



**EXECUTIVE COMMITTEE
SPECIAL MEETING AGENDA**

TIME: **8:30 a.m.**

DATE: **Wednesday, March 9, 2022**

LOCATION: **MARCH FIELD CONFERENCE ROOM
County of Riverside Administrative Center
4080 Lemon Street, Third Floor, Riverside**

This meeting is being conducted in-person as well as virtually in accordance with AB 361 due to state or local officials recommending measures to promote social distancing.

🌀 COMMITTEE MEMBERS 🌀

V. Manuel Perez, County of Riverside, District 4 – Chair
Bob Magee, City of Lake Elsinore – Vice Chair
Lloyd White, City of Beaumont – Second Vice Chair
Jan Harnik, City of Palm Desert – Past Chair
Brian Berkson, City of Jurupa Valley
Lisa Middleton, City of Palm Springs
Ben J. Benoit, City of Wildomar
Karen Spiegel, County of Riverside, District 2
Chuck Washington, County of Riverside, District 3
Jeff Hewitt, 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 SPECIAL MEETING AGENDA

8:30 A.M.

WEDNESDAY, MARCH 9, 2022

**County of Riverside Administrative Center
March Field Conference Room
4080 Lemon Street, Third Floor, Riverside**

This meeting is being conducted in-person as well as virtually in accordance with AB 361 due to state or local officials recommending measures to promote social distancing.

INSTRUCTIONS FOR ELECTRONIC PARTICIPATION

Join Zoom Meeting

<https://rctc.zoom.us/j/81236709180>

Meeting ID: 812 3670 9180

One tap mobile

+16699006833,,81236709180# US (San Jose)

Dial by your location

+1 669 900 6833 US (San Jose)

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.

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. PUBLIC COMMENTS**
- 3. PLEDGE OF ALLEGIANCE**

- 4. 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.*

5. APPROVAL OF THE MINUTES – DECEMBER 8, 2021

Page 1

6. ORGANIZATIONAL CHANGES

Page 3

- 1) Reclassify the following titles and approve associated changes on the Fiscal Year 2022/23 organization chart and salary range schedule:
 - a. Regional Conservation Deputy Executive Director on range 67 (\$15,566-\$21,015 per month) to Regional Conservation Director on range 67 (\$15,566-\$21,015 per month);
 - b. Technical Information Program Manager on range 45 (\$9,042- \$12,207 per month) to Senior Management Analyst- GIS on range 43 (\$8,606- \$11,619 per month);
 - c. Administrative Services Manager/ Clerk of the Board on range 51 (\$10,486 - \$14,156 per month) to an Administrative Services Director/ Clerk of the Board on range 57 (\$12,160 - \$16,417 per month);
 - d. Human Resources Administrator on range 45 (\$9,042 -\$12,207 per month) to Human Resources Manager on range 53, (\$11,017 - \$14,873 per month);
- 2) Approve the addition of the following positions to the Fiscal Year 2022/23 organization chart and associated changes on the FY 2022/23 salary range schedule:
 - a. Administrative Assistant on range 17 (\$4,529- \$6,114 per month);
 - b. Accountant on range 35 (\$7,064- \$9,536 per month);
 - c. Human Resources Assistant on range 17 (\$4,529-\$6,114 per month);
 - d. Regional Conservation Deputy Director on range 57 (\$12,160-\$16,417 per month)
- 3) Approve a 4 percent merit increase pool for Fiscal Year 2022/23;
- 4) Apply a 4 percent annual CPI salary range adjustment to Fiscal Year 2022/23 salary ranges;
- 5) Approve a \$750 increase to the monthly employer contribution towards employee health care to a total of \$1500 in Fiscal Year 2022/23;
- 6) Approve the Fiscal Year 2022/23 organization chart; and
- 7) Forward the Fiscal Year 2022/23 Salary Ranges schedule to the Commission for final adoption.

7. ADJOURNMENT

AGENDA ITEM 5

MINUTES

RIVERSIDE COUNTY TRANSPORTATION COMMISSION

MINUTES EXECUTIVE COMMITTEE MEETING

WEDNESDAY, DECEMBER 8, 2021

1. CALL TO ORDER

The meeting of the Executive Committee was called to order at 9:02 a.m. via Zoom Meeting ID: 815 0422 6915. Pursuant to Governor Newsom's Executive Order N-29-20, (March 18, 2020), the meeting was conducted via video conferencing and by telephone.

ROLL CALL

Commissioners Present

Ben J. Benoit
Karen Spiegel*
Lisa Middleton
Jeff Hewitt
Bob Magee
V. Manuel Perez
Chuck Washington
Lloyd White
Brian Berkson
Matt Rahn
Jan Harnik*

Commissioners Absent

**arrived after the meeting was called to order*

2. PLEDGE OF ALLEGIANCE

Commissioner Ben Benoit led the Executive Committee in a flag salute.

3. PUBLIC COMMENTS

There were no public comments.

4. ADDITIONS/REVISIONS

There were no additions or revisions.

5. APPROVAL OF THE MINUTES – SEPTEMBER 21, 2021 MEETING

M/S/C (Benoit/White) to approve the minutes of September 21, 2021 as submitted.

6. CLOSED SESSION – EXECUTIVE DIRECTOR

**6A. PUBLIC EMPLOYEE PERFORMANCE EVALUATION
TITLE: EXECUTIVE DIRECTOR**

At this time, the Executive Committee went into Closed Session.

8. ADJOURNMENT

There being no other items to be considered, the Executive Committee meeting adjourned at 9:37 a.m.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Lisa Mobley', with a long horizontal stroke extending to the right.

Lisa Mobley
Clerk of the Board

AGENDA ITEM 6

<i>RIVERSIDE COUNTY TRANSPORTATION COMMISSION</i>	
DATE:	March 9, 2022
TO:	Executive Committee
FROM:	Pamela Velez-Renteria, Human Resources Administrator
THROUGH:	Anne Mayer, Executive Director
SUBJECT:	Organizational Changes

STAFF RECOMMENDATION:

This item is for the Committee to:

- 1) Reclassify the following titles and approve associated changes on the Fiscal Year 2022/23 organization chart and salary range schedule:
 - a. Regional Conservation Deputy Executive Director on range 67 (\$15,566-\$21,015 per month) to Regional Conservation Director on range 67 (\$15,566-\$21,015 per month);
 - b. Technical Information Program Manager on range 45 (\$9,042- \$12,207 per month) to Senior Management Analyst- GIS on range 43 (\$8,606- \$11,619 per month);
 - c. Administrative Services Manager/ Clerk of the Board on range 51 (\$10,486 - \$14,156 per month) to an Administrative Services Director/ Clerk of the Board on range 57 (\$12,160 - \$16,417 per month);
 - d. Human Resources Administrator on range 45 (\$9,042 -\$12,207 per month) to Human Resources Manager on range 53, (\$11,017 - \$14,873 per month);
- 2) Approve the addition of the following positions to the Fiscal Year 2022/23 organization chart and associated changes on the FY 2022/23 salary range schedule:
 - a. Administrative Assistant on range 17 (\$4,529- \$6,114 per month);
 - b. Accountant on range 35 (\$7,064- \$9,536 per month);
 - c. Human Resources Assistant on range 17 (\$4,529-\$6,114 per month);
 - d. Regional Conservation Deputy Director on range 57 (\$12,160-\$16,417 per month)
- 3) Approve a 4 percent merit increase pool for Fiscal Year 2022/23;
- 4) Apply a 4 percent annual CPI salary range adjustment to Fiscal Year 2022/23 salary ranges;
- 5) Approve a \$750 increase to the monthly employer contribution towards employee health care to a total of \$1500 in Fiscal Year 2022/23;
- 6) Approve the Fiscal Year 2022/23 organization chart; and
- 7) Forward the Fiscal Year 2022/23 Salary Ranges schedule to the Commission for final adoption.

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. Budget related decisions are included in the annual budget for consideration and approval by the full Commission.

A Strategic Organization Planning Ad Hoc Committee was created and met in April of 2021 to review and discuss organization issues such as staffing, strengths, risks and succession planning. The Committee met once again on February 9, 2022 to broadly discuss organizational issues, salary structures, as well as the results of the Classification and Compensation Study that commenced following the transition of the Western Riverside County Regional Conservation Agency (RCA) to the Riverside County Transportation Commission (RCTC). This policy oversight feedback assisted the Executive Director in formulating the recommendations contained in this report in preparation for FY 2022/23 budget approval. The detailed recommendations were not reviewed with the Ad Hoc Committee.

Summary of Classification Study

In August 2021, Koff & Associates (Koff) contracted with RCTC to conduct a classification and comprehensive total compensation study. The goals and objectives of the study were to: recommend an appropriate classification for each position studied, develop a competitive total compensation (pay and benefits) plan, which is based upon market data; and ensure that the total compensation plan is fiscally responsible and meets the needs of RCTC with regards to recruitment and retention of qualified staff.

The classification study included new positions that transitioned to RCTC as part of the management oversight of RCA. Koff studied the new positions to ensure the initial recommendations into RCTC's classification plan/system were appropriate, with the benefit of knowledge and understanding gained after the management transition occurred. In addition, the classification study included other RCTC positions to assess if the transition of RCA to RCTC impacted the position's classification in terms of scope and complexity of work, level of responsibility, consequence of error, interaction with external and internal contacts and other whole job factors (i.e., positions are appropriately classified and aligned).

Koff found the majority of the positions reviewed to be consistent with responsibilities and appropriately classified. Several positions reviewed warrant reclassification to ensure duties, responsibilities and compensation are appropriately assigned within the organization. The proposed reclassifications are outlined as follows:

- **Administrative Services Director/Clerk of the Board**- This position is currently at the manager level, and it is recommended that it be reclassified to a director level position. The position has full management responsibility for the Office of the Clerk of the Board including managing preparation of the RCTC committee's and boards' meeting agendas

and overseeing official records maintenance. With the management oversight of RCA, the position assumed management responsibility for the RCA Board of Directors. This increased not only the volume of work but also the complexity of the work performed in terms of providing support to a separate governing body with its own vision, objectives, goals, and needs. The responsibility of this position is in alignment with other director positions at RCTC.

- **Human Resources Manager-** This position is currently at the administrator level. Through the recent growth of RCTC in addition to bringing aboard staff supporting RCA, the position is taking on additional responsibilities in regard to establishing human resources policies and procedures, ensuring compliance with legal requirements, and advising managers and employees on human resources and compliance issues. The position is also shifting from being responsible for not only administering human resources programs but supervising a Human Resources Assistant, participating in establishing the strategy or direction of human resources and recommending and implementing changes as appropriate. The responsibility of this position is in alignment with other Manager positions at RCTC.
- **Regional Conservation Director-** This position is currently titled as a Deputy Executive Director. The current title was carried over from the previous RCA organization structure when under County management. The reclassification of this position was part of the RCA alignment review and is a title change to ensure consistency with RCTC's organization structure. Title changes are recommended to more clearly reflect the level and scope being performed, to consolidate work into broader categories that could be used agency-wide, as well as establish consistency with the labor market and industry standards.
- **Senior Management Analyst GIS-** This position is currently at a manager level. The reclassification of this position was part of the RCA alignment review. Originally established as an Information Technology Manager, the position is not primarily focused on program management but instead time spent, and workload is hands-on data collection, research and analysis; creating maps, graphs and related materials for regional conservation and RCTC programs and projects; managing GIS projects; and managing and updating websites. Based on review of the data collected through the position description questionnaire form and staff interviews, as well as how the position fits within RCTC's classification system, the recommendation is a reclassification to Senior Management Analyst – GIS.

To accommodate changes in organizational structure and an increase in business operations, four (4) new positions are recommended.

- **Human Resources Assistant-** This new position is recommended to ensure timely and accurate administration of employee personnel related actions. Personnel related actions are mission critical and current staffing of one position in Human Resources is insufficient for the workload creating vulnerability for the organization.
- **Accountant-** This new position is recommended to ensure timely and accurate administration of payroll activities. Payroll responsibilities are mission critical and current

staffing of one position in Payroll is insufficient for the workload creating vulnerability for the organization.

- **Administrative Assistant**—This new position is recommended to ensure sufficient administrative support is available for the increased workload due to the management of RCA. RCTC operates with a shared administrative pool of 5 providing agency wide support internally and to the public.
- **Deputy Director of Regional Conservation**- This new position will provide strategic level and policy guidance to staff on the management accountability and responsibility for the Multiple Species Habitat Conservation Plan (MSHCP) implementation. The Regional Conservation Department must be responsive within limited timeframes to development and infrastructure project reviews and provide customer service to landowners, public agencies, and developers. Additionally, the RCA must accelerate and enhance its activities to meet the requirements of the MSHCP with regard to habitat monitoring and management and land acquisition. The position is necessary to fulfill the requirements of the MSHCP and expectations set by the Commission and RCA Board of Directors. The responsibility of this position is in alignment with other Deputy Directors at RCTC.

Summary of Compensation Study

Koff assessed base salaries and total compensation in comparison to the market median in alignment with RCTC's compensation philosophy of being an employer of choice, as well as taking into consideration recent organizational changes such as assuming management responsibility for RCA, organizational size and resources, redundancies in operations, recruitment and retention challenges, succession planning and sustainability, and organizational efficiency and effectiveness. Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. There was a total of 12 agencies included in the total compensation study which were pre-determined by RCTC prior to the start of the study. Typically, base salaries are considered competitive within 5 percent of market median. The results of the total compensation study showed:

- RCTC's **base salaries**, overall, in comparison to the market are 8.7 percent above the market median.
- RCTC's **total compensation**, overall, in comparison to the market is 6.7 percent above the market median.
- RCTC's **benefits package** puts RCTC in a slightly less competitive position compared to the market. RCTC's current contribution to health insurance, including dental and vision coverage, is approximately \$980 per month, whereas the market average employer contribution to health insurance is approximately \$2,020 per month.

After careful review and consideration of the study results, it is proposed that RCTC's salary structure be based on the market median. This recommendation is financially conservative overall with some though minimal negative impact to existing staff yet will still ensure that RCTC remains competitive among other agencies over recruitment of high-quality candidates. Salary range adjustments due to the compensation study results are approximately 2 percent or less

when compared to existing salary ranges. Minor changes have been made to ensure consistent internal salary alignment of the ranges within the schedule.

In addition to the adjustments noted above, Commission policy applies an annual Consumer Price Index (CPI) adjustment to the salary range table. 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 the range will receive automatic adjustments on July 14, 2022.** In the 12-month period ending December 31, 2021 the CPI for Riverside-San Bernardino-Ontario exceeded 7 percent. It is recommended that a revised Salary Range table including a 4 percent CPI adjustment calculated per policy be approved for Fiscal Year 2022/23. At this time the automatic adjustments between 0 and 4 percent will be applied to 18 employees' salaries depending on where the existing salary falls with respect to the new range. The proposed FY 2022/23 Salary Range Schedule and Organization Chart incorporating all classification and salary recommendations are attached.

It is also recommended, based on the market results provided by Koff, that RCTC increase the employer contribution toward health insurances to be more in alignment with market practices. Since March 1, 1978, RCTC has provided employees access to group health insurance through the Public Employee's 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 March 2005 RCTC provided \$600 as its monthly employer contribution toward employee's health premiums and in September 2018 the amount increased to \$750. Health care costs and premiums have continued to rise and the modest increase provided in 2018 did not offset the dramatic market changes. A summary of benefit comparisons and current health care premiums is attached for detailed reference.

It is staff's recent experience that in the current employee market, healthcare coverage is a key – sometimes determining – recruitment and retention factor. Although RCTC salaries are generally competitive, potential recruits have provided feedback that absorbing the monthly premium costs negates salary competitiveness. It is recommended that the monthly employer contribution toward employee's health be increased to \$1,500 per month with dental and vision coverage remaining at approximately \$230 per month. Approximately 60 current employees utilize RCTC provided health care coverage and not all employees will utilize the full \$1500 per month. This health care coverage is not part of a cafeteria plan therefore RCTC's cost will be limited to actual costs not to exceed \$1,500 per employee per month This action will also raise

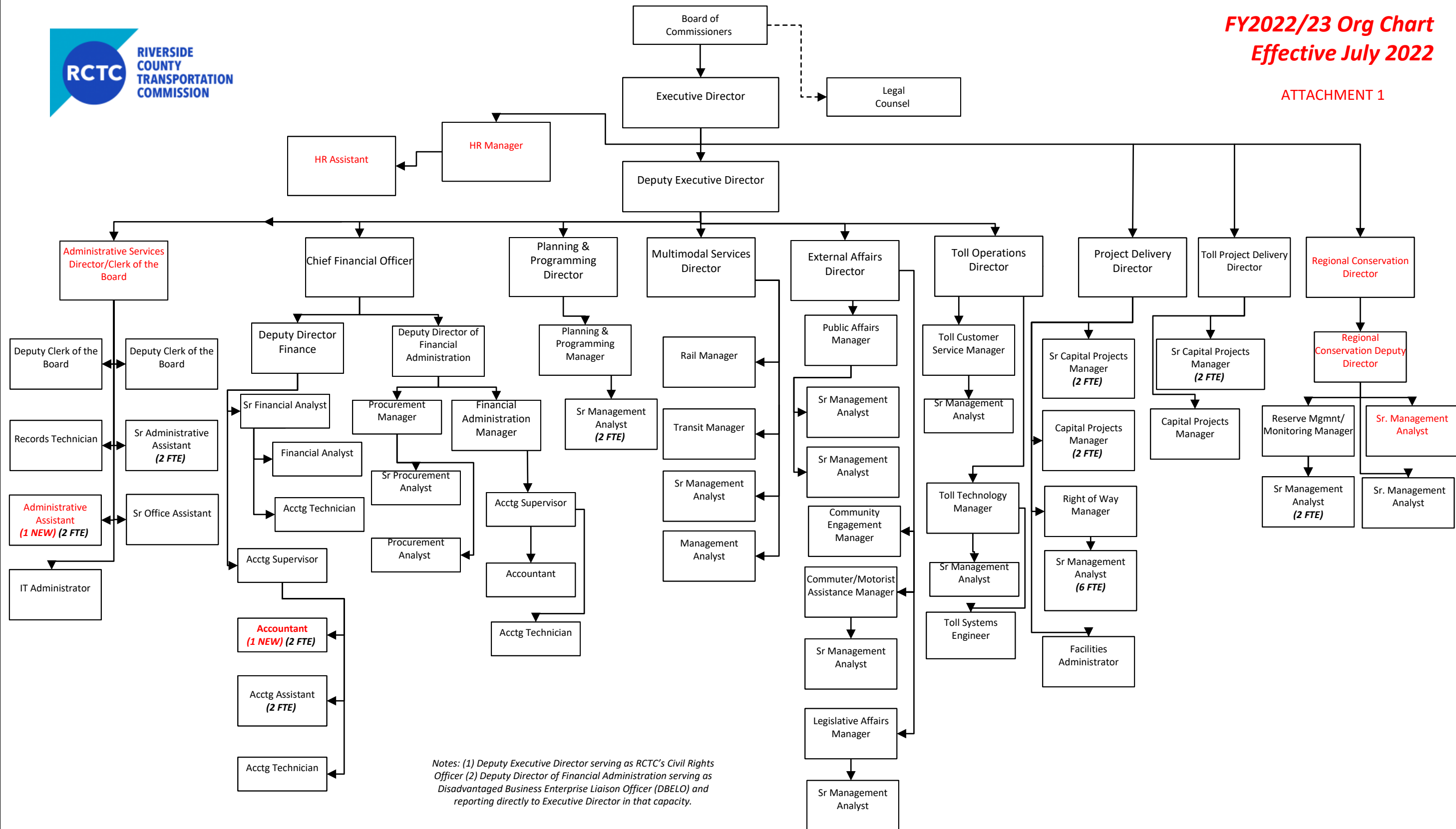
the Commission's insurance contribution for three retirees who are not covered through RCTC's contract with PERS for retirement medical coverage.

Organizational Change Implementation

Upon Executive Committee approval of these recommendations, the changes will be incorporated into the draft FY 2022/23 budget for review by the Commission. The FY 2021/22 budget included \$16.2 million for salaries and benefits with RCA reimbursing the Commission for its proportional share of costs. It is estimated that the recommended changes to the organization, salary range schedule and healthcare coverage will result in an approximate 9 percent increase in total compensation expenses and 81 full-time equivalent positions. The budget and the FY 2022/23 Salary Range Schedule will be included in the Commission's FY 2022/23 budget for adoption at its June meeting. All changes will be effective July 14, 2022.

Attachments:

- 1) FY 2022/23 Organization Chart
- 2) FY 2022/23 Salary Range Schedule
- 3) Koff study report
- 4) Benefit Comparison/Health Care Premium Summary



Riverside County Transportation Commission Salary Range by Class Title FY 2022/23 - Effective July 14 , 2022					
Salary Range	Class Title	Rate Type	Range Minimum⁽¹⁾	Control Point⁽¹⁾	Range Maximum⁽¹⁾
35	Accountant	Monthly	\$7,064	\$8,668	\$9,536
17	Accounting Assistant	Monthly	\$4,529	\$5,558	\$6,114
45	Accounting Supervisor	Monthly	\$9,042	\$11,096	\$12,207
25	Accounting Technician	Monthly	\$5,518	\$6,772	\$7,449
17	Administrative Assistant	Monthly	\$4,529	\$5,558	\$6,114
57	Administrative Services Director/Clerk of the Board	Monthly	\$12,160	\$14,923	\$16,417
55	Capital Projects Manager	Monthly	\$11,575	\$14,204	\$15,626
67	Chief Financial Officer	Monthly	\$15,566	\$19,103	\$21,015
45	Clerk of the Board	Monthly	\$9,042	\$11,096	\$12,207
51	Community Engagement Manager	Monthly	\$10,486	\$12,868	\$14,156
51	Commuter/Motorist Assistance Manager	Monthly	\$10,486	\$12,868	\$14,156
33	Deputy Clerk of the Board	Monthly	\$6,723	\$8,250	\$9,076
57	Deputy Director of Finance	Monthly	\$12,160	\$14,923	\$16,417
57	Deputy Director of Financial Administration	Monthly	\$12,160	\$14,923	\$16,417
75	Deputy Executive Director	Monthly	\$18,966	\$23,275	\$25,604
83	Executive Director	Monthly	\$23,108	\$28,358	\$31,196
63	External Affairs Director	Monthly	\$14,102	\$17,306	\$19,038
45	Facilities Administrator	Monthly	\$9,042	\$11,096	\$12,207
53	Financial Administration Manager	Monthly	\$11,017	\$13,519	\$14,873
35	Financial Analyst	Monthly	\$7,064	\$8,668	\$9,536
17	Human Resources Assistant	Monthly	\$4,529	\$5,558	\$6,114
53	Human Resources Manager	Monthly	\$11,017	\$13,519	\$14,873
45	IT Administrator	Monthly	\$9,042	\$11,096	\$12,207
51	Legislative Affairs Manager	Monthly	\$10,486	\$12,868	\$14,156
35	Management Analyst	Monthly	\$7,064	\$8,668	\$9,536
63	Multimodal Services Director	Monthly	\$14,102	\$17,306	\$19,038
63	Planning and Programming Director	Monthly	\$14,102	\$17,306	\$19,038
51	Planning and Programming Manager	Monthly	\$10,486	\$12,868	\$14,156
35	Procurement Analyst	Monthly	\$7,064	\$8,668	\$9,536
53	Procurement Manager	Monthly	\$11,017	\$13,519	\$14,873
71	Project Delivery Director	Monthly	\$17,182	\$21,086	\$23,196
51	Public Affairs Manager	Monthly	\$10,486	\$12,868	\$14,156
51	Rail Manager	Monthly	\$10,486	\$12,868	\$14,156
17	Records Technician	Monthly	\$4,529	\$5,558	\$6,114
57	Regional Conservation Deputy Director	Monthly	\$12,160	\$14,923	\$16,417
67	Regional Conservation Director	Monthly	\$15,566	\$19,103	\$21,015
53	Reserve Management/Monitoring Manager	Monthly	\$11,017	\$13,519	\$14,873
57	Right of Way Manager	Monthly	\$12,160	\$14,923	\$16,417
25	Senior Administrative Assistant	Monthly	\$5,518	\$6,772	\$7,449
65	Senior Capital Projects Manager	Monthly	\$14,816	\$18,182	\$20,002
43	Senior Financial Analyst	Monthly	\$8,606	\$10,561	\$11,619
43	Senior Management Analyst	Monthly	\$8,606	\$10,561	\$11,619
13	Senior Office Assistant	Monthly	\$4,103	\$5,035	\$5,539
43	Senior Procurement Analyst	Monthly	\$8,606	\$10,561	\$11,619
67	Toll Operations Director	Monthly	\$15,566	\$19,103	\$21,015
53	Toll Customer Service Manager	Monthly	\$11,017	\$13,519	\$14,873
71	Toll Project Delivery Director	Monthly	\$17,182	\$21,086	\$23,196
45	Toll Systems Engineer	Monthly	\$9,042	\$11,096	\$12,207
53	Toll Technology Manager	Monthly	\$11,017	\$13,519	\$14,873
51	Transit Manager	Monthly	\$10,486	\$12,868	\$14,156

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

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



February 28, 2022

Classification and Total Compensation Study Final Report

Riverside County Transportation Commission

KOFF & ASSOCIATES

GEORG S. KRAMMER

Chief Executive Officer

2835 Seventh Street
Berkeley, CA 94710
www.KoffAssociates.com

gkrammer@koffassociates.com

Tel: 510.658.5633

Fax: 510.652.5633

February 28, 2022

Anne Mayer
Executive Director
Riverside County Transportation Commission
4080 Lemon Street, 3rd Floor
Riverside, CA 92501

Dear Ms. Mayer:

Koff & Associates is pleased to present the classification study for select classifications and total compensation study for all classifications at Riverside County Transportation Commission. This report documents the classification and compensation study process, revised (and new) classification descriptions, and market compensation survey methodology, findings, and recommendations.

The classification study process included completion of written Position Description Questionnaires, interviews with employees and managers, allocation recommendations, and revising the classification descriptions. The total compensation study included the collection of base salary and benefits data to assess how competitive Riverside County Transportation Commission is to the market and to develop recommendations based on market results.

We would like to thank you and Riverside County Transportation Commission staff for your assistance and cooperation without which this study could not have been brought to its successful completion.

We 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 Riverside County Transportation Commission and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,



Georg S. Krammer
Chief Executive Officer



TABLE OF CONTENTS

Executive Summary	1
Background	1
Summary of Findings	2
Classification Study Methodology	3
Classification Study Findings and Recommendations	4
Title Change	4
Reclassification	4
New Classifications	6
No Changes	6
Total Compensation Study Process	7
Benchmark Classifications	7
Comparator Agencies	8
Salary and Benefits Data	9
Data Collection	12
Matching Methodology	12
Data Spreadsheets	13
Market Compensation Findings	14
Base Salary	16
Total Compensation	16
Recommendations	17
Pay Philosophy and Proposed Salary Ranges	17
Salary Range Structure	17
Cost of Living Adjustments	17
Proposed Salary Range Placements	17
Internal Salary Relationships	18
Benefits	19
Using the Market Data as a Tool	20



LIST OF TABLES

Table 1. Reclassification Recommendations	5
Table 2. Classifications Surveyed	7
Table 3. Comparator Agencies	8
Table 4. Market Compensation Results Summary	14
Table 5. Monthly Employer Health Insurance Contributions.....	19

APPENDICES

Appendix I: Results Summary

Appendix II: Market Compensation Findings

Appendix III: Proposed Salary Schedule & Range Recommendations



EXECUTIVE SUMMARY

Background

In August 2021, Koff & Associates (“K&A”) contracted with Riverside County Transportation Commission (RCTC) to conduct a classification and comprehensive total compensation study. All classification and compensation findings and recommendations are presented in this report.

The goals and objectives of the study were to:

- Recommend an appropriate classification for each position studied that:
 - Recognizes the scope and level of responsibility of the studied position;
 - Provides an improved basis for future recruitment, assessment, and selection for this position; and
 - Provides a basis for establishing a compensation level that is commensurate with the nature of the work performed;
- Develop a recommendation that would be perceived as equitable by management and the employee alike by maintaining regular and clear communication with the employee and management, making a classification decision based on work performed (rather than individual competencies and experience), avoiding using classifications to resolve compensation issues and to reward performance, and documenting processes and procedures as appropriate;
- Develop a competitive total compensation (pay and benefits) plan, which is based upon market data; and
- Ensure that the total compensation plan is fiscally responsible and meets the needs of RCTC with regards to recruitment and retention of qualified staff

A classification study may be performed for various reasons such as, but not limited to, the development of new classifications and/or positions; and/or a position is performing different duties than are currently outlined for the classification, has experienced gradual changes in duties performed, or has undergone changes in organizational relationships.

A compensation study is typically performed because the RCTC Commission, Regional Conservation Board, and management want employees to be recognized for the level and scope of work performed and to be paid on a fair and competitive basis that allows RCTC to recruit and retain a high-quality staff; the desire to have a compensation plan that can meet the needs of RCTC; and the desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across RCTC.



Classification and Total Compensation Study – Final Report

Riverside County Transportation Commission

Summary of Findings

Classification Study

Upon completion of the classification review and analysis, K&A recommended the following changes:

- Title Change:
 - Deputy Executive Director – Regional Conservation Authority to Regional Conservation Director
- Reclassification:
 - Administrative Services Manager/Clerk of the Board to Administrative Services Director/Clerk of the Board
 - Human Resources Administrator to Human Resources Manager
 - Reserve Management/Monitoring Manager to Regional Conservation Deputy Director
 - Technical Information Program Manager to Senior Management Analyst
- New Classification:
 - Human Resources Assistant

K&A revised all classification descriptions to reflect changes in the work performed and qualifications required, as needed.

Total Compensation Study

This report summarizes the study methodology, analytical tools, and the total compensation (salary and benefits) survey findings. K&A assessed base salaries and total compensation in comparison to the market median in alignment with RCTC's compensation philosophy. The results of the total compensation study showed

- RCTC's **base salaries**, overall, in comparison to the market are 8.7% above the market median.
- RCTC's **total compensation**, overall, in comparison to the market is 6.7% above the market median.
- RCTC's **benefits package** puts RCTC in a slightly less competitive position compared to the market. RCTC's current contribution to health insurance is approximately \$980 per month, whereas the market average employer contribution to health insurance is approximately \$2,020 per month.
- Based on the overall comparison to the market median, **recommendations** should be based on **base salary market results**.
- K&A considers a classification falling within 5% of the median to be competitive.



CLASSIFICATION STUDY METHODOLOGY

The following provides an overview of the classification study methodology.

- A. Orientation Meetings and Distribution of the Position Description Questionnaire (PDQ).
- B. PDQ Completion & Review
 - Employees completed PDQ forms and their supervisor reviewed, commented, and signed off on the forms.
 - K&A received and reviewed the PDQ forms.
- C. Employee and Supervisor Interviews
 - Interviews were scheduled with employees and their supervisor.
 - Employees were interviewed to clarify and supplement the PDQ data.
 - The supervisors were interviewed to clarify and/or confirm the information collected in the staff interviews and to respond to potential perception differences regarding roles, tasks, and scope.
- D. Position allocation development
 - Following the analysis of the classification information gathered, a position allocation was developed and recommended.
 - Specific position allocation recommendations include specifying current and proposed classification title and impact of the recommendations (reclassification, title change, or no change [i.e., update of classification description format and/or content only]).
 - Recommendations for title change and reclassification are made to more clearly reflect the level and scope being performed, as well as establish consistency with the labor market and industry standards.
- E. Draft Class Description Development
 - Revised and new class descriptions were developed.
 - Compliance with Fair Labor Standards Act (FLSA) and Americans with Disability Act (ADA) requirements was reviewed and updated.
- F. Class Description Review and Update
 - Draft copies of the revised and new classification descriptions were submitted to RCTC to provide comments and concerns regarding any modifications and to ensure that no factual information was overlooked and that the recommendation was fair and consistent.
 - Allocation recommendations and/or classification descriptions were revised, as appropriate, based on employee and supervisor feedback. The final classification descriptions were submitted to RCTC separate from this report.



CLASSIFICATION STUDY FINDINGS AND RECOMMENDATIONS

The classification study included new positions that transitioned to RCTC as part of the transition of RCA to RCTC that occurred approximately six months ago. The positions were studied to ensure the initial recommendations into RCTC’s classification plan/system were appropriate with a better understanding of the work performed and qualifications required to perform the work. In addition, the classification study included other RCTC positions to assess if the transition of RCA to RCTC impacted the position’s classification in terms of scope and complexity of work, level of responsibility, consequence of error, interaction with external and internal contacts and other whole job factors (i.e., positions are appropriately classified and aligned). Upon review of the positions, K&A identified and made recommendations to change classification titles, reclassify specific positions, and/or create new classifications. For all recommendations (including “no change”), the classification descriptions were reviewed and revised as needed.

When positions are classified, the focus is on assigned job duties and the job-related requirements for successful performance, not on individual employee capabilities or amount of work performed. Positions are evaluated and classified on the basis of such factors as knowledge and skill required to perform the work, the complexity of the work, the authority delegated to make decisions and take action, the responsibility for the work of others and/or for budget expenditures, contacts with others (both inside and outside of the organization), and the impact of the position on the organization.

Furthermore, it is necessary to: (i) identify the duties that the incumbents are currently being required to perform; (ii) determine if those duties are captured in the current classification description; and (iii) identify the percentage of duties being performed, if any, which are outside of the current classification.

Title Change

Title changes are recommended to more clearly reflect the level and scope being performed, to consolidate work into broader categories that could be used agency-wide, as well as establish consistency with the labor market and industry standards. Any compensation recommendations are not dependent upon a new title, but upon the market value as defined by job scope, level and responsibilities, and the qualifications required for successful job performance. There was one classification recommended for a title change:

- Deputy Executive Director – Regional Conservation Authority to Regional Conservation Director

Reclassification

Reclassification recommendations are made for positions that are working out of class due to level and scope of work and/or job functions that have been added or removed from those positions over time.

The study resulted in five incumbents, allocated to five classifications, to be reclassified, as noted in the table below. These recommendations are based on the individual positions interviewed. Not every incumbent in the current classification are recommended for a reclassification.



Classification and Total Compensation Study – Final Report

Riverside County Transportation Commission

Table 1. Reclassification Recommendations

Current Classification Title	Proposed Classification Title
Administrative Services Manager/Clerk of the Board	Administrative Services Director/Clerk of the Board
Human Resources Administrator	Human Resources Manager
Reserve Management/Monitoring Manager	Regional Conservation Deputy Director
Technical Information Program Manager	Senior Management Analyst

The justification for each recommendation presented in Table 1 is provided below.

- **Administrative Services Manager/Clerk of the Board:** The position retained full management responsibility for the Office of the Clerk of the Board including managing preparation of the RCTC Commission's and boards' meeting agendas and overseeing official records maintenance. With the transition of RCA to RCTC, the position assumed management responsibility for the RCA Board of Directors. This increased not only the volume of work but also the complexity of the work performed in terms of providing support to a separate governing body with its own vision, objectives, goals, and needs. Furthermore, this position has changed over recent years to also be responsible for facilities and information technology management for RCTC and RCA. The responsibility of this position is in alignment with other Director positions at RCTC.
- **Human Resources Administrator:** The position is taking on additional responsibilities in regards to establishing human resources policies and procedures, ensuring compliance with legal requirements, and advising managers and employees on human resources and compliance issues. The position is also shifting from being responsible for not only administering human resources programs but is also participating in establishing the strategy or direction of human resources and recommending and implementing changes as appropriate. The responsibility this position is in alignment with other Manager positions at RCTC.
- **Reserve Management and Monitoring Manager:** The position is performing work at strategic level providing guidance to staff and management on and being accountable and responsible for Multiple Species Habitat Conservation Plan (MSHCP) implementation; whereas the Manager position would be focused on managing reserve management and monitoring and land management program supporting MSHCP. The responsibility of this position is in alignment with other Deputy Directors at RCTC.
- **Technical Services Manager:** Per the classification description, the Technical Information Program Manager is a program management classification that manages all activities



Classification and Total Compensation Study – Final Report

Riverside County Transportation Commission

related to the regional conservation program administration of IT and GIS programs and operations. The incumbent organizes and oversees administration of IT and GIS service contracts, as well as the day-to-day supervision of staff responsible for the operation and maintenance of IT and GIS databases and systems as it relates to the regional conservation program. Responsibilities include performing diverse, specialized, and complex work involving significant accountability and decision-making responsibility. The incumbent is responsible for providing professional-level support to the Regional Conservation Deputy Executive Director in a variety of areas. Successful performance of the work requires an extensive professional background as well as skill in coordinating program work. The position serves as a subject matter expert in GIS and performs varied research and analysis to support regional conservation, transportation and toll projects and programs, including analysis, implementation and maintenance of GIS databases and related resources within an integrated business environment. The preponderance of time is spent performing hands-on data collection, research and analysis; creating maps, graphs and related materials for regional conservation and RCTC programs and projects; managing GIS projects; and managing and updating the regional conservation website; whereas the Technical Information Program Manager is primarily focused on program management. In addition, the position does not perform duties characteristic of a program manager at RCTC such as participating in developing goals, objectives, policies and priorities for GIS programs and services and participating in the development and administration of the program's annual budget. Finally, the impact of the work and consequence of error is less than that of other Program Managers at RCTC as a significant portion of the work (such as the work related to the MSHCP Annual Report) is performed by following established procedures and reviewed and approved by the Reserve Management and Monitoring Manager and Regional Conservation Deputy Director to mitigate errors or the possibility of errors. The work, responsibilities, and qualifications of this position align with the Senior Management Analyst.

