



RIVERSIDE COUNTY TRANSPORTATION COMMISSION (RCTC)

2021 Employee Compensation Disclosure

APPROVED SALARY RANGES *
Effective July 2, 2020

TOTAL WAGES SUBJECT TO MEDICARE (BOX 5 OF W-2)

EMPLOYER CONTRIBUTION

Classification	Department	Multiple Positions	Annual Salary Minimums	Annual Salary Maximums	TOTAL WAGES SUBJECT TO MEDICARE (BOX 5 OF W-2)				EMPLOYER CONTRIBUTION				Time Base		
					Total Regular Pay	Overtime Pay	Lump Sum Pay	Other Pay	Applicable Defined Benefit Pension Formula	Employee's Share of Pension Benefits Paid by Employer	Defined Benefit Plan: Employer's Share	Deferred Compensation/ Defined Contribution Plan		Health, Dental and Vision	
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Commissioner	Governing Body		0	0	0	0	0	0		N/A	0	0	0		N/A
Administrative Services Manager/Clerk of the Board	Administration		117,288	158,340	163,623.43	0.00	6,869	0		2.7% @ 55	0	25,973	11,044	11,758	3.8
Deputy Clerk of the Board	Administration		73,764	99,576	69,869.61	0	0	0		2.7% @ 55	0	11,091	5,990	11,758	16.4
Deputy Clerk of the Board	Administration		73,764	99,576	55,714.85	13.3	0	0		2.7% @ 55	0	-	4,592	2,298	0.9
Human Resources Administrator	Administration		101,316	136,776	99,915.51	0	0	0		2.0% @ 62	0	8,053	7,976	10,379	2.3
Records Technician	Administration		51,168	69,084	56,077.21	0	0	0		2.7% @ 55	0	8,901	4,582	9,858	13.7
Senior Administrative Assistant	Administration		62,196	83,964	71,082.61	0	0	0		2.7% @ 55	0	11,283	5,765	9,858	23.0
Senior Administrative Assistant	Administration		62,196	83,964	58,838.39	0	0	0		2.0% @ 62	0	4,742	4,853	9,858	2.1
Administrative Assistant	Administration		51,168	69,084	56,608.00	0	0	0		2.7% @ 55	0	-	4,316	9,036	1.0
Senior Office Assistant	Administration		46,416	62,664	47,113.32	0	0	0		2.7% @ 55	0	7,479	4,448	10,793	16.8
Capital Projects Manager	Capital Project Delivery		123,156	166,260	128,825.37	0	0	3,240		2.0% @ 62	0	10,383	11,807	11,758	3.3
Senior Capital Projects Manager	Capital Project Delivery		168,336	227,256	37,919.52	0	0	0		2.7% @ 55	0	-	3,402	2,916	0.3
Senior Capital Projects Manager	Capital Project Delivery		168,336	227,256	145,494.95	0	0	0		2.0% @ 62	0	11,727	12,221	10,655	3.3
Capital Projects Manager	Capital Project Delivery		123,156	166,260	117,689.39	0	0	0		2.0% @ 62	0	9,486	9,606	0	2.5
Capital Projects Manager	Capital Project Delivery		123,156	166,260	53,249.97	0	0	0		2.0% @ 62	0	-	4,353	552	0.4
Facilities Administrator	Capital Project Delivery		101,316	136,776	96,693.19	0	0	0		2.7% @ 55	0	15,349	8,851	11,758	5.4
Senior Management Analyst	Capital Project Delivery		96,492	130,260	97,646.86	0	4,014	0		2.7% @ 55	0	15,500	8,065	10,655	14.8
Project Delivery Director	Capital Project Delivery		173,292	233,940	203,041.60	0	0	0		2.7% @ 55	0	32,230	17,545	11,758	15.8
Right of Way Manager	Capital Project Delivery		123,156	166,260	126,562.38	0	8,201	0		2.7% @ 55	0	20,090	9,726	11,758	8.0
Senior Management Analyst	Capital Project Delivery		96,492	130,260	91,100.95	0	0	0		2.7% @ 55	0	-	7,415	8,185	0.9
Senior Management Analyst	Capital Project Delivery		96,492	130,260	87,543.10	0	0	0		2.0% @ 62	0	-	7,539	9,798	0.9
Senior Management Analyst	Capital Project Delivery		96,492	130,260	83,425.63	0	0	0		2.7% @ 55	0	-	7,270	6,798	0.9
Senior Management Analyst	Capital Project Delivery		96,492	130,260	29,751.88	0	0	0		2.0% @ 62	0	-	2,551	2,664	0.3

