \$1,938.10 per month. Employer contributions for dental and vision coverage would remain approximately \$230 per month.

Not all employees will utilize the full employer contribution per month; approximately 71 current employees utilize RCTC provided health care coverage. This health care coverage is not part of a cafeteria plan, therefore RCTC's cost will be limited to actual costs not to exceed \$1,938.10 per employee per month. This action will also raise the Commission's insurance contribution for six retirees who are not covered through RCTC's vesting contract with PERS for retirement medical coverage. These retirees were hired before 1/1/2007 and elected to opt out of the retiree medical vesting requirements, therefore the employer contribution payable for post-retirement health benefits for each retired employee in this category shall be at the rate paid for active employees.

Market research by Gallagher showed that 11 out of 13 agencies surveyed provided a waiver incentive for their staff with an average amount of \$268.00 per month. Currently, there are eight employees who waive health care coverage. Staff recommends establishing a new benefit that provides employees who elect to waive health coverage through RCTC with a \$200 per month incentive. This incentive would be offered either as a taxable cash payment or as a contribution to the employee's 401(a) plan. Offering this benefit provides an additional compensation option for employees who do not require RCTC-sponsored health insurance and therefore would not benefit from an increase in the employer health contribution. Providing a waiver incentive helps ensure these employees are afforded a comparable benefit, while also supporting flexibility and equity in the overall compensation program.

In summary, staff recommends the Executive Committee approve a one-time policy action authorizing an adjustment to the employer health insurance contribution rate for Commission-

sponsored health plans. The purpose of this action is to align RCTC's employer health contribution with the employee + one dependent premium for the Kaiser plan within the CalPERS Region 3 health plan structure. Further, staff recommends the Executive Committee approve an annual adjustment of the employer health insurance contribution to match the applicable CalPERS Region 3 Kaiser employee + one dependent premium, ensuring that the Commission's health benefit contribution remains competitive and reflective of market standards. The annual adjustment to the health insurance contribution would be subject to review by the Executive Committee in the same manner as the annual merit increase pool and salary range adjustments. Any future changes to the employer health contributions structure would be evaluated and presented to the Executive Committee separately.

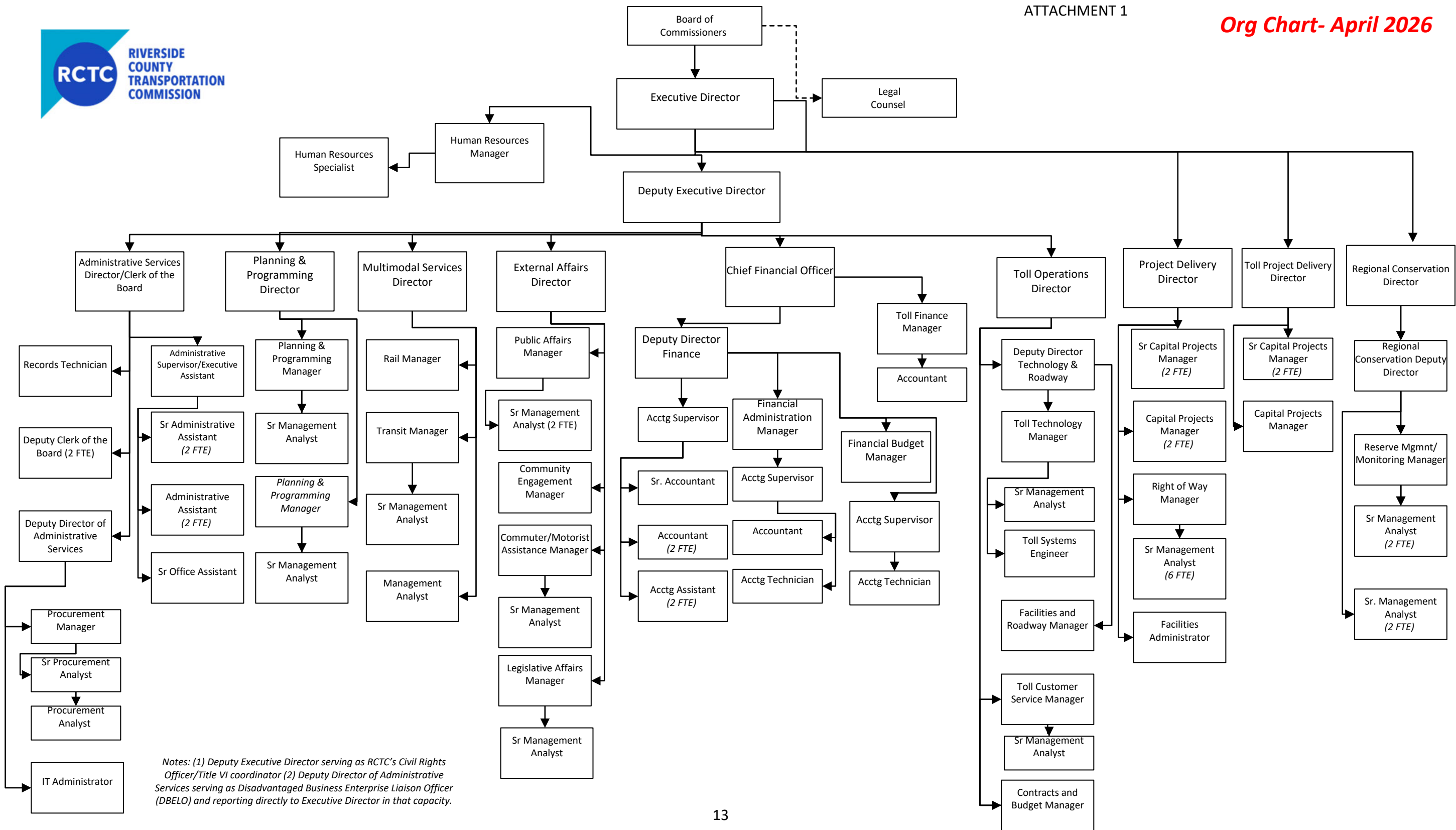
***Employee Compensation Recommendations for FY 2026/27***

Upon Executive Committee approval of these recommendations, the changes will be incorporated into the draft FY 2026/27 budget for review by the Commission. It is estimated that the recommended changes to the Salary Range Schedule and healthcare coverage will result in an approximate 2.9 percent increase in total compensation expenses for 90 full-time equivalent positions. These proposed changes are in compliance with the Commission adopted policy for total administrative costs not to exceed 4 percent, of total Measure A sales tax revenues, inclusive of the 1 percent cap on salaries & benefits. The budget and the FY 2026/27 Salary Range Schedule will be included in the Commission's FY 2026/27 budget for adoption at its June meeting. All changes will be effective July 9, 2026.