New Classifications

The study resulted in one new classifications. To accommodate changes in organizational structure and business operations, RCTC requested the development of a Human Resources Assistant classification description.

No Changes

In addition to the classifications/positions listed in Table 1, K&A also reviewed the positions and classification descriptions for:

- Accountant
- Chief Financial Officer
- Deputy Executive Director



Classification and Total Compensation Study – Final Report

Riverside County Transportation Commission

- Executive Director
- Financial Administration Manager
- Right of Way Manager
- Senior Management Analyst – GIS
- Senior Management Analyst – Reserve Management/Monitoring

All of these positions were not recommended to change because all of these positions are in the appropriate classification and title.

TOTAL COMPENSATION STUDY PROCESS

Benchmark Classifications

The classifications included in the total compensation study are listed in Table 2.

Table 2. Classifications Surveyed

Classification Title
1. Accountant
2. Accounting Supervisor
3. Accounting Technician
4. Administrative Assistant
5. Administrative Services Director/Clerk of the Board
6. Capital Projects Manager
7. Chief Financial Officer
8. Commuter/Motorist Assistance Manager
9. Deputy Director of Financial Administration
10. Deputy Executive Director
11. Executive Director
12. External Affairs Director
13. Financial Administration Manager
14. Financial Analyst
15. Human Resources Manager
16. Legislative Affairs Manager
17. Multimodal Services Director



Classification and Total Compensation Study – Final Report

Riverside County Transportation Commission

Classification Title
18. Planning and Programming Director
19. Planning and Programming Manager
20. Procurement Manager
21. Project Delivery Director
22. Public Affairs Manager
23. Rail Manager
24. Regional Conservation Deputy Director
25. Regional Conservation Director
26. Reserve Management/Monitoring Manager
27. Right of Way Manager
28. Senior Management Analyst
29. Senior Office Assistant
30. Senior Procurement Analyst
31. Toll Customer Service Manager
32. Toll Operations Director
33. Toll Project Delivery Director
34. Toll Systems Engineer
35. Toll Technology Manager
36. Transit Manager

Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. The agencies included in the total compensation study were pre-determined by RCTC prior to the start of the study.

Table 3. Comparator Agencies

Agency
1. Alameda County Transportation Commission
2. CalTrans



Classification and Total Compensation Study – Final Report

Riverside County Transportation Commission

Agency
3. Contra Costa Transportation Authority
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. Southern California Association of Governments
13. Southern California Regional Rail Authority
14. Transportation Corridor Agencies

*Note: Information pertaining to classifications, salaries, and benefits were requested; however the agencies did not respond after numerous attempts to get the information and are thus excluded from the study results.

Comparator agencies included in a total compensation study, like this study, are typically selected based on the following factors:

1. Organizational type and structure: Agencies of a similar size and structure providing similar services to that of RCTC are recommended to be used as comparators.
2. Staff and operational budgets and scope of services and population served: Staff and operational budget size determine the amount of resources available for the agencies to provide services, and population size accounts for the ratio of resources to constituents served. Organizations providing the same services are ideal for comparison.
3. Geographic location and labor market: The geographic labor market area where RCTC may be recruiting from or losing employees to, should taken into consideration when selecting comparator organizations.

Salary and Benefits Data

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following salary and benefits data was collected for each benchmark classification.



Classification and Total Compensation Study – Final Report

Riverside County Transportation Commission

1. Monthly Base Salary

The top of the salary range and/or control point. All figures are presented on a monthly basis.

2. Employee Retirement

Retirement reflects:

- **Formula:** The service retirement formula for each agency's Classic plan.
- **Enhanced Formula Cost:** The baseline PERS formula is 2%@62 (PEPRA formula) for miscellaneous employees. There is typically a cost to the employer for offering a formula with a higher benefit than the baseline formula. For each enhanced formula, the cost to the employer is based on state-wide actuarial percentage calculated by PERS. The percentage value is multiplied by the top monthly salary to calculate the cost of the enhanced formula. The percentage value for each enhanced formula is:

Retirement Formula	Cost to Employer
2%@60	1.2%
2%@55	2.9%
2.5%@55	5.2%
2.7%@55	7.0%
3%@60	8.0%

- **Employee Cost Sharing:** The amount of the employer's contribution to PERS that is paid by the employee. This is reported as a deduction to total compensation.
- **Employer (ER) Paid Member Contribution:** The amount of the employee's contribution to PERS that is paid by the employer.
- **Single Highest Year:** 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 state-wide actuarial percentage calculated by PERS. The percentage value is multiplied by the top monthly salary to calculate the cost of the enhanced formula. The percentage value by formula is:

Retirement Formula	Cost to Employer
2%@60	0.5%



Classification and Total Compensation Study – Final Report

Riverside County Transportation Commission

Retirement Formula	Cost to Employer
2%@55	0.5%
2.5%@55	0.6%
2.7%@55	0.7%
3%@60	0.7%

- **Social Security:** If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally-determined maximum contribution of \$737.80 per month was reported. Note that the maximum contribution rate is that of 2021 to be consistent with the timeframe during which data was collected.
- **Deferred Compensation:** Deferred compensation contributions provided to all employees of a classification with or without requiring the employee to make a contribution is reported.
- **Other Retirement:** Any other retirement contributions made by the employer.

3. Insurances

The employer paid premiums for an employee with family coverage was reported. The employer paid insurances included:

- Cafeteria/Flexible Benefit Plan
- Medical
- Dental
- Vision
- Other

4. Leaves

Other than sick leave, which is usage-based, the number of hours off for which the employer is obligated. All hours have been translated into direct salary costs.

- **Vacation:** The number of paid time off (or vacation) hours available to all employees who have completed five years of employment.
- **Holidays:** The number of holiday hours (including floating hours) available to employees.
- **Administrative:** Administrative (or management) leave is normally the number of paid leave hours available to Fair Labor Standards Act (“FLSA”) Exempt and/or management to reward for extraordinary effort (in lieu of overtime). This leave



Classification and Total Compensation Study – Final Report

Riverside County Transportation Commission

category may also include personal leave which may be available to augment vacation or other time off.

5. Technology Allowance

This category includes either the provision of a technology allowance for the purchase of computers, laptops, cell phones, or other technologies used to perform assigned work.

6. Auto Allowance

This category includes either the provision of an auto allowance or the provision of an auto for personal use only. If a vehicle is provided to any classification for commuting and other personal use, the average monthly rate is estimated at \$450. Mileage reimbursement is not included.

7. Other

This category includes any additional other benefits not captured above available to all in the class.

All of the benefit elements are negotiated benefits provided to all employees in the classification. As such, they represent an ongoing cost for which an agency must budget. Other benefit costs, such as sick leave, tuition reimbursement, and reimbursable mileage are usage-based and cannot be quantified on an individual employee basis.

Data Collection

Data was collected during the months of November and December 2021, 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.

Matching Methodology

K&A believes that the data collection step is the most critical for maintaining the overall credibility of any study and relied on RCTC's classification descriptions as the foundation for comparison.

When K&A researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable matches may not be made that are 100% equivalent to the classifications at RCTC. Therefore, K&A does not match based upon job titles, which can often be misleading, but rather analyze class descriptions before a comparable match is determined.

K&A's methodology is to analyze each class description and the whole position by evaluating factors such as:

- Definition and typical job functions;
- Distinguishing characteristics;
- Level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.);



- Reporting relationship structure (for example, manages through lower-level staff);
- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

Furthermore, organizational size differences have an impact on identification of a comparable match. For technical job classifications organizational size is not critical. The difference in size of an organization becomes more important when comparing management classes. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility all increase with organizational size.

In order for a match to be included, K&A requires that a classification's "likeness" be at approximately 70% of the matched classification.

When an appropriate match is not identified for one classification, K&A often uses "hybrids" which can be functional or represent a span in scope of responsibility. A functional hybrid means that the job of one classification at RCTC is performed by two or more classifications at a comparator agency. A "hybrid" representing a span in scope means that the comparator agency has one class that is "bigger" in scope and responsibility and one class that is "smaller," where RCTC's class falls in the middle.

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

Data Spreadsheets

For each benchmark classification, there are three information pages:

- Top Monthly Base Salary Data
- Benefit Detail (Monthly Equivalent Values)
- Total Compensation Data

The average (mean) and median (midpoint) of the comparator agencies are reported on the top monthly salary and total compensation data spreadsheets. The % above or below that RCTC is compared to the average and median is also reported.

The mean is the sum of the comparator agencies' salaries/total compensation divided by the number of matches. The market median is the midpoint of the data set.



Classification and Total Compensation Study – Final Report

Riverside County Transportation Commission

In order to calculate the mean and median, K&A requires that there be a minimum of four comparator agencies with matching classifications to the benchmark classification. The reason for requiring a minimum of four matches is so that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for 31 of the 36 surveyed classifications.

When using survey data to make salary range recommendations and adjustments, K&A recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values.

MARKET COMPENSATION FINDINGS

The following table represents a summary of the market top monthly (base) salary and total compensation (base salary plus benefits [retirement, insurance, leaves, and allowances]) findings. The table is sorted by top monthly salary in descending order from the most positive percentile (above market) to the most negative (below market). For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top monthly salary market median and total compensation market median is listed. The market results can be found in Appendix I and the detailed market data can be found in Appendix II.

Table 4. Market Compensation Results Summary

Classification Title	# of Matches	Top Monthly Salary % Above or Below Market Median	Total Monthly Compensation % Above or Below Market Median
Accounting Technician	10	24.8%	19.2%
Procurement Manager	9	16.6%	13.2%
External Affairs Director	9	15.4%	15.3%
Accounting Supervisor	8	14.6%	11.2%
Legislative Affairs Manager	10	14.3%	13.2%
Accountant	11	14.3%	5.9%
Senior Procurement Analyst	9	13.4%	11.7%
Transit Manager	10	12.1%	9.4%
Rail Manager	6	11.8%	9.4%
Toll Project Delivery Director	8	11.6%	9.9%
Public Affairs Manager	10	11.4%	9.9%



Classification and Total Compensation Study – Final Report

Riverside County Transportation Commission

Classification Title	# of Matches	Top Monthly Salary % Above or Below Market Median	Total Monthly Compensation % Above or Below Market Median
Project Delivery Director	9	11.2%	10.0%
Deputy Executive Director	8	11.0%	9.9%
Senior Office Assistant	6	10.8%	5.7%
Commuter/Motorist Assistance Manager	8	8.4%	5.6%
Multimodal Services Director	9	8.0%	5.7%
Senior Management Analyst	9	7.2%	7.4%
Financial Analyst	9	7.2%	5.5%
Capital Projects Manager	10	5.5%	2.0%
Toll Systems Engineer	5	5.3%	4.8%
Administrative Assistant	11	4.8%	0.1%
Financial Administration Manager	11	3.4%	3.6%
Toll Technology Manager	6	3.0%	3.2%
Toll Operations Director	5	3.0%	0.5%
Planning and Programming Director	9	2.8%	1.0%
Planning and Programming Manager	9	2.6%	-0.9%
Executive Director	11	0.9%	2.0%
Deputy Director of Financial Administration	6	-0.1%	0.1%
Chief Financial Officer	12	-1.6%	-1.0%
Administrative Services Director/Clerk of the Board	7	Proposed (new)	Proposed (new)
Human Resources Manager	9	Proposed (new)	Proposed (new)
Regional Conservation Deputy Director	2	ISD	ISD
Regional Conservation Director	1	ISD	ISD
Reserve Management/Monitoring Manager	3	ISD	ISD



Classification and Total Compensation Study – Final Report

Riverside County Transportation Commission

Classification Title	# of Matches	Top Monthly Salary % Above or Below Market Median	Total Monthly Compensation % Above or Below Market Median
Right of Way Manager	3	ISD	ISD
Toll Customer Service Manager	3	ISD	ISD

ISD: Insufficient Data to do Analysis

Base Salary

Base salary market results show that 27 classifications are paid above the market median and two classifications are paid below the market median.

# of Classifications	<5%	5-10%	10-15%	15% +	Total
Above the Market	7	6	11	3	27
Below the Market	2	0	0	0	2

Total Compensation

Total compensation market results show that 27 classifications are paid above the market median and two classifications are paid below the market median.

# of Classifications	<5%	5-10%	10-15%	15% +	Total
Above the Market	9	11	5	2	27
Below the Market	2	0	0	0	2

There were seven additional classifications surveyed. Two of these classifications are new and not currently assigned to a salary range so the % difference between current salary and total compensation and the market could not be calculated. For the other five classifications, there were not a sufficient number of surveyed agencies with a comparable classification and so the market average and median could not be calculated.

Generally, a classification falling within 5% of the median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy, actual scope of work, and position requirements. However, RCTC can adopt a different standard.

Overall, the differences between market base salaries and total compensation indicate that the benefits package puts RCTC at a less competitive advantage. Further analysis indicates that, on average, classifications are 8.7% above the market median for base salaries, while that figure changes to 6.7% above the market median for total compensation, which is a 2% difference (i.e., RCTC “loses” a 2% competitive advantage when taking benefits into consideration).



RECOMMENDATIONS

Pay Philosophy and Proposed Salary Ranges

Compensation adjustments should be based on RCTC's pay philosophy is, including at which level they desire to pay their employees compared to the market, whether they are going to consider additional alternative compensation programs, and how great the competition is with other agencies over recruitment of a highly qualified workforce. In developing the recommended salary ranges based on the market survey, the recommendations were based on market median results in alignment with RCTC's philosophy.

Salary Range Structure

Currently, RCTC has a salary structure with ranges that are approximately 2.4% apart from one another. Each salary range has a minimum, control point, and maximum with the minimum set at 35% below the maximum and the control point set at approximately 90% of the maximum. It is recommended that RCTC maintain a similar salary structure except to adjust the ranges such that there is a 2.5% difference between ranges. The proposed new salary range structure is presented in Appendix III.

Cost of Living Adjustments

Agencies typically conduct market studies, such as this, every two to three years in an effort to ensure market competitiveness and that employees are recognized for the level and scope of work performed and are paid on a fair and competitive basis that allows RCTC to recruit and retain a high-quality staff. The recommendations included in this report are based on adjusting compensation to be in alignment with market practices and internal alignment considerations.

For those years in which an agency does not conduct a market study, agencies have the option of adjusting salary ranges based on cost of living (COLA) and other economic and market factors, which are distinct and separate from market adjustments and typically applied to adjust the entire salary range structure.

If RCTC chooses to apply cost of living (COLA) adjustments to the salary range structure, it is important to note that the new salary range structure connects all salary ranges by formula, thereby allowing for COLAs to be applied to only one-dollar figure in the table/matrix, which then automatically updates the entire table. Due to the formula that connects each range to the next (with 2.5% differentials between each range), there is a compounding effect when drawing relationships that span several ranges. For example, with 2.5% differentials between ranges, four ranges should represent a 10% differential. However, because the compounding effect of 2.5%, on top of 2.5%, on top of 2.5%, and so on, the differential between Range 1 and Range 5 is not exactly 10%, but it is slightly greater.

Proposed Salary Range Placements

Appendix III illustrates the proposed salary range placement for each classification based on the market data as well as the internal relationship analysis. The recommendations are based on base salary market results. The following calculation was used:



Classification and Total Compensation Study – Final Report

Riverside County Transportation Commission

1. Multiplied RCTC's current top monthly salary by the percentage difference between RCTC's base salary and the base salary market median to calculate the Market Placement Salary.
2. The classification was then placed within the proposed salary range with a maximum salary closest to the Market Placement Salary.

Internal Salary Relationships

Building from the salary levels established for identified benchmark classes, internal salary relationships were developed and consistently applied to develop specific salary recommendations for all non-benchmarked classifications.

In the future, RCTC may need to utilize internal alignment practices if the number of staff grows and additional classifications are added or classifications change. While analyzing internal relationships, the same factors analyzed when comparing RCTC's classifications to the labor market are used when making internal salary alignment recommendations.

In addition, the following are standard human resources practices that are commonly applied when making salary recommendations based upon internal relationships:

- A salary within 5% of the market average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, RCTC can adopt a different standard.
- Certain internal percentages are often applied. Those that are the most common are:
 - The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is generally 10% to 15%;
 - A lead or advanced journey-level (III or Senior-level) class is generally placed 10% to 15% above the journey-level.
 - A full supervisory class is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.
- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classifications is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration should be given to these alignments because they represent internal value of classifications within job families, as well as across the organization.

For the purposes of this study, K&A utilized market data to develop the salary recommendations for all of the surveyed classifications and applied internal alignment principles (such as scope of work, level of responsibility, accountability, impact of work, consequence of error, and recruitment and retention considerations) in relation to other RCTC classifications to adjust salary recommendations as appropriate. Where it is difficult to ascertain internal relationships due to



Classification and Total Compensation Study – Final Report

Riverside County Transportation Commission

unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for RCTC management to carefully review these internal relationships and determine if they are still appropriate given the current market data.

It is also important to analyze market data and internal relationships across the organization and make adjustments to salary range placements, as necessary, based on the needs of the organization.

RCTC may want to make internal equity adjustments or alignments, as it implements the compensation strategy. This market survey is only a tool to be used by RCTC to determine market indexing and salary determination.

Benefits

The market benefits data reveals the major contributing factors that puts RCTC at a competitive disadvantage is RCTC's employer contribution toward health insurances.

Health Insurances: Market data indicates that the average monthly employer contribution (excluding RCTC) toward health insurance premiums for employees is \$2,020 per month; whereas RCTC's contribution toward health insurances is \$980 per month. Table 5 below summarizes all agency health insurance contributions.

Table 5. Monthly Employer Health Insurance Contributions

Agency	Monthly Health Insurance Contribution
Los Angeles County Metropolitan Transportation Authority	\$3,565
Alameda County Transportation Commission	\$2,769
Orange County Transportation Authority	\$2,585
Southern California Regional Rail Authority	\$2,455
Contra Costa Transportation Authority	\$2,250
Market Average	\$2,020
Transportation Corridor Agencies	\$2,043
San Diego Association of Governments	\$1,869
Riverside Transit Agency	\$1,766
CalTrans	\$1,704
San Bernardino County Transportation Authority	\$1,183
Southern California Association of Governments	\$1,030
County of Riverside	\$1,023

Based on the market results, we recommend RCTC increase the employer contribution toward health insurances to be more in alignment with market practices, contingent upon availability of budget/funds. K&A recommends that RCTC adjust the employer contribution toward health



Classification and Total Compensation Study – Final Report

Riverside County Transportation Commission

insurance to be a total of approximately \$1,250 - \$1,300 per month (Classic) or up to the average contribution of \$2,020 per month (PEPRA). If RCTC were to adjust the employer contribution up to this amount, the overall market results show that benefits would not have any impact on RCTC's position in the market.

USING THE MARKET DATA AS A TOOL

K&A would like to reiterate that this report and the findings are meant to be a tool for RCTC to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and RCTC's expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data presented herein represents a market survey that will give RCTC an instrument to make future compensation decisions.

It has been a pleasure working with Riverside County Transportation Commission 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,
Koff & Associates

A handwritten signature in blue ink that reads "Georg S. Krammer".

Georg S. Krammer
Chief Executive Officer



Appendix I

Results Summary

**Riverside County Transportation Commission
Market Compensation Study - Results Summary
December 2021**

Classification	# of Matches	Top Monthly Salary Data					Total Monthly Compensation Data				
		Riverside CTC	Market Average	% RCTC above or below	Market Median	% RCTC above or below	Riverside CTC	Market Average	% RCTC above or below	Market Median	% RCTC above or below
Accountant	11	\$ 8,676	\$ 7,734	10.9%	\$ 7,439	14.3%	\$ 11,876	\$ 11,154	6.1%	\$ 11,172	5.9%
Accounting Supervisor	8	\$ 11,343	\$ 9,805	13.6%	\$ 9,681	14.6%	\$ 15,225	\$ 13,706	10.0%	\$ 13,517	11.2%
Accounting Technician	10	\$ 7,137	\$ 5,773	19.1%	\$ 5,365	24.8%	\$ 9,943	\$ 8,786	11.6%	\$ 8,038	19.2%
Administrative Assistant	11	\$ 5,872	\$ 5,746	2.2%	\$ 5,590	4.8%	\$ 8,354	\$ 8,751	-4.8%	\$ 8,348	0.1%
Administrative Services Director/Clerk of the Board	7	Proposed	\$ 13,217	N/A	\$ 13,531	N/A	Proposed	\$ 17,841	N/A	\$ 18,217	N/A
Capital Projects Manager	10	\$ 14,132	\$ 13,387	5.3%	\$ 13,350	5.5%	\$ 18,727	\$ 18,246	2.6%	\$ 18,351	2.0%
Chief Financial Officer	12	\$ 19,885	\$ 20,509	-3.1%	\$ 20,213	-1.6%	\$ 25,952	\$ 26,615	-2.6%	\$ 26,223	-1.0%
Commuter/Motorist Assistance Manager	8	\$ 13,459	\$ 11,997	10.9%	\$ 12,324	8.4%	\$ 17,882	\$ 16,458	8.0%	\$ 16,876	5.6%
Deputy Director of Financial Administration	6	\$ 15,580	\$ 14,518	6.8%	\$ 15,600	-0.1%	\$ 20,546	\$ 19,634	4.4%	\$ 20,519	0.1%
Deputy Executive Director	8	\$ 24,170	\$ 22,413	7.3%	\$ 21,512	11.0%	\$ 31,334	\$ 28,968	7.5%	\$ 28,228	9.9%
Executive Director	11	\$ 29,379	\$ 28,911	1.6%	\$ 29,120	0.9%	\$ 37,875	\$ 36,754	3.0%	\$ 37,106	2.0%
External Affairs Director	9	\$ 18,036	\$ 15,264	15.4%	\$ 15,252	15.4%	\$ 23,630	\$ 20,495	13.3%	\$ 20,018	15.3%
Financial Administration Manager	11	\$ 14,132	\$ 13,219	6.5%	\$ 13,648	3.4%	\$ 18,727	\$ 17,846	4.7%	\$ 18,051	3.6%
Financial Analyst	9	\$ 9,109	\$ 8,084	11.3%	\$ 8,452	7.2%	\$ 12,419	\$ 11,605	6.6%	\$ 11,732	5.5%
Human Resources Manager	9	Proposed	\$ 12,367	N/A	\$ 11,771	N/A	Proposed	\$ 16,706	N/A	\$ 16,133	N/A
Legislative Affairs Manager	10	\$ 13,459	\$ 12,090	10.2%	\$ 11,532	14.3%	\$ 17,882	\$ 16,352	8.6%	\$ 15,527	13.2%
Multimodal Services Director	9	\$ 18,036	\$ 17,240	4.4%	\$ 16,590	8.0%	\$ 23,630	\$ 22,910	3.0%	\$ 22,286	5.7%
Planning and Programming Director	9	\$ 18,036	\$ 18,534	-2.8%	\$ 17,527	2.8%	\$ 23,630	\$ 24,372	-3.1%	\$ 23,386	1.0%
Planning and Programming Manager	9	\$ 13,459	\$ 12,734	5.4%	\$ 13,112	2.6%	\$ 17,882	\$ 17,363	2.9%	\$ 18,051	-0.9%
Procurement Manager	9	\$ 14,132	\$ 12,296	13.0%	\$ 11,790	16.6%	\$ 18,727	\$ 16,613	11.3%	\$ 16,264	13.2%
Project Delivery Director	9	\$ 21,923	\$ 18,585	15.2%	\$ 19,459	11.2%	\$ 28,512	\$ 24,589	13.8%	\$ 25,667	10.0%
Public Affairs Manager	10	\$ 13,459	\$ 11,877	11.8%	\$ 11,930	11.4%	\$ 17,882	\$ 16,114	9.9%	\$ 16,117	9.9%
Rail Manager	6	\$ 13,459	\$ 11,788	12.4%	\$ 11,869	11.8%	\$ 17,882	\$ 16,111	9.9%	\$ 16,198	9.4%
Regional Conservation Deputy Director	2	Proposed	ISD	ISD	ISD	ISD	Proposed	ISD	ISD	ISD	ISD
Regional Conservation Director	1	\$ 19,885	ISD	ISD	ISD	ISD	\$ 25,952	ISD	ISD	ISD	ISD
Reserve Management/Monitoring Manager	3	\$ 14,132	ISD	ISD	ISD	ISD	\$ 18,727	ISD	ISD	ISD	ISD
Right of Way Manager	3	\$ 14,132	ISD	ISD	ISD	ISD	\$ 18,727	ISD	ISD	ISD	ISD
Senior Management Analyst	9	\$ 11,073	\$ 10,159	8.3%	\$ 10,273	7.2%	\$ 14,886	\$ 14,146	5.0%	\$ 13,784	7.4%
Senior Office Assistant	6	\$ 5,326	\$ 4,643	12.8%	\$ 4,753	10.8%	\$ 7,668	\$ 7,419	3.3%	\$ 7,233	5.7%
Senior Procurement Analyst	9	\$ 11,073	\$ 9,692	12.5%	\$ 9,592	13.4%	\$ 14,886	\$ 13,627	8.5%	\$ 13,149	11.7%
Toll Customer Service Manager	3	\$ 14,132	ISD	ISD	ISD	ISD	\$ 18,727	ISD	ISD	ISD	ISD
Toll Operations Director	5	\$ 19,885	\$ 19,168	3.6%	\$ 19,298	3.0%	\$ 25,952	\$ 25,470	1.9%	\$ 25,825	0.5%
Toll Project Delivery Director	8	\$ 21,923	\$ 19,342	11.8%	\$ 19,378	11.6%	\$ 28,512	\$ 25,493	10.6%	\$ 25,689	9.9%
Toll Systems Engineer	5	\$ 11,626	\$ 11,266	3.1%	\$ 11,007	5.3%	\$ 15,580	\$ 15,515	0.4%	\$ 14,836	4.8%
Toll Technology Manager	6	\$ 14,132	\$ 14,045	0.6%	\$ 13,708	3.0%	\$ 18,727	\$ 18,867	-0.7%	\$ 18,134	3.2%
Transit Manager	10	\$ 13,459	\$ 11,858	11.9%	\$ 11,832	12.1%	\$ 17,882	\$ 16,243	9.2%	\$ 16,198	9.4%

AVERAGE:

8.3%

AVERAGE:

8.7%

AVERAGE:

5.7%

AVERAGE:

6.7%

ISD - Insufficient Data to do Analysis



Appendix II

Market Compensation Findings

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Accountant						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	CalTrans	Financial Accountant II	\$ 9,606	7/1/2021	unknown	unknown
2	Southern California Regional Rail Authority	Accountant II	\$ 9,012	9/25/2020	7/1/2022	unknown
3	Riverside County Transportation Commission	Accountant	\$ 8,676	7/1/2021	7/1/2022	
4	Alameda County Transportation Commission	Associate Financial Analyst	\$ 8,472	7/1/2021	unknown	unknown
5	San Diego Association of Governments	Associate Accountant	\$ 8,050	7/1/2021	unknown	unknown
6	Orange County Transportation Authority	Accountant	\$ 7,512	6/20/2021	unknown	unknown
7	Transportation Corridor Agencies	Accountant (General Ledger)	\$ 7,439	7/1/2021	7/1/2022	Unknown
8	Southern California Association of Governments	Accountant II	\$ 7,419	9/4/2020	unknown	unknown
9	San Bernardino County Transportation Authority	Accountant	\$ 7,238	7/1/2020	unknown	unknown
10	Riverside Transit Agency	Accountant	\$ 7,129	7/1/2021	7/1/2022	unknown
11	Los Angeles County Metropolitan Transportation Authority	Accountant	\$ 7,121	7/1/2020	unknown	unknown
12	County of Riverside	Accountant II	\$ 6,074	5/1/2021	5/1/2022	2.00%
13	Contra Costa Transportation Authority	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 7,734
% Riverside County Transportation Commission Above/Below		10.9%
Median of Comparators		\$ 7,439
% Riverside County Transportation Commission Above/Below		14.3%
Number of Matches		11

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Accountant	Associate Financial Analyst	Financial Accountant II	N/C	Accountant II	Accountant	Accountant	Accountant	Accountant	Associate Accountant	Accountant II	Accountant II	Accountant (General Ledger)
	Top Step	\$ 8,676	\$ 8,472	\$ 9,606		\$ 6,074	\$ 7,121	\$ 7,512	\$ 7,129	\$ 7,238	\$ 8,050	\$ 7,419	\$ 9,012	\$ 7,439
Retirement	Classic Formula	2.7% ^{@55}	2.5% ^{@55}	2% ^{@60}		2% ^{@60}	2% ^{@60}	2.5% ^{@67}	2% ^{@55}	2% ^{@55}	2% ^{@60}	2% ^{@55}	2% ^{@60}	2% ^{@55}
	Enhanced Formula Cost	\$607	\$ 441	\$ 115		\$ 73	\$ 85		\$ 207	\$ 210	\$ 97	\$ 215	\$ 108	\$ 216
	EE Paid Employer Contribution						\$ -483							
	ER Paid Member Contribution		\$ 424				\$ 498					\$ 519		
	EPMC Reported as Special Comp											\$ 36		
	Final Compensation	\$61	\$ 51							\$ 36	\$ 40	\$ 37		
	Social Security			\$ 596		\$ 377								
	Deferred Compensation ^{1, 2}	\$ 651						\$ 150	\$ 300	\$ 543				\$ 149
	Other Retirement													
Insurance	Cafeteria		\$ 2,769	\$ 1,723		\$ 1,023				\$ 1,169				
	Health	\$ 750					\$ 3,413	\$ 2,173	\$ 1,749		\$ 1,702	\$ 800	\$ 2,254	\$ 1,913
	Dental	\$ 199					\$ 129	\$ 149	\$ 17		\$ 150	\$ 183	\$ 184	\$ 113
	Vision	\$ 31					\$ 23	\$ 29		\$ 14	\$ 17	\$ 47	\$ 18	\$ 17
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁵	\$ 501	\$ 489	\$ 610		\$ 350	\$ 685	\$ 578	\$ 411	\$ 418	\$ 712	\$ 428	\$ 1,040	\$ 705
	Holidays	\$ 400	\$ 424	\$ 443		\$ 280	\$ 274	\$ 347	\$ 384	\$ 362	\$ 403	\$ 414	\$ 312	\$ 343
	Admin Leave			\$ 74										
	Technology Allowance ³										\$ 45	\$ 40		
	Auto Allowance													
Benefit Package Total		\$ 3,200	\$ 4,596	\$ 3,561	\$ 0	\$ 2,103	\$ 4,624	\$ 3,659	\$ 3,068	\$ 2,751	\$ 3,166	\$ 2,720	\$ 3,915	\$ 3,455

N/C - Non Comparator

1 - Riverside County Transportation Commission: Vested after five years of RCTC service.

2 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

3 - Southern California Association of Governments: In addition to \$40 per month technology allowance, employees received one-time payment of \$300 due to the impact of COVID.

4 - Orange County Transportation Authority: HSA Contribution

5 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Accountant						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	CalTrans	Financial Accountant II	\$ 13,167	7/1/2021	unknown	unknown
2	Alameda County Transportation Commission	Associate Financial Analyst	\$ 13,068	7/1/2021	unknown	unknown
3	Southern California Regional Rail Authority	Accountant II	\$ 12,927	9/25/2020	7/1/2022	unknown
4	Riverside County Transportation Commission	Accountant	\$ 11,876	7/1/2021	7/1/2022	
5	Los Angeles County Metropolitan Transportation Authority	Accountant	\$ 11,744	7/1/2020	unknown	unknown
6	San Diego Association of Governments	Associate Accountant	\$ 11,216	7/1/2021	unknown	unknown
7	Orange County Transportation Authority	Accountant	\$ 11,172	6/20/2021	unknown	unknown
8	Transportation Corridor Agencies	Accountant (General Ledger)	\$ 10,895	7/1/2021	7/1/2022	Unknown
9	Riverside Transit Agency	Accountant	\$ 10,197	7/1/2021	7/1/2022	unknown
10	Southern California Association of Governments	Accountant II	\$ 10,138	9/4/2020	unknown	unknown
11	San Bernardino County Transportation Authority	Accountant	\$ 9,989	7/1/2020	unknown	unknown
12	County of Riverside	Accountant II	\$ 8,177	5/1/2021	5/1/2022	2.00%
13	Contra Costa Transportation Authority	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 11,154
% Riverside County Transportation Commission Above/Below		6.1%
Median of Comparators		\$ 11,172
% Riverside County Transportation Commission Above/Below		5.9%
Number of Matches		11

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Accounting Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Southern California Regional Rail Authority	Manager II	\$ 11,771	9/25/2020	7/1/2022	unknown
2	Riverside County Transportation Commission	Accounting Supervisor	\$ 11,343	7/1/2021	7/1/2022	
3	Contra Costa Transportation Authority	Senior Accountant	\$ 11,011	7/1/2021	7/1/2022	0% - 3.5%
4	Riverside Transit Agency	Accounting Manager	\$ 10,508	7/1/2021	7/1/2022	unknown
5	San Bernardino County Transportation Authority	Accounting Supervisor	\$ 9,700	7/1/2020	unknown	unknown
6	Los Angeles County Metropolitan Transportation Authority	Accounting Supervisor	\$ 9,663	7/1/2020	unknown	unknown
7	San Diego Association of Governments	Senior Accountant	\$ 9,560	7/1/2021	unknown	unknown
8	Orange County Transportation Authority	Section Supervisor IV Accounts Payable	\$ 8,275	6/20/2021	unknown	unknown
9	CalTrans	Accounting Administrator I (Supervisor)	\$ 7,954	7/1/2021	unknown	unknown
10	Southern California Association of Governments	N/C				
11	Transportation Corridor Agencies	N/C				
12	Alameda County Transportation Commission	N/C				
13	County of Riverside	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 9,805
% Riverside County Transportation Commission Above/Below		13.6%
Median of Comparators		\$ 9,681
% Riverside County Transportation Commission Above/Below		14.6%
Number of Matches		8

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Accounting Supervisor	N/C	Accounting Administrator I (Supervisor)	Senior Accountant	N/C	Accounting Supervisor	Section Supervisor IV Accounts Payable	Accounting Manager	Accounting Supervisor	Senior Accountant	N/C	Manager II	N/C
	Top Step	\$ 11,343		\$ 7,954	\$ 11,011		\$ 9,663	\$ 8,275	\$ 10,508	\$ 9,700	\$ 9,560		\$ 11,771	
Retirement	Classic Formula	2.7% ¹ @55		2% ¹ @60	2% ¹ @55		2% ¹ @60	2.5% ¹ @67	2% ¹ @55	2% ¹ @55	2% ¹ @60		2% ¹ @60	
	Enhanced Formula Cost	\$794		\$ 95	\$ 319		\$ 116		\$ 305	\$ 281	\$ 115		\$ 141	
	EE Paid Employer Contribution						\$ -656							
	ER Paid Member Contribution						\$ 676							
	EPMC Reported as Special Comp													
	Final Compensation	\$79			\$ 55					\$ 49	\$ 48			
	Social Security			\$ 493										
	Deferred Compensation ^{1, 2, 3}	\$ 851			\$ 200			\$ 166	\$ 300	\$ 727				
	Other Retirement													
Insurance	Cafeteria			\$ 1,723						\$ 1,169				
	Health	\$ 750			\$ 2,010		\$ 3,413	\$ 2,173	\$ 1,749		\$ 1,702		\$ 2,254	
	Dental	\$ 199			\$ 219		\$ 129	\$ 149	\$ 17		\$ 150		\$ 184	
	Vision	\$ 31			\$ 21		\$ 23	\$ 29		\$ 14	\$ 17		\$ 18	
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁵	\$ 654		\$ 505	\$ 1,059		\$ 929	\$ 637	\$ 606	\$ 560	\$ 846		\$ 1,358	
	Holidays	\$ 524		\$ 367	\$ 656		\$ 372	\$ 382	\$ 566	\$ 485	\$ 478		\$ 407	
	Admin Leave			\$ 61										
	Technology Allowance				\$ 65						\$ 45			
	Auto Allowance													
Benefit Package Total		\$ 3,882	\$ 0	\$ 3,245	\$ 4,605	\$ 0	\$ 5,002	\$ 3,769	\$ 3,543	\$ 3,285	\$ 3,400	\$ 0	\$ 4,362	\$ 0

N/C - Non Comparator

1 - Contra Costa Transportation Authority: District matches \$100/mo for less than 5 years, \$200/month for 5-10 yrs, \$300/mo for 10+ yrs service.