Senior Management Analyst	Capital Project Delivery	96,492	130,260	13,435.36	0	0	0	2.7% @ 55	0	-	1,346	1,944	0.2
Senior Management Analyst	Capital Project Delivery	96,492	130,260	85,849.15	0	10,841	0	2.7% @ 55	0	9,224	7,024	7,394	13.6
Senior Management Analyst	Capital Project Delivery	96,492	130,260	102,211.20	0	0	0	2.0% @ 62	0	8,238	8,329	0	1.7
Senior Management Analyst	Capital Project Delivery	96,492	130,260	109,742.54	0	0	0	2.7% @ 55	0	10,384	8,942	0	1.6
Toll Operations Director	Capital Project Delivery	176,748	238,620	223,657.21	0	0	0	2.0% @ 62	0	18,027	16,648	2,758	6.2
Toll Program Director	Capital Project Delivery	191,052	257,916	75,891.40	0	24,755	0	2.7% @ 55	0	12,047	6,361	11,758	14.3
Toll Project Delivery Director	Capital Project Delivery	194,868	263,076	203,504.30	0	0	0	2.7% @ 55	0	32,303	17,480	11,758	10.3
Toll Technology Manager	Capital Project Delivery	123,156	166,260	147,773.76	0	13,900	0	2.7% @ 55	0	23,457	12,040	2,758	5.8
Toll Customer Service Manager	Capital Project Delivery	125,616	169,584	29,812.66	0	0	0	2.7% @ 55	0	-	2,556	1,944	0.2
Deputy Executive Director	Executive Management	210,636	284,352	278,582.67	0	14,614	5,687	2.7% @ 55	0	44,221	21,301	10,655	22.2
Executive Director	Executive Management	256,020	345,636	345,279.22	0	0	0	2.7% @ 55	0	54,808	25,621	10,655	16.6
External Affairs Director	External Affairs	157,176	212,184	184,296.50	0	20,050	0	2.7% @ 55	0	29,254	12,726	11,758	15.8
Legislative Affairs Manager	External Affairs	117,288	158,340	121,084.27	0	0	0	2.7% @ 55	0	19,220	10,830	11,757	2.2
Public Affairs Manager	External Affairs	117,288	158,340	133,997.03	0	0	0	2.0% @ 62	0	10,800	10,917	9,858	4.0
Community Engagement Manager	External Affairs	119,628	161,508	17,388.19	0	0	0	2.0% @ 62	0	-	1,403	222	0.2
Senior Management Analyst	External Affairs	96,492	130,260	71,337.47	0	0	0	2.7% @ 55	0	-	6,442	8,879	0.9
Senior Management Analyst	External Affairs	96,492	130,260	101,038.71	0	0	0	2.7% @ 55	0	-	8,244	2,758	10.1
Accountant	Finance	75,600	102,060	74,801.45	0	7,650	0	2.0% @ 62	0	6,029	7,281	11,758	6.0
Accounting Assistant	Finance	51,168	69,084	50,170.07	0	0	0	2.0% @ 62	0	4,044	4,119	9,858	4.8
Accounting Assistant	Finance	51,168	69,084	55,696.34	0	2,335	0	2.7% @ 55	0	8,841	4,532	2,758	14.8
Accounting Supervisor	Finance	98,844	133,440	100,278.68	0	2,159	0	2.0% @ 62	0	8,082	7,812	11,758	2.4
Accounting Technician	Finance	62,196	83,964	12,667.39	0	1,474	0	2.7% @ 55	0	1,523	837	2,710	1.8
Accounting Technician	Finance	62,196	83,964	23,111.75	0	0	0	2.0% @ 62	0	-	1,897	4,497	0.4
Accounting Technician	Finance	62,196	83,964	57,170.42	0	0	0	2.0% @ 62	0	4,608	4,755	11,758	4.0
Accounting Technician	Finance	62,196	83,964	39,596.41	0	0	0	2.0% @ 62	0	-	3,273	7,838	0.7
Chief Financial Officer	Finance	173,292	233,940	193,071.53	0	49,012	0	2.7% @ 55	0	30,647	17,705	11,758	18.0
Deputy Director of Finance	Finance	135,780	183,300	162,189.19	0	0	0	2.7% @ 55	0	25,745	13,719	10,793	22.7