Attachments:

- 1) FY 2026/27 Organization Chart
- 2) FY 2026/27 Salary Range Schedule
- 3) Gallagher study report
- 4) Benefit Comparison/Health Care Premium Summary
- 5) Resolution No. 26-007





Notes: (1) Deputy Executive Director serving as RCTC's Civil Rights Officer/Title VI coordinator (2) Deputy Director of Administrative Services serving as Disadvantaged Business Enterprise Liaison Officer (DBELO) and reporting directly to Executive Director in that capacity.



Riverside County Transportation Commission					
Salary Range by Class Title					
FY 2026/27 - Effective July 09, 2026					
Salary Range	Class Title	Rate Type	Range Minimum <sup>(1)</sup>	Control Point <sup>(1)</sup>	Range Maximum <sup>(1)</sup>
35	Accountant	Monthly	\$8,145	\$9,995	\$10,995
17	Accounting Assistant	Monthly	\$5,222	\$6,408	\$7,050
45	Accounting Supervisor	Monthly	\$10,426	\$12,794	\$14,075
25	Accounting Technician	Monthly	\$6,363	\$7,808	\$8,589
17	Administrative Assistant	Monthly	\$5,222	\$6,408	\$7,050
63	Administrative Services Director/Clerk of the Board	Monthly	\$16,261	\$19,954	\$21,952
33	Administrative Supervisor/Executive Assistant	Monthly	\$7,752	\$9,513	\$10,465
55	Capital Projects Manager	Monthly	\$13,346	\$16,378	\$18,017
67	Chief Financial Officer	Monthly	\$17,949	\$22,026	\$24,231
45	Clerk of the Board	Monthly	\$10,426	\$12,794	\$14,075
51	Community Engagement Manager	Monthly	\$12,091	\$14,837	\$16,322
51	Commuter/Motorist Assistance Manager	Monthly	\$12,091	\$14,837	\$16,322
33	Deputy Clerk of the Board	Monthly	\$7,752	\$9,513	\$10,465
57	Deputy Director of Administrative Services	Monthly	\$14,022	\$17,207	\$18,929
57	Deputy Director of Finance	Monthly	\$14,022	\$17,207	\$18,929
57	Deputy Director of Toll Operations Technology and Roadway	Monthly	\$14,022	\$17,207	\$18,929
75	Deputy Executive Director	Monthly	\$21,869	\$26,837	\$29,523
83	Executive Director	Monthly	\$26,645	\$32,698	\$35,971
63	External Affairs Director	Monthly	\$16,261	\$19,954	\$21,952
45	Facilities Administrator	Monthly	\$10,426	\$12,794	\$14,075
53	Financial Administration Manager	Monthly	\$12,703	\$15,588	\$17,149
51	Financial Budget Manager	Monthly	\$12,091	\$14,837	\$16,322
28	Human Resources Specialist	Monthly	\$6,852	\$8,408	\$9,250
53	Human Resources Manager	Monthly	\$12,703	\$15,588	\$17,149
45	IT Administrator	Monthly	\$10,426	\$12,794	\$14,075
51	Legislative Affairs Manager	Monthly	\$12,091	\$14,837	\$16,322
35	Management Analyst	Monthly	\$8,145	\$9,995	\$10,995
63	Multimodal Services Director	Monthly	\$16,261	\$19,954	\$21,952
53	MSHCP Compliance Manager	Monthly	\$12,703	\$15,588	\$17,149
63	Planning and Programming Director	Monthly	\$16,261	\$19,954	\$21,952
51	Planning and Programming Manager	Monthly	\$12,091	\$14,837	\$16,322
35	Procurement Analyst	Monthly	\$8,145	\$9,995	\$10,995
53	Procurement Manager	Monthly	\$12,703	\$15,588	\$17,149
71	Project Delivery Director	Monthly	\$19,812	\$24,313	\$26,746
51	Public Affairs Manager	Monthly	\$12,091	\$14,837	\$16,322
51	Rail Manager	Monthly	\$12,091	\$14,837	\$16,322
17	Records Technician	Monthly	\$5,222	\$6,408	\$7,050
57	Regional Conservation Deputy Director	Monthly	\$14,022	\$17,207	\$18,929
67	Regional Conservation Director	Monthly	\$17,949	\$22,026	\$24,231
53	Reserve Management/Monitoring Manager	Monthly	\$12,703	\$15,588	\$17,149
57	Right of Way Manager	Monthly	\$14,022	\$17,207	\$18,929
51	Roadway and Facilities Operations Manager	Monthly	\$12,091	\$14,837	\$16,322
39	Senior Accountant	Monthly	\$8,990	\$11,032	\$12,137
25	Senior Administrative Assistant	Monthly	\$6,363	\$7,808	\$8,589
65	Senior Capital Projects Manager	Monthly	\$17,084	\$20,965	\$23,063
43	Senior Management Analyst	Monthly	\$9,923	\$12,178	\$13,397
13	Senior Office Assistant	Monthly	\$4,731	\$5,806	\$6,387
43	Senior Procurement Analyst	Monthly	\$9,923	\$12,178	\$13,397
71	Toll Operations Director	Monthly	\$19,812	\$24,313	\$26,746
51	Toll Contracts and Budget Manager	Monthly	\$12,091	\$14,837	\$16,322
53	Toll Customer Service Manager	Monthly	\$12,703	\$15,588	\$17,149
51	Toll Finance Manager	Monthly	\$12,091	\$14,837	\$16,322
71	Toll Project Delivery Director	Monthly	\$19,812	\$24,313	\$26,746
45	Toll Systems Engineer	Monthly	\$10,426	\$12,794	\$14,075
53	Toll Technology Manager	Monthly	\$12,703	\$15,588	\$17,149
51	Transit Manager	Monthly	\$12,091	\$14,837	\$16,322

(1) Salary Ranges may be adjusted, as approved by the Commission

Revised as of XX and adopted by the Commission as of XX



March 2026

# TOTAL COMPENSATION STUDY REPORT

Riverside County Transportation Commission



**Gallagher**

Insurance | Risk Management | Consulting

Formerly Koff & Associates

March 2026

Pamela Renteria  
Human Resources Manager  
Riverside County Transportation Commission  
4080 Lemon Street, 3rd Floor  
Riverside, CA 92501

Dear Ms. Renteria,

Gallagher is pleased to present the Total Compensation Study Report to Riverside County Transportation Commission. This report documents the market compensation survey methodology and findings. The Executive Summary, starting on page 3, provides a high-level summary of findings, while the full technical report starts on page 7.