2 - Riverside County Transportation Commission: Vested after five years of RCTC service.

3 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

4 - Orange County Transportation Authority: HSA Contribution

5 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Accounting Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Southern California Regional Rail Authority	Manager II	\$ 16,133	9/25/2020	7/1/2022	unknown
2	Contra Costa Transportation Authority	Senior Accountant	\$ 15,616	7/1/2021	7/1/2022	0% - 3.5%
3	Riverside County Transportation Commission	Accounting Supervisor	\$ 15,225	7/1/2021	7/1/2022	
4	Los Angeles County Metropolitan Transportation Authority	Accounting Supervisor	\$ 14,665	7/1/2020	unknown	unknown
5	Riverside Transit Agency	Accounting Manager	\$ 14,050	7/1/2021	7/1/2022	unknown
6	San Bernardino County Transportation Authority	Accounting Supervisor	\$ 12,984	7/1/2020	unknown	unknown
7	San Diego Association of Governments	Senior Accountant	\$ 12,960	7/1/2021	unknown	unknown
8	Orange County Transportation Authority	Section Supervisor IV Accounts Payable	\$ 12,044	6/20/2021	unknown	unknown
9	CalTrans	Accounting Administrator I (Supervisor)	\$ 11,199	7/1/2021	unknown	unknown
10	Southern California Association of Governments	N/C				
11	Transportation Corridor Agencies	N/C				
12	Alameda County Transportation Commission	N/C				
13	County of Riverside	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 13,706
% Riverside County Transportation Commission Above/Below		10.0%
Median of Comparators		\$ 13,517
% Riverside County Transportation Commission Above/Below		11.2%
Number of Matches		8

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Accounting Technician						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Contra Costa Transportation Authority	Accounting Specialist	\$ 8,752	7/1/2021	7/1/2022	0% - 3.5%
2	Riverside County Transportation Commission	Accounting Technician	\$ 7,137	7/1/2021	7/1/2022	
3	Southern California Regional Rail Authority	Accounts Payable Specialist	\$ 6,568	9/25/2020	7/1/2022	unknown
4	Los Angeles County Metropolitan Transportation Authority	Accounting Assistant	\$ 6,454	7/1/2020	unknown	unknown
5	Orange County Transportation Authority	Accounting Specialist	\$ 5,696	6/20/2021	unknown	unknown
6	San Bernardino County Transportation Authority	Accounting Assistant	\$ 5,401	7/1/2020	unknown	unknown
7	Southern California Association of Governments	Accounting Technician	\$ 5,328	9/4/2020	unknown	unknown
8	San Diego Association of Governments	Accounting Specialist III	\$ 5,305	7/1/2021	unknown	unknown
9	County of Riverside	Accounting Technician I	\$ 5,098	5/1/2021	5/1/2022	2.00%
10	Transportation Corridor Agencies	Senior Accounting Clerk	\$ 5,082	7/1/2021	7/1/2022	Unknown
11	CalTrans	Accounting Technician	\$ 4,044	7/1/2021	unknown	unknown
12	Riverside Transit Agency	N/C				
13	Alameda County Transportation Commission	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 5,773
% Riverside County Transportation Commission Above/Below		19.1%
Median of Comparators		\$ 5,365
% Riverside County Transportation Commission Above/Below		24.8%
Number of Matches		10

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Accounting Technician	N/C	Accounting Technician	Accounting Specialist	Accounting Technician I	Accounting Assistant	Accounting Specialist	N/C	Accounting Assistant	Accounting Specialist III	Accounting Technician	Accounts Payable Specialist	Senior Accounting Clerk
	Top Step	\$ 7,137		\$ 4,044	\$ 8,752	\$ 5,098	\$ 6,454	\$ 5,696		\$ 5,401	\$ 5,305	\$ 5,328	\$ 6,568	\$ 5,082
Retirement	Classic Formula	2.7%@55		2%@60	2%@55	2%@60	2%@60	2.5%@67		2%@55	2%@60	2%@55	2%@60	2%@55
	Enhanced Formula Cost	\$500		\$ 49	\$ 254	\$ 61	\$ 77			\$ 157	\$ 64	\$ 155	\$ 79	\$ 147
	EE Paid Employer Contribution						\$ -438							
	ER Paid Member Contribution						\$ 452					\$ 373		
	EPMC Reported as Special Comp											\$ 26		
	Final Compensation	\$50			\$ 44					\$ 27	\$ 27	\$ 27		
	Social Security			\$ 251		\$ 316								
	Deferred Compensation ^{1, 2, 3}	\$ 535			\$ 200			\$ 114		\$ 405				\$ 102
	Other Retirement													
Insurance	Cafeteria					\$ 1,023				\$ 1,169				
	Health	\$ 750		\$ 1,567	\$ 2,010		\$ 3,413	\$ 2,173			\$ 1,702	\$ 800	\$ 2,254	\$ 1,913
	Dental	\$ 199		\$ 102	\$ 219		\$ 129	\$ 149			\$ 150	\$ 183	\$ 184	\$ 113
	Vision	\$ 31		\$ 36	\$ 21		\$ 23	\$ 29		\$ 14	\$ 17	\$ 47	\$ 18	\$ 17
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁶	\$ 412		\$ 233	\$ 673	\$ 294	\$ 621	\$ 438		\$ 312	\$ 469	\$ 307	\$ 758	\$ 423
	Holidays	\$ 329		\$ 187	\$ 522	\$ 235	\$ 248	\$ 263		\$ 270	\$ 265	\$ 297	\$ 227	\$ 235
	Admin Leave			\$ 31										
	Technology Allowance ⁴				\$ 65						\$ 45	\$ 40		
	Auto Allowance													
Benefit Package Total		\$ 2,806	\$ 0	\$ 2,455	\$ 4,008	\$ 1,930	\$ 4,524	\$ 3,400	\$ 0	\$ 2,353	\$ 2,739	\$ 2,255	\$ 3,519	\$ 2,949

N/C - Non Comparator

1 - Contra Costa Transportation Authority: District matches \$100/mo for less than 5 years, \$200/month for 5-10 yrs, \$300/mo for 10+ yrs service.

2 - Riverside County Transportation Commission: Vested after five years of RCTC service.

3 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

4 - Southern California Association of Governments: In addition to \$40 per month technology allowance, employees received one-time payment of \$300 due to the impact of COVID.

5 - Orange County Transportation Authority: HSA Contribution

6 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Accounting Technician						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Contra Costa Transportation Authority	Accounting Specialist	\$ 12,760	7/1/2021	7/1/2022	0% - 3.5%
2	Los Angeles County Metropolitan Transportation Authority	Accounting Assistant	\$ 10,978	7/1/2020	unknown	unknown
3	Southern California Regional Rail Authority	Accounts Payable Specialist	\$ 10,087	9/25/2020	7/1/2022	unknown
4	Riverside County Transportation Commission	Accounting Technician	\$ 9,943	7/1/2021	7/1/2022	
5	Orange County Transportation Authority	Accounting Specialist	\$ 9,095	6/20/2021	unknown	unknown
6	San Diego Association of Governments	Accounting Specialist III	\$ 8,044	7/1/2021	unknown	unknown
7	Transportation Corridor Agencies	Senior Accounting Clerk	\$ 8,031	7/1/2021	7/1/2022	Unknown
8	San Bernardino County Transportation Authority	Accounting Assistant	\$ 7,754	7/1/2020	unknown	unknown
9	Southern California Association of Governments	Accounting Technician	\$ 7,583	9/4/2020	unknown	unknown
10	County of Riverside	Accounting Technician I	\$ 7,028	5/1/2021	5/1/2022	2.00%
11	CalTrans	Accounting Technician	\$ 6,499	7/1/2021	unknown	unknown
12	Riverside Transit Agency	N/C				
13	Alameda County Transportation Commission	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 8,786
% Riverside County Transportation Commission Above/Below		11.6%
Median of Comparators		\$ 8,038
% Riverside County Transportation Commission Above/Below		19.2%
Number of Matches		10

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Administrative Assistant						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Contra Costa Transportation Authority	Administrative Assistant	\$ 7,908	7/1/2021	7/1/2022	0% - 3.5%
2	Orange County Transportation Authority	Administrative Specialist - Transit	\$ 6,214	6/20/2021	unknown	unknown
3	Riverside County Transportation Commission	Administrative Assistant	\$ 5,872	7/1/2021	7/1/2022	
4	Southern California Association of Governments	Administrative Assistant	\$ 5,867	9/4/2020	unknown	unknown
5	Southern California Regional Rail Authority	Administrative Assistant II	\$ 5,795	9/25/2020	7/1/2022	unknown
6	CalTrans ¹	[Secretary / Administrative Assistant I]	\$ 5,604	7/1/2021	unknown	unknown
7	Transportation Corridor Agencies	Administrative Assistant	\$ 5,590	7/1/2021	7/1/2022	Unknown
8	County of Riverside	Secretary II	\$ 5,477	5/1/2021	5/1/2022	2.00%
9	San Bernardino County Transportation Authority	Administrative Assistant	\$ 5,401	7/1/2020	unknown	unknown
10	San Diego Association of Governments	Administrative Office Specialist	\$ 5,305	7/1/2021	unknown	unknown
11	Riverside Transit Agency	Administrative Assistant	\$ 5,115	7/1/2021	7/1/2022	unknown
12	Los Angeles County Metropolitan Transportation Authority	Secretary	\$ 4,924	7/1/2020	unknown	unknown
13	Alameda County Transportation Commission	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 5,746
% Riverside County Transportation Commission Above/Below		2.2%
Median of Comparators		\$ 5,590
% Riverside County Transportation Commission Above/Below		4.8%
Number of Matches		11

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Administrative Assistant	N/C	[Secretary / Administrative Assistant I]	Administrative Assistant	Secretary II	Secretary	Administrative Specialist - Transit	Administrative Assistant	Administrative Assistant	Administrative Office Specialist	Administrative Assistant	Administrative Assistant II	Administrative Assistant
	Top Step	\$ 5,872		\$ 5,604	\$ 7,908	\$ 5,477	\$ 4,924	\$ 6,214	\$ 5,115	\$ 5,401	\$ 5,305	\$ 5,867	\$ 5,795	\$ 5,590
Retirement	Classic Formula	2.7%@55		2%@60	2%@55	2%@60	2%@60	2.5%@67	2%@55	2%@55	2%@60	2%@55	2%@60	2%@55
	Enhanced Formula Cost	\$411		\$ 67	\$ 229	\$ 66	\$ 59		\$ 148	\$ 157	\$ 64	\$ 170	\$ 70	\$ 162
	EE Paid Employer Contribution						\$ -334							
	ER Paid Member Contribution						\$ 345					\$ 411		
	EPMC Reported as Special Comp											\$ 29		
	Final Compensation	\$41			\$ 40					\$ 27	\$ 27	\$ 29		
	Social Security			\$ 347		\$ 340								
	Deferred Compensation ^{1, 2, 3}	\$ 440			\$ 200			\$ 124	\$ 300	\$ 405				\$ 112
	Other Retirement													
Insurance	Cafeteria					\$ 1,023				\$ 1,169				
	Health	\$ 750		\$ 1,567	\$ 2,010		\$ 3,413	\$ 2,173	\$ 1,749		\$ 1,702	\$ 800	\$ 2,254	\$ 1,913
	Dental	\$ 199		\$ 102	\$ 219		\$ 129	\$ 149	\$ 17		\$ 150	\$ 183	\$ 184	\$ 113
	Vision	\$ 31		\$ 36	\$ 21		\$ 23	\$ 29		\$ 14	\$ 17	\$ 47	\$ 18	\$ 17
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁶	\$ 339		\$ 323	\$ 608	\$ 316	\$ 474	\$ 478	\$ 295	\$ 312	\$ 469	\$ 339	\$ 669	\$ 465
	Holidays	\$ 271		\$ 259	\$ 471	\$ 253	\$ 189	\$ 287	\$ 275	\$ 270	\$ 265	\$ 327	\$ 201	\$ 258
	Admin Leave			\$ 43										
	Technology Allowance ⁴				\$ 65						\$ 45	\$ 40		
	Auto Allowance													
Benefit Package Total		\$ 2,482	\$ 0	\$ 2,744	\$ 3,864	\$ 1,997	\$ 4,297	\$ 3,474	\$ 2,785	\$ 2,353	\$ 2,739	\$ 2,375	\$ 3,394	\$ 3,040

N/C - Non Comparator
1 - Contra Costa Transportation Authority: District matches \$100/mo for less than 5 years, \$200/month for 5-10 yrs, \$300/mo for 10+ yrs service.
2 - Riverside County Transportation Commission: Vested after five years of RCTC service.
3 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.
4 - Southern California Association of Governments: In addition to \$40 per month technology allowance, employees received one-time payment of \$300 due to the impact of COVID.
5 - Orange County Transportation Authority: HSA Contribution
6 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Administrative Assistant						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Contra Costa Transportation Authority	Administrative Assistant	\$ 11,772	7/1/2021	7/1/2022	0% - 3.5%
2	Orange County Transportation Authority	Administrative Specialist - Transit	\$ 9,688	6/20/2021	unknown	unknown
3	Los Angeles County Metropolitan Transportation Authority	Secretary	\$ 9,221	7/1/2020	unknown	unknown
4	Southern California Regional Rail Authority	Administrative Assistant II	\$ 9,188	9/25/2020	7/1/2022	unknown
5	Transportation Corridor Agencies	Administrative Assistant	\$ 8,630	7/1/2021	7/1/2022	Unknown
6	Riverside County Transportation Commission	Administrative Assistant	\$ 8,354	7/1/2021	7/1/2022	
7	CalTrans ¹	[Secretary / Administrative Assistant I]	\$ 8,348	7/1/2021	unknown	unknown
8	Southern California Association of Governments	Administrative Assistant	\$ 8,242	9/4/2020	unknown	unknown
9	San Diego Association of Governments	Administrative Office Specialist	\$ 8,044	7/1/2021	unknown	unknown
10	Riverside Transit Agency	Administrative Assistant	\$ 7,900	7/1/2021	7/1/2022	unknown
11	San Bernardino County Transportation Authority	Administrative Assistant	\$ 7,754	7/1/2020	unknown	unknown
12	County of Riverside	Secretary II	\$ 7,474	5/1/2021	5/1/2022	2.00%
13	Alameda County Transportation Commission	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 8,751
% Riverside County Transportation Commission Above/Below		-4.8%
Median of Comparators		\$ 8,348
% Riverside County Transportation Commission Above/Below		0.1%
Number of Matches		11

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Administrative Services Director/Clerk of the Board						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside County Transportation Commission	Administrative Services Director/Clerk of the Board	Proposed			
2	Contra Costa Transportation Authority	Director, Administrative Services	\$ 15,408	7/1/2021	7/1/2022	0% - 3.5%
3	Orange County Transportation Authority	Department Manager - Clerk of the Board	\$ 15,252	6/20/2021	unknown	unknown
4	County of Riverside	Clerk of the Board	\$ 13,779	7/15/2021	unknown	unknown
5	Southern California Regional Rail Authority ¹	[Chief of Staff/ Board Secretary/Chief, Board Relations]	\$ 13,531	9/25/2020	7/1/2022	unknown
6	Los Angeles County Metropolitan Transportation Authority	Board Clerk	\$ 12,756	7/1/2020	unknown	unknown
7	Southern California Association of Governments	Clerk of the Board	\$ 11,100	9/4/2020	unknown	unknown
8	San Bernardino County Transportation Authority	Clerk of the Board/Administrative Supervisor	\$ 10,694	7/1/2020	unknown	unknown
9	San Diego Association of Governments	N/C				
10	CalTrans	N/C				
11	Riverside Transit Agency	N/C				
12	Alameda County Transportation Commission	N/C				
13	Transportation Corridor Agencies	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	\$ 13,217
% Riverside County Transportation Commission Above/Below	
Median of Comparators	\$ 13,531
% Riverside County Transportation Commission Above/Below	
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Administrative Services Director/Clerk of the Board	N/C	N/C	Director, Administrative Services	Clerk of the Board	Board Clerk	Department Manager - Clerk of the Board	N/C	Clerk of the Board/ Administrative Supervisor	N/C	Clerk of the Board	[Chief of Staff/ Board Secretary/Chief, Board Relations]	N/C
	Top Step	Proposed			\$ 15,408	\$ 13,779	\$ 12,756	\$ 15,252		\$ 10,694		\$ 11,100	\$ 13,531	
Retirement	Classic Formula				2%@55	2%@60	2%@60	2.5%@67		2%@55		2%@55	2%@60	
	Enhanced Formula Cost				\$ 447	\$ 165	\$ 153			\$ 310		\$ 322	\$ 162	
	EE Paid Employer Contribution						\$ -866							
	ER Paid Member Contribution						\$ 893					\$ 777		
	EPMC Reported as Special Comp											\$ 54		
	Final Compensation				\$ 77					\$ 53		\$ 56		
	Social Security					\$ 738								
	Deferred Compensation ^{1, 2, 3}				\$ 200	\$ 108		\$ 305		\$ 802		\$ 333		
	Other Retirement													
Insurance	Cafeteria					\$ 1,023				\$ 1,169				
	Health				\$ 2,010		\$ 3,413	\$ 2,173				\$ 800	\$ 2,254	
	Dental				\$ 219		\$ 129	\$ 149				\$ 183	\$ 184	
	Vision				\$ 21		\$ 23	\$ 29		\$ 14		\$ 47	\$ 18	
	Other Insurance ⁴							\$ 233						
Leaves	Vacation				\$ 1,482	\$ 1,802	\$ 1,227	\$ 1,173		\$ 617		\$ 640	\$ 1,561	
	Holidays				\$ 919	\$ 636	\$ 491	\$ 704		\$ 535		\$ 619	\$ 468	
	Admin Leave									\$ 206				
	Technology Allowance ⁴				\$ 65							\$ 40		
	Auto Allowance													
Benefit Package Total		\$ 0	\$ 0	\$ 0	\$ 5,439	\$ 4,472	\$ 5,462	\$ 4,767	\$ 0	\$ 3,706	\$ 0	\$ 3,871	\$ 4,647	\$ 0

N/C - Non Comparator

1 - Contra Costa Transportation Authority: District matches \$100/mo for less than 5 years, \$200/month for 5-10 yrs, \$300/mo for 10+ yrs service.

2 - Riverside County Transportation Commission: Vested after five years of RCTC service.

3 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

4 - Southern California Association of Governments: In addition to \$40 per month technology allowance, employees received one-time payment of \$300 due to the impact of COVID.

5 - Orange County Transportation Authority: HSA Contribution

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Administrative Services Director/Clerk of the Board						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside County Transportation Commission	Administrative Services Director/Clerk of the Board	Proposed			
2	Contra Costa Transportation Authority	Director, Administrative Services	\$ 20,848	7/1/2021	7/1/2022	0% - 3.5%
3	Orange County Transportation Authority	Department Manager - Clerk of the Board	\$ 20,018	6/20/2021	unknown	unknown
4	County of Riverside	Clerk of the Board	\$ 18,251	7/15/2021	unknown	unknown
5	Los Angeles County Metropolitan Transportation Authority	Board Clerk	\$ 18,217	7/1/2020	unknown	unknown
6	Southern California Regional Rail Authority ¹	[Chief of Staff/ Board Secretary/Chief, Board Relations]	\$ 18,178	9/25/2020	7/1/2022	unknown
7	Southern California Association of Governments	Clerk of the Board	\$ 14,972	9/4/2020	unknown	unknown
8	San Bernardino County Transportation Authority	Clerk of the Board/Administrative Supervisor	\$ 14,400	7/1/2020	unknown	unknown
9	San Diego Association of Governments	N/C				
10	CalTrans	N/C				
11	Riverside Transit Agency	N/C				
12	Alameda County Transportation Commission	N/C				
13	Transportation Corridor Agencies	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 17,841
% Riverside County Transportation Commission Above/Below		
Median of Comparators		\$ 18,217
% Riverside County Transportation Commission Above/Below		
Number of Matches		7

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Capital Projects Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Bernardino County Transportation Authority ¹	[Corridor Manager/ Project Delivery Manager]	\$ 15,047	7/1/2020	unknown	unknown
2	Contra Costa Transportation Authority	Senior Engineer	\$ 14,945	7/1/2021	7/1/2022	0% - 3.5%
3	Transportation Corridor Agencies	Corridor Manager	\$ 14,498	7/1/2021	7/1/2022	Unknown
4	Alameda County Transportation Commission	Senior Transportation Engineer	\$ 14,229	7/1/2021	unknown	unknown
5	Riverside County Transportation Commission	Capital Projects Manager	\$ 14,132	7/1/2021	7/1/2022	
6	Southern California Regional Rail Authority	Principal Engineer	\$ 13,796	9/25/2020	7/1/2022	unknown
7	CalTrans	Senior Transportation Engineer	\$ 12,905	7/1/2021	unknown	unknown
8	Los Angeles County Metropolitan Transportation Authority	Senior Project Control Manager	\$ 12,756	7/1/2020	unknown	unknown
9	County of Riverside	Engineering Project Manager	\$ 12,190	7/15/2021	unknown	unknown
10	San Diego Association of Governments	Senior Engineer	\$ 11,893	7/1/2021	unknown	unknown
11	Orange County Transportation Authority	Project Manager III	\$ 11,617	6/20/2021	unknown	unknown
12	Riverside Transit Agency	N/C				
13	Southern California Association of Governments	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 13,387
% Riverside County Transportation Commission Above/Below		5.3%
Median of Comparators		\$ 13,350
% Riverside County Transportation Commission Above/Below		5.5%
Number of Matches		10

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Capital Projects Manager	Senior Transportation Engineer	Senior Transportation Engineer	Senior Engineer	Engineering Project Manager	Senior Project Control Manager	Project Manager III	N/C	[Corridor Manager/ Project Delivery Manager]	Senior Engineer	N/C	Principal Engineer	Corridor Manager
	Top Step	\$ 14,132	\$ 14,229	\$ 12,905	\$ 14,945	\$ 12,190	\$ 12,756	\$ 11,617		\$ 15,047	\$ 11,893		\$ 13,796	\$ 14,498
Retirement	Classic Formula	2.7% ¹ @55	2.5% ¹ @55	2% ¹ @60	2% ¹ @55	2% ¹ @60	2% ¹ @60	2.5% ¹ @67		2% ¹ @55	2% ¹ @60		2% ¹ @60	2% ¹ @55
	Enhanced Formula Cost	\$989	\$ 740	\$ 155	\$ 433	\$ 146	\$ 153			\$ 436	\$ 143		\$ 166	\$ 420
	EE Paid Employer Contribution						\$ -866							
	ER Paid Member Contribution		\$ 711				\$ 893							
	EPMC Reported as Special Comp													
	Final Compensation	\$99	\$ 85		\$ 75					\$ 75	\$ 59			
	Social Security			\$ 738		\$ 738								
	Deferred Compensation ^{1, 2, 3}	\$ 1,060			\$ 200	\$ 108		\$ 232		\$ 1,129				\$ 290
	Other Retirement													
Insurance	Cafeteria		\$ 2,769	\$ 1,723		\$ 1,023				\$ 1,169				
	Health	\$ 750			\$ 2,010		\$ 3,413	\$ 2,173			\$ 1,702		\$ 2,254	\$ 1,913
	Dental	\$ 199			\$ 219		\$ 129	\$ 149			\$ 150		\$ 184	\$ 113
	Vision	\$ 31			\$ 21		\$ 23	\$ 29		\$ 14	\$ 17		\$ 18	\$ 17
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁵	\$ 815	\$ 821	\$ 819	\$ 1,437	\$ 1,594	\$ 1,227	\$ 894		\$ 868	\$ 1,052		\$ 1,592	\$ 1,373
	Holidays	\$ 652	\$ 711	\$ 596	\$ 891	\$ 563	\$ 491	\$ 536		\$ 752	\$ 595		\$ 478	\$ 669
	Admin Leave			\$ 99						\$ 289				
	Technology Allowance				\$ 65						\$ 45			
	Auto Allowance									\$ 700				\$ 706
Benefit Package Total		\$ 4,595	\$ 5,838	\$ 4,130	\$ 5,351	\$ 4,172	\$ 5,462	\$ 4,247	\$ 0	\$ 5,433	\$ 3,763	\$ 0	\$ 4,690	\$ 5,502

N/C - Non Comparator

1 - Contra Costa Transportation Authority: District matches \$100/mo for less than 5 years, \$200/month for 5-10 yrs, \$300/mo for 10+ yrs service.

2 - Riverside County Transportation Commission: Vested after five years of RCTC service.

3 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

4 - Orange County Transportation Authority: HSA Contribution

5 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Capital Projects Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Bernardino County Transportation Authority ¹	[Corridor Manager/ Project Delivery Manager]	\$ 20,480	7/1/2020	unknown	unknown
2	Contra Costa Transportation Authority	Senior Engineer	\$ 20,297	7/1/2021	7/1/2022	0% - 3.5%
3	Alameda County Transportation Commission	Senior Transportation Engineer	\$ 20,067	7/1/2021	unknown	unknown
4	Transportation Corridor Agencies	Corridor Manager	\$ 19,999	7/1/2021	7/1/2022	Unknown
5	Riverside County Transportation Commission	Capital Projects Manager	\$ 18,727	7/1/2021	7/1/2022	
6	Southern California Regional Rail Authority	Principal Engineer	\$ 18,486	9/25/2020	7/1/2022	unknown
7	Los Angeles County Metropolitan Transportation Authority	Senior Project Control Manager	\$ 18,217	7/1/2020	unknown	unknown
8	CalTrans	Senior Transportation Engineer	\$ 17,035	7/1/2021	unknown	unknown
9	County of Riverside	Engineering Project Manager	\$ 16,362	7/15/2021	unknown	unknown
10	Orange County Transportation Authority	Project Manager III	\$ 15,864	6/20/2021	unknown	unknown
11	San Diego Association of Governments	Senior Engineer	\$ 15,656	7/1/2021	unknown	unknown
12	Riverside Transit Agency	N/C				
13	Southern California Association of Governments	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 18,246
% Riverside County Transportation Commission Above/Below		2.6%
Median of Comparators		\$ 18,351
% Riverside County Transportation Commission Above/Below		2.0%
Number of Matches		10

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Chief Financial Officer						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Diego Association of Governments	Chief Financial Officer	\$ 24,724	7/1/2021	unknown	unknown
2	CalTrans	Chief Financial Officer	\$ 24,667	7/1/2021	unknown	unknown
3	Southern California Regional Rail Authority	Chief Financial Officer	\$ 24,636	9/25/2020	7/1/2022	unknown
4	Alameda County Transportation Commission	Deputy Executive Director of Finance and Administration	\$ 23,318	7/1/2021	unknown	unknown
5	Southern California Association of Governments	Chief Financial Officer	\$ 23,171	9/4/2020	unknown	unknown
6	Orange County Transportation Authority	Chief Financial Officer	\$ 21,128	6/20/2021	unknown	unknown
7	Riverside County Transportation Commission	Chief Financial Officer	\$ 19,885	7/1/2021	7/1/2022	
8	Transportation Corridor Agencies	Chief Financial Officer	\$ 19,298	7/1/2021	7/1/2022	Unknown
9	Contra Costa Transportation Authority	Chief Financial Officer	\$ 19,111	7/1/2021	7/1/2022	0% - 3.5%
10	Riverside Transit Agency	Chief Financial Officer	\$ 17,291	7/1/2021	7/1/2022	unknown
11	San Bernardino County Transportation Authority	Chief Financial Officer	\$ 16,590	7/1/2020	unknown	unknown
12	County of Riverside	Assistant County Auditor-Controller	\$ 16,505	7/15/2021	unknown	unknown
13	Los Angeles County Metropolitan Transportation Authority ¹	[Senior Director, Accounting/ Director, Budget]	\$ 15,676	7/1/2020	unknown	unknown

Summary Results		Top Monthly Salary
Average of Comparators		\$ 20,509
% Riverside County Transportation Commission Above/Below		-3.1%
Median of Comparators		\$ 20,213
% Riverside County Transportation Commission Above/Below		-1.6%
Number of Matches		12

N/C - Non Comparator

ISD - Insufficient Data to do Analysis

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Chief Financial Officer	DED of Finance and Administration	Chief Financial Officer	Chief Financial Officer	Assistant County Auditor- Controller	[Senior Dir, Accounting/ Director, Budget]	Chief Financial Officer	Chief Financial Officer	Chief Financial Officer	Chief Financial Officer	Chief Financial Officer	Chief Financial Officer	Chief Financial Officer
	Top Step	\$ 19,885	\$ 23,318	\$ 24,667	\$ 19,111	\$ 16,505	\$ 15,676	\$ 21,128	\$ 17,291	\$ 16,590	\$ 24,724	\$ 23,171	\$ 24,636	\$ 19,298
Retirement	Classic Formula	2.7%@55	2.5%@55	2%@60	2%@55	2%@60	2%@60	2.5%@67	2%@55	2%@55	2%@60	2%@55	2%@60	2%@55
	Enhanced Formula Cost	\$1,392	\$ 1,213	\$ 296	\$ 554	\$ 198	\$ 188		\$ 501	\$ 481	\$ 297	\$ 672	\$ 296	\$ 560
	EE Paid Employer Contribution						\$ -1,064							
	ER Paid Member Contribution		\$ 1,166				\$ 1,097					\$ 1,622		
	EPMC Reported as Special Comp											\$ 114		
	Final Compensation	\$139	\$ 140		\$ 96					\$ 83	\$ 124	\$ 116		
	Social Security			\$ 738		\$ 738								
	Deferred Compensation ^{1,2,3}	\$ 1,491			\$ 200	\$ 108		\$ 423	\$ 300	\$ 1,244		\$ 695		\$ 386
	Other Retirement													
Insurance	Cafeteria		\$ 2,769	\$ 1,723		\$ 1,023				\$ 1,169				
	Health	\$ 750			\$ 2,010		\$ 3,413	\$ 2,173	\$ 1,749		\$ 1,702	\$ 800	\$ 2,254	\$ 1,913
	Dental	\$ 199			\$ 219		\$ 129	\$ 149	\$ 17		\$ 150	\$ 183	\$ 184	\$ 113
	Vision	\$ 31			\$ 21		\$ 23	\$ 29		\$ 14	\$ 17	\$ 47	\$ 18	\$ 17
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁵	\$ 1,147	\$ 1,345	\$ 1,565	\$ 1,838	\$ 2,158	\$ 1,507	\$ 1,625	\$ 998	\$ 957	\$ 2,187	\$ 1,337	\$ 2,843	\$ 1,828
	Holidays	\$ 918	\$ 1,166	\$ 1,138	\$ 1,139	\$ 762	\$ 603	\$ 975	\$ 931	\$ 829	\$ 1,236	\$ 1,292	\$ 853	\$ 891
	Admin Leave		\$ 897	\$ 190						\$ 319				
	Technology Allowance ⁴				\$ 65				\$ 100		\$ 110	\$ 40		
	Auto Allowance								\$ 400	\$ 600				\$ 706
Benefit Package Total		\$ 6,067	\$ 8,695	\$ 5,650	\$ 6,142	\$ 4,987	\$ 5,896	\$ 5,608	\$ 4,996	\$ 5,697	\$ 5,823	\$ 6,918	\$ 6,446	\$ 6,413

N/C - Non Comparator

1 - Contra Costa Transportation Authority: District matches \$100/mo for less than 5 years, \$200/month for 5-10 yrs, \$300/mo for 10+ yrs service.

2 - Riverside County Transportation Commission: Vested after five years of RCTC service.

3 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

4 - Southern California Association of Governments: In addition to \$40 per month technology allowance, employees received one-time payment of \$300 due to the impact of COVID.