Financial Analyst	Finance	79,380	107,172	66,098.62	0	0	0	2.7% @ 55	0	10,492	7,010	11,757	2.3
Procurement Manager	Finance	123,156	166,260	109,449.48	0	4,832	0	2.7% @ 55	0	17,373	9,259	10,655	5.3
Senior Procurement Analyst	Finance	96,492	130,260	73,782.67	0	0	0	2.7% @ 55	0	-	6,026	8,215	0.9
Procurement Analyst	Finance	81,324	109,788	24,596.90	0	0	0	2.0% @ 62	0	-	2,424	3,887	0.4
Deputy Director of Financial Administration	Finance	138,492	186,960	167,225.70	0	14,067	0	2.7% @ 55	0	26,545	13,668	11,758	13.0
Senior Financial Analyst	Finance	96,492	130,260	94,434.47	0	3,939	0	2.7% @ 55	0	14,990	7,771	11,758	14.9
Accountant	Finance	75,600	102,060	72,921.27	0	0	0	2.7% @ 55	0	-	6,270	0	1.0
Financial Administration Manager	Finance	125,616	169,584	162,734.00	0	0	0	2.7% @ 55	0	-	11,990	2,528	1.0
Temporary Retired Annuitant	Finance	49,000	49,000	550.00	0	0	0	-	0	-	0	0	0.2
Commuter/Motorist Assist Manager	Multimodal Services	117,288	158,340	106,308.95	0	1,896	0	2.7% @ 55	0	16,875	10,072	11,758	17.6
Senior Management Analyst	External Affairs	96,492	130,260	90,461.11	0	0	0	2.0% @ 62	0	7,291	7,403	10,655	2.6
Management Analyst	Multimodal Services	79,380	107,172	50,464.39	0	0	0	2.0% @ 62	0	-	4,125	5,751	0.6
Senior Management Analyst	Multimodal Services	96,492	130,260	90,273.74	0	0	0	2.7% @ 55	0	14,330	7,449	10,655	7.9
Senior Management Analyst	Multimodal Services	96,492	130,260	85,686.04	0	0	0	2.7% @ 55	0	13,601	8,383	11,758	5.0
Multimodal Services Director	Multimodal Services	157,176	212,184	152,907.27	0	0	0	2.7% @ 55	0	24,272	12,513	11,758	7.5
Transit Manager	Multimodal Services	117,288	158,340	104,868.95	0	0	0	2.7% @ 55	0	16,646	9,257	6,858	9.2
Planning and Programming Manager	Planning & Programming	117,288	158,340	106,814.49	0	0	0	2.0% @ 62	0	8,609	8,834	9,858	3.4
Planning And Programming Director	Planning & Programming	157,176	212,184	145,529.42	0	18,137	0	2.7% @ 55	0	23,101	11,898	10,655	12.6
Management Analyst	Management Analyst	79,380	107,172	46,967.20	0	0	0	2.0% @ 62	0	-	3861.85	5750.64	0.6
Senior Management Analyst	Planning & Programming	96,492	130,260	94,282.32	0	0	0	2.7% @ 55	0	14,966	8,134	10,655	13.2
Rail Manager	Rail Maintenance & Operations	117,288	158,340	121,234.83	0	15,224	0	2.7% @ 55	0	19,244	11,875	11,758	17.6
Temporary Intern	Regional Conservation	37,440	37,440	4,122.00	0	0	0	-	0	654	0	0	0.5
Reserve Management/Monitoring Manager	Regional Conservation	125,616	169,584	144,607.97	0	0	0	2.0% @ 62	0	-	11,168	9,893	1.0
Senior Management Analyst	Regional Conservation	96,492	130,260	76,106.79	0	0	0	2.7% @ 55	0	-	6,207	9,108	1.0
Senior Management Analyst	Regional Conservation	96,492	130,260	12,513.99	0	0	0	2.0% @ 62	0	-	1,025	0	0.2
Technical Information Program Manager	Regional Conservation	103,344	139,512	108,146.58	0	0	0	2.7% @ 55	0	-	9,818	10,778	1.0
Senior Management Analyst	Regional Conservation	96,492	130,260	97,937.86	0	0	0	2.7% @ 55	0	-	8,401	787	1.0

* Total Regular Pay is lower than Annual Salary Minimums due to tenure in position