We would like to thank you for your assistance and cooperation without which this study could not have been brought to its successful completion and will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with your organization and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,



Alyssa Thompson  
Senior Consultant

**Gallagher**  
[ajg.com/public-sector-class-comp](http://ajg.com/public-sector-class-comp)

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- Appendix I: Market Compensation Findings (Summary)
- Appendix II: Market Compensation Findings (Detail)
- Appendix III: Additional Benefits

# Executive Summary

In July 2025, Riverside County Transportation Commission (“Riverside CTC”) contracted with Gallagher, formerly Koff & Associates, to conduct a total compensation study. The purpose of the study was to develop a competitive compensation plan that enables Riverside CTC to attract and retain top talent, aligns with the organization’s strategic objectives, and promotes both internal and external pay equity through the application of objective, non-quantitative evaluation criteria.

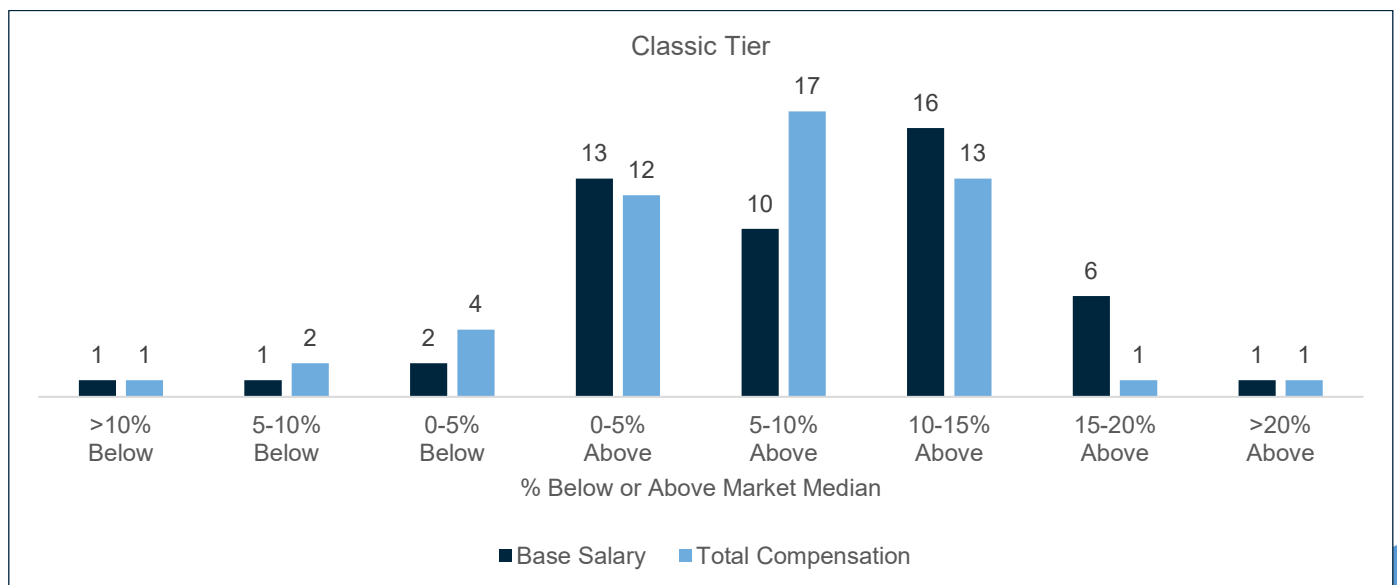
The labor market for this study included seventeen agencies including a mix of special districts providing regional transportation planning, toll/express lane operations, and/or conservation services, as well as one County and the State Department of Transportation (CalTrans). Market salary and benefits data was collected for all of Riverside CTC’s 52 classifications.