5 - Orange County Transportation Authority: HSA Contribution

6 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Chief Financial Officer						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Transportation Commission	Deputy Executive Director of Finance and Administration	\$ 32,013	7/1/2021	unknown	unknown
2	Southern California Regional Rail Authority	Chief Financial Officer	\$ 31,082	9/25/2020	7/1/2022	unknown
3	San Diego Association of Governments	Chief Financial Officer	\$ 30,547	7/1/2021	unknown	unknown
4	CalTrans	Chief Financial Officer	\$ 30,317	7/1/2021	unknown	unknown
5	Southern California Association of Governments	Chief Financial Officer	\$ 30,089	9/4/2020	unknown	unknown
6	Orange County Transportation Authority	Chief Financial Officer	\$ 26,735	6/20/2021	unknown	unknown
7	Riverside County Transportation Commission	Chief Financial Officer	\$ 25,952	7/1/2021	7/1/2022	
8	Transportation Corridor Agencies	Chief Financial Officer	\$ 25,710	7/1/2021	7/1/2022	Unknown
9	Contra Costa Transportation Authority	Chief Financial Officer	\$ 25,253	7/1/2021	7/1/2022	0% - 3.5%
10	Riverside Transit Agency	Chief Financial Officer	\$ 22,287	7/1/2021	7/1/2022	unknown
11	San Bernardino County Transportation Authority	Chief Financial Officer	\$ 22,286	7/1/2020	unknown	unknown
12	Los Angeles County Metropolitan Transportation Authority ¹	[Senior Director, Accounting/ Director, Budget]	\$ 21,572	7/1/2020	unknown	unknown
13	County of Riverside	Assistant County Auditor-Controller	\$ 21,492	7/15/2021	unknown	unknown

Summary Results		Total Monthly Comp
Average of Comparators		\$ 26,615
% Riverside County Transportation Commission Above/Below		-2.6%
Median of Comparators		\$ 26,223
% Riverside County Transportation Commission Above/Below		-1.0%
Number of Matches		12

N/C - Non Comparator

ISD - Insufficient Data to do Analysis

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Commuter/Motorist Assistance Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Bernardino County Transportation Authority	Chief of Air Quality and Mobility	\$ 13,648	7/1/2020	unknown	unknown
2	Contra Costa Transportation Authority	Senior Transportation Planner	\$ 13,611	7/1/2021	7/1/2022	0% - 3.5%
3	Riverside County Transportation Commission	Commuter/Motorist Assistance Manager	\$ 13,459	7/1/2021	7/1/2022	
4	Alameda County Transportation Commission	Principal Transportation Planner	\$ 13,214	7/1/2021	unknown	unknown
5	Los Angeles County Metropolitan Transportation Authority	Senior Manager, Motorist Services Programs	\$ 12,756	7/1/2020	unknown	unknown
6	San Diego Association of Governments	Regional Planning Program Manager	\$ 11,893	7/1/2021	unknown	unknown
7	Riverside Transit Agency	Contract Operations Manager	\$ 11,310	7/1/2021	7/1/2022	unknown
8	Orange County Transportation Authority	Section Manager II	\$ 10,374	6/20/2021	unknown	unknown
9	CalTrans	Senior Transportation Planner	\$ 9,169	7/1/2021	unknown	unknown
10	Southern California Association of Governments	N/C				
11	Southern California Regional Rail Authority	N/C				
12	Transportation Corridor Agencies	N/C				
13	County of Riverside	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 11,997
% Riverside County Transportation Commission Above/Below		10.9%
Median of Comparators		\$ 12,324
% Riverside County Transportation Commission Above/Below		8.4%
Number of Matches		8

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - OmniTrans: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Commuter/Motorist Assistance Manager	Principal Transportation Planner	Senior Transportation Planner	Senior Transportation Planner	N/C	Senior Manager, Motorist Services Programs	Section Manager II	Contract Operations Manager	Chief of Air Quality and Mobility	Regional Planning Program Manager	N/C	N/C	N/C
	Top Step	\$ 13,459	\$ 13,214	\$ 9,169	\$ 13,611		\$ 12,756	\$ 10,374	\$ 11,310	\$ 13,648	\$ 11,893			
Retirement	Classic Formula	2.7% ¹ @55	2.5% ¹ @55	2% ¹ @60	2% ¹ @55		2% ¹ @60	2.5% ¹ @67	2% ¹ @55	2% ¹ @55	2% ¹ @60			
	Enhanced Formula Cost	\$942	\$ 687	\$ 110	\$ 395		\$ 153		\$ 328	\$ 396	\$ 143			
	EE Paid Employer Contribution						\$ -866							
	ER Paid Member Contribution		\$ 661				\$ 893							
	EPMC Reported as Special Comp													
	Final Compensation	\$94	\$ 79		\$ 68					\$ 68	\$ 59			
	Social Security			\$ 568										
	Deferred Compensation ^{1, 2, 3}	\$ 1,009			\$ 200			\$ 207	\$ 300	\$ 1,024				
	Other Retirement													
Insurance	Cafeteria		\$ 2,769	\$ 1,723						\$ 1,169				
	Health	\$ 750			\$ 2,010		\$ 3,413	\$ 2,173	\$ 1,749		\$ 1,702			
	Dental	\$ 199			\$ 219		\$ 129	\$ 149	\$ 17		\$ 150			
	Vision	\$ 31			\$ 21		\$ 23	\$ 29		\$ 14	\$ 17			
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁵	\$ 776	\$ 762	\$ 582	\$ 1,309		\$ 1,227	\$ 798	\$ 653	\$ 787	\$ 1,052			
	Holidays	\$ 621	\$ 661	\$ 423	\$ 811		\$ 491	\$ 479	\$ 609	\$ 682	\$ 595			
	Admin Leave			\$ 71						\$ 262				
	Technology Allowance				\$ 65				\$ 100		\$ 90			
	Auto Allowance													
Benefit Package Total		\$ 4,423	\$ 5,619	\$ 3,477	\$ 5,098	\$ 0	\$ 5,462	\$ 4,069	\$ 3,756	\$ 4,403	\$ 3,808	\$ 0	\$ 0	\$ 0

N/C - Non Comparator
1 - Contra Costa Transportation Authority: District matches \$100/mo for less than 5 years, \$200/month for 5-10 yrs, \$300/mo for 10+ yrs service.
2 - Riverside County Transportation Commission: Vested after five years of RCTC service.
3 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.
4 - Orange County Transportation Authority: HSA Contribution
5 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Commuter/Motorist Assistance Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Transportation Commission	Principal Transportation Planner	\$ 18,833	7/1/2021	unknown	unknown
2	Contra Costa Transportation Authority	Senior Transportation Planner	\$ 18,709	7/1/2021	7/1/2022	0% - 3.5%
3	Los Angeles County Metropolitan Transportation Authority	Senior Manager, Motorist Services Programs	\$ 18,217	7/1/2020	unknown	unknown
4	San Bernardino County Transportation Authority	Chief of Air Quality and Mobility	\$ 18,051	7/1/2020	unknown	unknown
5	Riverside County Transportation Commission	Commuter/Motorist Assistance Manager	\$ 17,882	7/1/2021	7/1/2022	
6	San Diego Association of Governments	Regional Planning Program Manager	\$ 15,701	7/1/2021	unknown	unknown
7	Riverside Transit Agency	Contract Operations Manager	\$ 15,066	7/1/2021	7/1/2022	unknown
8	Orange County Transportation Authority	Section Manager II	\$ 14,443	6/20/2021	unknown	unknown
9	CalTrans	Senior Transportation Planner	\$ 12,646	7/1/2021	unknown	unknown
10	Southern California Association of Governments	N/C				
11	Southern California Regional Rail Authority	N/C				
12	Transportation Corridor Agencies	N/C				
13	County of Riverside	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 16,458
% Riverside County Transportation Commission Above/Below		8.0%
Median of Comparators		\$ 16,876
% Riverside County Transportation Commission Above/Below		5.6%
Number of Matches		8

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - OmniTrans: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Deputy Director of Financial Administration						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Southern California Regional Rail Authority	Controller	\$ 17,264	9/25/2020	7/1/2022	unknown
2	Alameda County Transportation Commission	Director of Finance	\$ 16,100	7/1/2021	unknown	unknown
3	Transportation Corridor Agencies	Director, Finance	\$ 15,948	7/1/2021	7/1/2022	Unknown
4	Riverside County Transportation Commission	Deputy Director of Financial Administration	\$ 15,580	7/1/2021	7/1/2022	
5	Orange County Transportation Authority	Department Manager Accounting and Financial Reporting	\$ 15,252	6/20/2021	unknown	unknown
6	Los Angeles County Metropolitan Transportation Authority ¹	[Director, Budget/ Budget Manager]	\$ 12,845	7/1/2020	unknown	unknown
7	CalTrans	Accounting Administrator III	\$ 9,702	7/1/2021	unknown	unknown
8	Contra Costa Transportation Authority	N/C				
9	San Diego Association of Governments	N/C				
10	Riverside Transit Agency	N/C				
11	Southern California Association of Governments	N/C				
12	San Bernardino County Transportation Authority	N/C				
13	County of Riverside	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 14,518
% Riverside County Transportation Commission Above/Below		6.8%
Median of Comparators		\$ 15,600
% Riverside County Transportation Commission Above/Below		-0.1%
Number of Matches		6

N/C - Non Comparator

ISD - Insufficient Data to do Analysis

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Deputy Director of Financial Administration	Director of Finance	Accounting Administrator III	N/C	N/C	[Director, Budget/ Budget Manager]	Dept Mgr Accounting and Financial Reporting	N/C	N/C	N/C	N/C	Controller	Director, Finance
	Top Step	\$ 15,580	\$ 16,100	\$ 9,702			\$ 12,845	\$ 15,252					\$ 17,264	\$ 15,948
Retirement	Classic Formula	2.7% ^{@55}	2.5% ^{@55}	2% ^{@60}			2% ^{@60}	2.5% ^{@67}					2% ^{@60}	2% ^{@55}
	Enhanced Formula Cost	\$1,091	\$ 837	\$ 116			\$ 154						\$ 207	\$ 463
	EE Paid Employer Contribution						\$ -872							
	ER Paid Member Contribution		\$ 805				\$ 899							
	EPMC Reported as Special Comp													
	Final Compensation	\$109	\$ 97											
	Social Security			\$ 602										
	Deferred Compensation ¹	\$ 1,169						\$ 305						\$ 319
	Other Retirement													
Insurance	Cafeteria		\$ 2,769	\$ 1,723										
	Health	\$ 750					\$ 3,413	\$ 2,173					\$ 2,254	\$ 1,913
	Dental	\$ 199					\$ 129	\$ 149					\$ 184	\$ 113
	Vision	\$ 31					\$ 23	\$ 29					\$ 18	\$ 17
	Other Insurance ⁴							\$ 233						
Leaves	Vacation	\$ 899	\$ 929	\$ 616			\$ 1,235	\$ 1,173					\$ 1,992	\$ 1,511
	Holidays	\$ 719	\$ 805	\$ 448			\$ 494	\$ 704					\$ 598	\$ 736
	Admin Leave		\$ 310	\$ 75										
	Technology Allowance													
	Auto Allowance													
Benefit Package Total		\$ 4,966	\$ 6,551	\$ 3,579	\$ 0	\$ 0	\$ 5,475	\$ 4,767	\$ 0	\$ 0	\$ 0	\$ 0	\$ 5,252	\$ 5,071

N/C - Non Comparator
1 - Riverside County Transportation Commission: Vested after five years of RCTC service.
2 - Orange County Transportation Authority: HSA Contribution

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Deputy Director of Financial Administration						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Transportation Commission	Director of Finance	\$ 22,651	7/1/2021	unknown	unknown
2	Southern California Regional Rail Authority	Controller	\$ 22,516	9/25/2020	7/1/2022	unknown
3	Transportation Corridor Agencies	Director, Finance	\$ 21,019	7/1/2021	7/1/2022	Unknown
4	Riverside County Transportation Commission	Deputy Director of Financial Administration	\$ 20,546	7/1/2021	7/1/2022	
5	Orange County Transportation Authority	Department Manager Accounting and Financial Reporting	\$ 20,018	6/20/2021	unknown	unknown
6	Los Angeles County Metropolitan Transportation Authority ¹	[Director, Budget/ Budget Manager]	\$ 18,320	7/1/2020	unknown	unknown
7	CalTrans	Accounting Administrator III	\$ 13,281	7/1/2021	unknown	unknown
8	Contra Costa Transportation Authority	N/C				
9	San Diego Association of Governments	N/C				
10	Riverside Transit Agency	N/C				
11	Southern California Association of Governments	N/C				
12	San Bernardino County Transportation Authority	N/C				
13	County of Riverside	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 19,634
% Riverside County Transportation Commission Above/Below		4.4%
Median of Comparators		\$ 20,519
% Riverside County Transportation Commission Above/Below		0.1%
Number of Matches		6

N/C - Non Comparator

ISD - Insufficient Data to do Analysis

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Deputy Executive Director						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Southern California Regional Rail Authority	Deputy Chief Executive Officer	\$ 28,331	9/25/2020	7/1/2022	unknown
2	Southern California Association of Governments	Chief Operating Officer	\$ 26,610	9/4/2020	unknown	unknown
3	Riverside County Transportation Commission	Deputy Executive Director	\$ 24,170	7/1/2021	7/1/2022	unknown
4	Orange County Transportation Authority	Deputy CEO/Chief Operating Officer	\$ 24,170	6/20/2021	unknown	unknown
5	Contra Costa Transportation Authority ¹	[Deputy Executive Director, Planning/ Deputy Executive Director, Projects]	\$ 21,798	7/1/2021	7/1/2022	0% - 3.5%
6	Transportation Corridor Agencies	Deputy Executive Officer	\$ 21,226	7/1/2021	7/1/2022	Unknown
7	Los Angeles County Metropolitan Transportation Authority	Executive Officer, Countywide Planning & Development	\$ 19,465	7/1/2020	unknown	unknown
8	San Bernardino County Transportation Authority	Deputy Executive Director	\$ 19,205	7/1/2020	unknown	unknown
9	County of Riverside ²	[Deputy Director Transportation/ Assistant Director of TLMA - Planning and Land Use]	\$ 18,501	7/15/2021	unknown	unknown
10	San Diego Association of Governments	N/C				
11	Riverside Transit Agency	N/C				
12	CalTrans	N/C				
13	Alameda County Transportation Commission	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 22,413
% Riverside County Transportation Commission Above/Below		7.3%
Median of Comparators		\$ 21,512
% Riverside County Transportation Commission Above/Below		11.0%
Number of Matches		8

N/C - Non Comparator

ISD - Insufficient Data to do Analysis

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021**

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Deputy Executive Director	N/C	N/C	[DED, Planning / Projects]	[Deputy Dir Transportation/ Asst Dir of TLMA - Planning and Land Use]	Executive Officer, Countywide Planning & Development	Deputy CEO/Chief Operating Officer	N/C	Deputy Executive Director	N/C	Chief Operating Officer	Deputy Chief Executive Officer	Deputy Executive Officer
	Top Step	\$ 24,170			\$ 21,798	\$ 18,501	\$ 19,465	\$ 24,170		\$ 19,205		\$ 26,610	\$ 28,331	\$ 21,226
Retirement	Classic Formula	2.7%@55			2%@55	2%@60	2%@60	2.5%@67		2%@55		2%@55	2%@60	2%@55
	Enhanced Formula Cost	\$1,692			\$ 632	\$ 222	\$ 234			\$ 557		\$ 772	\$ 340	\$ 616
	EE Paid Employer Contribution						\$ -1,322							
	ER Paid Member Contribution						\$ 1,363					\$ 1,863		
	EPMC Reported as Special Comp											\$ 130		
	Final Compensation	\$169			\$ 109					\$ 96		\$ 133		
	Social Security					\$ 738								
	Deferred Compensation ^{1, 2, 3}	\$ 1,813			\$ 200	\$ 108		\$ 483		\$ 1,440		\$ 798		\$ 425
Insurance	Other Retirement													
	Cafeteria					\$ 1,023				\$ 1,169				
	Health	\$ 750			\$ 2,010		\$ 3,413	\$ 2,173				\$ 800	\$ 2,254	\$ 1,913
	Dental	\$ 199			\$ 219		\$ 129	\$ 149				\$ 183	\$ 184	\$ 113
	Vision	\$ 31			\$ 21		\$ 23	\$ 29		\$ 14		\$ 47	\$ 18	\$ 17
	Other Insurance ⁴							\$ 233						
Leaves	Vacation	\$ 1,394			\$ 2,096	\$ 2,419	\$ 1,872	\$ 1,859		\$ 1,108		\$ 1,535	\$ 3,269	\$ 2,010
	Holidays	\$ 1,116			\$ 1,299	\$ 854	\$ 749	\$ 1,116		\$ 960		\$ 1,484	\$ 981	\$ 980
	Admin Leave									\$ 369				
	Technology Allowance ⁴				\$ 65							\$ 40		
	Auto Allowance									\$ 600				\$ 706
Benefit Package Total		\$ 7,164	\$ 0	\$ 0	\$ 6,652	\$ 5,364	\$ 6,459	\$ 6,043	\$ 0	\$ 6,314	\$ 0	\$ 7,786	\$ 7,045	\$ 6,779

N/C - Non Comparator

1 - Contra Costa Transportation Authority: District matches \$100/mo for less than 5 years, \$200/month for 5-10 yrs, \$300/mo for 10+ yrs service.

2 - Riverside County Transportation Commission: Vested after five years of RCTC service.

3 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

4 - Southern California Association of Governments: In addition to \$40 per month technology allowance, employees received one-time payment of \$300 due to the impact of COVID.

5 - Orange County Transportation Authority: HSA Contribution

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Deputy Executive Director						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Southern California Regional Rail Authority	Deputy Chief Executive Officer	\$ 35,376	9/25/2020	7/1/2022	unknown
2	Southern California Association of Governments	Chief Operating Officer	\$ 34,396	9/4/2020	unknown	unknown
3	Riverside County Transportation Commission	Deputy Executive Director	\$ 31,334	7/1/2021	7/1/2022	unknown
4	Orange County Transportation Authority	Deputy CEO/Chief Operating Officer	\$ 30,212	6/20/2021	unknown	unknown
5	Contra Costa Transportation Authority ¹	[Deputy Executive Director, Planning/ Deputy Executive Director, Projects]	\$ 28,450	7/1/2021	7/1/2022	0% - 3.5%
6	Transportation Corridor Agencies	Deputy Executive Officer	\$ 28,006	7/1/2021	7/1/2022	Unknown
7	Los Angeles County Metropolitan Transportation Authority	Executive Officer, Countywide Planning & Development	\$ 25,925	7/1/2020	unknown	unknown
8	San Bernardino County Transportation Authority	Deputy Executive Director	\$ 25,518	7/1/2020	unknown	unknown
9	County of Riverside ²	[Deputy Director Transportation/ Assistant Director of TLMA - Planning and Land Use]	\$ 23,864	7/15/2021	unknown	unknown
10	San Diego Association of Governments	N/C				
11	Riverside Transit Agency	N/C				
12	CalTrans	N/C				
13	Alameda County Transportation Commission	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 28,968
% Riverside County Transportation Commission Above/Below		7.5%
Median of Comparators		\$ 28,228
% Riverside County Transportation Commission Above/Below		9.9%
Number of Matches		8

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

- 1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Executive Director						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Diego Association of Governments	Executive Director	\$ 36,529	7/1/2021	unknown	unknown
2	Contra Costa Transportation Authority	Executive Director	\$ 33,749	7/1/2021	7/1/2022	0% - 3.5%
3	Southern California Regional Rail Authority	Chief Executive Officer	\$ 32,580	9/25/2020	7/1/2022	unknown
4	Los Angeles County Metropolitan Transportation Authority ¹	[Executive Officer, Countywide Planning & Development/ Chief Executive Officer]	\$ 31,112	7/1/2020	unknown	unknown
5	Orange County Transportation Authority	Chief Executive Officer	\$ 29,614	6/20/2021	unknown	unknown
6	Riverside County Transportation Commission	Executive Director	\$ 29,379	7/1/2021	7/1/2022	
7	Alameda County Transportation Commission	Executive Director	\$ 29,120	7/1/2021	unknown	unknown
8	Southern California Association of Governments	Executive Director	\$ 27,917	9/4/2020	unknown	unknown
9	San Bernardino County Transportation Authority	Executive Director	\$ 25,992	7/1/2020	unknown	unknown
10	Riverside Transit Agency	Chief Executive Officer	\$ 25,412	7/1/2021	7/1/2022	unknown
11	Transportation Corridor Agencies	Chief Executive Officer	\$ 23,003	7/1/2021	7/1/2022	Unknown
12	County of Riverside ¹	[Assistant Director of TLMA - Planning and Land Use/ TMLA Director]	\$ 22,996	7/15/2021	unknown	unknown
13	CalTrans	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 28,911
% Riverside County Transportation Commission Above/Below		1.6%
Median of Comparators		\$ 29,120
% Riverside County Transportation Commission Above/Below		0.9%
Number of Matches		11

N/C - Non Comparator

ISD - Insufficient Data to do Analysis

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Executive Director	Executive Director	N/C	Executive Director	[Asst Dir of TLMA - Planning and Land Use/ TMLA Director]	[EO, Countywide Planning & Development/ CEO]	Chief Executive Officer	Chief Executive Officer	Executive Director	Executive Director	Executive Director	Chief Executive Officer	Chief Executive Officer
	Top Step	\$ 29,379	\$ 29,120		\$ 33,749	\$ 22,996	\$ 31,112	\$ 29,614	\$ 25,412	\$ 25,992	\$ 36,529	\$ 27,917	\$ 32,580	\$ 23,003
Retirement	Classic Formula	2.7%@55	2.5%@55		2%@55	2%@60	2%@60	2.5%@67	2%@55	2%@55	2%@60	2%@55	2%@60	2%@55
	Enhanced Formula Cost	\$2,057	\$ 1,514		\$ 979	\$ 276	\$ 373		\$ 737	\$ 754	\$ 438	\$ 810	\$ 391	\$ 667
	EE Paid Employer Contribution						\$ -2,112							
	ER Paid Member Contribution		\$ 1,456				\$ 2,178					\$ 1,954		
	EPMC Reported as Special Comp											\$ 137		
	Final Compensation	\$206	\$ 175		\$ 169					\$ 130	\$ 183	\$ 140		
	Social Security					\$ 738								
	Deferred Compensation ^{1, 2, 3}	\$ 2,203			\$ 200	\$ 108		\$ 592	\$ 300	\$ 1,949		\$ 838		\$ 460
	Other Retirement													
Insurance	Cafeteria		\$ 2,769			\$ 1,023				\$ 1,169				
	Health	\$ 750			\$ 2,010		\$ 3,413	\$ 2,173	\$ 1,749		\$ 1,702	\$ 800	\$ 2,254	\$ 1,913
	Dental	\$ 199			\$ 219		\$ 129	\$ 149	\$ 17		\$ 150	\$ 183	\$ 184	\$ 113
	Vision	\$ 31			\$ 21		\$ 23	\$ 29		\$ 14	\$ 17	\$ 47	\$ 18	\$ 17
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁶	\$ 1,695	\$ 1,680		\$ 3,245	\$ 3,007	\$ 2,992	\$ 2,278	\$ 1,466	\$ 1,500	\$ 3,231	\$ 1,611	\$ 3,759	\$ 2,179
	Holidays	\$ 1,356	\$ 1,456		\$ 2,012	\$ 1,061	\$ 1,197	\$ 1,367	\$ 1,368	\$ 1,300	\$ 1,826	\$ 1,557	\$ 1,128	\$ 1,062
	Admin Leave		\$ 1,120							\$ 500		\$ 1,074		
	Technology Allowance ⁴				\$ 65				\$ 100		\$ 160	\$ 40		
	Auto Allowance								\$ 550	\$ 600				\$ 706
Benefit Package Total		\$ 8,496	\$ 10,170	\$ 0	\$ 8,920	\$ 6,213	\$ 8,191	\$ 6,822	\$ 6,287	\$ 7,915	\$ 7,708	\$ 9,189	\$ 7,733	\$ 7,117

N/C - Non Comparator

1 - Contra Costa Transportation Authority: District matches \$100/mo for less than 5 years, \$200/month for 5-10 yrs, \$300/mo for 10+ yrs service.

2 - Riverside County Transportation Commission: Vested after five years of RCTC service.

3 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

4 - Southern California Association of Governments: In addition to \$40 per month technology allowance, employees received one-time payment of \$300 due to the impact of COVID.

5 - Orange County Transportation Authority: HSA Contribution

6 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Executive Director						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Diego Association of Governments	Executive Director	\$ 44,237	7/1/2021	unknown	unknown
2	Contra Costa Transportation Authority	Executive Director	\$ 42,669	7/1/2021	7/1/2022	0% - 3.5%
3	Southern California Regional Rail Authority	Chief Executive Officer	\$ 40,313	9/25/2020	7/1/2022	unknown
4	Los Angeles County Metropolitan Transportation Authority ¹	[Executive Officer, Countywide Planning & Development/ Chief Executive Officer]	\$ 39,303	7/1/2020	unknown	unknown
5	Alameda County Transportation Commission	Executive Director	\$ 39,290	7/1/2021	unknown	unknown
6	Riverside County Transportation Commission	Executive Director	\$ 37,875	7/1/2021	7/1/2022	
7	Southern California Association of Governments	Executive Director	\$ 37,106	9/4/2020	unknown	unknown
8	Orange County Transportation Authority	Chief Executive Officer	\$ 36,436	6/20/2021	unknown	unknown
9	San Bernardino County Transportation Authority	Executive Director	\$ 33,907	7/1/2020	unknown	unknown
10	Riverside Transit Agency	Chief Executive Officer	\$ 31,700	7/1/2021	7/1/2022	unknown
11	Transportation Corridor Agencies	Chief Executive Officer	\$ 30,120	7/1/2021	7/1/2022	Unknown
12	County of Riverside ¹	[Assistant Director of TLMA - Planning and Land Use/ TMLA Director]	\$ 29,209	7/15/2021	unknown	unknown
13	CalTrans	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 36,754
% Riverside County Transportation Commission Above/Below		3.0%
Median of Comparators		\$ 37,106
% Riverside County Transportation Commission Above/Below		2.0%
Number of Matches		11

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

External Affairs Director						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside County Transportation Commission	External Affairs Director	\$ 18,036	7/1/2021	7/1/2022	
2	Contra Costa Transportation Authority	Director, External Affairs	\$ 17,183	7/1/2021	7/1/2022	0% - 3.5%
3	San Bernardino County Transportation Authority	Director of Legislative and Public Affairs	\$ 16,590	7/1/2020	unknown	unknown
4	Alameda County Transportation Commission	Director of Government Affairs and Communications	\$ 16,100	7/1/2021	unknown	unknown
5	Southern California Regional Rail Authority	Director, Government & Community Relations	\$ 16,061	9/25/2020	7/1/2022	unknown
6	Orange County Transportation Authority ¹	[Department Manager - State Relations / Public Communications / State and Federal Relations]	\$ 15,252	6/20/2021	unknown	unknown
7	Riverside Transit Agency	Chief Marketing Officer	\$ 15,251	7/1/2021	7/1/2022	unknown
8	Transportation Corridor Agencies	Director, State and Federal Government Affairs	\$ 14,498	7/1/2021	7/1/2022	Unknown
9	Los Angeles County Metropolitan Transportation Authority ¹	[Senior Manager, Government Relations / Director, Social Media]	\$ 14,109	7/1/2020	unknown	unknown
10	CalTrans ²	[Director of Legislative Affairs (CEA Level B) / Assistant Deputy Director for Public Affairs]	\$ 12,336	7/1/2021	unknown	unknown
11	San Diego Association of Governments	N/C				
12	Southern California Association of Governments	N/C				
13	County of Riverside	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 15,264
% Riverside County Transportation Commission Above/Below		15.4%
Median of Comparators		\$ 15,252
% Riverside County Transportation Commission Above/Below		15.4%
Number of Matches		9

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

- 1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		External Affairs Director	Director of Government Affairs and Comm	Dir of Legislative Affairs (CEA Level B) / Asst Deputy Dir for Public Affairs	Director, External Affairs	N/C	[Sr Manager, Government Relations/ Director, Social Media]	[Dept Mgr - State Relations/ Public Comm/ State and Federal Relations]	Chief Marketing Officer	Director of Legislative and Public Affairs	N/C	N/C	Director, Government & Community Relations	Director, State and Federal Government Affairs
	Top Step	\$ 18,036	\$ 16,100	\$ 12,336	\$ 17,183		\$ 14,109	\$ 15,252	\$ 15,251	\$ 16,590			\$ 16,061	\$ 14,498
Retirement	Classic Formula	2.7% ¹ @55	2.5% ¹ @55	2% ¹ @60	2% ¹ @55		2% ¹ @60	2.5% ¹ @67	2% ¹ @55	2% ¹ @55			2% ¹ @60	2% ¹ @55
	Enhanced Formula Cost	\$1,263	\$ 837	\$ 148	\$ 498		\$ 169		\$ 442	\$ 481			\$ 193	\$ 420
	EE Paid Employer Contribution						\$ -958							
	ER Paid Member Contribution		\$ 805				\$ 988							
	EPMC Reported as Special Comp													
	Final Compensation	\$126	\$ 97		\$ 86					\$ 83				
	Social Security			\$ 738										
	Deferred Compensation ^{1, 2, 3}	\$ 1,353			\$ 200			\$ 305	\$ 300	\$ 1,244				\$ 290
	Other Retirement													
Insurance	Cafeteria		\$ 2,769	\$ 1,723						\$ 1,169				
	Health	\$ 750			\$ 2,010		\$ 3,413	\$ 2,173	\$ 1,749				\$ 2,254	\$ 1,913
	Dental	\$ 199			\$ 219		\$ 129	\$ 149	\$ 17				\$ 184	\$ 113
	Vision	\$ 31			\$ 21		\$ 23	\$ 29		\$ 14			\$ 18	\$ 17
	Other Insurance ⁴							\$ 233						
Leaves	Vacation	\$ 1,041	\$ 929	\$ 783	\$ 1,652		\$ 1,357	\$ 1,173	\$ 880	\$ 957			\$ 1,853	\$ 1,373
	Holidays	\$ 832	\$ 805	\$ 569	\$ 1,024		\$ 543	\$ 704	\$ 821	\$ 829			\$ 556	\$ 669
	Admin Leave		\$ 310	\$ 95						\$ 319				
	Technology Allowance				\$ 65				\$ 100					
	Auto Allowance								\$ 400	\$ 600				
Benefit Package Total		\$ 5,594	\$ 6,551	\$ 4,056	\$ 5,776	\$ 0	\$ 5,663	\$ 4,767	\$ 4,709	\$ 5,697	\$ 0	\$ 0	\$ 5,057	\$ 4,795

N/C - Non Comparator

1 - Contra Costa Transportation Authority: District matches \$100/mo for less than 5 years, \$200/month for 5-10 yrs, \$300/mo for 10+ yrs service.

2 - Riverside County Transportation Commission: Vested after five years of RCTC service.

3 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

4 - Orange County Transportation Authority: HSA Contribution

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

External Affairs Director						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside County Transportation Commission	External Affairs Director	\$ 23,630	7/1/2021	7/1/2022	
2	Contra Costa Transportation Authority	Director, External Affairs	\$ 22,959	7/1/2021	7/1/2022	0% - 3.5%
3	Alameda County Transportation Commission	Director of Government Affairs and Communications	\$ 22,651	7/1/2021	unknown	unknown
4	San Bernardino County Transportation Authority	Director of Legislative and Public Affairs	\$ 22,286	7/1/2020	unknown	unknown
5	Southern California Regional Rail Authority	Director, Government & Community Relations	\$ 21,118	9/25/2020	7/1/2022	unknown
6	Orange County Transportation Authority ¹	[Department Manager - State Relations / Public Communications / State and Federal Relations]	\$ 20,018	6/20/2021	unknown	unknown
7	Riverside Transit Agency	Chief Marketing Officer	\$ 19,960	7/1/2021	7/1/2022	unknown
8	Los Angeles County Metropolitan Transportation Authority ¹	[Senior Manager, Government Relations / Director, Social Media]	\$ 19,772	7/1/2020	unknown	unknown
9	Transportation Corridor Agencies	Director, State and Federal Government Affairs	\$ 19,293	7/1/2021	7/1/2022	Unknown
10	CalTrans ²	[Director of Legislative Affairs (CEA Level B) / Assistant Deputy Director for Public Affairs]	\$ 16,392	7/1/2021	unknown	unknown
11	San Diego Association of Governments	N/C				
12	Southern California Association of Governments	N/C				
13	County of Riverside	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 20,495
% Riverside County Transportation Commission Above/Below		13.3%
Median of Comparators		\$ 20,018
% Riverside County Transportation Commission Above/Below		15.3%
Number of Matches		9

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

- 1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Financial Administration Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Southern California Association of Governments ¹	[Department Manager - Accounting/ Department Manager - Budgets and Grants]	\$ 15,357	9/4/2020	unknown	unknown
2	Contra Costa Transportation Authority	Finance Manager	\$ 14,550	7/1/2021	7/1/2022	0% - 3.5%
3	Riverside County Transportation Commission	Financial Administration Manager	\$ 14,132	7/1/2021	7/1/2022	
4	Orange County Transportation Authority	Section Manager Senior, General Accounting & Financial Reporting	\$ 13,839	6/20/2021	unknown	unknown
5	Southern California Regional Rail Authority	Senior Manager, General Accounting	\$ 13,796	9/25/2020	7/1/2022	unknown
6	San Diego Association of Governments	Finance Manager	\$ 13,767	7/1/2021	unknown	unknown
7	San Bernardino County Transportation Authority	Chief of Fiscal Resources	\$ 13,648	7/1/2020	unknown	unknown
8	Alameda County Transportation Commission	Principal Financial Analyst	\$ 13,214	7/1/2021	unknown	unknown
9	Riverside Transit Agency	Controller	\$ 13,057	7/1/2021	7/1/2022	unknown
10	Transportation Corridor Agencies ¹	[Assistant Controller / Manager, Budget and Planning]	\$ 11,983	7/1/2021	7/1/2022	Unknown
11	Los Angeles County Metropolitan Transportation Authority	Manager, Finance	\$ 11,580	7/1/2020	unknown	unknown
12	County of Riverside	Fiscal Manager	\$ 10,614	7/15/2021	unknown	unknown
13	CalTrans	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 13,219
% Riverside County Transportation Commission Above/Below		6.5%
Median of Comparators		\$ 13,648
% Riverside County Transportation Commission Above/Below		3.4%
Number of Matches		11

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Financial Administration Manager	Principal Financial Analyst	N/C	Finance Manager	Fiscal Manager	Manager, Finance	Section Mgr Sr, General Accounting & Financial Reporting	Controller	Chief of Fiscal Resources	Finance Manager	[Dept Mgr - Accounting/ Budgets and Grants]	Senior Manager, General Accounting	[Assistant Controller / Manager, Budget and Planning]
	Top Step	\$ 14,132	\$ 13,214		\$ 14,550	\$ 10,614	\$ 11,580	\$ 13,839	\$ 13,057	\$ 13,648	\$ 13,767	\$ 15,357	\$ 13,796	\$ 11,983
Retirement	Classic Formula	2.7% ¹ @55	2.5% ¹ @55		2% ¹ @55	2% ¹ @60	2% ¹ @60	2.5% ¹ @67	2% ¹ @55	2% ¹ @55	2% ¹ @60	2% ¹ @55	2% ¹ @60	2% ¹ @55
	Enhanced Formula Cost	\$989	\$ 687		\$ 422	\$ 127	\$ 139		\$ 379	\$ 396	\$ 165	\$ 445	\$ 166	\$ 347
	EE Paid Employer Contribution						\$ -786							
	ER Paid Member Contribution		\$ 661				\$ 811					\$ 1,075		
	EPMC Reported as Special Comp											\$ 75		
	Final Compensation	\$99	\$ 79		\$ 73					\$ 68	\$ 69	\$ 77		
	Social Security					\$ 658								
	Deferred Compensation ^{1, 2, 3}	\$ 1,060			\$ 200	\$ 108		\$ 277	\$ 300	\$ 1,024		\$ 461		\$ 240
	Other Retirement													
Insurance	Cafeteria		\$ 2,769			\$ 1,023				\$ 1,169				
	Health	\$ 750			\$ 2,010		\$ 3,413	\$ 2,173	\$ 1,749		\$ 1,702	\$ 800	\$ 2,254	\$ 1,913
	Dental	\$ 199			\$ 219		\$ 129	\$ 149	\$ 17		\$ 150	\$ 183	\$ 184	\$ 113
	Vision	\$ 31			\$ 21		\$ 23	\$ 29		\$ 14	\$ 17	\$ 47	\$ 18	\$ 17
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁶	\$ 815	\$ 762		\$ 1,399	\$ 1,388	\$ 1,114	\$ 1,065	\$ 753	\$ 787	\$ 1,218	\$ 886	\$ 1,592	\$ 1,135
	Holidays	\$ 652	\$ 661		\$ 867	\$ 490	\$ 445	\$ 639	\$ 703	\$ 682	\$ 688	\$ 856	\$ 478	\$ 553
	Admin Leave									\$ 262				
	Technology Allowance ⁴				\$ 65						\$ 90	\$ 40		
	Auto Allowance													
Benefit Package Total		\$ 4,595	\$ 5,619	\$ 0	\$ 5,276	\$ 3,794	\$ 5,287	\$ 4,565	\$ 3,901	\$ 4,403	\$ 4,099	\$ 4,946	\$ 4,690	\$ 4,318

N/C - Non Comparator

1 - Contra Costa Transportation Authority: District matches \$100/mo for less than 5 years, \$200/month for 5-10 yrs, \$300/mo for 10+ yrs service.

2 - Riverside County Transportation Commission: Vested after five years of RCTC service.

3 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

4 - Southern California Association of Governments: In addition to \$40 per month technology allowance, employees received one-time payment of \$300 due to the impact of COVID.

5 - Orange County Transportation Authority: HSA Contribution

6 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Financial Administration Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Southern California Association of Governments ¹	[Department Manager - Accounting/ Department Manager - Budgets and Grants]	\$ 20,303	9/4/2020	unknown	unknown
2	Contra Costa Transportation Authority	Finance Manager	\$ 19,826	7/1/2021	7/1/2022	0% - 3.5%
3	Alameda County Transportation Commission	Principal Financial Analyst	\$ 18,833	7/1/2021	unknown	unknown
4	Riverside County Transportation Commission	Financial Administration Manager	\$ 18,727	7/1/2021	7/1/2022	
5	Southern California Regional Rail Authority	Senior Manager, General Accounting	\$ 18,486	9/25/2020	7/1/2022	unknown
6	Orange County Transportation Authority	Section Manager Senior, General Accounting & Financial Reporting	\$ 18,404	6/20/2021	unknown	unknown
7	San Bernardino County Transportation Authority	Chief of Fiscal Resources	\$ 18,051	7/1/2020	unknown	unknown
8	San Diego Association of Governments	Finance Manager	\$ 17,866	7/1/2021	unknown	unknown
9	Riverside Transit Agency	Controller	\$ 16,958	7/1/2021	7/1/2022	unknown
10	Los Angeles County Metropolitan Transportation Authority	Manager, Finance	\$ 16,867	7/1/2020	unknown	unknown
11	Transportation Corridor Agencies ¹	[Assistant Controller / Manager, Budget and Planning]	\$ 16,300	7/1/2021	7/1/2022	Unknown
12	County of Riverside	Fiscal Manager	\$ 14,408	7/15/2021	unknown	unknown
13	CalTrans	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 17,846
% Riverside County Transportation Commission Above/Below		4.7%
Median of Comparators		\$ 18,051
% Riverside County Transportation Commission Above/Below		3.6%
Number of Matches		11

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Financial Analyst						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside County Transportation Commission	Financial Analyst	\$ 9,109	7/1/2021	7/1/2022	
2	Southern California Regional Rail Authority	Financial Analyst II	\$ 9,012	9/25/2020	7/1/2022	unknown
3	Southern California Association of Governments	Budget and Grants Analyst II	\$ 8,722	9/4/2020	unknown	unknown
4	Orange County Transportation Authority	Financial Analyst	\$ 8,525	6/20/2021	unknown	unknown
5	Alameda County Transportation Commission	Associate Financial Analyst	\$ 8,472	7/1/2021	unknown	unknown
6	San Diego Association of Governments	Associate Economists	\$ 8,452	7/1/2021	unknown	unknown
7	Riverside Transit Agency	Grants Financial Analyst	\$ 8,406	7/1/2021	7/1/2022	unknown
8	Los Angeles County Metropolitan Transportation Authority	Financial Analyst	\$ 7,635	7/1/2020	unknown	unknown
9	CalTrans	Associate Accounting Analyst	\$ 7,079	7/1/2021	unknown	unknown
10	County of Riverside	Fiscal Analyst	\$ 6,451	5/1/2021	5/1/2022	2.00%
11	Contra Costa Transportation Authority	N/C				
12	Transportation Corridor Agencies	N/C				
13	San Bernardino County Transportation Authority	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 8,084
% Riverside County Transportation Commission Above/Below		11.3%
Median of Comparators		\$ 8,452
% Riverside County Transportation Commission Above/Below		7.2%
Number of Matches		9

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Financial Analyst	Associate Financial Analyst	Associate Accounting Analyst	N/C	Fiscal Analyst	Financial Analyst	Financial Analyst	Grants Financial Analyst	N/C	Associate Economists	Budget and Grants Analyst II	Financial Analyst II	N/C
	Top Step	\$ 9,109	\$ 8,472	\$ 7,079		\$ 6,451	\$ 7,635	\$ 8,525	\$ 8,406		\$ 8,452	\$ 8,722	\$ 9,012	
Retirement	Classic Formula	2.7%@55	2.5%@55	2%@60		2%@60	2%@60	2.5%@67	2%@55		2%@60	2%@55	2%@60	
	Enhanced Formula Cost	\$638	\$ 441	\$ 85		\$ 77	\$ 92		\$ 244		\$ 101	\$ 253	\$ 108	
	EE Paid Employer Contribution						\$ -518							
	ER Paid Member Contribution		\$ 424				\$ 534					\$ 611		
	EPMC Reported as Special Comp											\$ 43		
	Final Compensation	\$64	\$ 51								\$ 42	\$ 44		
	Social Security			\$ 439		\$ 400								
	Deferred Compensation ¹	\$ 683						\$ 170	\$ 300					
	Other Retirement													
Insurance	Cafeteria		\$ 2,769			\$ 1,023								
	Health	\$ 750		\$ 1,567			\$ 3,413	\$ 2,173	\$ 1,749		\$ 1,702	\$ 800	\$ 2,254	
	Dental	\$ 199		\$ 102			\$ 129	\$ 149	\$ 17		\$ 150	\$ 183	\$ 184	
	Vision	\$ 31		\$ 36			\$ 23	\$ 29			\$ 17	\$ 47	\$ 18	
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁴	\$ 526	\$ 489	\$ 408		\$ 372	\$ 734	\$ 656	\$ 485		\$ 748	\$ 503	\$ 1,040	
	Holidays	\$ 420	\$ 424	\$ 327		\$ 298	\$ 294	\$ 393	\$ 453		\$ 423	\$ 486	\$ 312	
	Admin Leave			\$ 54										
	Technology Allowance ²										\$ 45	\$ 40		
	Auto Allowance													
Benefit Package Total		\$ 3,310	\$ 4,596	\$ 3,018	\$ 0	\$ 2,170	\$ 4,700	\$ 3,804	\$ 3,247	\$ 0	\$ 3,228	\$ 3,010	\$ 3,915	\$ 0

N/C - Non Comparator

1 - Riverside County Transportation Commission: Vested after five years of RCTC service.

2 - Southern California Association of Governments: In addition to \$40 per month technology allowance, employees received one-time payment of \$300 due to the impact of COVID.

3 - Orange County Transportation Authority: HSA Contribution

4 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Financial Analyst						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Transportation Commission	Associate Financial Analyst	\$ 13,068	7/1/2021	unknown	unknown
2	Southern California Regional Rail Authority	Financial Analyst II	\$ 12,927	9/25/2020	7/1/2022	unknown
3	Riverside County Transportation Commission	Financial Analyst	\$ 12,419	7/1/2021	7/1/2022	
4	Los Angeles County Metropolitan Transportation Authority	Financial Analyst	\$ 12,335	7/1/2020	unknown	unknown
5	Orange County Transportation Authority	Financial Analyst	\$ 12,329	6/20/2021	unknown	unknown
6	Southern California Association of Governments	Budget and Grants Analyst II	\$ 11,732	9/4/2020	unknown	unknown
7	San Diego Association of Governments	Associate Economists	\$ 11,680	7/1/2021	unknown	unknown
8	Riverside Transit Agency	Grants Financial Analyst	\$ 11,654	7/1/2021	7/1/2022	unknown
9	CalTrans	Associate Accounting Analyst	\$ 10,097	7/1/2021	unknown	unknown
10	County of Riverside	Fiscal Analyst	\$ 8,621	5/1/2021	5/1/2022	2.00%
11	Contra Costa Transportation Authority	N/C				
12	Transportation Corridor Agencies	N/C				
13	San Bernardino County Transportation Authority	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 11,605
% Riverside County Transportation Commission Above/Below		6.6%
Median of Comparators		\$ 11,732
% Riverside County Transportation Commission Above/Below		5.5%
Number of Matches		9

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Human Resources Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside County Transportation Commission	Human Resources Manager	Proposed			
2	Southern California Association of Governments	Department Manager - Human Resources	\$ 15,357	9/4/2020	unknown	unknown
3	San Diego Association of Governments	Manager of Human Resources	\$ 13,767	7/1/2021	unknown	unknown
4	San Bernardino County Transportation Authority	Chief of Management Services	\$ 13,648	7/1/2020	unknown	unknown
5	Los Angeles County Metropolitan Transportation Authority ¹	[Senior Manager, Employee & Labor Relations / Human Resources Manager]	\$ 12,756	7/1/2020	unknown	unknown
6	Southern California Regional Rail Authority	Manager II	\$ 11,771	9/25/2020	7/1/2022	unknown
7	Transportation Corridor Agencies ²	[Director, Human Resources / Human Resources Generalist]	\$ 11,750	7/1/2021	7/1/2022	Unknown
8	Riverside Transit Agency	Human Resources Manager	\$ 11,310	7/1/2021	7/1/2022	unknown
9	County of Riverside	Human Resources Services Manager	\$ 10,570	7/15/2021	unknown	unknown
10	Orange County Transportation Authority	Section Manager II	\$ 10,374	6/20/2021	unknown	unknown
11	Contra Costa Transportation Authority	N/C				
12	CalTrans	N/C				
13	Alameda County Transportation Commission	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	\$ 12,367
% Riverside County Transportation Commission Above/Below	
Median of Comparators	\$ 11,771
% Riverside County Transportation Commission Above/Below	
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

- 1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Human Resources Manager	N/C	N/C	N/C	Human Resources Services Manager	[Sr Mgr, EE & Labor Relations/ Human Resources Mgr]	Section Manager II	Human Resources Manager	Chief of Management Services	Manager of Human Resources	Department Manager - Human Resources	Manager II	[Director, HR / HR Generalist]
	Top Step	Proposed				\$ 10,570	\$ 12,756	\$ 10,374	\$ 11,310	\$ 13,648	\$ 13,767	\$ 15,357	\$ 11,771	\$ 11,750
Retirement	Classic Formula					2%@60	2%@60	2.5%@67	2%@55	2%@55	2%@60	2%@55	2%@60	2%@55
	Enhanced Formula Cost					\$ 127	\$ 153		\$ 328	\$ 396	\$ 165	\$ 445	\$ 141	\$ 341
	EE Paid Employer Contribution						\$ -866							
	ER Paid Member Contribution						\$ 893					\$ 1,075		
	EPMC Reported as Special Comp											\$ 75		
	Final Compensation									\$ 68	\$ 69	\$ 77		
	Social Security					\$ 655								
	Deferred Compensation ^{1, 2}					\$ 108		\$ 207	\$ 300	\$ 1,024		\$ 461		\$ 235
	Other Retirement													
Insurance	Cafeteria					\$ 1,023				\$ 1,169				
	Health						\$ 3,413	\$ 2,173	\$ 1,749		\$ 1,702	\$ 800	\$ 2,254	\$ 1,913
	Dental						\$ 129	\$ 149	\$ 17		\$ 150	\$ 183	\$ 184	\$ 113
	Vision						\$ 23	\$ 29		\$ 14	\$ 17	\$ 47	\$ 18	\$ 17
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁵					\$ 1,382	\$ 1,227	\$ 798	\$ 653	\$ 787	\$ 1,218	\$ 886	\$ 1,358	\$ 1,113
	Holidays					\$ 488	\$ 491	\$ 479	\$ 609	\$ 682	\$ 688	\$ 856	\$ 407	\$ 542
	Admin Leave									\$ 262				
	Technology Allowance ³										\$ 90	\$ 40		
	Auto Allowance													
Benefit Package Total		\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,783	\$ 5,462	\$ 4,069	\$ 3,656	\$ 4,403	\$ 4,099	\$ 4,946	\$ 4,362	\$ 4,274

N/C - Non Comparator

1 - Riverside County Transportation Commission: Vested after five years of RCTC service.

2 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

3 - Southern California Association of Governments: In addition to \$40 per month technology allowance, employees received one-time payment of \$300 due to the impact of COVID.

4 - Orange County Transportation Authority: HSA Contribution

5 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Human Resources Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside County Transportation Commission	Human Resources Manager	Proposed			
2	Southern California Association of Governments	Department Manager - Human Resources	\$ 20,303	9/4/2020	unknown	unknown
3	Los Angeles County Metropolitan Transportation Authority ¹	[Senior Manager, Employee & Labor Relations / Human Resources Manager]	\$ 18,217	7/1/2020	unknown	unknown
4	San Bernardino County Transportation Authority	Chief of Management Services	\$ 18,051	7/1/2020	unknown	unknown
5	San Diego Association of Governments	Manager of Human Resources	\$ 17,866	7/1/2021	unknown	unknown
6	Southern California Regional Rail Authority	Manager II	\$ 16,133	9/25/2020	7/1/2022	unknown
7	Transportation Corridor Agencies ²	[Director, Human Resources / Human Resources Generalist]	\$ 16,024	7/1/2021	7/1/2022	Unknown
8	Riverside Transit Agency	Human Resources Manager	\$ 14,966	7/1/2021	7/1/2022	unknown
9	Orange County Transportation Authority	Section Manager II	\$ 14,443	6/20/2021	unknown	unknown
10	County of Riverside	Human Resources Services Manager	\$ 14,353	7/15/2021	unknown	unknown
11	Contra Costa Transportation Authority	N/C				
12	CalTrans	N/C				
13	Alameda County Transportation Commission	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 16,706
% Riverside County Transportation Commission Above/Below		
Median of Comparators		\$ 16,133
% Riverside County Transportation Commission Above/Below		
Number of Matches		9

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

- 1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Legislative Affairs Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Southern California Association of Governments	Department Manager - Legislative Affairs	\$ 15,357	9/4/2020	unknown	unknown
2	Southern California Regional Rail Authority	Senior Manager, Government and Regulatory Affairs	\$ 13,796	9/25/2020	7/1/2022	unknown
3	San Bernardino County Transportation Authority	Chief of Legislative and Public Affairs	\$ 13,648	7/1/2020	unknown	unknown
4	Riverside County Transportation Commission	Legislative Affairs Manager	\$ 13,459	7/1/2021	7/1/2022	
5	Los Angeles County Metropolitan Transportation Authority	Senior Manager, Government Relations	\$ 12,756	7/1/2020	unknown	unknown
6	San Diego Association of Governments	Manager of Government Relations	\$ 11,893	7/1/2021	unknown	unknown
7	Orange County Transportation Authority ¹	[Section Manager III - State and Federal Relations/ Principal Government Relations Representative]	\$ 11,170	6/20/2021	unknown	unknown
8	Transportation Corridor Agencies	Manager, Governmental and Legislative Affairs	\$ 10,893	7/1/2021	7/1/2022	Unknown
9	County of Riverside	Government Relations Officer	\$ 10,517	7/15/2021	unknown	unknown
10	Riverside Transit Agency	Government Affairs Manager	\$ 10,508	7/1/2021	7/1/2022	unknown
11	CalTrans	Assistant Deputy Director, Legislative Affairs	\$ 10,358	7/1/2021	unknown	unknown
12	Contra Costa Transportation Authority	N/C				
13	Alameda County Transportation Commission	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 12,090
% Riverside County Transportation Commission Above/Below		10.2%
Median of Comparators		\$ 11,532
% Riverside County Transportation Commission Above/Below		14.3%
Number of Matches		10

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Legislative Affairs Manager	N/C	Assistant Deputy Director, Legislative Affairs	N/C	Government Relations Officer	Senior Manager, Government Relations	[Section Mgr III - State and Fed Relations/ Principal Govt Relations Rep]	Government Affairs Manager	Chief of Legislative and Public Affairs	Manager of Government Relations	Department Manager - Legislative Affairs	Senior Manager, Government and Regulatory Affairs	Manager, Governmental and Legislative Affairs
	Top Step	\$ 13,459		\$ 10,358		\$ 10,517	\$ 12,756	\$ 11,170	\$ 10,508	\$ 13,648	\$ 11,893	\$ 15,357	\$ 13,796	\$ 10,893
Retirement	Classic Formula	2.7%@55		2%@60		2%@60	2%@60	2.5%@67	2%@55	2%@55	2%@60	2%@55	2%@60	2%@55
	Enhanced Formula Cost	\$942		\$ 124		\$ 126	\$ 153		\$ 305	\$ 396	\$ 143	\$ 445	\$ 166	\$ 316
	EE Paid Employer Contribution						\$ -866							
	ER Paid Member Contribution						\$ 893					\$ 1,075		
	EPMC Reported as Special Comp											\$ 75		
	Final Compensation	\$94								\$ 68	\$ 59	\$ 77		
	Social Security			\$ 642		\$ 652								
	Deferred Compensation ^{1, 2}	\$ 1,009				\$ 108		\$ 223	\$ 300	\$ 1,024		\$ 461		\$ 218
	Other Retirement													
Insurance	Cafeteria			\$ 1,723		\$ 1,023				\$ 1,169				
	Health	\$ 750					\$ 3,413	\$ 2,173	\$ 1,749		\$ 1,702	\$ 800	\$ 2,254	\$ 1,913
	Dental	\$ 199					\$ 129	\$ 149	\$ 17		\$ 150	\$ 183	\$ 184	\$ 113
	Vision	\$ 31					\$ 23	\$ 29		\$ 14	\$ 17	\$ 47	\$ 18	\$ 17
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁵	\$ 776		\$ 657		\$ 1,375	\$ 1,227	\$ 859	\$ 606	\$ 787	\$ 1,052	\$ 886	\$ 1,592	\$ 1,032
	Holidays	\$ 621		\$ 478		\$ 485	\$ 491	\$ 516	\$ 566	\$ 682	\$ 595	\$ 856	\$ 478	\$ 503
	Admin Leave			\$ 80						\$ 262				
	Technology Allowance ³										\$ 90	\$ 40		
	Auto Allowance													
Benefit Package Total		\$ 4,423	\$ 0	\$ 3,705	\$ 0	\$ 3,770	\$ 5,462	\$ 4,183	\$ 3,543	\$ 4,403	\$ 3,808	\$ 4,946	\$ 4,690	\$ 4,111

N/C - Non Comparator

1 - Riverside County Transportation Commission: Vested after five years of RCTC service.

2 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

3 - Southern California Association of Governments: In addition to \$40 per month technology allowance, employees received one-time payment of \$300 due to the impact of COVID.

4 - Orange County Transportation Authority: HSA Contribution

5 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Legislative Affairs Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Southern California Association of Governments	Department Manager - Legislative Affairs	\$ 20,303	9/4/2020	unknown	unknown
2	Southern California Regional Rail Authority	Senior Manager, Government and Regulatory Affairs	\$ 18,486	9/25/2020	7/1/2022	unknown
3	Los Angeles County Metropolitan Transportation Authority	Senior Manager, Government Relations	\$ 18,217	7/1/2020	unknown	unknown
4	San Bernardino County Transportation Authority	Chief of Legislative and Public Affairs	\$ 18,051	7/1/2020	unknown	unknown
5	Riverside County Transportation Commission	Legislative Affairs Manager	\$ 17,882	7/1/2021	7/1/2022	
6	San Diego Association of Governments	Manager of Government Relations	\$ 15,701	7/1/2021	unknown	unknown
7	Orange County Transportation Authority ¹	[Section Manager III - State and Federal Relations/ Principal Government Relations Representative]	\$ 15,353	6/20/2021	unknown	unknown
8	Transportation Corridor Agencies	Manager, Governmental and Legislative Affairs	\$ 15,004	7/1/2021	7/1/2022	Unknown
9	County of Riverside	Government Relations Officer	\$ 14,287	7/15/2021	unknown	unknown
10	CalTrans	Assistant Deputy Director, Legislative Affairs	\$ 14,063	7/1/2021	unknown	unknown
11	Riverside Transit Agency	Government Affairs Manager	\$ 14,050	7/1/2021	7/1/2022	unknown
12	Contra Costa Transportation Authority	N/C				
13	Alameda County Transportation Commission	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 16,352
% Riverside County Transportation Commission Above/Below		8.6%
Median of Comparators		\$ 15,527
% Riverside County Transportation Commission Above/Below		13.2%
Number of Matches		10

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Multimodal Services Director						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Transportation Commission	Deputy Executive Director of Planning and Policy	\$ 23,318	7/1/2021	unknown	unknown
2	San Diego Association of Governments	Department Director II	\$ 20,341	7/1/2021	unknown	unknown
3	Riverside County Transportation Commission	Multimodal Services Director	\$ 18,036	7/1/2021	7/1/2022	
4	Contra Costa Transportation Authority	Director of Programs	\$ 17,463	7/1/2021	7/1/2022	0% - 3.5%
5	Southern California Regional Rail Authority ¹	[Director, Planning and Development / Director, Special Projects]	\$ 17,264	9/25/2020	7/1/2022	unknown
6	San Bernardino County Transportation Authority	Director of Transit and Rail Programs	\$ 16,590	7/1/2020	unknown	unknown
7	Orange County Transportation Authority	Director of Motorist Services	\$ 16,370	6/20/2021	unknown	unknown
8	Riverside Transit Agency	Director of Planning	\$ 16,475	7/1/2021	7/1/2022	unknown
9	Los Angeles County Metropolitan Transportation Authority ¹	[Director of Transportation Program Development / Director of Rail Transportation]	\$ 14,109	7/1/2020	unknown	unknown
10	CalTrans	Director of Planning and Integration	\$ 13,235	7/1/2021	unknown	unknown
11	County of Riverside	N/C				
12	Southern California Association of Governments	N/C				
13	Transportation Corridor Agencies	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 17,240
% Riverside County Transportation Commission Above/Below		4.4%
Median of Comparators		\$ 16,590
% Riverside County Transportation Commission Above/Below		8.0%
Number of Matches		9

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Multimodal Services Director	Deputy Executive Director of Planning and Policy	Director of Planning and Integration	Director of Programs	N/C	[Director of Transportation Program Development/ Director of Rail Transportation]	Director of Motorist Services	Director of Planning	Director of Transit and Rail Programs	Department Director II	N/C	[Director, Planning and Development/ Director, Special Projects]	N/C
	Top Step	\$ 18,036	\$ 23,318	\$ 13,235	\$ 17,463		\$ 14,109	\$ 16,370	\$ 16,475	\$ 16,590	\$ 20,341		\$ 17,264	
Retirement	Classic Formula	2.7%@55	2.5%@55	2%@60	2%@55		2%@60	2.5%@67	2%@55	2%@55	2%@60		2%@60	
	Enhanced Formula Cost	\$1,263	\$ 1,213	\$ 159	\$ 506		\$ 169		\$ 478	\$ 481	\$ 244		\$ 207	
	EE Paid Employer Contribution						\$ -958							
	ER Paid Member Contribution		\$ 1,166				\$ 988							
	EPMC Reported as Special Comp													
	Final Compensation	\$126	\$ 140		\$ 87					\$ 83	\$ 102			
	Social Security			\$ 738										
	Deferred Compensation ^{1, 2, 3}	\$ 1,353			\$ 200			\$ 327	\$ 300	\$ 1,244				
	Other Retirement													
Insurance	Cafeteria		\$ 2,769	\$ 1,723						\$ 1,169				
	Health	\$ 750			\$ 2,010		\$ 3,413	\$ 2,173	\$ 1,749		\$ 1,702		\$ 2,254	
	Dental	\$ 199			\$ 219		\$ 129	\$ 149	\$ 17		\$ 150		\$ 184	
	Vision	\$ 31			\$ 21		\$ 23	\$ 29		\$ 14	\$ 17		\$ 18	
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁵	\$ 1,041	\$ 1,345	\$ 840	\$ 1,679		\$ 1,357	\$ 1,259	\$ 950	\$ 957	\$ 1,799		\$ 1,992	
	Holidays	\$ 832	\$ 1,166	\$ 611	\$ 1,041		\$ 543	\$ 756	\$ 887	\$ 829	\$ 1,017		\$ 598	
	Admin Leave		\$ 897	\$ 102						\$ 319				
	Technology Allowance				\$ 65				\$ 100		\$ 110			
	Auto Allowance							\$ 765	\$ 400	\$ 600				
Benefit Package Total		\$ 5,594	\$ 8,695	\$ 4,172	\$ 5,829	\$ 0	\$ 5,663	\$ 5,692	\$ 4,881	\$ 5,697	\$ 5,141	\$ 0	\$ 5,252	\$ 0

N/C - Non Comparator

1 - Contra Costa Transportation Authority: District matches \$100/mo for less than 5 years, \$200/month for 5-10 yrs, \$300/mo for 10+ yrs service.

2 - Riverside County Transportation Commission: Vested after five years of RCTC service.

3 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

4 - Orange County Transportation Authority: HSA Contribution

5 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Multimodal Services Director						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Transportation Commission	Deputy Executive Director of Planning and Policy	\$ 32,013	7/1/2021	unknown	unknown
2	San Diego Association of Governments	Department Director II	\$ 25,482	7/1/2021	unknown	unknown
3	Riverside County Transportation Commission	Multimodal Services Director	\$ 23,630	7/1/2021	7/1/2022	
4	Contra Costa Transportation Authority	Director of Programs	\$ 23,292	7/1/2021	7/1/2022	0% - 3.5%
5	Southern California Regional Rail Authority ¹	[Director, Planning and Development / Director, Special Projects]	\$ 22,516	9/25/2020	7/1/2022	unknown
6	San Bernardino County Transportation Authority	Director of Transit and Rail Programs	\$ 22,286	7/1/2020	unknown	unknown
7	Orange County Transportation Authority	Director of Motorist Services	\$ 22,061	6/20/2021	unknown	unknown
8	Riverside Transit Agency	Director of Planning	\$ 21,356	7/1/2021	7/1/2022	unknown
9	Los Angeles County Metropolitan Transportation Authority ¹	[Director of Transportation Program Development / Director of Rail Transportation]	\$ 19,772	7/1/2020	unknown	unknown
10	CalTrans	Director of Planning and Integration	\$ 17,407	7/1/2021	unknown	unknown
11	Southern California Association of Governments	N/C				
12	Transportation Corridor Agencies	N/C				
13	County of Riverside	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 22,910
% Riverside County Transportation Commission Above/Below		3.0%
Median of Comparators		\$ 22,286
% Riverside County Transportation Commission Above/Below		5.7%
Number of Matches		9

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Planning and Programming Director						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Transportation Commission ¹	[Deputy Executive Director of Planning & Policy/ Deputy Executive Director of Projects]	\$ 23,318	7/1/2021	unknown	unknown
2	Southern California Association of Governments	Director of Transportation Planning	\$ 22,057	9/4/2020	unknown	unknown
3	San Diego Association of Governments	Department Director II	\$ 20,341	7/1/2021	unknown	unknown
4	Orange County Transportation Authority	Director of Strategic Planning	\$ 19,999	6/20/2021	unknown	unknown
5	Riverside County Transportation Commission	Planning and Programming Director	\$ 18,036	7/1/2021	7/1/2022	
6	Contra Costa Transportation Authority ²	Director, Planning	\$ 17,527	7/1/2021	7/1/2022	0% - 3.5%
7	Southern California Regional Rail Authority	Director, Planning and Development	\$ 17,264	9/25/2020	7/1/2022	unknown
8	San Bernardino County Transportation Authority ¹	[Director of Fund Administration and Programming/ Director of Planning]	\$ 16,590	7/1/2020	unknown	unknown
9	Riverside Transit Agency	Director of Planning	\$ 16,475	7/1/2021	7/1/2022	unknown
10	CalTrans	Director of Planning and Integration	\$ 13,235	7/1/2021	unknown	unknown
11	County of Riverside	N/C				
12	Los Angeles County Metropolitan Transportation Authority	N/C				
13	Transportation Corridor Agencies	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 18,534
% Riverside County Transportation Commission Above/Below		-2.8%
Median of Comparators		\$ 17,527
% Riverside County Transportation Commission Above/Below		2.8%
Number of Matches		9

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
2 - CCTA's organizational structure is such that Planning and Programming are separate; the Director of Programming oversees development and implementation of federal, state, and local funding programs, as well as providing leadership on project engineering and development and managing projects (project delivery) and project controls requiring an engineering background.

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Planning and Programming Director	[DED of Planning & Policy/ Projects]	Director of Planning and Integration	Director, Planning	N/C	N/C	Director of Strategic Planning	Director of Planning	[Dir of Fund Admin and Programming/ Dir of Planning]	Department Director II	Director of Transportation Planning	Director, Planning and Development	N/C
	Top Step	\$ 18,036	\$ 23,318	\$ 13,235	\$ 17,527			\$ 19,999	\$ 16,475	\$ 16,590	\$ 20,341	\$ 22,057	\$ 17,264	
Retirement	Classic Formula	2.7%@55	2.5%@55	2%@60	2%@55			2.5%@67	2%@55	2%@55	2%@60	2%@55	2%@60	
	Enhanced Formula Cost	\$1,263	\$ 1,213	\$ 159	\$ 526				\$ 478	\$ 481	\$ 244	\$ 640	\$ 207	
	EE Paid Employer Contribution													
	ER Paid Member Contribution		\$ 1,166									\$ 1,544		
	EPMC Reported as Special Comp											\$ 108		
	Final Compensation	\$126	\$ 140		\$ 88					\$ 83	\$ 102	\$ 110		
	Social Security			\$ 738										
	Deferred Compensation ^{1, 2, 3}	\$ 1,353			\$ 200			\$ 400	\$ 300	\$ 1,244		\$ 662		
Insurance	Other Retirement													
	Cafeteria		\$ 2,769	\$ 1,723						\$ 1,169				
	Health	\$ 750			\$ 2,010			\$ 2,173	\$ 1,749		\$ 1,702	\$ 800	\$ 2,254	
	Dental	\$ 199			\$ 219			\$ 149	\$ 17		\$ 150	\$ 183	\$ 184	
	Vision	\$ 31			\$ 21			\$ 29		\$ 14	\$ 17	\$ 47	\$ 18	
Leaves	Other Insurance ⁴							\$ 233						
	Vacation ⁵	\$ 1,041	\$ 1,345	\$ 840	\$ 1,685			\$ 1,538	\$ 950	\$ 957	\$ 1,799	\$ 1,273	\$ 1,992	
	Holidays	\$ 832	\$ 1,166	\$ 611	\$ 1,045			\$ 923	\$ 887	\$ 829	\$ 1,017	\$ 1,230	\$ 598	
	Admin Leave		\$ 897	\$ 102						\$ 319				
	Technology Allowance ⁴				\$ 65				\$ 100		\$ 110	\$ 40		
	Auto Allowance							\$ 765	\$ 400	\$ 600				
Benefit Package Total		\$ 5,594	\$ 8,695	\$ 4,172	\$ 5,859	\$ 0	\$ 0	\$ 6,211	\$ 4,881	\$ 5,697	\$ 5,141	\$ 6,636	\$ 5,252	\$ 0

N/C - Non Comparator
1 - Contra Costa Transportation Authority: District matches \$100/mo for less than 5 years, \$200/month for 5-10 yrs, \$300/mo for 10+ yrs service.
2 - Riverside County Transportation Commission: Vested after five years of RCTC service.
3 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.
4 - Southern California Association of Governments: In addition to \$40 per month technology allowance, employees received one-time payment of \$300 due to the impact of COVID.
5 - Orange County Transportation Authority: HSA Contribution
6 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Planning and Programming Director						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Transportation Commission ¹	[Deputy Executive Director of Planning & Policy/ Deputy Executive Director of Projects]	\$ 32,013	7/1/2021	unknown	unknown
2	Southern California Association of Governments	Director of Transportation Planning	\$ 28,693	9/4/2020	unknown	unknown
3	Orange County Transportation Authority	Director of Strategic Planning	\$ 26,210	6/20/2021	unknown	unknown
4	San Diego Association of Governments	Department Director II	\$ 25,482	7/1/2021	unknown	unknown
5	Riverside County Transportation Commission	Planning and Programming Director	\$ 23,630	7/1/2021	7/1/2022	
6	Contra Costa Transportation Authority ²	Director, Planning	\$ 23,386	7/1/2021	7/1/2022	0% - 3.5%
7	Southern California Regional Rail Authority	Director, Planning and Development	\$ 22,516	9/25/2020	7/1/2022	unknown
8	San Bernardino County Transportation Authority ¹	[Director of Fund Administration and Programming/ Director of Planning]	\$ 22,286	7/1/2020	unknown	unknown
9	Riverside Transit Agency	Director of Planning	\$ 21,356	7/1/2021	7/1/2022	unknown
10	CalTrans	Director of Planning and Integration	\$ 17,407	7/1/2021	unknown	unknown
11	County of Riverside	N/C				
12	Los Angeles County Metropolitan Transportation Authority	N/C				
13	Transportation Corridor Agencies	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 24,372
% Riverside County Transportation Commission Above/Below		-3.1%
Median of Comparators		\$ 23,386
% Riverside County Transportation Commission Above/Below		1.0%
Number of Matches		9

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
2 - CCTA's organizational structure is such that Planning and Programming are separate; the Director of Programming oversees development and implementation of federal, state, and local funding programs, as well as providing leadership on project engineering and development and managing projects (project delivery) and project controls requiring an engineering background.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Planning and Programming Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Southern California Association of Governments	Department Manager - Transportation	\$ 15,357	9/4/2020	unknown	unknown
2	San Bernardino County Transportation Authority ¹	[Chief of Fund Administration/ Chief of Planning]	\$ 13,648	7/1/2020	unknown	unknown
3	Contra Costa Transportation Authority	Senior Transportation Planner	\$ 13,611	7/1/2021	7/1/2022	0% - 3.5%
4	Riverside County Transportation Commission	Planning and Programming Manager	\$ 13,459	7/1/2021	7/1/2022	
5	Alameda County Transportation Commission	Principal Transportation Planner	\$ 13,214	7/1/2021	unknown	unknown
6	San Diego Association of Governments	Project Development Program Manager	\$ 13,112	7/1/2021	unknown	unknown
7	Los Angeles County Metropolitan Transportation Authority ¹	[Senior Manager, Transportation Funding / Senior Manager, Transportation Planning]	\$ 12,756	7/1/2020	unknown	unknown
8	Orange County Transportation Authority	Section Manager III	\$ 11,967	6/20/2021	unknown	unknown
9	Southern California Regional Rail Authority	Manager II	\$ 11,771	9/25/2020	7/1/2022	unknown
10	CalTrans	Senior Transportation Planner	\$ 9,169	7/1/2021	unknown	unknown
11	Riverside Transit Agency	N/C				
12	Transportation Corridor Agencies	N/C				
13	County of Riverside	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 12,734
% Riverside County Transportation Commission Above/Below		5.4%
Median of Comparators		\$ 13,112
% Riverside County Transportation Commission Above/Below		2.6%
Number of Matches		9

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Planning and Programming Manager	Principal Transportation Planner	Senior Transportation Planner	Senior Transportation Planner	N/C	[Sr Mgr, Transportation Funding/ Transportation Planning]	Section Manager III	N/C	[Chief of Fund Administration/ Chief of Planning]	Project Development Program Manager	Department Manager - Transportation	Manager II	N/C
	Top Step	\$ 13,459	\$ 13,214	\$ 9,169	\$ 13,611		\$ 12,756	\$ 11,967		\$ 13,648	\$ 13,112	\$ 15,357	\$ 11,771	
Retirement	Classic Formula	2.7%@55	2.5%@55	2%@60	2%@55		2%@60	2.5%@67		2%@55	2%@60	2%@55	2%@60	
	Enhanced Formula Cost	\$942	\$ 687	\$ 110	\$ 395		\$ 153			\$ 396	\$ 157	\$ 445	\$ 141	
	EE Paid Employer Contribution						\$ -866							
	ER Paid Member Contribution		\$ 661				\$ 893					\$ 1,075		
	EPMC Reported as Special Comp											\$ 75		
	Final Compensation	\$94	\$ 79		\$ 68					\$ 68	\$ 66	\$ 77		
	Social Security			\$ 568										
	Deferred Compensation ^{1, 2, 3}	\$ 1,009			\$ 200			\$ 239		\$ 1,024		\$ 461		
	Other Retirement													
Insurance	Cafeteria		\$ 2,769	\$ 1,723						\$ 1,169				
	Health	\$ 750			\$ 2,010		\$ 3,413	\$ 2,173			\$ 1,702	\$ 800	\$ 2,254	
	Dental	\$ 199			\$ 219		\$ 129	\$ 149			\$ 150	\$ 183	\$ 184	
	Vision	\$ 31			\$ 21		\$ 23	\$ 29		\$ 14	\$ 17	\$ 47	\$ 18	
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁶	\$ 776	\$ 762	\$ 582	\$ 1,309		\$ 1,227	\$ 921		\$ 787	\$ 1,160	\$ 886	\$ 1,358	
	Holidays	\$ 621	\$ 661	\$ 423	\$ 811		\$ 491	\$ 552		\$ 682	\$ 656	\$ 856	\$ 407	
	Admin Leave			\$ 71						\$ 262				
	Technology Allowance ⁴				\$ 65						\$ 90	\$ 40		
	Auto Allowance													
Benefit Package Total		\$ 4,423	\$ 5,619	\$ 3,477	\$ 5,098	\$ 0	\$ 5,462	\$ 4,297	\$ 0	\$ 4,403	\$ 3,998	\$ 4,946	\$ 4,362	\$ 0

N/C - Non Comparator

1 - Contra Costa Transportation Authority: District matches \$100/mo for less than 5 years, \$200/month for 5-10 yrs, \$300/mo for 10+ yrs service.

2 - Riverside County Transportation Commission: Vested after five years of RCTC service.

3 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

4 - Southern California Association of Governments: In addition to \$40 per month technology allowance, employees received one-time payment of \$300 due to the impact of COVID.