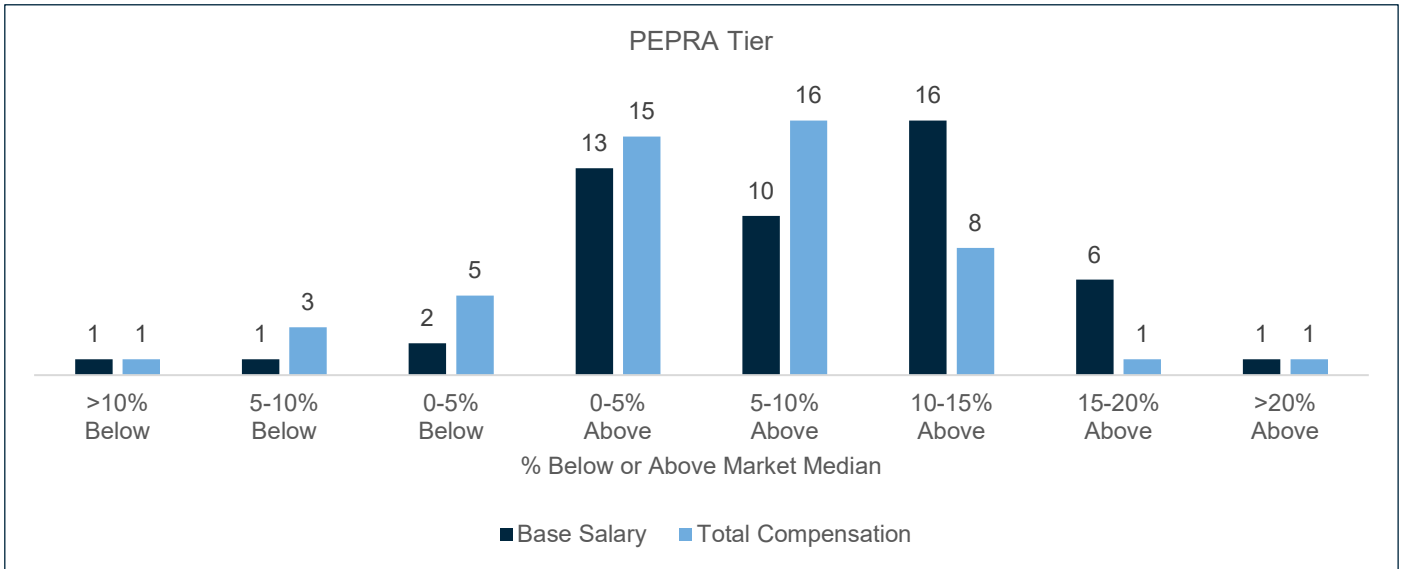
## Findings: Market Results

Market data was collected during the months of September through December 2025. During the data collection process, a standardized method of data collection was applied to ensure comparability in the data reporting. The complete list of market findings is provided Table 1 of the Executive Summary.

The survey results indicate that Riverside CTC’s benchmark salaries are, on average, **7.9% above market median** for base salary. In examining total compensation, which represents base salary plus the value of the agency’s benefits (retirement/pension, health insurance, and leaves) the survey results indicate that Riverside CTC is, on average, **6.6% above market median** for total compensation under the Classic (Retirement) Tier, and **4.7% above market median** for total compensation under PEPR (Retirement) Tier. When comparing base salary and total compensation, there is a 1.3% difference in market position for the Classic Tier, and 3.2% difference in market position for the PEPR Tier, which reflects that Riverside County Transportation Commission’s benefits offerings are less competitive than the market.

The following charts report the distribution of Riverside CTC’s classifications (i.e., # of classifications) based on base salary and total compensation market results (below or above market median) for each retirement tier.





When analyzing survey data, Gallagher deems a classification to be competitive with the market if it falls within 5% (above or below) the median.

### Findings: Benefits Overview

**Retirement:** Survey results indicate that Riverside CTC is competitive with the market in terms of retirement benefits. Specifically, Riverside CTC offers a better Classic retirement formula (2.7%@55) as compared to 16 of the comparator agencies. Note: For PEPRA tier, all comparator agencies offer the same formula. Finally, Riverside CTC provides a contribution to deferred compensation benefit on behalf of employees; and 7 of the comparator agencies do not make any contribution toward deferred compensation.

**Health Insurance:** Survey results indicate Riverside CTC falls behind the market in employer contributions to medical insurance coverage. Riverside CTC contributes a flat dollar amount equal to \$1,500 per month for all levels of coverage (i.e., employee only, employee plus one, and employee plus family coverage). The market average employer contribution toward medical insurance coverage is \$2,442 per month, which is approximately 49% higher than Riverside CTC's monthly contribution. As a note, Riverside CTC contributes \$1,500 per month for all levels of coverage; and by comparison the market average employer contribution toward medical insurance coverage is \$1,046 per month for employee only and \$1,883 per month for employee plus one.

### Recommendations

**Base Salary:** The market data is designed to be a tool to help Riverside CTC develop a competitive compensation plan to attract and retain talent. Following analysis of market findings, overall, Riverside CTC's base salaries are competitive with market with only two classifications falling below the market median by more than 5%. For these two classifications, Gallagher recommends adjusting the Clerk of the Board (15.9% below market) to market median; and not adjusting the Deputy Director of Finance to maintain internal relationships with other classifications such as the Chief Financial Officer.

**Benefits and Total Compensation:** The benefits analysis indicates that Riverside CTC lags the market in terms of total compensation, primarily due to employer contribution towards health insurance. While

Riverside CTC remain competitive with market, Gallagher recommends Riverside CTC review and potentially adjust the employer contribution toward health insurance to align with market practices.

Gallagher appreciates the opportunity to conduct this study for Riverside CTC and are available to provide further guidance when proceeding with implementation.

***Riverside County Transportation Commission  
Total Compensation  
Comprehensive Final Report***

# Background

In July 2025, Riverside County Transportation Commission (“Riverside CTC”) contracted with Gallagher to conduct comprehensive total compensation study. This compensation review process was precipitated by:

- The concern of management that employees should be recognized for the level and scope of work performed, and that they are paid on a fair and competitive basis that allows Riverside CTC to recruit and retain a high-quality staff;
- The desire to have a compensation plan that meets the needs of Riverside CTC; and
- The desire to ensure that internal salary relationships are based upon objective, non-quantitative evaluation factors, resulting in equity across Riverside CTC.

The goals of the study are to assist Riverside CTC in developing a competitive pay and benefit plan, which is based upon market data, and to ensure that the plan is fiscally responsible and meets the needs of Riverside CTC with regard to the recruitment and retention of qualified staff.

## Study Methodology

Before commencing the total compensation study, three key survey elements must be established prior to the data gathering process. These elements include 1) defining the labor market to be surveyed, 2) selecting the benchmark classifications for market comparison, and 3) defining the benefits to be collected.

### Labor Market

The labor market included the agencies Riverside CTC has historically included in total compensation studies. In addition, Riverside CTC added four new agencies to better compare regional conservation services; and removed one transportation planning agency located outside of Riverside CTC’s local geographic area.

The 17 comparator agencies included in the study are:

1. Coachella Valley Association of Governments
2. Contra Costa Transportation Authority
3. County of Placer
4. County of Riverside
5. Los Angeles County Metropolitan Transportation Authority
6. North County Transit District
7. OmniTrans
8. Orange County Transportation Authority
9. Riverside Transit Agency
10. San Bernardino County Transportation Authority
11. San Diego Association of Governments
12. Santa Clara Valley Habitat Agency
13. Southern California Association of Governments

- 14. Southern California Regional Rail Authority (SCRRA)/MetroLink
- 15. State of California Department of Transportation
- 16. Transportation Corridor Agencies
- 17. Western Riverside Council of Governments

## Benchmark Classifications

All 52 of Riverside CTC’s classifications were compared to the labor market; and are listed in Table 1.