5 - Orange County Transportation Authority: HSA Contribution

6 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Planning and Programming Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Southern California Association of Governments	Department Manager - Transportation	\$ 20,303	9/4/2020	unknown	unknown
2	Alameda County Transportation Commission	Principal Transportation Planner	\$ 18,833	7/1/2021	unknown	unknown
3	Contra Costa Transportation Authority	Senior Transportation Planner	\$ 18,709	7/1/2021	7/1/2022	0% - 3.5%
4	Los Angeles County Metropolitan Transportation Authority ¹	[Senior Manager, Transportation Funding/ Senior Manager, Transportation Planning]	\$ 18,217	7/1/2020	unknown	unknown
5	San Bernardino County Transportation Authority ¹	[Chief of Fund Administration/ Chief of Planning]	\$ 18,051	7/1/2020	unknown	unknown
6	Riverside County Transportation Commission	Planning and Programming Manager	\$ 17,882	7/1/2021	7/1/2022	
7	San Diego Association of Governments	Project Development Program Manager	\$ 17,110	7/1/2021	unknown	unknown
8	Orange County Transportation Authority	Section Manager III	\$ 16,264	6/20/2021	unknown	unknown
9	Southern California Regional Rail Authority	Manager II	\$ 16,133	9/25/2020	7/1/2022	unknown
10	CalTrans	Senior Transportation Planner	\$ 12,646	7/1/2021	unknown	unknown
11	Riverside Transit Agency	N/C				
12	Transportation Corridor Agencies	N/C				
13	County of Riverside	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 17,363
% Riverside County Transportation Commission Above/Below		2.9%
Median of Comparators		\$ 18,051
% Riverside County Transportation Commission Above/Below		-0.9%
Number of Matches		9

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Procurement Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Southern California Association of Governments	Department Manager - Contracts	\$ 15,357	9/4/2020	unknown	unknown
2	Riverside County Transportation Commission	Procurement Manager	\$ 14,132	7/1/2021	7/1/2022	
3	San Diego Association of Governments	Manager of Contracts & Procurement	\$ 13,767	7/1/2021	unknown	unknown
4	Transportation Corridor Agencies	Manager, Contracts	\$ 11,982	7/1/2021	7/1/2022	Unknown
5	Orange County Transportation Authority	Section Manager III	\$ 11,967	6/20/2021	unknown	unknown
6	San Bernardino County Transportation Authority	Procurement Manager	\$ 11,790	7/1/2020	unknown	unknown
7	Southern California Regional Rail Authority	Principal Contract and Compliance Administrator	\$ 11,771	9/25/2020	7/1/2022	unknown
8	Los Angeles County Metropolitan Transportation Authority	Contract Administration Manager	\$ 11,580	7/1/2020	unknown	unknown
9	Riverside Transit Agency	Contracts Manager	\$ 11,310	7/1/2021	7/1/2022	unknown
10	County of Riverside	Procurement Services Manager	\$ 11,140	7/15/2021	unknown	unknown
11	Contra Costa Transportation Authority	N/C				
12	CalTrans	N/C				
13	Alameda County Transportation Commission	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 12,296
% Riverside County Transportation Commission Above/Below		13.0%
Median of Comparators		\$ 11,790
% Riverside County Transportation Commission Above/Below		16.6%
Number of Matches		9

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Procurement Manager	N/C	N/C	N/C	Procurement Services Manager	Contract Administration Manager	Section Manager III	Contracts Manager	Procurement Manager	Manager of Contracts & Procurement	Department Manager - Contracts	Principal Contract and Compliance Administrator	Manager, Contracts
	Top Step	\$ 14,132				\$ 11,140	\$ 11,580	\$ 11,967	\$ 11,310	\$ 11,790	\$ 13,767	\$ 15,357	\$ 11,771	\$ 11,982
Retirement	Classic Formula	2.7% ^{@55}				2% ^{@60}	2% ^{@60}	2.5% ^{@67}	2% ^{@55}	2% ^{@55}	2% ^{@60}	2% ^{@55}	2% ^{@60}	2% ^{@55}
	Enhanced Formula Cost	\$989				\$ 134	\$ 139		\$ 328	\$ 342	\$ 165	\$ 445	\$ 141	\$ 347
	EE Paid Employer Contribution						\$ -786							
	ER Paid Member Contribution						\$ 811					\$ 1,075		
	EPMC Reported as Special Comp											\$ 75		
	Final Compensation	\$99								\$ 59	\$ 69	\$ 77		
	Social Security					\$ 691								
	Deferred Compensation ^{1,2}	\$ 1,060				\$ 108		\$ 239	\$ 300	\$ 884		\$ 461		\$ 240
Insurance	Other Retirement													
	Cafeteria					\$ 1,023				\$ 1,169				
	Health	\$ 750					\$ 3,413	\$ 2,173	\$ 1,749		\$ 1,702	\$ 800	\$ 2,254	\$ 1,913
	Dental	\$ 199					\$ 129	\$ 149	\$ 17		\$ 150	\$ 183	\$ 184	\$ 113
	Vision	\$ 31					\$ 23	\$ 29		\$ 14	\$ 17	\$ 47	\$ 18	\$ 17
Leaves	Other Insurance ⁴							\$ 233						
	Vacation ⁵	\$ 815				\$ 1,457	\$ 1,114	\$ 921	\$ 653	\$ 680	\$ 1,218	\$ 886	\$ 1,358	\$ 1,135
	Holidays	\$ 652				\$ 514	\$ 445	\$ 552	\$ 609	\$ 590	\$ 688	\$ 856	\$ 407	\$ 553
	Admin Leave									\$ 227				
	Technology Allowance ³										\$ 90	\$ 40		
	Auto Allowance													
Benefit Package Total		\$ 4,595	\$ 0	\$ 0	\$ 0	\$ 3,926	\$ 5,287	\$ 4,297	\$ 3,656	\$ 3,964	\$ 4,099	\$ 4,946	\$ 4,362	\$ 4,318

N/C - Non Comparator

1 - Riverside County Transportation Commission: Vested after five years of RCTC service.

2 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

3 - Southern California Association of Governments: In addition to \$40 per month technology allowance, employees received one-time payment of \$300 due to the impact of COVID.

4 - Orange County Transportation Authority: HSA Contribution

5 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Procurement Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Southern California Association of Governments	Department Manager - Contracts	\$ 20,303	9/4/2020	unknown	unknown
2	Riverside County Transportation Commission	Procurement Manager	\$ 18,727	7/1/2021	7/1/2022	
3	San Diego Association of Governments	Manager of Contracts & Procurement	\$ 17,866	7/1/2021	unknown	unknown
4	Los Angeles County Metropolitan Transportation Authority	Contract Administration Manager	\$ 16,867	7/1/2020	unknown	unknown
5	Transportation Corridor Agencies	Manager, Contracts	\$ 16,300	7/1/2021	7/1/2022	Unknown
6	Orange County Transportation Authority	Section Manager III	\$ 16,264	6/20/2021	unknown	unknown
7	Southern California Regional Rail Authority	Principal Contract and Compliance Administrator	\$ 16,133	9/25/2020	7/1/2022	unknown
8	San Bernardino County Transportation Authority	Procurement Manager	\$ 15,754	7/1/2020	unknown	unknown
9	County of Riverside	Procurement Services Manager	\$ 15,066	7/15/2021	unknown	unknown
10	Riverside Transit Agency	Contracts Manager	\$ 14,966	7/1/2021	7/1/2022	unknown
11	Contra Costa Transportation Authority	N/C				
12	CalTrans	N/C				
13	Alameda County Transportation Commission	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 16,613
% Riverside County Transportation Commission Above/Below		11.3%
Median of Comparators		\$ 16,264
% Riverside County Transportation Commission Above/Below		13.2%
Number of Matches		9

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Project Delivery Director						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Transportation Commission	Deputy Executive Director of Projects	\$ 23,318	7/1/2021	unknown	unknown
2	Riverside County Transportation Commission	Project Delivery Director	\$ 21,923	7/1/2021	7/1/2022	
3	Southern California Regional Rail Authority ¹	[Director, Engineering and Construction / Chief, Program Delivery]	\$ 20,950	9/25/2020	7/1/2022	unknown
4	Orange County Transportation Authority ¹	Director Highway Project Delivery/ Executive Director Capital Programs	\$ 20,430	6/20/2021	unknown	unknown
5	San Diego Association of Governments	Department Director II	\$ 20,341	7/1/2021	unknown	unknown
6	Contra Costa Transportation Authority	Director, Projects	\$ 19,459	7/1/2021	7/1/2022	0% - 3.5%
7	Transportation Corridor Agencies	Chief Engineer and Environmental Planning Officer	\$ 19,298	7/1/2021	7/1/2022	Unknown
8	San Bernardino County Transportation Authority	Director of Project Delivery	\$ 16,590	7/1/2020	unknown	unknown
9	Los Angeles County Metropolitan Transportation Authority	[Director of Capital Projects, Transit Project Delivery / Director of Project Engineering]	\$ 15,676	7/1/2020	unknown	unknown
10	CalTrans	Principal Transportation Engineer	\$ 11,200	7/1/2021	unknown	unknown
11	Riverside Transit Agency	N/C				
12	Southern California Association of Governments	N/C				
13	County of Riverside	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 18,585
% Riverside County Transportation Commission Above/Below		15.2%
Median of Comparators		\$ 19,459
% Riverside County Transportation Commission Above/Below		11.2%
Number of Matches		9

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Project Delivery Director	Deputy Executive Director of Projects	Principal Transportation Engineer	Director, Projects	N/C	[Dir of Capital Projects, Transit Project Delivery / Dir of Project Eng]	Director Highway Project Delivery/ ED Capital Programs	N/C	Director of Project Delivery	Department Director II	N/C	[Director, Engineering and Construction / Chief, Program Delivery]	Chief Engineer and Environ Planning Officer
	Top Step	\$ 21,923	\$ 23,318	\$ 11,200	\$ 19,459		\$ 15,676	\$ 20,430		\$ 16,590	\$ 20,341		\$ 20,950	\$ 19,298
Retirement	Classic Formula	2.7% ¹ @55	2.5% ¹ @55	2% ¹ @60	2% ¹ @55		2% ¹ @60	2.5% ¹ @67		2% ¹ @55	2% ¹ @60		2% ¹ @60	2% ¹ @55
	Enhanced Formula Cost	\$1,535	\$ 1,213	\$ 134	\$ 564		\$ 188			\$ 481	\$ 244		\$ 251	\$ 560
	EE Paid Employer Contribution						\$ -1,064							
	ER Paid Member Contribution		\$ 1,166				\$ 1,097							
	EPMC Reported as Special Comp													
	Final Compensation	\$153	\$ 140		\$ 97					\$ 83	\$ 102			
	Social Security			\$ 694										
	Deferred Compensation ^{1, 2, 3}	\$ 1,644			\$ 200			\$ 409		\$ 1,244				\$ 386
Insurance	Other Retirement													
	Cafeteria		\$ 2,769	\$ 1,723						\$ 1,169				
	Health	\$ 750			\$ 2,010		\$ 3,413	\$ 2,173			\$ 1,702		\$ 2,254	\$ 1,913
	Dental	\$ 199			\$ 219		\$ 129	\$ 149			\$ 150		\$ 184	\$ 113
	Vision	\$ 31			\$ 21		\$ 23	\$ 29		\$ 14	\$ 17		\$ 18	\$ 17
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁵	\$ 1,265	\$ 1,345	\$ 711	\$ 1,871		\$ 1,507	\$ 1,572		\$ 957	\$ 1,799		\$ 2,417	\$ 1,828
	Holidays	\$ 1,012	\$ 1,166	\$ 517	\$ 1,160		\$ 603	\$ 943		\$ 829	\$ 1,017		\$ 725	\$ 891
	Admin Leave		\$ 897	\$ 86						\$ 319				
	Technology Allowance				\$ 65						\$ 110			
	Auto Allowance							\$ 765		\$ 600				\$ 706
Benefit Package Total		\$ 6,589	\$ 8,695	\$ 3,866	\$ 6,208	\$ 0	\$ 5,896	\$ 6,273	\$ 0	\$ 5,697	\$ 5,141	\$ 0	\$ 5,849	\$ 6,413

N/C - Non Comparator

1 - Contra Costa Transportation Authority: District matches \$100/mo for less than 5 years, \$200/month for 5-10 yrs, \$300/mo for 10+ yrs service.

2 - Riverside County Transportation Commission: Vested after five years of RCTC service.

3 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

4 - Orange County Transportation Authority: HSA Contribution

5 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Project Delivery Director						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Transportation Commission	Deputy Executive Director of Projects	\$ 32,013	7/1/2021	unknown	unknown
2	Riverside County Transportation Commission	Project Delivery Director	\$ 28,512	7/1/2021	7/1/2022	
3	Southern California Regional Rail Authority ¹	[Director, Engineering and Construction / Chief, Program Delivery]	\$ 26,799	9/25/2020	7/1/2022	unknown
4	Orange County Transportation Authority ¹	Director Highway Project Delivery/ Executive Director Capital Programs	\$ 26,703	6/20/2021	unknown	unknown
5	Transportation Corridor Agencies	Chief Engineer and Environmental Planning Officer	\$ 25,710	7/1/2021	7/1/2022	Unknown
6	Contra Costa Transportation Authority	Director, Projects	\$ 25,667	7/1/2021	7/1/2022	0% - 3.5%
7	San Diego Association of Governments	Department Director II	\$ 25,482	7/1/2021	unknown	unknown
8	San Bernardino County Transportation Authority	Director of Project Delivery	\$ 22,286	7/1/2020	unknown	unknown
9	Los Angeles County Metropolitan Transportation Authority	[Director of Capital Projects, Transit Project Delivery / Director of Project Engineering]	\$ 21,572	7/1/2020	unknown	unknown
10	CalTrans	Principal Transportation Engineer	\$ 15,066	7/1/2021	unknown	unknown
11	Riverside Transit Agency	N/C				
12	Southern California Association of Governments	N/C				
13	County of Riverside	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 24,589
% Riverside County Transportation Commission Above/Below		13.8%
Median of Comparators		\$ 25,667
% Riverside County Transportation Commission Above/Below		10.0%
Number of Matches		9

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Public Affairs Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Southern California Association of Governments	Department Manager - Media and Public Affairs	\$ 15,357	9/4/2020	unknown	unknown
2	San Bernardino County Transportation Authority	Chief of Legislative and Public Affairs	\$ 13,648	7/1/2020	unknown	unknown
3	Riverside County Transportation Commission	Public Affairs Manager	\$ 13,459	7/1/2021	7/1/2022	
4	Transportation Corridor Agencies ²	[Manager, Customer Experience Communications / Manager, Media Relations]	\$ 11,983	7/1/2021	7/1/2022	Unknown
5	County of Riverside ¹	[Government Relations Officer/ Public Information Officer]	\$ 11,970	7/15/2021	unknown	unknown
6	Orange County Transportation Authority	Section Manager III - Public Information Officer	\$ 11,967	6/20/2021	unknown	unknown
7	San Diego Association of Governments	Communications Manager	\$ 11,893	7/1/2021	unknown	unknown
8	Southern California Regional Rail Authority	Manager II	\$ 11,771	9/25/2020	7/1/2022	unknown
9	Riverside Transit Agency	Media and Public Relations Manager	\$ 11,310	7/1/2021	7/1/2022	unknown
10	Los Angeles County Metropolitan Transportation Authority ²	[Manager, Community Relations/ Manager, Communications]	\$ 10,556	7/1/2020	unknown	unknown
11	CalTrans	Information Officer II	\$ 8,319	7/1/2021	unknown	unknown
12	Contra Costa Transportation Authority	N/C				
13	Alameda County Transportation Commission	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 11,877
% Riverside County Transportation Commission Above/Below		11.8%
Median of Comparators		\$ 11,930
% Riverside County Transportation Commission Above/Below		11.4%
Number of Matches		10

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Public Affairs Manager	N/C	Information Officer II	N/C	[Government Relations Officer/ Public Information Officer]	[Manager, Community Relations/ Manager, Comm]	Section Manager III - Public Information Officer	Media and Public Relations Manager	Chief of Legislative and Public Affairs	Communications Manager	Department Manager - Media and Public Affairs	Manager II	[Mgr, Customer Experience Comm / Mgr, Media Relations]
	Top Step	\$ 13,459		\$ 8,319		\$ 11,970	\$ 10,556	\$ 11,967	\$ 11,310	\$ 13,648	\$ 11,893	\$ 15,357	\$ 11,771	\$ 11,983
Retirement	Classic Formula	2.7%@55		2%@60		2%@60	2%@60	2.5%@67	2%@55	2%@55	2%@60	2%@55	2%@60	2%@55
	Enhanced Formula Cost	\$942		\$ 100		\$ 144	\$ 127		\$ 328	\$ 396	\$ 143	\$ 445	\$ 141	\$ 347
	EE Paid Employer Contribution						\$ -717							
	ER Paid Member Contribution						\$ 739					\$ 1,075		
	EPMC Reported as Special Comp											\$ 75		
	Final Compensation	\$94								\$ 68	\$ 59	\$ 77		
	Social Security			\$ 516		\$ 738								
	Deferred Compensation ^{1, 2}	\$ 1,009				\$ 108		\$ 239	\$ 300	\$ 1,024		\$ 461		\$ 240
	Other Retirement													
Insurance	Cafeteria			\$ 1,723		\$ 1,023				\$ 1,169				
	Health	\$ 750					\$ 3,413	\$ 2,173	\$ 1,749		\$ 1,702	\$ 800	\$ 2,254	\$ 1,913
	Dental	\$ 199					\$ 129	\$ 149	\$ 17		\$ 150	\$ 183	\$ 184	\$ 113
	Vision	\$ 31					\$ 23	\$ 29		\$ 14	\$ 17	\$ 47	\$ 18	\$ 17
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁵	\$ 776		\$ 528		\$ 1,565	\$ 1,015	\$ 921	\$ 653	\$ 787	\$ 1,052	\$ 886	\$ 1,358	\$ 1,135
	Holidays	\$ 621		\$ 384		\$ 552	\$ 406	\$ 552	\$ 609	\$ 682	\$ 595	\$ 856	\$ 407	\$ 553
	Admin Leave			\$ 64						\$ 262				
	Technology Allowance ³										\$ 90	\$ 40		
	Auto Allowance													
Benefit Package Total		\$ 4,423	\$ 0	\$ 3,314	\$ 0	\$ 4,130	\$ 5,134	\$ 4,297	\$ 3,656	\$ 4,403	\$ 3,808	\$ 4,946	\$ 4,362	\$ 4,318

N/C - Non Comparator

1 - Riverside County Transportation Commission: Vested after five years of RCTC service.

2 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

3 - Southern California Association of Governments: In addition to \$40 per month technology allowance, employees received one-time payment of \$300 due to the impact of COVID.

4 - Orange County Transportation Authority: HSA Contribution

5 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Public Affairs Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Southern California Association of Governments	Department Manager - Media and Public Affairs	\$ 20,303	9/4/2020	unknown	unknown
2	San Bernardino County Transportation Authority	Chief of Legislative and Public Affairs	\$ 18,051	7/1/2020	unknown	unknown
3	Riverside County Transportation Commission	Public Affairs Manager	\$ 17,882	7/1/2021	7/1/2022	
4	Transportation Corridor Agencies ²	[Manager, Customer Experience Communications / Manager, Media Relations]	\$ 16,300	7/1/2021	7/1/2022	Unknown
5	Orange County Transportation Authority	Section Manager III - Public Information Officer	\$ 16,264	6/20/2021	unknown	unknown
6	Southern California Regional Rail Authority	Manager II	\$ 16,133	9/25/2020	7/1/2022	unknown
7	County of Riverside ¹	[Government Relations Officer/ Public Information Officer]	\$ 16,100	7/15/2021	unknown	unknown
8	San Diego Association of Governments	Communications Manager	\$ 15,701	7/1/2021	unknown	unknown
9	Los Angeles County Metropolitan Transportation Authority ²	[Manager, Community Relations/ Manager, Communications]	\$ 15,690	7/1/2020	unknown	unknown
10	Riverside Transit Agency	Media and Public Relations Manager	\$ 14,966	7/1/2021	7/1/2022	unknown
11	CalTrans	Information Officer II	\$ 11,633	7/1/2021	unknown	unknown
12	Contra Costa Transportation Authority	N/C				
13	Alameda County Transportation Commission	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 16,114
% Riverside County Transportation Commission Above/Below		9.9%
Median of Comparators		\$ 16,117
% Riverside County Transportation Commission Above/Below		9.9%
Number of Matches		10

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Rail Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside County Transportation Commission	Rail Manager	\$ 13,459	7/1/2021	7/1/2022	
2	Los Angeles County Metropolitan Transportation Authority	Senior Manager, Transportation Planning	\$ 12,756	7/1/2020	unknown	unknown
3	Southern California Association of Governments ¹	[Department Manager - Transit/Rail/ Senior Regional Planner]	\$ 12,626	9/4/2020	unknown	unknown
4	Orange County Transportation Authority	Section Manager III	\$ 11,967	6/20/2021	unknown	unknown
5	Southern California Regional Rail Authority	Manager II	\$ 11,771	9/25/2020	7/1/2022	unknown
6	San Bernardino County Transportation Authority ¹	[Chief of Transit & Rail Programs/ Senior Planner]	\$ 11,674	7/1/2020	unknown	unknown
7	CalTrans	Rail Transportation Manager II	\$ 9,935	7/1/2021	unknown	unknown
8	Alameda County Transportation Commission	N/C				
9	Riverside Transit Agency	N/C				
10	Contra Costa Transportation Authority	N/C				
11	Transportation Corridor Agencies	N/C				
12	San Diego Association of Governments	N/C				
13	County of Riverside	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 11,788
% Riverside County Transportation Commission Above/Below		12.4%
Median of Comparators		\$ 11,869
% Riverside County Transportation Commission Above/Below		11.8%
Number of Matches		6

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is the higher of the matches.

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Rail Manager	N/C	Rail Transportation Manager II	N/C	N/C	Senior Manager, Transportation Planning	Section Manager III	N/C	[Chief of Transit & Rail Programs/ Senior Planner]	N/C	[Department Manager - Transit/Rail/ Senior Regional Planner]	Manager II	N/C
	Top Step	\$ 13,459		\$ 9,935			\$ 12,756	\$ 11,967		\$ 11,674		\$ 12,626	\$ 11,771	
Retirement	Classic Formula	2.7%@55		2%@60			2%@60	2.5%@67		2%@55		2%@55	2%@60	
	Enhanced Formula Cost	\$942		\$ 119			\$ 153			\$ 339		\$ 366	\$ 141	
	EE Paid Employer Contribution						\$ -866							
	ER Paid Member Contribution						\$ 893					\$ 884		
	EPMC Reported as Special Comp											\$ 62		
	Final Compensation	\$94								\$ 58		\$ 63		
	Social Security			\$ 616										
	Deferred Compensation ^{1, 2}	\$ 1,009						\$ 239		\$ 876		\$ 379		
	Other Retirement													
Insurance	Cafeteria			\$ 1,723						\$ 1,169				
	Health	\$ 750					\$ 3,413	\$ 2,173				\$ 800	\$ 2,254	
	Dental	\$ 199					\$ 129	\$ 149				\$ 183	\$ 184	
	Vision	\$ 31					\$ 23	\$ 29		\$ 14		\$ 47	\$ 18	
	Other Insurance ⁴							\$ 233						
Leaves	Vacation	\$ 776		\$ 630			\$ 1,227	\$ 921		\$ 673		\$ 728	\$ 1,358	
	Holidays	\$ 621		\$ 459			\$ 491	\$ 552		\$ 584		\$ 704	\$ 407	
	Admin Leave			\$ 76						\$ 225				
	Technology Allowance ³											\$ 40		
	Auto Allowance													
Benefit Package Total		\$ 4,423	\$ 0	\$ 3,624	\$ 0	\$ 0	\$ 5,462	\$ 4,297	\$ 0	\$ 3,937	\$ 0	\$ 4,257	\$ 4,362	\$ 0

N/C - Non Comparator

1 - Riverside County Transportation Commission: Vested after five years of RCTC service.

2 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

3 - Southern California Association of Governments: In addition to \$40 per month technology allowance, employees received one-time payment of \$300 due to the impact of COVID.

4 - Orange County Transportation Authority: HSA Contribution

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Rail Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Metropolitan Transportation Authority	Senior Manager, Transportation Planning	\$ 18,217	7/1/2020	unknown	unknown
2	Riverside County Transportation Commission	Rail Manager	\$ 17,882	7/1/2021	7/1/2022	
3	Southern California Association of Governments ¹	[Department Manager - Transit/Rail/ Senior Regional Planner]	\$ 16,883	9/4/2020	unknown	unknown
4	Orange County Transportation Authority	Section Manager III	\$ 16,264	6/20/2021	unknown	unknown
5	Southern California Regional Rail Authority	Manager II	\$ 16,133	9/25/2020	7/1/2022	unknown
6	San Bernardino County Transportation Authority ¹	[Chief of Transit & Rail Programs/ Senior Planner]	\$ 15,611	7/1/2020	unknown	unknown
7	CalTrans	Rail Transportation Manager II	\$ 13,559	7/1/2021	unknown	unknown
8	Alameda County Transportation Commission	N/C				
9	Riverside Transit Agency	N/C				
10	Contra Costa Transportation Authority	N/C				
11	Transportation Corridor Agencies	N/C				
12	San Diego Association of Governments	N/C				
13	County of Riverside	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 16,111
% Riverside County Transportation Commission Above/Below		9.9%
Median of Comparators		\$ 16,198
% Riverside County Transportation Commission Above/Below		9.4%
Number of Matches		6

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is the higher of the matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Regional Conservation Deputy Director						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside County Transportation Commission	Regional Conservation Deputy Director	Proposed			
2	Transportation Corridor Agencies	Director, Environmental Planning	\$ 14,498	7/1/2021	7/1/2022	Unknown
3	San Bernardino County Transportation Authority	N/C				
4	Southern California Regional Rail Authority	N/C				
5	Riverside Transit Agency	N/C				
6	Los Angeles County Metropolitan Transportation Authority	N/C				
7	County of Riverside	N/C				
8	Contra Costa Transportation Authority	N/C				
9	San Diego Association of Governments	N/C				
10	Southern California Association of Governments	N/C				
11	Orange County Transportation Authority	N/C				
12	CalTrans	N/C				
13	Alameda County Transportation Commission	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		ISD
% Riverside County Transportation Commission Above/Below		
Median of Comparators		ISD
% Riverside County Transportation Commission Above/Below		
Number of Matches		1

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

**Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021**

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Regional Conservation Deputy Director	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Director, Environmental Planning
	Top Step													\$ 14,498
Retirement	Classic Formula													2%@55
	Enhanced Formula Cost													\$ 420
	EE Paid Employer Contribution													
	ER Paid Member Contribution													
	EPMC Reported as Special Comp													
	Final Compensation													
	Social Security													
	Deferred Compensation													\$ 290
	Other Retirement													
Insurance	Cafeteria													
	Health													\$ 1,913
	Dental													\$ 113
	Vision													\$ 17
	Other Insurance ⁴													
Leaves	Vacation													\$ 1,373
	Holidays													\$ 669
	Admin Leave													
	Technology Allowance													
	Auto Allowance													
Benefit Package Total		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,795

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Regional Conservation Deputy Director						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside County Transportation Commission	Regional Conservation Deputy Director	Proposed			
2	Transportation Corridor Agencies	Director, Environmental Planning	\$ 19,293	7/1/2021	7/1/2022	Unknown
3	San Bernardino County Transportation Authority	N/C				
4	Southern California Regional Rail Authority	N/C				
5	Riverside Transit Agency	N/C				
6	Los Angeles County Metropolitan Transportation Authority	N/C				
7	County of Riverside	N/C				
8	Contra Costa Transportation Authority	N/C				
9	San Diego Association of Governments	N/C				
10	Southern California Association of Governments	N/C				
11	Orange County Transportation Authority	N/C				
12	CalTrans	N/C				
13	Alameda County Transportation Commission	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		ISD
% Riverside County Transportation Commission Above/Below		
Median of Comparators		ISD
% Riverside County Transportation Commission Above/Below		
Number of Matches		1

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Regional Conservation Director						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside County Transportation Commission	Regional Conservation Director	\$ 19,885	7/1/2021	7/1/2022	
2	Transportation Corridor Agencies	Chief Environmental Planning	\$ 19,298	7/1/2021	7/1/2022	Unknown
3	Los Angeles County Metropolitan Transportation Authority	N/C				
4	San Bernardino County Transportation Authority	N/C				
5	Southern California Regional Rail Authority	N/C				
6	Riverside Transit Agency	N/C				
7	County of Riverside	N/C				
8	Contra Costa Transportation Authority	N/C				
9	San Diego Association of Governments	N/C				
10	Southern California Association of Governments	N/C				
11	Orange County Transportation Authority	N/C				
12	CalTrans	N/C				
13	Alameda County Transportation Commission	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		ISD
% Riverside County Transportation Commission Above/Below		ISD
Median of Comparators		ISD
% Riverside County Transportation Commission Above/Below		ISD
Number of Matches		1

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Regional Conservation Director	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 19,885												
Retirement	Classic Formula	2.7%@55												
	Enhanced Formula Cost	\$1,392												
	EE Paid Employer Contribution													
	ER Paid Member Contribution													
	EPMC Reported as Special Comp													
	Final Compensation	\$139												
	Social Security													
	Deferred Compensation ¹	\$ 1,491												
	Other Retirement													
Insurance	Cafeteria													
	Health	\$ 750												
	Dental	\$ 199												
	Vision	\$ 31												
	Other Insurance ⁴													
Leaves	Vacation	\$ 1,147												
	Holidays	\$ 918												
	Admin Leave													
	Technology Allowance													
	Auto Allowance													
Benefit Package Total		\$ 6,067	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator
1 - Riverside County Transportation Commission: Vested after five years of RCTC service.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Regional Conservation Director						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside County Transportation Commission	Regional Conservation Director	\$ 25,952	7/1/2021	7/1/2022	
2	Transportation Corridor Agencies	Chief Environmental Planning	\$ 25,710	7/1/2021	7/1/2022	Unknown
3	Los Angeles County Metropolitan Transportation Authority	N/C				
4	San Bernardino County Transportation Authority	N/C				
5	Southern California Regional Rail Authority	N/C				
6	Riverside Transit Agency	N/C				
7	County of Riverside	N/C				
8	Contra Costa Transportation Authority	N/C				
9	San Diego Association of Governments	N/C				
10	Southern California Association of Governments	N/C				
11	Orange County Transportation Authority	N/C				
12	CalTrans	N/C				
13	Alameda County Transportation Commission	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		ISD
% Riverside County Transportation Commission Above/Below		ISD
Median of Comparators		ISD
% Riverside County Transportation Commission Above/Below		ISD
Number of Matches		1

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Reserve Management/Monitoring Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Transportation Authority	Program Manager, Environmental Programs	\$ 15,709	6/20/2021	unknown	unknown
2	Riverside County Transportation Commission	Reserve Management/Monitoring Manager	\$ 14,132	7/1/2021	7/1/2022	
3	Transportation Corridor Agencies	Manager, Environment	\$ 11,982	7/1/2021	7/1/2022	Unknown
4	CalTrans	Public Land Management Specialist IV	\$ 7,970	7/1/2021	unknown	unknown
5	Los Angeles County Metropolitan Transportation Authority	N/C				
6	San Bernardino County Transportation Authority	N/C				
7	Southern California Regional Rail Authority	N/C				
8	Riverside Transit Agency	N/C				
9	County of Riverside	N/C				
10	Contra Costa Transportation Authority	N/C				
11	San Diego Association of Governments	N/C				
12	Southern California Association of Governments	N/C				
13	Alameda County Transportation Commission	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		ISD
% Riverside County Transportation Commission Above/Below		ISD
Median of Comparators		ISD
% Riverside County Transportation Commission Above/Below		ISD
Number of Matches		3

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Reserve Management/M onitoring Manager	N/C	Public Land Management Specialist IV	N/C	N/C	N/C	Program Manager, Environmental Programs	N/C	N/C	N/C	N/C	N/C	Manager, Environmental
	Top Step	\$ 14,132		\$ 7,970				\$ 15,709						\$ 11,982
Retirement	Classic Formula	2.7%@55		2%@60				2.5%@67						2%@55
	Enhanced Formula Cost	\$989		\$ 96										\$ 347
	EE Paid Employer Contribution													
	ER Paid Member Contribution													
	EPMC Reported as Special Comp													
	Final Compensation	\$99												
	Social Security			\$ 494										
	Deferred Compensation ¹	\$ 1,060						\$ 314						\$ 240
	Other Retirement													
Insurance	Cafeteria													
	Health	\$ 750		\$ 1,567				\$ 2,173						\$ 1,913
	Dental	\$ 199		\$ 102				\$ 149						\$ 113
	Vision	\$ 31		\$ 36				\$ 29						\$ 17
	Other Insurance ⁴							\$ 233						
Leaves	Vacation	\$ 815		\$ 460				\$ 1,208						\$ 1,135
	Holidays	\$ 652		\$ 368				\$ 725						\$ 553
	Admin Leave			\$ 61										
	Technology Allowance													
	Auto Allowance													
Benefit Package Total		\$ 4,595	\$ 0	\$ 3,183	\$ 0	\$ 0	\$ 0	\$ 4,832	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,318

N/C - Non Comparator

1 - Riverside County Transportation Commission: Vested after five years of RCTC service.