Table 1. Benchmark Classifications

Classification Title	
Accountant	Planning and Programming Director
Accounting Assistant	Planning and Programming Manager
Accounting Supervisor	Procurement Analyst
Accounting Technician	Procurement Manager
Administrative Assistant	Project Delivery Director
Administrative Services Director/Clerk of the Board	Public Affairs Manager
Administrative Supervisor/Executive Assistant	Rail Manager
Capital Projects Manager	Records Technician
Chief Financial Officer	Regional Conservation Deputy Director
Clerk of the Board	Regional Conservation Director
Community Engagement Manager	Compliance Manager
Commuter/Motorist Assistance Manager	Reserve Monitoring Manager
Deputy Clerk of the Board	Right of Way Manager
Deputy Director of Administrative Services	Senior Accountant
Deputy Director of Finance	Senior Administrative Assistant
Deputy Executive Director	Senior Capital Projects Manager
Executive Director	Senior Management Analyst
External Affairs Director	Senior Office Assistant
Facilities Administrator	Senior Procurement Analyst
Financial Administration Manager	Toll Customer Service Manager
Human Resources Manager	Toll Finance Manager
Human Resources Specialist	Toll Operations Director
Information Technology Administrator	Toll Project Delivery Director
Legislative Affairs Manager	Toll Systems Engineer
Management Analyst	Toll Technology Manager
Multimodal Services Director	Transit Manager

## Salary and Benefits Data

The last element to consider before initiating a total compensation study is the specific salary and benefit data to be collected and analyzed. Following discussions with Riverside CTC, the following data was collected for each classification. The cost of retirement and insurances are added to base salary to calculate total compensation values.

- **Monthly Base Salary.** The top of the salary range and/or control point was reported. All figures are presented in monthly values.
- **Retirement.**
  - **Service Retirement Formula.** The formula depends on age of retirement. For employers in the CalPERS system, the service retirement formula for each agency’s Classic and PEPRAs plans were reported. For agencies with retirement systems established under the County Employees Retirement Law of 1937 (“37 Act”), retirement formulas were converted to the equivalent PERS formula for purposes of comparison.
  - **Enhanced Defined Benefit Formula (Classic Tier only).** There is a cost to the employer for offering a formula with a higher benefit than the baseline formula of 2%@62 (the baseline formula is determined by CalPERS). For each enhanced formula, the cost to the employer is based on a state-wide actuarial percentage calculated by CalPERS.
  - **Single Highest Year (Classic Tier only).** The period for determining the average monthly pay rate when calculating retirement benefits. The base period is 36 highest paid consecutive months. When final compensation is based on a shorter period of time, such as 12 months’ highest paid consecutive months, there is a cost to the employer. Similar to the enhanced formula, the cost to the employer is based on a state-wide actuarial percentage calculated by CalPERS.

The cost to the employer for each enhanced formula and final compensation is presented below.

Formula	Enhanced Formula % Cost	Final Compensation % Cost
2%@60	2.28%	0.56%
2%@55	4.01%	0.64%
2.5%@55	5.54%	0.72%
2.7%@55	7.37%	0.78%
3%@60	8.64%	0.82%

- **Employer Paid Member Contribution (Classic Tier only).** The amount of the employee’s pension retirement contribution that is contributed by the employer.
- **Employee (EE) Paid Employer Contribution.** The reporting of the value of the employee contribution toward the employer normal cost of retirement. This is reported as a deduction to total compensation.
- **Social Security.** If an employer participates in Social Security, the employer contribution of 6.2% of the base salary (up to the federally-determined maximum contribution of \$909.85 per month) was reported.

- **Deferred Compensation.** Deferred compensation contributions provided to all employees of a classification, with or without requiring the employee to make a contribution, was reported.
- **Health Insurances.** The employer paid premiums for an employee with family coverage was reported and includes medical/cafeteria, dental, vision, and other comparable health insurance offerings.

In addition, data was collected for other benefits not included in total compensation, including:

- Employee contributions toward health insurances;
- Paid Time Off:
  - Paid Time Off/Vacation Leave accrual rates;
  - Holidays, including observed and floating days; and
  - Paid Management or Administrative leave.
- Compensation Practices, including:
  - Auto Allowance;
  - Salary Range Structure (# of steps and % differential between steps – if applicable; and range spread); and
  - Performance Management programs.

## Data Collection and Matching Methodology

Data was collected during the months of September through December, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

The data collection and review process is a critical step in ensuring the validity of the data and the overall credibility of the results. Gallagher relied on Riverside CTC's classification descriptions as the foundation for making the job matching comparison. When examining possible matches, Gallagher does not match based upon job titles, which can often be misleading, but rather analyzes class descriptions before a comparable match is determined.

The matching methodology includes an analysis of each class description and the whole position by evaluating a number of factors, including job duties and functions, levels within a class series, reporting structure and organizational relationships, minimum qualification standards, the scope and complexity of the work, decision making authority, budget and administrative responsibilities, consequences of actions, contact with others, and working conditions. Gallagher requires that there is at least 70% comparability or likeness between Riverside CTC's classification and a reported match.

When an appropriate match is not identified, Gallagher often uses a "hybrid" approach and may include a *functional hybrid* or a *span of responsibility hybrid*. A *functional hybrid* means that the job of one classification at Riverside CTC is performed by two or more classifications at a comparator agency. A *span of responsibility hybrid* is used when the comparator agency has one class that is "bigger" in scope and responsibility and one class that is "smaller," and where Riverside CTC's job class falls in the middle.

If an appropriate match could not be found, then no match was reported as a non-comparable (N/C).

# Market Findings

## Base Salary and Total Compensation Market Results

The results from the market survey are reported for both base salary and total compensation. The *mean* (average) and *median* (midpoint) of the comparator agencies are reported. The *mean* is the sum of the comparator agencies' salaries/total compensation divided by the number of matches, whereas the *median* is the midpoint of all data, with 50% of data points below and 50% of data points above. Riverside CTC's data is represented as a percent above or below the market mean and median. When analyzing the market results, Gallagher recommends the median over the mean, as the mean can be skewed by extremely high or low salary values.