2 - Orange County Transportation Authority: HSA Contribution

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Reserve Management/Monitoring Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Transportation Authority	Program Manager, Environmental Programs	\$ 20,541	6/20/2021	unknown	unknown
2	Riverside County Transportation Commission	Reserve Management/Monitoring Manager	\$ 18,727	7/1/2021	7/1/2022	
3	Transportation Corridor Agencies	Manager, Environment	\$ 16,300	7/1/2021	7/1/2022	Unknown
4	CalTrans	Public Land Management Specialist IV	\$ 11,153	7/1/2021	unknown	unknown
5	Los Angeles County Metropolitan Transportation Authority	N/C				
6	San Bernardino County Transportation Authority	N/C				
7	Southern California Regional Rail Authority	N/C				
8	Riverside Transit Agency	N/C				
9	County of Riverside	N/C				
10	Contra Costa Transportation Authority	N/C				
11	San Diego Association of Governments	N/C				
12	Southern California Association of Governments	N/C				
13	Alameda County Transportation Commission	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		ISD
% Riverside County Transportation Commission Above/Below		ISD
Median of Comparators		ISD
% Riverside County Transportation Commission Above/Below		ISD
Number of Matches		3

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Right of Way Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside County Transportation Commission	Right of Way Manager	\$ 14,132	7/1/2021	7/1/2022	unknown
2	Orange County Transportation Authority	Section Manager III	\$ 11,967	6/20/2021	unknown	unknown
3	Los Angeles County Metropolitan Transportation Authority	Real Estate Project Manager	\$ 11,580	7/1/2020	unknown	unknown
4	CalTrans	Principal Right of Way Agent	\$ 11,200	7/1/2021	unknown	unknown
5	San Diego Association of Governments	N/C				
6	Contra Costa Transportation Authority	N/C				
7	Alameda County Transportation Commission	N/C				
8	Southern California Association of Governments	N/C				
9	Riverside Transit Agency	N/C				
10	Southern California Regional Rail Authority	N/C				
11	Transportation Corridor Agencies	N/C				
12	San Bernardino County Transportation Authority	N/C				
13	County of Riverside	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		ISD
% Riverside County Transportation Commission Above/Below		ISD
Median of Comparators		ISD
% Riverside County Transportation Commission Above/Below		ISD
Number of Matches		3

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Right of Way Manager	N/C	Principal Right of Way Agent	N/C	N/C	Real Estate Project Manager	Section Manager III	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 14,132		\$ 11,200			\$ 11,580	\$ 11,967						
Retirement	Classic Formula	2.7% ^{@55}		2% ^{@60}			2% ^{@60}	2.5% ^{@67}						
	Enhanced Formula Cost	\$989		\$ 134			\$ 139							
	EE Paid Employer Contribution						\$ -786							
	ER Paid Member Contribution						\$ 811							
	EPMC Reported as Special Comp													
	Final Compensation	\$99												
	Social Security			\$ 694										
	Deferred Compensation ¹	\$ 1,060						\$ 239						
	Other Retirement													
Insurance	Cafeteria			\$ 1,723										
	Health	\$ 750					\$ 3,413	\$ 2,173						
	Dental	\$ 199					\$ 129	\$ 149						
	Vision	\$ 31					\$ 23	\$ 29						
	Other Insurance ⁴							\$ 233						
Leaves	Vacation	\$ 815		\$ 711			\$ 1,114	\$ 921						
	Holidays	\$ 652		\$ 517			\$ 445	\$ 552						
	Admin Leave			\$ 86										
	Technology Allowance													
	Auto Allowance													
Benefit Package Total		\$ 4,595	\$ 0	\$ 3,866	\$ 0	\$ 0	\$ 5,287	\$ 4,297	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator
1 - Riverside County Transportation Commission: Vested after five years of RCTC service.
2 - Orange County Transportation Authority: HSA Contribution

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Right of Way Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside County Transportation Commission	Right of Way Manager	\$ 18,727	7/1/2021	7/1/2022	unknown
2	Los Angeles County Metropolitan Transportation Authority	Real Estate Project Manager	\$ 16,867	7/1/2020	unknown	unknown
3	Orange County Transportation Authority	Section Manager III	\$ 16,264	6/20/2021	unknown	unknown
4	CalTrans	Principal Right of Way Agent	\$ 15,066	7/1/2021	unknown	unknown
5	San Diego Association of Governments	N/C				
6	Contra Costa Transportation Authority	N/C				
7	Alameda County Transportation Commission	N/C				
8	Southern California Association of Governments	N/C				
9	Riverside Transit Agency	N/C				
10	Southern California Regional Rail Authority	N/C				
11	Transportation Corridor Agencies	N/C				
12	San Bernardino County Transportation Authority	N/C				
13	County of Riverside	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		ISD
% Riverside County Transportation Commission Above/Below		ISD
Median of Comparators		ISD
% Riverside County Transportation Commission Above/Below		ISD
Number of Matches		3

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Senior Management Analyst						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Transportation Commission ¹	[Senior Administrative Analyst/ Senior Program Analyst/ Senior Transportation Planner]	\$ 11,394	7/1/2021	unknown	unknown
2	Riverside County Transportation Commission	Senior Management Analyst	\$ 11,073	7/1/2021	7/1/2022	
3	County of Riverside ¹	[Senior Management Analyst / Senior Transportation Planner/ Legislative Specialist/ GIS Senior Analyst]	\$ 10,852	7/15/2021	unknown	unknown
4	Southern California Regional Rail Authority ¹	[Senior Management Analyst/ Senior Business Analyst/ Government Relations Manager]	\$ 10,575	9/25/2020	7/1/2022	unknown
5	Los Angeles County Metropolitan Transportation Authority ¹	[Senior Administrative Analyst/ Government Relations Administrator/ Principal Transportation Planner/ Senior Real Estate Officer/ Database Administrator]	\$ 10,556	7/1/2020	unknown	unknown
6	San Diego Association of Governments ¹	[Senior Regional Planner/ Associate GIS Analyst/ Senior Government Relations Analyst]	\$ 10,273	7/1/2021	unknown	unknown
7	Southern California Association of Governments ¹	[Legislative Analyst III/ Senior Regional Planner]	\$ 9,896	9/4/2020	unknown	unknown
8	CalTrans ¹	Transportation Planner / Right of Way Agent / IT Specialist I / Conservancy Project Development Analyst II	\$ 9,408	7/1/2021	unknown	unknown
9	Orange County Transportation Authority ¹	Senior Program Management Analyst/ Transportation Analyst, Senior/ Transportation Funding Analyst, Senior/ GIS Analyst, Senior/ Government Relations Representative, Senior	\$ 9,242	6/20/2021	unknown	unknown
10	San Bernardino County Transportation Authority	Management Analyst III	\$ 9,238	7/1/2020	unknown	unknown
11	Contra Costa Transportation Authority	N/C				
12	Riverside Transit Agency	N/C				
13	Transportation Corridor Agencies	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 10,159
% Riverside County Transportation Commission Above/Below		8.3%
Median of Comparators		\$ 10,273
% Riverside County Transportation Commission Above/Below		7.2%
Number of Matches		9

N/C - Non Comparator

ISD - Insufficient Data to do Analysis

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021**

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Senior Management Analyst	[Sr Admin Analyst/ Sr Program Analyst/ Sr Transportation Planner]	Transportation Planner / ROW Agent / IT Specialist I / Conservancy Project Develop Analyst II	N/C	[Sr Mgmt Analyst / Sr Transportation Planner/ Legislative Specialist/ GIS Sr Analyst]	[Sr Admin Analyst/ Govt Rel Admin/ Pr Transportation Planner/ Sr Real Estate Officer/ Database Admin]	Sr Program Mgmt Analyst/ Transportation Analyst, Sr / Transportation Funding Analyst, Sr / GIS Analyst, Sr / Govt Rel Rep, Sr	N/C	Management Analyst III	[Sr Regional Planner/ Associate GIS Analyst/ Sr Government Relations Analyst]	[Legislative Analyst III/ Senior Regional Planner]	[Sr Mgmt Analyst/ Sr Business Analyst/ Govt Relations Manager]	N/C
	Top Step	\$ 11,073	\$ 11,394	\$ 9,408		\$ 10,852	\$ 10,556	\$ 9,242		\$ 9,238	\$ 10,273	\$ 9,896	\$ 10,575	
Retirement	Classic Formula	2.7%@55	2.5%@55	2%@60		2%@60	2%@60	2.5%@67		2%@55	2%@60	2%@55	2%@60	
	Enhanced Formula Cost	\$775	\$ 592	\$ 113		\$ 130	\$ 127			\$ 268	\$ 123	\$ 287	\$ 127	
	EE Paid Employer Contribution						\$ -717							
	ER Paid Member Contribution		\$ 570				\$ 739					\$ 693		
	EPMC Reported as Special Comp											\$ 48		
	Final Compensation	\$78	\$ 68							\$ 46	\$ 51	\$ 49		
	Social Security			\$ 583		\$ 673								
	Deferred Compensation ^{1, 2}	\$ 830				\$ 108		\$ 185		\$ 693				
	Other Retirement													
Insurance	Cafeteria		\$ 2,769			\$ 1,023				\$ 1,169				
	Health	\$ 750		\$ 1,567			\$ 3,413	\$ 2,173			\$ 1,702	\$ 800	\$ 2,254	
	Dental	\$ 199		\$ 102			\$ 129	\$ 149			\$ 150	\$ 183	\$ 184	
	Vision	\$ 31		\$ 36			\$ 23	\$ 29		\$ 14	\$ 17	\$ 47	\$ 18	
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁵	\$ 639	\$ 657	\$ 543		\$ 1,419	\$ 1,015	\$ 711		\$ 533	\$ 909	\$ 571	\$ 1,220	
	Holidays	\$ 511	\$ 570	\$ 434		\$ 501	\$ 406	\$ 427		\$ 462	\$ 514	\$ 552	\$ 366	
	Admin Leave			\$ 72						\$ 178				
	Technology Allowance ³										\$ 45	\$ 40		
	Auto Allowance													
Benefit Package Total		\$ 3,813	\$ 5,227	\$ 3,450	\$ 0	\$ 3,854	\$ 5,134	\$ 3,907	\$ 0	\$ 3,362	\$ 3,511	\$ 3,271	\$ 4,168	\$ 0

N/C - Non Comparator

1 - Riverside County Transportation Commission: Vested after five years of RCTC service.

2 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

3 - Southern California Association of Governments: In addition to \$40 per month technology allowance, employees received one-time payment of \$300 due to the impact of COVID.

4 - Orange County Transportation Authority: HSA Contribution

5 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Senior Management Analyst						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Transportation Commission ¹	[Senior Administrative Analyst/ Senior Program Analyst/ Senior Transportation Planner]	\$ 16,621	7/1/2021	unknown	unknown
2	Los Angeles County Metropolitan Transportation Authority ¹	[Senior Administrative Analyst/ Government Relations Administrator/ Principal Transportation Planner/ Senior Real Estate Officer/ Database Administrator]	\$ 15,690	7/1/2020	unknown	unknown
3	Riverside County Transportation Commission	Senior Management Analyst	\$ 14,886	7/1/2021	7/1/2022	
4	Southern California Regional Rail Authority ¹	[Senior Management Analyst/ Senior Business Analyst/ Government Relations Manager]	\$ 14,743	9/25/2020	7/1/2022	unknown
5	County of Riverside ¹	[Senior Management Analyst / Senior Transportation Planner/ Legislative Specialist/ GIS Senior Analyst]	\$ 14,706	7/15/2021	unknown	unknown
6	San Diego Association of Governments ¹	[Senior Regional Planner/ Associate GIS Analyst/ Senior Government Relations Analyst]	\$ 13,784	7/1/2021	unknown	unknown
7	Southern California Association of Governments ¹	[Legislative Analyst III/ Senior Regional Planner]	\$ 13,166	9/4/2020	unknown	unknown
8	Orange County Transportation Authority ¹	Senior Program Management Analyst/ Transportation Analyst, Senior/ Transportation Funding Analyst, Senior/ GIS Analyst, Senior/ Government Relations Representative, Senior	\$ 13,149	6/20/2021	unknown	unknown
9	CalTrans ¹	Transportation Planner / Right of Way Agent / IT Specialist I / Conservancy Project Development Analyst II	\$ 12,858	7/1/2021	unknown	unknown
10	San Bernardino County Transportation Authority	Management Analyst III	\$ 12,600	7/1/2020	unknown	unknown
11	Contra Costa Transportation Authority	N/C				
12	Riverside Transit Agency	N/C				
13	Transportation Corridor Agencies	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 14,146
% Riverside County Transportation Commission Above/Below		5.0%
Median of Comparators		\$ 13,784
% Riverside County Transportation Commission Above/Below		7.4%
Number of Matches		9

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Senior Office Assistant						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside County Transportation Commission	Senior Office Assistant	\$ 5,326	7/1/2021	7/1/2022	
2	Southern California Association of Governments ¹	[Receptionist / Office Assistant]	\$ 5,061	9/4/2020	unknown	unknown
3	Orange County Transportation Authority	Office Specialist	\$ 4,973	6/20/2021	unknown	unknown
4	Los Angeles County Metropolitan Transportation Authority ¹	[Office Assistant / Secretary]	\$ 4,924	7/1/2020	unknown	unknown
5	San Diego Association of Governments	Office Services Specialist II	\$ 4,582	7/1/2021	unknown	unknown
6	County of Riverside	Office Assistant III	\$ 4,174	5/1/2021	5/1/2022	2.00%
7	CalTrans	Office Technician	\$ 4,144	7/1/2021	unknown	unknown
8	Alameda County Transportation Commission	N/C				
9	Contra Costa Transportation Authority	N/C				
10	Riverside Transit Agency	N/C				
11	Southern California Regional Rail Authority	N/C				
12	Transportation Corridor Agencies	N/C				
13	San Bernardino County Transportation Authority	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 4,643
% Riverside County Transportation Commission Above/Below		12.8%
Median of Comparators		\$ 4,753
% Riverside County Transportation Commission Above/Below		10.8%
Number of Matches		6

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Senior Office Assistant	N/C	Office Technician	N/C	Office Assistant III	[Office Assistant/ Secretary]	Office Specialist	N/C	N/C	Office Services Specialist II	[Receptionist/ Office Assistant]	N/C	N/C
	Top Step	\$ 5,326		\$ 4,144		\$ 4,174	\$ 4,924	\$ 4,973			\$ 4,582	\$ 5,061		
Retirement	Classic Formula	2.7%@55		2%@60		2%@60	2%@60	2.5%@67			2%@60	2%@55		
	Enhanced Formula Cost	\$373		\$ 50		\$ 50	\$ 59				\$ 55	\$ 147		
	EE Paid Employer Contribution						\$ -334							
	ER Paid Member Contribution						\$ 345					\$ 354		
	EPMC Reported as Special Comp											\$ 25		
	Final Compensation	\$37									\$ 23	\$ 25		
	Social Security			\$ 257		\$ 259								
	Deferred Compensation ¹	\$ 399						\$ 99						
	Other Retirement													
Insurance	Cafeteria					\$ 1,023								
	Health	\$ 750		\$ 1,567			\$ 3,413	\$ 2,173			\$ 1,702	\$ 800		
	Dental	\$ 199		\$ 102			\$ 129	\$ 149			\$ 150	\$ 183		
	Vision	\$ 31		\$ 36			\$ 23	\$ 29			\$ 17	\$ 47		
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁴	\$ 307		\$ 239		\$ 241	\$ 474	\$ 383			\$ 405	\$ 292		
	Holidays	\$ 246		\$ 191		\$ 193	\$ 189	\$ 230			\$ 229	\$ 282		
	Admin Leave			\$ 32										
	Technology Allowance ²										\$ 45	\$ 40		
	Auto Allowance													
Benefit Package Total		\$ 2,342	\$ 0	\$ 2,473	\$ 0	\$ 1,765	\$ 4,297	\$ 3,296	\$ 0	\$ 0	\$ 2,626	\$ 2,196	\$ 0	\$ 0

N/C - Non Comparator

1 - Riverside County Transportation Commission: Vested after five years of RCTC service.

2 - Southern California Association of Governments: In addition to \$40 per month technology allowance, employees received one-time payment of \$300 due to the impact of COVID.

3 - Orange County Transportation Authority: HSA Contribution

4 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Senior Office Assistant						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Metropolitan Transportation Authority ¹	[Office Assistant / Secretary]	\$ 9,221	7/1/2020	unknown	unknown
2	Orange County Transportation Authority	Office Specialist	\$ 8,269	6/20/2021	unknown	unknown
3	Riverside County Transportation Commission	Senior Office Assistant	\$ 7,668	7/1/2021	7/1/2022	
4	Southern California Association of Governments ¹	[Receptionist / Office Assistant]	\$ 7,257	9/4/2020	unknown	unknown
5	San Diego Association of Governments	Office Services Specialist II	\$ 7,208	7/1/2021	unknown	unknown
6	CalTrans	Office Technician	\$ 6,617	7/1/2021	unknown	unknown
7	County of Riverside	Office Assistant III	\$ 5,939	5/1/2021	5/1/2022	2.00%
8	Alameda County Transportation Commission	N/C				
9	Contra Costa Transportation Authority	N/C				
10	Riverside Transit Agency	N/C				
11	Southern California Regional Rail Authority	N/C				
12	Transportation Corridor Agencies	N/C				
13	San Bernardino County Transportation Authority	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 7,419
% Riverside County Transportation Commission Above/Below		3.3%
Median of Comparators		\$ 7,233
% Riverside County Transportation Commission Above/Below		5.7%
Number of Matches		6

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Senior Procurement Analyst						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside County Transportation Commission	Senior Procurement Analyst	\$ 11,073	7/1/2021	7/1/2022	
2	Alameda County Transportation Commission	Senior Administrative Analyst	\$ 10,845	7/1/2021	unknown	unknown
3	Southern California Regional Rail Authority	Senior Contract and Compliance Administrator	\$ 10,591	9/25/2020	7/1/2022	unknown
4	San Diego Association of Governments	Senior Contracts and Procurement Analyst	\$ 9,784	7/1/2021	unknown	unknown
5	Riverside Transit Agency	Senior Contracts Administrator	\$ 9,711	7/1/2021	7/1/2022	unknown
6	Southern California Association of Governments	Senior Contracts Administrator	\$ 9,592	9/4/2020	unknown	unknown
7	County of Riverside	Procurement Services Officer	\$ 9,400	7/15/2021	unknown	unknown
8	Orange County Transportation Authority	Senior Contract Administrator	\$ 9,242	6/20/2021	unknown	unknown
9	Los Angeles County Metropolitan Transportation Authority	Senior Contract Administrator	\$ 9,064	7/1/2020	unknown	unknown
10	Transportation Corridor Agencies	Senior Contracts Administrator	\$ 9,003	7/1/2021	7/1/2022	Unknown
11	Contra Costa Transportation Authority	N/C				
12	CalTrans	N/C				
13	San Bernardino County Transportation Authority	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 9,692
% Riverside County Transportation Commission Above/Below		12.5%
Median of Comparators		\$ 9,592
% Riverside County Transportation Commission Above/Below		13.4%
Number of Matches		9

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Senior Procurement Analyst	Senior Administrative Analyst	N/C	N/C	Procurement Services Officer	Senior Contract Administrator	Senior Contract Administrator	Senior Contracts Administrator	N/C	Senior Contracts and Procurement Analyst	Senior Contracts Administrator	Senior Contract and Compliance Administrator	Senior Contracts Administrator
	Top Step	\$ 11,073	\$ 10,845			\$ 9,400	\$ 9,064	\$ 9,242	\$ 9,711		\$ 9,784	\$ 9,592	\$ 10,591	\$ 9,003
Retirement	Classic Formula	2.7% ^{@55}	2.5% ^{@55}			2% ^{@60}	2% ^{@60}	2.5% ^{@67}	2% ^{@55}		2% ^{@60}	2% ^{@55}	2% ^{@60}	2% ^{@55}
	Enhanced Formula Cost	\$775	\$ 564			\$ 113	\$ 109		\$ 282		\$ 117	\$ 278	\$ 127	\$ 261
	EE Paid Employer Contribution						\$ -615							
	ER Paid Member Contribution		\$ 542				\$ 634					\$ 671		
	EPMC Reported as Special Comp											\$ 47		
	Final Compensation	\$78	\$ 65								\$ 49	\$ 48		
	Social Security					\$ 583								
	Deferred Compensation ¹	\$ 830				\$ 108		\$ 185	\$ 300					\$ 180
	Other Retirement													
Insurance	Cafeteria		\$ 2,769			\$ 1,023								
	Health	\$ 750					\$ 3,413	\$ 2,173	\$ 1,749		\$ 1,702	\$ 800	\$ 2,254	\$ 1,913
	Dental	\$ 199					\$ 129	\$ 149	\$ 17		\$ 150	\$ 183	\$ 184	\$ 113
	Vision	\$ 31					\$ 23	\$ 29			\$ 17	\$ 47	\$ 18	\$ 17
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁴	\$ 639	\$ 626			\$ 1,229	\$ 872	\$ 711	\$ 560		\$ 866	\$ 553	\$ 1,222	\$ 853
	Holidays	\$ 511	\$ 542			\$ 434	\$ 349	\$ 427	\$ 523		\$ 489	\$ 535	\$ 367	\$ 416
	Admin Leave													
	Technology Allowance ²										\$ 45	\$ 40		
	Auto Allowance													
Benefit Package Total		\$ 3,813	\$ 5,108	\$ 0	\$ 0	\$ 3,490	\$ 4,913	\$ 3,907	\$ 3,431	\$ 0	\$ 3,435	\$ 3,203	\$ 4,171	\$ 3,752

N/C - Non Comparator
1 - Riverside County Transportation Commission: Vested after five years of RCTC service.
2 - Southern California Association of Governments: In addition to \$40 per month technology allowance, employees received one-time payment of \$300 due to the impact of COVID.
3 - Orange County Transportation Authority: HSA Contribution
4 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Senior Procurement Analyst						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Transportation Commission	Senior Administrative Analyst	\$ 15,953	7/1/2021	unknown	unknown
2	Riverside County Transportation Commission	Senior Procurement Analyst	\$ 14,886	7/1/2021	7/1/2022	
3	Southern California Regional Rail Authority	Senior Contract and Compliance Administrator	\$ 14,761	9/25/2020	7/1/2022	unknown
4	Los Angeles County Metropolitan Transportation Authority	Senior Contract Administrator	\$ 13,976	7/1/2020	unknown	unknown
5	San Diego Association of Governments	Senior Contracts and Procurement Analyst	\$ 13,219	7/1/2021	unknown	unknown
6	Orange County Transportation Authority	Senior Contract Administrator	\$ 13,149	6/20/2021	unknown	unknown
7	Riverside Transit Agency	Senior Contracts Administrator	\$ 13,142	7/1/2021	7/1/2022	unknown
8	County of Riverside	Procurement Services Officer	\$ 12,890	7/15/2021	unknown	unknown
9	Southern California Association of Governments	Senior Contracts Administrator	\$ 12,795	9/4/2020	unknown	unknown
10	Transportation Corridor Agencies	Senior Contracts Administrator	\$ 12,755	7/1/2021	7/1/2022	Unknown
11	Contra Costa Transportation Authority	N/C				
12	CalTrans	N/C				
13	San Bernardino County Transportation Authority	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 13,627
% Riverside County Transportation Commission Above/Below		8.5%
Median of Comparators		\$ 13,149
% Riverside County Transportation Commission Above/Below		11.7%
Number of Matches		9

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Toll Customer Service Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside County Transportation Commission	Toll Customer Service Manager	\$ 14,132	7/1/2021	7/1/2022	
2	Orange County Transportation Authority	Section Manager III	\$ 11,967	6/20/2021	unknown	unknown
3	Southern California Regional Rail Authority	Manager II	\$ 11,771	9/25/2020	7/1/2022	unknown
4	Transportation Corridor Agencies	Manager, Customer Service	\$ 11,982	7/1/2021	7/1/2022	Unknown
5	Los Angeles County Metropolitan Transportation Authority	N/C				
6	San Bernardino County Transportation Authority	N/C				
7	Riverside Transit Agency	N/C				
8	County of Riverside	N/C				
9	Contra Costa Transportation Authority	N/C				
10	San Diego Association of Governments	N/C				
11	Southern California Association of Governments	N/C				
12	CalTrans	N/C				
13	Alameda County Transportation Commission	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		ISD
% Riverside County Transportation Commission Above/Below		ISD
Median of Comparators		ISD
% Riverside County Transportation Commission Above/Below		ISD
Number of Matches		3

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Toll Customer Service Manager	N/C	N/C	N/C	N/C	N/C	Section Manager III	N/C	N/C	N/C	N/C	Manager II	Manager, Customer Service
	Top Step	\$ 14,132						\$ 11,967					\$ 11,771	\$ 11,982
Retirement	Classic Formula	2.7% ^{@55}						2.5% ^{@67}					2% ^{@60}	2% ^{@55}
	Enhanced Formula Cost	\$989											\$ 141	\$ 347
	EE Paid Employer Contribution													
	ER Paid Member Contribution													
	EPMC Reported as Special Comp													
	Final Compensation	\$99												
	Social Security													
	Deferred Compensation ¹	\$ 1,060						\$ 239						\$ 240
	Other Retirement													
Insurance	Cafeteria													
	Health	\$ 750						\$ 2,173					\$ 2,254	\$ 1,913
	Dental	\$ 199						\$ 149					\$ 184	\$ 113
	Vision	\$ 31						\$ 29					\$ 18	\$ 17
	Other Insurance ⁴							\$ 233						
Leaves	Vacation	\$ 815						\$ 921					\$ 1,358	\$ 1,135
	Holidays	\$ 652						\$ 552					\$ 407	\$ 553
	Admin Leave													
	Technology Allowance													
	Auto Allowance													
Benefit Package Total		\$ 4,595	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,297	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,362	\$ 4,318

N/C - Non Comparator
1 - Riverside County Transportation Commission: Vested after five years of RCTC service.
2 - Orange County Transportation Authority: HSA Contribution

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Toll Customer Service Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside County Transportation Commission	Toll Customer Service Manager	\$ 18,727	7/1/2021	7/1/2022	
2	Transportation Corridor Agencies	Manager, Customer Service	\$ 16,300	7/1/2021	7/1/2022	Unknown
3	Orange County Transportation Authority	Section Manager III	\$ 16,264	6/20/2021	unknown	unknown
4	Southern California Regional Rail Authority	Manager II	\$ 16,133	9/25/2020	7/1/2022	unknown
5	Los Angeles County Metropolitan Transportation Authority	N/C				
6	San Bernardino County Transportation Authority	N/C				
7	Riverside Transit Agency	N/C				
8	County of Riverside	N/C				
9	Contra Costa Transportation Authority	N/C				
10	San Diego Association of Governments	N/C				
11	Southern California Association of Governments	N/C				
12	CalTrans	N/C				
13	Alameda County Transportation Commission	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		ISD
% Riverside County Transportation Commission Above/Below		ISD
Median of Comparators		ISD
% Riverside County Transportation Commission Above/Below		ISD
Number of Matches		3

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Toll Operations Director						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Transportation Authority	General Manager, Express Lane Programs	\$ 20,989	6/20/2021	unknown	unknown
2	Riverside County Transportation Commission	Toll Operations Director	\$ 19,885	7/1/2021	7/1/2022	
3	Los Angeles County Metropolitan Transportation Authority	Executive Officer, Congestion Reduction Initiative	\$ 19,465	7/1/2020	unknown	unknown
4	Transportation Corridor Agencies	Chief Toll Operations Officer	\$ 19,298	7/1/2021	7/1/2022	Unknown
5	Alameda County Transportation Commission	Director of Express Lane Operations	\$ 18,670	7/1/2021	unknown	unknown
6	San Bernardino County Transportation Authority	Director of Project Delivery and Toll Operations	\$ 17,419	7/1/2020	unknown	unknown
7	Riverside Transit Agency	N/C				
8	County of Riverside	N/C				
9	Southern California Regional Rail Authority	N/C				
10	CalTrans	N/C				
11	Contra Costa Transportation Authority	N/C				
12	San Diego Association of Governments	N/C				
13	Southern California Association of Governments	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 19,168
% Riverside County Transportation Commission Above/Below		3.6%
Median of Comparators		\$ 19,298
% Riverside County Transportation Commission Above/Below		3.0%
Number of Matches		5

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Toll Operations Director	Director of Express Lane Operations	N/C	N/C	N/C	Executive Officer, Congestion Reduction Initiative	General Manager, Express Lane Programs	N/C	Director of Project Delivery and Toll Operations	N/C	N/C	N/C	Chief Toll Operations Officer
	Top Step	\$ 19,885	\$ 18,670				\$ 19,465	\$ 20,989		\$ 17,419				\$ 19,298
Retirement	Classic Formula	2.7%@55	2.5%@55				2%@60	2.5%@67		2%@55				2%@55
	Enhanced Formula Cost	\$1,392	\$ 971				\$ 234			\$ 505				\$ 560
	EE Paid Employer Contribution						\$ -1,322							
	ER Paid Member Contribution		\$ 934				\$ 1,363							
	EPMC Reported as Special Comp													
	Final Compensation	\$139	\$ 112							\$ 87				
	Social Security													
	Deferred Compensation ^{1, 2}	\$ 1,491						\$ 420		\$ 1,306				\$ 386
Insurance	Other Retirement													
	Cafeteria		\$ 2,769							\$ 1,169				
	Health	\$ 750					\$ 3,413	\$ 2,173						\$ 1,913
	Dental	\$ 199					\$ 129	\$ 149						\$ 113
	Vision	\$ 31					\$ 23	\$ 29		\$ 14				\$ 17
Leaves	Other Insurance ⁴							\$ 233						
	Vacation	\$ 1,147	\$ 1,077				\$ 1,872	\$ 1,615		\$ 1,005				\$ 1,828
	Holidays	\$ 918	\$ 934				\$ 749	\$ 969		\$ 871				\$ 891
	Admin Leave		\$ 359							\$ 335				
	Technology Allowance													
	Auto Allowance									\$ 600				\$ 706
Benefit Package Total		\$ 6,067	\$ 7,155	\$ 0	\$ 0	\$ 0	\$ 6,459	\$ 5,588	\$ 0	\$ 5,892	\$ 0	\$ 0	\$ 0	\$ 6,413

N/C - Non Comparator
1 - Riverside County Transportation Commission: Vested after five years of RCTC service.
2 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.
3 - Orange County Transportation Authority: HSA Contribution

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Toll Operations Director						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Transportation Authority	General Manager, Express Lane Programs	\$ 26,577	6/20/2021	unknown	unknown
2	Riverside County Transportation Commission	Toll Operations Director	\$ 25,952	7/1/2021	7/1/2022	
3	Los Angeles County Metropolitan Transportation Authority	Executive Officer, Congestion Reduction Initiative	\$ 25,925	7/1/2020	unknown	unknown
4	Alameda County Transportation Commission	Director of Express Lane Operations	\$ 25,825	7/1/2021	unknown	unknown
5	Transportation Corridor Agencies	Chief Toll Operations Officer	\$ 25,710	7/1/2021	7/1/2022	Unknown
6	San Bernardino County Transportation Authority	Director of Project Delivery and Toll Operations	\$ 23,311	7/1/2020	unknown	unknown
7	Riverside Transit Agency	N/C				
8	County of Riverside	N/C				
9	Southern California Regional Rail Authority	N/C				
10	CalTrans	N/C				
11	Contra Costa Transportation Authority	N/C				
12	San Diego Association of Governments	N/C				
13	Southern California Association of Governments	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 25,470
% Riverside County Transportation Commission Above/Below		1.9%
Median of Comparators		\$ 25,825
% Riverside County Transportation Commission Above/Below		0.5%
Number of Matches		5

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Toll Project Delivery Director						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside County Transportation Commission	Toll Project Delivery Director	\$ 21,923	7/1/2021	7/1/2022	
2	Southern California Regional Rail Authority	[Director, Engineering and Construction / Chief, Program Delivery]	\$ 20,950	9/25/2020	7/1/2022	unknown
3	San Diego Association of Governments	Department Director II	\$ 20,341	7/1/2021	unknown	unknown
4	Los Angeles County Metropolitan Transportation Authority	Executive Officer, Congestion Reduction Initiative	\$ 19,465	7/1/2020	unknown	unknown
5	Contra Costa Transportation Authority	Director, Projects	\$ 19,459	7/1/2021	7/1/2022	0% - 3.5%
6	Transportation Corridor Agencies	Chief Engineer and Environmental Planning Officer	\$ 19,298	7/1/2021	7/1/2022	Unknown
7	Orange County Transportation Authority	Director Highway Project Delivery	\$ 19,138	6/20/2021	unknown	unknown
8	Alameda County Transportation Commission	Director of Express Lane Operations	\$ 18,670	7/1/2021	unknown	unknown
9	San Bernardino County Transportation Authority	Director of Project Delivery and Toll Operations	\$ 17,419	7/1/2020	unknown	unknown
10	County of Riverside	N/C				
11	Southern California Association of Governments	N/C				
12	Riverside Transit Agency	N/C				
13	CalTrans	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 19,342
% Riverside County Transportation Commission Above/Below		11.8%
Median of Comparators		\$ 19,378
% Riverside County Transportation Commission Above/Below		11.6%
Number of Matches		8

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Toll Project Delivery Director	Director of Express Lane Operations	N/C	Director, Projects	N/C	Executive Officer, Congestion Reduction Initiative	Director Highway Project Delivery	N/C	Director of Project Delivery and Toll Operations	Department Director II	N/C	[Director, Engineering and Construction / Chief, Program Delivery]	Chief Engineer and Environ Planning Officer
	Top Step	\$ 21,923	\$ 18,670		\$ 19,459		\$ 19,465	\$ 19,138		\$ 17,419	\$ 20,341		\$ 20,950	\$ 19,298
Retirement	Classic Formula	2.7% ¹ @55	2.5% ¹ @55		2% ¹ @55		2% ¹ @60	2.5% ¹ @67		2% ¹ @55	2% ¹ @60		2% ¹ @60	2% ¹ @55
	Enhanced Formula Cost	\$1,535	\$ 971		\$ 564		\$ 234			\$ 505	\$ 244		\$ 251	\$ 560
	EE Paid Employer Contribution						\$ -1,322							
	ER Paid Member Contribution		\$ 934				\$ 1,363							
	EPMC Reported as Special Comp													
	Final Compensation	\$153	\$ 112		\$ 97					\$ 87	\$ 102			
	Social Security													
	Deferred Compensation ^{1, 2, 3}	\$ 1,644			\$ 200			\$ 383		\$ 1,306				\$ 386
Insurance	Other Retirement													
	Cafeteria		\$ 2,769							\$ 1,169				
	Health	\$ 750			\$ 2,010		\$ 3,413	\$ 2,173			\$ 1,702		\$ 2,254	\$ 1,913
	Dental	\$ 199			\$ 219		\$ 129	\$ 149			\$ 150		\$ 184	\$ 113
	Vision	\$ 31			\$ 21		\$ 23	\$ 29		\$ 14	\$ 17		\$ 18	\$ 17
Leaves	Other Insurance ⁴							\$ 233						
	Vacation ⁵	\$ 1,265	\$ 1,077		\$ 1,871		\$ 1,872	\$ 1,472		\$ 1,005	\$ 1,799		\$ 2,417	\$ 1,828
	Holidays	\$ 1,012	\$ 934		\$ 1,160		\$ 749	\$ 883		\$ 871	\$ 1,017		\$ 725	\$ 891
	Admin Leave		\$ 359							\$ 335				
	Technology Allowance				\$ 65						\$ 110			
	Auto Allowance							\$ 765		\$ 600				\$ 706
Benefit Package Total		\$ 6,589	\$ 7,155	\$ 0	\$ 6,208	\$ 0	\$ 6,459	\$ 6,088	\$ 0	\$ 5,892	\$ 5,141	\$ 0	\$ 5,849	\$ 6,413

N/C - Non Comparator

1 - Contra Costa Transportation Authority: District matches \$100/mo for less than 5 years, \$200/month for 5-10 yrs, \$300/mo for 10+ yrs service.

2 - Riverside County Transportation Commission: Vested after five years of RCTC service.

3 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

4 - Orange County Transportation Authority: HSA Contribution

5 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Toll Project Delivery Director						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Riverside County Transportation Commission	Toll Project Delivery Director	\$ 28,512	7/1/2021	7/1/2022	
2	Southern California Regional Rail Authority	[Director, Engineering and Construction / Chief, Program Delivery]	\$ 26,799	9/25/2020	7/1/2022	unknown
3	Los Angeles County Metropolitan Transportation Authority	Executive Officer, Congestion Reduction Initiative	\$ 25,925	7/1/2020	unknown	unknown
4	Alameda County Transportation Commission	Director of Express Lane Operations	\$ 25,825	7/1/2021	unknown	unknown
5	Transportation Corridor Agencies	Chief Engineer and Environmental Officer	\$ 25,710	7/1/2021	7/1/2022	Unknown
6	Contra Costa Transportation Authority	Director, Projects	\$ 25,667	7/1/2021	7/1/2022	0% - 3.5%
7	San Diego Association of Governments	Department Director II	\$ 25,482	7/1/2021	unknown	unknown
8	Orange County Transportation Authority	Director Highway Project Delivery	\$ 25,225	6/20/2021	unknown	unknown
9	San Bernardino County Transportation Authority	Director of Project Delivery and Toll Operations	\$ 23,311	7/1/2020	unknown	unknown
10	County of Riverside	N/C				
11	Southern California Association of Governments	N/C				
12	Riverside Transit Agency	N/C				
13	CalTrans	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 25,493
% Riverside County Transportation Commission Above/Below		10.6%
Median of Comparators		\$ 25,689
% Riverside County Transportation Commission Above/Below		9.9%
Number of Matches		8

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Toll Systems Engineer						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Metropolitan Transportation Authority ¹	[Manager Transportation Planning/ Senior Manager, System Projects]	\$ 12,168	7/1/2020	unknown	unknown
2	San Diego Association of Governments	Senior Systems Engineer	\$ 11,893	7/1/2021	unknown	unknown
3	Riverside County Transportation Commission	Toll Systems Engineer	\$ 11,626	7/1/2021	7/1/2022	
4	CalTrans	Associate Transportation Engineer - Electrical	\$ 11,007	7/1/2021	unknown	unknown
5	Orange County Transportation Authority	IS Project Manager II - Toll Road Operations	\$ 10,686	6/20/2021	unknown	unknown
6	Southern California Regional Rail Authority	Train Control Systems Engineer II	\$ 10,575	9/25/2020	7/1/2022	unknown
7	Alameda County Transportation Commission	N/C				
8	Contra Costa Transportation Authority	N/C				
9	Riverside Transit Agency	N/C				
10	Southern California Association of Governments	N/C				
11	Transportation Corridor Agencies	N/C				
12	San Bernardino County Transportation Authority	N/C				
13	County of Riverside	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 11,266
% Riverside County Transportation Commission Above/Below		3.1%
Median of Comparators		\$ 11,007
% Riverside County Transportation Commission Above/Below		5.3%
Number of Matches		5

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Toll Systems Engineer	N/C	Associate Transportation Engineer - Electrical	N/C	N/C	[Manager Transportation Planning/ Senior Manager, System Projects]	IS Project Manager II - Toll Road Operations	N/C	N/C	Senior Systems Engineer	N/C	Train Control Systems Engineer II	N/C
	Top Step	\$ 11,626		\$ 11,007			\$ 12,168	\$ 10,686			\$ 11,893		\$ 10,575	
Retirement	Classic Formula	2.7%@55		2%@60			2%@60	2.5%@67			2%@60		2%@60	
	Enhanced Formula Cost	\$814		\$ 132			\$ 146				\$ 143		\$ 127	
	EE Paid Employer Contribution						\$ -826							
	ER Paid Member Contribution						\$ 852							
	EPMC Reported as Special Comp													
	Final Compensation	\$81									\$ 59			
	Social Security			\$ 682										
	Deferred Compensation ¹	\$ 872						\$ 214						
	Other Retirement													
Insurance	Cafeteria			\$ 1,723										
	Health	\$ 750					\$ 3,413	\$ 2,173			\$ 1,702		\$ 2,254	
	Dental	\$ 199					\$ 129	\$ 149			\$ 150		\$ 184	
	Vision	\$ 31					\$ 23	\$ 29			\$ 17		\$ 18	
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ³	\$ 671		\$ 699			\$ 1,170	\$ 822			\$ 1,052		\$ 1,220	
	Holidays	\$ 537		\$ 508			\$ 468	\$ 493			\$ 595		\$ 366	
	Admin Leave			\$ 85										
	Technology Allowance										\$ 45			
	Auto Allowance													
Benefit Package Total		\$ 3,954	\$ 0	\$ 3,829	\$ 0	\$ 0	\$ 5,374	\$ 4,114	\$ 0	\$ 0	\$ 3,763	\$ 0	\$ 4,168	\$ 0

N/C - Non Comparator

1 - Riverside County Transportation Commission: Vested after five years of RCTC service.

2 - Orange County Transportation Authority: HSA Contribution

3 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Toll Systems Engineer						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Metropolitan Transportation Authority ¹	[Manager Transportation Planning/ Senior Manager, System Projects]	\$ 17,542	7/1/2020	unknown	unknown
2	San Diego Association of Governments	Senior Systems Engineer	\$ 15,656	7/1/2021	unknown	unknown
3	Riverside County Transportation Commission	Toll Systems Engineer	\$ 15,580	7/1/2021	7/1/2022	
4	CalTrans	Associate Transportation Engineer - Electrical	\$ 14,836	7/1/2021	unknown	unknown
5	Orange County Transportation Authority	IS Project Manager II - Toll Road Operations	\$ 14,800	6/20/2021	unknown	unknown
6	Southern California Regional Rail Authority	Train Control Systems Engineer II	\$ 14,743	9/25/2020	7/1/2022	unknown
7	Alameda County Transportation Commission	N/C				
8	Contra Costa Transportation Authority	N/C				
9	Riverside Transit Agency	N/C				
10	Southern California Association of Governments	N/C				
11	Transportation Corridor Agencies	N/C				
12	San Bernardino County Transportation Authority	N/C				
13	County of Riverside	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 15,515
% Riverside County Transportation Commission Above/Below		0.4%
Median of Comparators		\$ 14,836
% Riverside County Transportation Commission Above/Below		4.8%
Number of Matches		5

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Toll Technology Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Contra Costa Transportation Authority	Engineering Manager	\$ 17,591	7/1/2021	7/1/2022	0% - 3.5%
2	Southern California Regional Rail Authority	Senior Manager, Train Control Systems	\$ 14,889	9/25/2020	7/1/2022	unknown
3	Riverside County Transportation Commission	Toll Technology Manager	\$ 14,132	7/1/2021	7/1/2022	
4	San Diego Association of Governments	Principal Technology Program Manager	\$ 13,767	7/1/2021	unknown	unknown
5	San Bernardino County Transportation Authority	Project Delivery Manager	\$ 13,648	7/1/2020	unknown	unknown
6	Los Angeles County Metropolitan Transportation Authority	Senior Manager ITS Planning and Administration	\$ 12,756	7/1/2020	unknown	unknown
7	Orange County Transportation Authority	Civil Engineer, Principal	\$ 11,617	6/20/2021	unknown	unknown
8	Southern California Association of Governments	N/C				
9	Riverside Transit Agency	N/C				
10	CalTrans	N/C				
11	Transportation Corridor Agencies	N/C				
12	Alameda County Transportation Commission	N/C				
13	County of Riverside	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 14,045
% Riverside County Transportation Commission Above/Below		0.6%
Median of Comparators		\$ 13,708
% Riverside County Transportation Commission Above/Below		3.0%
Number of Matches		6

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Toll Technology Manager	N/C	N/C	Engineering Manager	N/C	Senior Manager ITS Planning and Administration	Civil Engineer, Principal	N/C	Project Delivery Manager	Principal Technology Program Manager	N/C	Senior Manager, Train Control Systems	N/C
	Top Step	\$ 14,132			\$ 17,591		\$ 12,756	\$ 11,617		\$ 13,648	\$ 13,767		\$ 14,889	
Retirement	Classic Formula	2.7%@55			2%@55		2%@60	2.5%@67		2%@55	2%@60		2%@60	
	Enhanced Formula Cost	\$989			\$ 510		\$ 153			\$ 396	\$ 165		\$ 179	
	EE Paid Employer Contribution						\$ -866							
	ER Paid Member Contribution						\$ 893							
	EPMC Reported as Special Comp													
	Final Compensation	\$99			\$ 88					\$ 68	\$ 69			
	Social Security													
	Deferred Compensation ^{1, 2, 3}	\$ 1,060			\$ 200			\$ 232		\$ 1,024				
	Other Retirement													
Insurance	Cafeteria									\$ 1,169				
	Health	\$ 750			\$ 2,010		\$ 3,413	\$ 2,173			\$ 1,702		\$ 2,254	
	Dental	\$ 199			\$ 219		\$ 129	\$ 149			\$ 150		\$ 184	
	Vision	\$ 31			\$ 21		\$ 23	\$ 29		\$ 14	\$ 17		\$ 18	
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁵	\$ 815			\$ 1,691		\$ 1,227	\$ 894		\$ 787	\$ 1,218		\$ 1,718	
	Holidays	\$ 652			\$ 1,049		\$ 491	\$ 536		\$ 682	\$ 688		\$ 515	
	Admin Leave									\$ 262				
	Technology Allowance				\$ 65						\$ 90			
	Auto Allowance													
Benefit Package Total		\$ 4,595	\$ 0	\$ 0	\$ 5,854	\$ 0	\$ 5,462	\$ 4,247	\$ 0	\$ 4,403	\$ 4,099	\$ 0	\$ 4,867	\$ 0

N/C - Non Comparator
1 - Contra Costa Transportation Authority: District matches \$100/mo for less than 5 years, \$200/month for 5-10 yrs, \$300/mo for 10+ yrs service.
2 - Riverside County Transportation Commission: Vested after five years of RCTC service.
3 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.
4 - Orange County Transportation Authority: HSA Contribution
5 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Toll Technology Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Contra Costa Transportation Authority	Engineering Manager	\$ 23,445	7/1/2021	7/1/2022	0% - 3.5%
2	Southern California Regional Rail Authority	Senior Manager, Train Control Systems	\$ 19,757	9/25/2020	7/1/2022	unknown
3	Riverside County Transportation Commission	Toll Technology Manager	\$ 18,727	7/1/2021	7/1/2022	
4	Los Angeles County Metropolitan Transportation Authority	Senior Manager ITS Planning and Administration	\$ 18,217	7/1/2020	unknown	unknown
5	San Bernardino County Transportation Authority	Project Delivery Manager	\$ 18,051	7/1/2020	unknown	unknown
6	San Diego Association of Governments	Principal Technology Program Manager	\$ 17,866	7/1/2021	unknown	unknown
7	Orange County Transportation Authority	Civil Engineer, Principal	\$ 15,864	6/20/2021	unknown	unknown
8	Southern California Association of Governments	N/C				
9	Riverside Transit Agency	N/C				
10	CalTrans	N/C				
11	Transportation Corridor Agencies	N/C				
12	Alameda County Transportation Commission	N/C				
13	County of Riverside	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 18,867
% Riverside County Transportation Commission Above/Below		-0.7%
Median of Comparators		\$ 18,134
% Riverside County Transportation Commission Above/Below		3.2%
Number of Matches		6

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Top Monthly Salary
December 2021**

Transit Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Contra Costa Transportation Authority	Senior Transportation Planner	\$ 13,611	7/1/2021	7/1/2022	0% - 3.5%
2	Riverside County Transportation Commission	Transit Manager	\$ 13,459	7/1/2021	7/1/2022	
3	Alameda County Transportation Commission	Principal Transportation Planner	\$ 13,214	7/1/2021	unknown	unknown
4	Southern California Association of Governments ¹	[Department Manager - Transit/Rail/ Senior Regional Planner]	\$ 12,626	9/4/2020	unknown	unknown
5	Orange County Transportation Authority	Section Manager III	\$ 11,967	6/20/2021	unknown	unknown
6	San Diego Association of Governments	Regional Planning Program Manager	\$ 11,893	7/1/2021	unknown	unknown
7	Southern California Regional Rail Authority	Manager II	\$ 11,771	9/25/2020	7/1/2022	unknown
8	Los Angeles County Metropolitan Transportation Authority	Manager, Transportation Contract Services	\$ 11,580	7/1/2020	unknown	unknown
9	San Bernardino County Transportation Authority ¹	[Chief of Transit & Rail Programs/ Management Analyst III]	\$ 11,443	7/1/2020	unknown	unknown
10	Riverside Transit Agency	Contract Operations Manager	\$ 11,310	7/1/2021	7/1/2022	unknown
11	CalTrans	Senior Transportation Planner	\$ 9,169	7/1/2021	unknown	unknown
12	Transportation Corridor Agencies	N/C				
13	County of Riverside	N/C				

Summary Results		Top Monthly Salary
Average of Comparators		\$ 11,858
% Riverside County Transportation Commission Above/Below		11.9%
Median of Comparators		\$ 11,832
% Riverside County Transportation Commission Above/Below		12.1%
Number of Matches		10

N/C - Non Comparator

ISD - Insufficient Data to do Analysis

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Riverside County Transportation Commission
Market Compensation Study - Benefit Detail
December 2021

Agency		Riverside County Transportation Commission	Alameda County Transportation Commission	CalTrans	Contra Costa Transportation Authority	County of Riverside	Los Angeles County Metropolitan Transportation Authority	Orange County Transportation Authority	Riverside Transit Agency	San Bernardino County Transportation Authority	San Diego Association of Governments	Southern California Association of Governments	Southern California Regional Rail Authority	Transportation Corridor Agencies
Benchmark/ Comparator Agency Match		Transit Manager	Principal Transportation Planner	Senior Transportation Planner	Senior Transportation Planner	N/C	Manager, Transportation Contract Services	Section Manager III	Contract Operations Manager	[Chief of Transit & Rail Programs/ Management Analyst III]	Regional Planning Program Manager	[Department Manager - Transit/Rail/ Senior Regional Planner]	Manager II	N/C
	Top Step	\$ 13,459	\$ 13,214	\$ 9,169	\$ 13,611		\$ 11,580	\$ 11,967	\$ 11,310	\$ 11,443	\$ 11,893	\$ 12,626	\$ 11,771	
Retirement	Classic Formula	2.7% ¹ @55	2.5% ¹ @55	2% ¹ @60	2% ¹ @55		2% ¹ @60	2.5% ¹ @67	2% ¹ @55	2% ¹ @55	2% ¹ @60	2% ¹ @55	2% ¹ @60	
	Enhanced Formula Cost	\$942	\$ 687	\$ 110	\$ 395		\$ 139		\$ 328	\$ 332	\$ 143	\$ 366	\$ 141	
	EE Paid Employer Contribution						\$ -786							
	ER Paid Member Contribution		\$ 661				\$ 811					\$ 884		
	EPMC Reported as Special Comp											\$ 62		
	Final Compensation	\$94	\$ 79		\$ 68					\$ 57	\$ 59	\$ 63		
	Social Security			\$ 568										
	Deferred Compensation ^{1, 2, 3}	\$ 1,009			\$ 200			\$ 239	\$ 300	\$ 858		\$ 379		
	Other Retirement													
Insurance	Cafeteria		\$ 2,769	\$ 1,723						\$ 1,169				
	Health	\$ 750			\$ 2,010		\$ 3,413	\$ 2,173	\$ 1,749		\$ 1,702	\$ 800	\$ 2,254	
	Dental	\$ 199			\$ 219		\$ 129	\$ 149	\$ 17		\$ 150	\$ 183	\$ 184	
	Vision	\$ 31			\$ 21		\$ 23	\$ 29		\$ 14	\$ 17	\$ 47	\$ 18	
	Other Insurance ⁴							\$ 233						
Leaves	Vacation ⁶	\$ 776	\$ 762	\$ 582	\$ 1,309		\$ 1,114	\$ 921	\$ 653	\$ 660	\$ 1,052	\$ 728	\$ 1,358	
	Holidays	\$ 621	\$ 661	\$ 423	\$ 811		\$ 445	\$ 552	\$ 609	\$ 572	\$ 595	\$ 704	\$ 407	
	Admin Leave			\$ 71						\$ 220				
	Technology Allowance ⁴				\$ 65				\$ 100		\$ 90	\$ 40		
	Auto Allowance													
Benefit Package Total		\$ 4,423	\$ 5,619	\$ 3,477	\$ 5,098	\$ 0	\$ 5,287	\$ 4,297	\$ 3,756	\$ 3,883	\$ 3,808	\$ 4,257	\$ 4,362	\$ 0

N/C - Non Comparator

1 - Contra Costa Transportation Authority: District matches \$100/mo for less than 5 years, \$200/month for 5-10 yrs, \$300/mo for 10+ yrs service.

2 - Riverside County Transportation Commission: Vested after five years of RCTC service.

3 - San Bernardino County Transportation Authority: Employer contributes \$3 to match each \$1 contribution made by employees to 457(b) plan, up to a maximum combined total of 10 % of the annual salary.

4 - Southern California Association of Governments: In addition to \$40 per month technology allowance, employees received one-time payment of \$300 due to the impact of COVID.

5 - Orange County Transportation Authority: HSA Contribution

6 - San Diego Association of Governments: PTO

**Riverside County Transportation Commission
Market Compensation Data - Sorted by Total Monthly Compensation
December 2021**

Transit Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Transportation Commission	Principal Transportation Planner	\$ 18,833	7/1/2021	unknown	unknown
2	Contra Costa Transportation Authority	Senior Transportation Planner	\$ 18,709	7/1/2021	7/1/2022	0% - 3.5%
3	Riverside County Transportation Commission	Transit Manager	\$ 17,882	7/1/2021	7/1/2022	
4	Southern California Association of Governments ¹	[Department Manager - Transit/Rail/ Senior Regional Planner]	\$ 16,883	9/4/2020	unknown	unknown
5	Los Angeles County Metropolitan Transportation Authority	Manager, Transportation Contract Services	\$ 16,867	7/1/2020	unknown	unknown
6	Orange County Transportation Authority	Section Manager III	\$ 16,264	6/20/2021	unknown	unknown
7	Southern California Regional Rail Authority	Manager II	\$ 16,133	9/25/2020	7/1/2022	unknown
8	San Diego Association of Governments	Regional Planning Program Manager	\$ 15,701	7/1/2021	unknown	unknown
9	San Bernardino County Transportation Authority ¹	[Chief of Transit & Rail Programs/ Management Analyst III]	\$ 15,325	7/1/2020	unknown	unknown
10	Riverside Transit Agency	Contract Operations Manager	\$ 15,066	7/1/2021	7/1/2022	unknown
11	CalTrans	Senior Transportation Planner	\$ 12,646	7/1/2021	unknown	unknown
12	Transportation Corridor Agencies	N/C				
13	County of Riverside	N/C				

Summary Results		Total Monthly Comp
Average of Comparators		\$ 16,243
% Riverside County Transportation Commission Above/Below		9.2%
Median of Comparators		\$ 16,198
% Riverside County Transportation Commission Above/Below		9.4%
Number of Matches		10

N/C - Non Comparator
ISD - Insufficient Data to do Analysis

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.



Appendix III

Proposed Salary Range Schedule and Salary Range Recommendations

Riverside County Transportation Commission
Salary Schedule
January 2022

Salary Range	Annual			Monthly			Biweekly		
	Minimum	Control Point	Maximum	Minimum	Control Point	Maximum	Minimum	Control Point	Maximum
1	35,202	43,198	47,522	2,933	3,600	3,960	1,353.91	1,661.45	1,827.77
2	36,082	44,278	48,710	3,007	3,690	4,059	1,387.75	1,702.98	1,873.47
3	36,984	45,385	49,928	3,082	3,782	4,161	1,422.45	1,745.56	1,920.31
4	37,908	46,519	51,176	3,159	3,877	4,265	1,458.01	1,789.20	1,968.31
5	38,856	47,682	52,456	3,238	3,974	4,371	1,494.46	1,833.93	2,017.52
6	39,827	48,874	53,767	3,319	4,073	4,481	1,531.82	1,879.78	2,067.96
7	40,823	50,096	55,111	3,402	4,175	4,593	1,570.12	1,926.77	2,119.66
8	41,844	51,348	56,489	3,487	4,279	4,707	1,609.37	1,974.94	2,172.65
9	42,890	52,632	57,901	3,574	4,386	4,825	1,649.60	2,024.31	2,226.97
10	43,962	53,948	59,349	3,663	4,496	4,946	1,690.84	2,074.92	2,282.64
11	45,061	55,297	60,832	3,755	4,608	5,069	1,733.12	2,126.79	2,339.71
12	46,188	56,679	62,353	3,849	4,723	5,196	1,776.44	2,179.96	2,398.20
13	47,342	58,096	63,912	3,945	4,841	5,326	1,820.85	2,234.46	2,458.15
14	48,526	59,548	65,510	4,044	4,962	5,459	1,866.38	2,290.32	2,519.61
15	49,739	61,037	67,148	4,145	5,086	5,596	1,913.04	2,347.58	2,582.60
16	50,982	62,563	68,826	4,249	5,214	5,736	1,960.86	2,406.27	2,647.16
17	52,257	64,127	70,547	4,355	5,344	5,879	2,009.88	2,466.43	2,713.34
18	53,563	65,730	72,311	4,464	5,478	6,026	2,060.13	2,528.09	2,781.18
19	54,902	67,374	74,118	4,575	5,614	6,177	2,111.63	2,591.29	2,850.70
20	56,275	69,058	75,971	4,690	5,755	6,331	2,164.42	2,656.07	2,921.97
21	57,682	70,784	77,871	4,807	5,899	6,489	2,218.53	2,722.47	2,995.02
22	59,124	72,554	79,817	4,927	6,046	6,651	2,274.00	2,790.54	3,069.90
23	60,602	74,368	81,813	5,050	6,197	6,818	2,330.85	2,860.30	3,146.64
24	62,117	76,227	83,858	5,176	6,352	6,988	2,389.12	2,931.81	3,225.31
25	63,670	78,133	85,955	5,306	6,511	7,163	2,448.85	3,005.10	3,305.94
26	65,262	80,086	88,103	5,438	6,674	7,342	2,510.07	3,080.23	3,388.59
27	66,893	82,088	90,306	5,574	6,841	7,525	2,572.82	3,157.24	3,473.31
28	68,566	84,140	92,564	5,714	7,012	7,714	2,637.14	3,236.17	3,560.14
29	70,280	86,244	94,878	5,857	7,187	7,906	2,703.07	3,317.07	3,649.14
30	72,037	88,400	97,250	6,003	7,367	8,104	2,770.65	3,400.00	3,740.37
31	73,838	90,610	99,681	6,153	7,551	8,307	2,839.91	3,485.00	3,833.88
32	75,684	92,875	102,173	6,307	7,740	8,514	2,910.91	3,572.12	3,929.73

Riverside County Transportation Commission
Salary Schedule
January 2022

Salary Range	Annual			Monthly			Biweekly		
	Minimum	Control Point	Maximum	Minimum	Control Point	Maximum	Minimum	Control Point	Maximum
33	77,576	95,197	104,727	6,465	7,933	8,727	2,983.68	3,661.43	4,027.97
34	79,515	97,577	107,345	6,626	8,131	8,945	3,058.27	3,752.96	4,128.67
35	81,503	100,016	110,029	6,792	8,335	9,169	3,134.73	3,846.79	4,231.89
36	83,541	102,517	112,780	6,962	8,543	9,398	3,213.10	3,942.96	4,337.68
37	85,629	105,080	115,599	7,136	8,757	9,633	3,293.43	4,041.53	4,446.13
38	87,770	107,707	118,489	7,314	8,976	9,874	3,375.76	4,142.57	4,557.28
39	89,964	110,399	121,452	7,497	9,200	10,121	3,460.16	4,246.13	4,671.21
40	92,213	113,159	124,488	7,684	9,430	10,374	3,546.66	4,352.28	4,787.99
41	94,519	115,988	127,600	7,877	9,666	10,633	3,635.33	4,461.09	4,907.69
42	96,881	118,888	130,790	8,073	9,907	10,899	3,726.21	4,572.62	5,030.38
43	99,304	121,860	134,060	8,275	10,155	11,172	3,819.37	4,686.93	5,156.14
44	101,786	124,907	137,411	8,482	10,409	11,451	3,914.85	4,804.11	5,285.05
45	104,331	128,029	140,847	8,694	10,669	11,737	4,012.72	4,924.21	5,417.17
46	106,939	131,230	144,368	8,912	10,936	12,031	4,113.04	5,047.32	5,552.60
47	109,612	134,511	147,977	9,134	11,209	12,331	4,215.87	5,173.50	5,691.42
48	112,353	137,874	151,676	9,363	11,489	12,640	4,321.26	5,302.84	5,833.70
49	115,162	141,321	155,468	9,597	11,777	12,956	4,429.29	5,435.41	5,979.55
50	118,041	144,854	159,355	9,837	12,071	13,280	4,540.03	5,571.29	6,129.03
51	120,992	148,475	163,339	10,083	12,373	13,612	4,653.53	5,710.57	6,282.26
52	124,016	152,187	167,422	10,335	12,682	13,952	4,769.86	5,853.34	6,439.32
53	127,117	155,991	171,608	10,593	12,999	14,301	4,889.11	5,999.67	6,600.30
54	130,295	159,891	175,898	10,858	13,324	14,658	5,011.34	6,149.66	6,765.31
55	133,552	163,889	180,295	11,129	13,657	15,025	5,136.62	6,303.41	6,934.44
56	136,891	167,986	184,803	11,408	13,999	15,400	5,265.04	6,460.99	7,107.80
57	140,313	172,185	189,423	11,693	14,349	15,785	5,396.66	6,622.52	7,285.50
58	143,821	176,490	194,158	11,985	14,708	16,180	5,531.58	6,788.08	7,467.63
59	147,417	180,902	199,012	12,285	15,075	16,584	5,669.87	6,957.78	7,654.32
60	151,102	185,425	203,988	12,592	15,452	16,999	5,811.62	7,131.73	7,845.68
61	154,880	190,060	209,087	12,907	15,838	17,424	5,956.91	7,310.02	8,041.82
62	158,752	194,812	214,315	13,229	16,234	17,860	6,105.83	7,492.77	8,242.87
63	162,720	199,682	219,672	13,560	16,640	18,306	6,258.48	7,680.09	8,448.94
64	166,788	204,674	225,164	13,899	17,056	18,764	6,414.94	7,872.09	8,660.17

Riverside County Transportation Commission
Salary Schedule
January 2022

Salary Range	Annual			Monthly			Biweekly		
	Minimum	Control Point	Maximum	Minimum	Control Point	Maximum	Minimum	Control Point	Maximum
65	170,958	209,791	230,793	14,247	17,483	19,233	6,575.31	8,068.89	8,876.67
66	175,232	215,036	236,563	14,603	17,920	19,714	6,739.69	8,270.62	9,098.59
67	179,613	220,412	242,477	14,968	18,368	20,206	6,908.19	8,477.38	9,326.05
68	184,103	225,922	248,539	15,342	18,827	20,712	7,080.89	8,689.31	9,559.20
69	188,706	231,570	254,753	15,725	19,298	21,229	7,257.91	8,906.55	9,798.18
70	193,423	237,360	261,122	16,119	19,780	21,760	7,439.36	9,129.21	10,043.14
71	198,259	243,293	267,650	16,522	20,274	22,304	7,625.34	9,357.44	10,294.22
72	203,215	249,376	274,341	16,935	20,781	22,862	7,815.98	9,591.38	10,551.57
73	208,296	255,610	281,199	17,358	21,301	23,433	8,011.38	9,831.16	10,815.36
74	213,503	262,000	288,229	17,792	21,833	24,019	8,211.66	10,076.94	11,085.74
75	218,841	268,550	295,435	18,237	22,379	24,620	8,416.95	10,328.86	11,362.89
76	224,312	275,264	302,821	18,693	22,939	25,235	8,627.38	10,587.09	11,646.96
77	229,920	282,146	310,391	19,160	23,512	25,866	8,843.06	10,851.76	11,938.13
78	235,668	289,200	318,151	19,639	24,100	26,513	9,064.14	11,123.06	12,236.59
79	241,559	296,429	326,105	20,130	24,702	27,175	9,290.74	11,401.13	12,542.50
80	247,598	303,840	334,258	20,633	25,320	27,855	9,523.01	11,686.16	12,856.06
81	253,788	311,436	342,614	21,149	25,953	28,551	9,761.09	11,978.32	13,177.47
82	260,133	319,222	351,179	21,678	26,602	29,265	10,005.11	12,277.77	13,506.90
83	266,636	327,203	359,959	22,220	27,267	29,997	10,255.24	12,584.72	13,844.58
84	273,302	335,383	368,958	22,775	27,949	30,746	10,511.62	12,899.34	14,190.69
85	280,135	343,767	378,182	23,345	28,647	31,515	10,774.41	13,221.82	14,545.46
86	287,138	352,362	387,636	23,928	29,363	32,303	11,043.77	13,552.37	14,909.09
87	294,317	361,171	397,327	24,526	30,098	33,111	11,319.87	13,891.17	15,281.82
88	301,674	370,200	407,261	25,140	30,850	33,938	11,602.86	14,238.45	15,663.87
89	309,216	379,455	417,442	25,768	31,621	34,787	11,892.94	14,594.42	16,055.46
90	316,947	388,941	427,878	26,412	32,412	35,657	12,190.26	14,959.28	16,456.85

**Riverside County Transportation Commission
Proposed Salary Range Placement Recommendations
January 2022**

Class Title	Current Salary Range	Current Maximum Monthly Salary	Market Placement	Proposed Salary Range Based on Market Median	Proposed Maximum Monthly Salary	Percent Difference	Rationale
Executive Director	83	\$29,379	\$29,120	83	\$29,997	2.10%	Market placement
Deputy Executive Director	75	\$24,170	\$21,512	75	\$24,620	1.86%	Market and internal alignment: 20% below Executive Director
Project Delivery Director	71	\$21,923	\$19,459	71	\$22,304	1.74%	Market and internal alignment: 10% below Deputy Executive Director
Toll Project Delivery Director	71	\$21,923	\$19,378	71	\$22,304	1.74%	Market and internal alignment: 10% below Deputy Executive Director
Chief Financial Officer	67	\$19,885	\$20,213	67	\$20,206	1.62%	Market placement
Regional Conservation Director	67	\$19,885	N/A	67	\$20,206	1.62%	Internal alignment: anchor to Chief Financial Officer.
Toll Operations Director	67	\$19,885	\$19,298	67	\$20,206	1.62%	Market and internal alignment: anchor to Chief Financial Officer
Senior Capital Projects Manager	65	\$18,938	N/A	65	\$19,233	1.56%	Internal alignment: 15% below Project Delivery Director
External Affairs Director	63	\$18,036	\$15,252	63	\$18,306	1.50%	Market and internal alignment: anchor to Planning and Programming Director
Planning and Programming Director	63	\$18,036	\$17,527	63	\$18,306	1.50%	Market placement
Multimodal Services Director	63	\$18,036	\$16,590	63	\$18,306	1.50%	Market and internal alignment: anchor to Planning and Programming Director
Administrative Services Director/Clerk of the Board	Proposed	Proposed	\$13,531	57	\$15,785	N/A	Market and internal alignment: anchor to Deputy Director of Financial Administration
Deputy Director of Finance	57	\$15,580	N/A	57	\$15,785	1.32%	Internal alignment: anchor to Deputy Director of Financial Administration
Deputy Director of Financial Administration	57	\$15,580	\$15,600	57	\$15,785	1.32%	Market placement and internal alignment: 25% below Chief Financial Officer
Regional Conservation Deputy Director	Proposed	Proposed	ISD	57	\$15,785	N/A	Internal alignment: 25% below Regional Conservation Director
Right of Way Manager	53	\$14,132	ISD	57	\$15,785	11.70%	Internal alignment: anchor to Deputy Director of Financial Administration
Capital Projects Manager	53	\$14,132	\$13,350	55	\$15,025	6.32%	Market and internal alignment: 25% below Senior Capital Projects Manager
Financial Administration Manager	53	\$14,132	\$13,648	53	\$14,301	1.19%	Market placement
Human Resources Manager	Proposed	Proposed	\$11,771	53	\$14,301	N/A	Market and internal alignment: anchor to Financial Administration Manager
Procurement Manager	53	\$14,132	\$11,790	53	\$14,301	1.19%	Market and internal alignment: anchor to Financial Administration Manager
Reserve Management/Monitoring Manager	53	\$14,132	N/A	53	\$14,301	1.19%	Internal alignment: anchor to Toll Technology Manager
Toll Customer Service Manager	53	\$14,132	N/A	53	\$14,301	1.19%	Internal alignment: anchor to Toll Technology Manager
Toll Technology Manager	53	\$14,132	\$13,708	53	\$14,301	1.19%	Market placement
Planning and Programming Manager	51	\$13,459	\$13,112	51	\$13,612	1.13%	Market placement
Community Engagement Manager	51	\$13,459	N/A	51	\$13,612	1.13%	Internal alignment: anchor to Public Affairs Manager

**Riverside County Transportation Commission
Proposed Salary Range Placement Recommendations
January 2022**

Class Title	Current Salary Range	Current Maximum Monthly Salary	Market Placement	Proposed Salary Range Based on Market Median	Proposed Maximum Monthly Salary	Percent Difference	Rationale
Commuter/Motorist Assistance Manager	51	\$13,459	\$12,324	51	\$13,612	1.13%	Market and internal alignment: anchor to Planning and Programming Manager
Public Affairs Manager	51	\$13,459	\$11,930	51	\$13,612	1.13%	Market and internal alignment: anchor to Planning and Programming Manager
Rail Manager	51	\$13,459	\$11,869	51	\$13,612	1.13%	Market and internal alignment: anchor to Planning and Programming Manager
Transit Manager	51	\$13,459	\$11,832	51	\$13,612	1.13%	Market and internal alignment: anchor to Planning and Programming Manager
Legislative Affairs Manager	51	\$13,459	\$11,532	51	\$13,612	1.13%	Market and internal alignment: anchor to Public Affairs Manager
Clerk of the Board	45	\$11,626	N/A	45	\$11,737	0.96%	Internal alignment: 30% below Administrative Services Director/Clerk of the Board.
Accounting Supervisor	44	\$11,343	\$9,681	45	\$11,737	3.48%	Market and internal alignment: 20% below Financial Administration Manager
Toll Systems Engineer	45	\$11,626	\$11,007	45	\$11,737	0.96%	Market placement
Facilities Administrator	45	\$11,626	N/A	45	\$11,737	0.96%	Internal alignment: 5% above Senior Management Analyst
Information Technology Administrator	45	\$11,626	N/A	45	\$11,737	0.96%	Internal alignment: 5% above Senior Management Analyst
Senior Financial Analyst	43	\$11,073	N/A	43	\$11,172	0.89%	Internal alignment: 20% above Financial Analyst
Senior Management Analyst	43	\$11,073	\$10,273	43	\$11,172	0.89%	Market and internal alignment: 20% above Management Analyst
Senior Procurement Analyst	43	\$11,073	\$9,592	43	\$11,172	0.89%	Internal alignment: 20% above Procurement Analyst
Accountant	33	\$8,676	\$7,439	35	\$9,169	5.68%	Market and internal alignment: anchor to Financial Analyst
Financial Analyst	35	\$9,109	\$8,452	35	\$9,169	0.66%	Market placement
Management Analyst	35	\$9,109	N/A	35	\$9,169	0.66%	Internal alignment: anchor to Financial Analyst
Procurement Analyst	36	\$9,332	N/A	35	\$9,169	-1.75%	Internal alignment: anchor to Financial Analyst
Deputy Clerk of the Board	32	\$8,464	N/A	33	\$8,727	3.11%	Internal alignment: 20% above Senior Administrative Assistant
Accounting Technician	25	\$7,137	\$5,365	25	\$7,163	0.36%	Market and internal alignment: anchor to Senior Administrative Assistant
Senior Administrative Assistant	25	\$7,137	N/A	25	\$7,163	0.36%	Internal alignment: 20% above Administrative Assistant
Accounting Assistant	17	\$5,872	N/A	17	\$5,879	0.12%	Internal alignment: 20% below Accounting Technician.
Administrative Assistant	17	\$5,872	\$5,590	17	\$5,879	0.12%	Market placement
Human Resources Assistant	Proposed	Proposed	N/A	17	\$5,879	N/A	Internal alignment: anchor to Administrative Assistant
Records Technician	17	\$5,872	N/A	17	\$5,879	0.12%	Internal alignment: anchor to Administrative Assistant
Senior Office Assistant	13	\$5,326	\$4,753	13	\$5,326	0.00%	Market and internal alignment: 10% below Administrative Assistant

Salary range recommendation based on:
Implementation of New Salary Range Structure; and Market Median

Benefit Comparison/Health Care Premium Summary

Table 5. page 23 of Koff Study Report- Market Results for Monthly Employer Health Insurance Contributions

Agency	Monthly Health Insurance Contribution
Los Angeles County Metropolitan Transportation Authority	\$3,565
Alameda County Transportation Commission	\$2,769
Orange County Transportation Authority	\$2,585
Southern California Regional Rail Authority	\$2,455
Contra Costa Transportation Authority	\$2,250
Market Average	\$2,020
Transportation Corridor Agencies	\$2,043
San Diego Association of Governments	\$1,869
Riverside Transit Agency	\$1,766
CalTrans	\$1,704
San Bernardino County Transportation Authority	\$1,183
Southern California Association of Governments	\$1,030
County of Riverside	\$1,023

Riverside County Transportation Commission	\$980
---	--------------

Current CalPERS Health Premiums for 2022

CalPERS 2022 Regional Health Premiums (Actives and Annuitants)

Effective Date: January 1, 2022

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	\$676.48	508	1	1	\$1,352.96	508	2	2	\$1,758.85	508	3	3
Anthem Blue Cross Traditional	935.57	511	1	1	1,871.14	511	2	2	2,432.48	511	3	3
Blue Shield Access+	779.87	527	1	1	1,559.74	527	2	2	2,027.66	527	3	3
Blue Shield Trio*	668.13	452	1	1	1,336.26	452	2	2	1,737.14	452	3	3
Health Net Salud y Más	463.87	532	1	1	927.74	532	2	2	1,206.06	532	3	3
Health Net SmartCare	764.96	530	1	1	1,529.92	530	2	2	1,988.90	530	3	3
Kaiser Permanente	719.78	535	1	1	1,439.56	535	2	2	1,871.43	535	3	3
PERS Gold	575.56	615	1	1	1,151.12	615	2	2	1,496.46	615	3	3
PERS Platinum	863.37	603	1	1	1,726.74	603	2	2	2,244.76	603	3	3
Peace Officers Research Assoc of CA	775.00	594	1	1	1,475.00	594	2	2	1,894.00	594	3	3
UnitedHealthcare SignatureValue Alliance	771.85	578	1	1	1,543.70	578	2	2	2,006.81	578	3	3
UnitedHealthcare SignatureValue Harmony	714.28	475	1	1	1,428.56	475	2	2	1,857.13	475	3	3