Gallagher requires a minimum of four comparator agencies with matching job classifications to Riverside CTC's classification for the data to be reported. The reason for requiring a minimum of four matches is so no one comparator classification match has undue influence on the calculations. Sufficient data was collected from the comparator agencies for all but two classifications. The detailed market data for each classification is provided in Appendix II.

The following table represents a summary of the market base salary and total compensation (base salary plus benefits) findings. For each classification, the number of matches (agencies with a comparable position) and percent Riverside CTC is above or below the market is reported. The table is sorted in descending order from the most positive percentile (above market) to the most negative (below market) in terms of base salary market results.

Table 2. Base Salary and Total Compensation Market Results

Classification Title	# of Matches	Base Salary % Above or Below Median	Total Comp % Above or Below Median (Classic)	Total Comp % Above or Below Median (PEPRA)
Right of Way Manager	5	28.0%	27.2%	24.0%
Accounting Technician	12	19.2%	8.5%	11.1%
Senior Capital Projects Manager	10	18.6%	19.1%	16.8%
Commuter/Motorist Assistance Manager	7	16.9%	12.6%	8.8%
Accountant	15	16.5%	8.9%	9.6%
Community Engagement Manager	8	15.8%	10.0%	9.2%
Senior Procurement Analyst	11	15.4%	14.4%	12.3%
Procurement Manager	13	13.8%	13.4%	12.5%
Regional Conservation Director	4	13.6%	11.0%	8.0%
Human Resources Manager	11	13.4%	11.1%	7.8%
Accounting Supervisor	13	13.2%	10.9%	9.0%
Public Affairs Manager	14	12.8%	11.2%	10.0%
Capital Projects Manager	13	12.6%	10.1%	9.6%
Senior Accountant	10	12.1%	8.7%	10.6%
External Affairs Director	11	12.1%	14.1%	10.4%

Classification Title	# of Matches	Base Salary % Above or Below Median	Total Comp % Above or Below Median (Classic)	Total Comp % Above or Below Median (PEPRA)
Senior Administrative Assistant	12	11.5%	5.8%	2.5%
Senior Office Assistant	9	11.4%	5.1%	6.7%
Toll Customer Service Manager	4	11.1%	10.7%	7.5%
Senior Management Analyst	11	10.9%	7.7%	3.8%
Project Delivery Director	10	10.7%	14.4%	11.2%
Toll Project Delivery Director	8	10.7%	13.6%	11.2%
Procurement Analyst	14	10.2%	8.9%	6.7%
Deputy Director of Administrative Services	4	10.1%	6.9%	5.4%
Rail Manager	6	9.7%	6.6%	5.1%
Legislative Affairs Manager	11	9.0%	7.0%	3.6%
Transit Manager	11	9.0%	7.0%	3.6%
Accounting Assistant	14	8.6%	3.9%	3.6%
Toll Technology Manager	6	7.7%	7.7%	6.1%
Information Technology Administrator	8	5.9%	7.8%	6.1%
Financial Administration Manager	15	5.4%	7.7%	4.0%
Deputy Executive Director	12	5.2%	6.9%	5.4%
Compliance Manager	7	5.2%	6.1%	3.5%
Reserve Monitoring Manager	7	5.2%	6.1%	3.5%
Management Analyst	13	4.3%	4.5%	0.6%
Administrative Assistant	13	4.3%	-2.0%	-5.6%
Chief Financial Officer	16	4.1%	3.9%	3.2%
Planning and Programming Manager	11	3.7%	1.8%	2.5%
Facilities Administrator	5	3.6%	0.1%	-4.0%
Executive Director	14	2.8%	3.7%	5.4%
Administrative Services Director/Clerk of the Board	7	2.4%	4.6%	1.9%
Multimodal Services Director	9	2.4%	4.6%	1.9%
Planning and Programming Director	13	2.4%	4.6%	1.9%
Toll Operations Director	4	1.1%	1.0%	1.6%
Toll Systems Engineer	7	0.5%	0.1%	-4.3%
Toll Finance Manager	9	0.4%	1.8%	-1.0%
Regional Conservation Deputy Director	4	0.2%	-1.5%	-4.4%
Deputy Clerk of the Board	10	-1.4%	-4.8%	-5.8%
Human Resources Specialist	7	-4.3%	-5.8%	-8.5%
Deputy Director of Finance	10	-5.6%	-2.9%	-4.7%
Clerk of the Board	7	-15.9%	-15.7%	-13.4%
Administrative Supervisor/Executive Assistant	3	ISD	ISD	ISD
Records Technician	3	ISD	ISD	ISD

## Benefits

In addition to collecting base salary data, Gallagher conducted a review of benefits offerings including retirement, health insurance, paid leaves, and compensation practices.

**Retirement:** Survey results show that all of the comparator agencies, except one agency, offer a comparable retirement formula to Riverside CTC for the PEPRA tier. For the Classic tier, Riverside CTC offers a better Classic retirement formula (2.7%@55) as compared to 16 of the comparator agencies. In terms of Social Security, 13 comparator agencies, like Riverside CTC, do not participate in Social Security. Finally, 10 comparator agencies, like Riverside CTC, provide a direct or matching contribution toward deferred compensation. Overall, market results indicate that Riverside CTC is competitive with the market in terms of retirement benefits.

Table 3. Retirement Benefits

Agency	Retirement Formula (PEPRA)	Retirement Formula (Classic)	Employee Cost Sharing	Social Security	Deferred Compensation Contribution
Coachella Valley Association of Governments	2%@62	2%@55	No	No	Yes
Contra Costa Transportation Authority	2%@62	2%@55	No	No	Yes
County of Placer	2%@62	2%@55	No	Yes	Yes
County of Riverside	2%@62	2%@60	No	Yes	No
Los Angeles County Metropolitan Transportation Authority	2%@62	2%@60	No	No	No
North County Transit District	1.5%@65	2%@60	No	Yes	Yes
OmniTrans	2%@62	2%@55	No	No	Yes
Orange County Transportation Authority	2.5%@67	1.667%@57.5	No	No	Yes
Riverside Transit Agency	2%@62	2%@55	No	No	Yes
San Bernardino County Transportation Authority	2.5%@67	2%@55	No	No	Yes
San Diego Association of Governments	2%@62	2%@60	No	No	Yes
Santa Clara Valley Habitat Agency. <sup>1</sup>	Pay-in-lieu	Pay-in-lieu	No	No	No
Southern California Association of Governments	2%@62	2%@55	No	No	Yes
Southern California Regional Rail Authority (SCRRA)/MetroLink	2%@62	2%@60	No	No	No

<sup>1</sup> Santa Clara Valley Habitat Agency provides employees with a % of salary to be used toward insurances, retirement, or additional income.

Agency	Retirement Formula (PEPRA)	Retirement Formula (Classic)	Employee Cost Sharing	Social Security	Deferred Compensation Contribution
State of California Department of Transportation	2%@62	2%@60	No	Yes	No
Transportation Corridor Agencies	2.5%@67	2%@55	No	No	Yes
Western Riverside Council of Governments	2%@62	2.7%@55	No	No	No

**Health Insurance:** Survey results indicate Riverside CTC falls behind the market in terms of contributions to health insurances. Specifically, Riverside CTC contributes a flat \$ amount of \$1,500 per month toward medical insurances for all levels of coverage (i.e., employee only, employee plus one, and family coverage). In looking at market practices at the Southern California comparator agencies only, one comparator agency, like Riverside CTC, also offers a flat \$ amount for all levels of coverage; whereas 12 comparator agencies base contributions on level of coverage selected. Furthermore, unlike Riverside CTC, 11 of the 13 comparator agencies adjust the employer contribution toward insurances annually based on increases to total premium costs and/or budgets; and 11 of the 13 comparator agencies offer an allowance to employees who waive insurance coverage. The following table provides a summary of the health insurances data collected from the Southern California comparator agencies.

Table 4. Health Insurances<sup>2</sup>

Agency	Employee Only	Employee + 1	Family	Annual Adjustment	Waiver Allowance
Coachella Valley Association of Governments	\$1,128	\$2,257	\$2,934	Yes	Yes
County of Riverside <sup>3</sup>	\$969	\$1,925	\$2,807	Yes	Yes
Los Angeles County Metropolitan Transportation Authority	\$1,329	\$2,735	\$3,678	Yes	Yes
North County Transit District <sup>3</sup>	\$660	\$1,248	\$1,670	Yes	No
OmniTrans <sup>3</sup>	\$771	\$1,480	\$2,239	Yes	Yes
Orange County Transportation Authority	\$1,184	\$2,418	\$3,456	Yes	Yes
Riverside Transit Agency	\$859	\$1,523	\$2,021	Yes	Yes
San Bernardino County Transportation Authority <sup>3</sup>	\$1,569	\$1,569	\$1,569	No	No
San Diego Association of Governments	\$920	\$1,702	\$2,172	Yes	Yes

<sup>2</sup> The reported amounts are the highest employer contribution towards insurances for each coverage level; and does not reflect the value of the benefit in terms of employee contribution and/or plan options (such as health maintenance organization [HMO] or preferred provider organization [PPO] plan options).

<sup>3</sup> Employer contributions include contributions toward medical, dental, and vision insurances.

Agency	Employee Only	Employee + 1	Family	Annual Adjustment	Waiver Allowance
Southern California Association of Governments	\$850	\$1,500	\$1,800	No	Yes
Southern California Regional Rail Authority (SCRRA)/MetroLink	\$1,106	\$2,212	\$2,875	Yes	Yes
Transportation Corridor Agencies	\$988	\$2,057	\$2,669	Yes	Yes
Western Riverside Council of Governments	\$1,264	\$1,853	\$1,853	Yes	Yes
Market Average	\$1,046	\$1,883	\$2,442	N/A	\$268

As shown in the table above, the survey results indicate Riverside CTC falls behind the market in terms of contributions to health insurances (specifically at employee plus one and family coverage levels), as well as benefits administration practices related to employer contribution adjustments and allowances for employees waiving health insurances. Gallagher recommends Riverside CTC further evaluate the health insurance benefit program to implement changes and align more closely with market practices.

**Paid Time Off and Compensation Practices:** Market data was collected on the following:

- Paid Time Off:
  - Paid Time Off/Vacation Leave accrual rates;
  - Holidays, including observed and floating days; and
  - Paid Management or Administrative leave.
- Compensation Practices, including:
  - Auto Allowance;
  - Salary Range Structure (# of steps and % differential between steps – if applicable; and range spread); and
  - Performance Management programs.

Based on review of survey results, Riverside CTC remains competitive in terms of paid time off, as well as general compensation practices. Gallagher does not recommend any changes; though want to highlight that Riverside CTC administers a performance management program in which employees' salaries are adjusted on an annual basis based on performance levels. The majority of the comparator agencies also administer a performance management program, like Riverside CTC; and the agencies are split in terms of also applying cost of living adjustments and/or how cost of living adjustments are applied (to salary ranges or employee salaries).

# Recommendations

## Base Salaries

The market results show that Riverside CTC remains competitive in terms of base salaries with majority of the classifications falling within 5% of the market median or more than 5% above the market median. However, there are two classifications that fall below the market median by more than 5%.

- Clerk of the Board: The Clerk of the Board is 15.9% below the market median. Gallagher recommends placing the Clerk of the Board in salary range 51 (currently in salary range 45) to be in alignment with market median.
- Deputy Director of Finance: The Deputy Director of Finance is 5.6% below the market median. Gallagher recommends no change in salary range for this classification in order to maintain internal relationships with the Chief Financial Officer.

Based on survey results, Gallagher does not have any other recommendations for salary range adjustments.

## Benefits

The market results show that overall Riverside CTC is competitive with the market, though Gallagher recommends Riverside CTC further evaluate health insurance employer contributions to align with market practices.

## Conclusion

Gallagher would like to reiterate that this report and the findings are meant to be a tool for Riverside CTC to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and Riverside CTC's expectations may also come into play when determining appropriate compensation philosophies and strategies. The survey data is designed to provide Riverside CTC with insights into market practices and competitiveness, facilitating informed discussions on whether the current salary and benefits structures align with strategic objectives or require any reexamination.

It has been a pleasure working with Riverside CTC on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully submitted by,  
**Gallagher, Formerly Koff & Associates**

*Alyssa Thompson*  
Alyssa Thompson  
Senior Consultant

# Appendix I

## Results Summary

## Appendix II

### Market Compensation Findings

# Appendix III

## Additional Benefits



**Gallagher**

Insurance | Risk Management | Consulting



**Benefit Comparison/ Health Care Premium Summary**

Agency	Employee Only	Employee + 1	Family	Annual Adjustment	Waiver Allowance
Coachella Valley Association of Governments	\$1,128	\$2,257	\$2,934	Yes	Yes
County of Riverside <sup>[1]</sup>	\$969	\$1,925	\$2,807	Yes	Yes
Los Angeles County Metropolitan Transportation Authority	\$1,329	\$2,735	\$3,678	Yes	Yes
North County Transit District <sup>3</sup>	\$660	\$1,248	\$1,670	Yes	No
OmniTrans <sup>3</sup>	\$771	\$1,480	\$2,239	Yes	Yes
Orange County Transportation Authority	\$1,184	\$2,418	\$3,456	Yes	Yes
Riverside Transit Agency	\$859	\$1,523	\$2,021	Yes	Yes
San Bernardino County Transportation Authority <sup>3</sup>	\$1,569			No	No
San Diego Association of Governments	\$920	\$1,702	\$2,172	Yes	Yes
Southern California Association of Governments	\$850	\$1,500	\$1,800	No	Yes
Southern California Regional Rail Authority (SCRRA)/MetroLink	\$1,106	\$2,212	\$2,875	Yes	Yes
Transportation Corridor Agencies	\$988	\$2,057	\$2,669	Yes	Yes
Western Riverside Council of Governments	\$1,264	\$1,853		Yes	Yes
Market Average	\$1,046	\$1,883	\$2,442	N/A	\$268
<b>Riverside County Transportation Commission</b>	<b>\$1,730</b>			<b>No</b>	<b>No</b>
<p>The reported amounts are the highest employer contribution towards insurances for each coverage level; and does not reflect the value of the benefit in terms of employee contribution and/or plan options (such as health maintenance organization [HMO] or preferred provider organization [PPO] plan options).</p> <p>[1] Employer contributions include contributions toward medical, dental, and vision insurances.</p> <p><sup>3</sup> Employer contributions include contributions toward medical, dental, and vision insurances.</p>					

**CalPERS 2026 Regional Health Premiums (Actives and Annuitants)**

Effective Date: January 1, 2026

**Region 3\***

Los Angeles, Riverside, San Bernardino

**Basic Monthly Premiums (B)**

Plan	Subscriber	Plan Code	Party Code	Party Rate	Subscriber & 1 Dependent	Plan Code	Party Code	Party Rate	Subscriber & 2+ Dependents	Plan Code	Party Code	Party Rate
Anthem Blue Cross Select HMO	\$962.68	508	1	1	\$1,925.36	508	2	2	\$2,502.97	508	3	3
Anthem Blue Cross Traditional HMO	\$1,128.53	511	1	1	\$2,257.06	511	2	2	\$2,934.18	511	3	3
Blue Shield Access+ HMO	\$917.91	527	1	1	\$1,835.82	527	2	2	\$2,386.57	527	3	3
Blue Shield Trio HMO	\$852.56	452	1	1	\$1,705.12	452	2	2	\$2,216.66	452	3	3
Health Net Salud y Más	\$740.11	532	1	1	\$1,480.22	532	2	2	\$1,924.29	532	3	3
Kaiser Permanente	\$969.05	535	1	1	\$1,938.10	535	2	2	\$2,519.53	535	3	3
Peace Officers Research Assoc of CA	\$1,057.00	594	1	1	\$2,127.00	594	2	2	\$2,708.00	594	3	3
PERS Gold	\$960.03	650	1	1	\$1,920.06	650	2	2	\$2,496.08	650	3	3
PERS Platinum	\$1,431.81	659	1	1	\$2,863.62	659	2	2	\$3,722.71	659	3	3
UnitedHealthcare SignatureValue Alliance	\$870.76	578	1	1	\$1,741.52	578	2	2	\$2,263.98	578	3	3
UnitedHealthcare SignatureValue Harmony	\$765.51	475	1	1	\$1,531.02	475	2	2	\$1,990.33	475	3	3



**RESOLUTION NO. 26-007**  
**FIXING THE EMPLOYER CONTRIBUTION**  
**UNDER THE PUBLIC EMPLOYEES’ MEDICAL AND HOSPITAL CARE ACT**  
**AT AN EQUAL AMOUNT FOR EMPLOYEES AND ANNUITANTS**

- WHEREAS, (1) Riverside County Transportation Commission is a contracting agency under Government Code Section 22920 and subject to the Public Employees’ Medical and Hospital Care Act (the “Act”); and
- WHEREAS, (2) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and
- WHEREAS, (3) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; now, therefore be it
- RESOLVED, (a) That the employer contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of the Kaiser Region 3 (Party Rate 2) Basic rate per month, plus administrative fees and Contingency Reserve Fund assessments; and be it further
- RESOLVED, (b) Riverside County Transportation Commission has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (c) That the participation of the employees and annuitants of Riverside County Transportation Commission shall be subject to determination of its status as an “agency or instrumentality of the state or political subdivision of a State” that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Riverside County Transportation Commission would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further
- RESOLVED, (d) That the executive body appoint and direct, and it does hereby appoint and direct, Aaron Hake, Executive Director to file with the Board a verified copy of this resolution, and to perform on behalf of Riverside County Transportation Commission all functions required of it under the Act; and be it further
- RESOLVED, (e) That coverage under the Act be effective on July 1, 2026.

Adopted at a Executive Committee meeting of the Riverside County  
Transportation Commission at Riverside, this 8th day of April, 2026.

Signed: \_\_\_\_\_  
Raymond Gregory, Chair

Attest: \_\_\_\_\_  
Lisa Mobley, Administrative Services Director/Clerk of the Board