

STAFF REPORT

SUBJECT: LAVTA Annual Organizational Review
FROM: Beverly Adamo, Director of Administrative Services
DATE: May 24, 2016

Action Requested

Review and forward to the Board of Directors, the proposed organization chart and Resolution 19-2016 resulting from the annual review of the LAVTA organization and of salary bands as required by LAVTA Human Resources Policy.

Background

LAVTA's Human Resources Policy states that "As part of the annual budget approval process, salary ranges will be established in accordance with procedures in the Human Resources Manual, which includes adherence to the Executive Director Compensation Policy and an annual salary survey for all established positions within the Authority." LAVTA also reviews the organization for any changes that have occurred over the last fiscal year or that are recommended to the Board for the next fiscal year. Last year, LAVTA's Board approved an adjustment to the salary bands for FY2016 based on the update to the salary survey conducted by a third party contractor.

Discussion

Organization Chart

The proposed FY2017 budget that will be presented to the Committee, includes the positions as reflected in the attached organization chart. For FY2017 Staff recommends no changes to the organization chart.

Salary Bands

A thorough compensation study conducted by the third part contractor was completed in 2014, with an update to the survey, including any adjustments subsequent to the study, was completed in 2015 and this year. The updates in 2015 and 2016 were made based on the same 11 comparator transit agencies.

Based on the update this year, there is no indication that salaries in the transit agency labor market have fluctuated enough to warrant more than a CPI-based increase in the salary bands (Table 10. Consumer Price Index for All Urban Consumers; selected areas all items index for the San Francisco-Oakland-San Jose, CA). Therefore, staff recommends 3.0% CPI increase in the

salary bands in order to ensure that the bands stay competitive in the labor market. The changes are summarized below.

Please note: Changes to the Salary Bands do not affect individual salaries which are increased based solely on performance and in accordance with the adopted budget.

Table of Proposed Monthly Salary Range Changes

Band	Current FY2016 Monthly Salary Range		Proposed FY2017 Monthly Salary Range	
1	\$3,237	\$4,532	\$3,334	\$4,668
2	\$4,046	\$5,665	\$4,167	\$5,835
3	\$4,856	\$6,799	\$5,002	\$7,003
4	\$5,827	\$8,157	\$6,002	\$8,402
5	\$6,992	\$9,789	\$7,202	\$10,083
6	\$8,391	\$11,747	\$8,643	\$12,099

Proposed Salary Band Ranges

Monthly Salary Ranges

Band 1 **\$3,334 - \$4,668**

Customer Service Representative

Band 2 **\$4,167 - \$5,835**

Accounting Assistant
Community Outreach Coordinator
Administrative Assistant
Customer Service Supervisor

Band 3 **\$5,002 - \$7,003**

Paratransit Planning Specialist

Band 4 **\$6,002 - \$8,402**

Senior Transit Planner
Senior Fleet & Technology Management Specialist
Senior Marketing and Communications Specialist
Senior Grants and Project Management Specialist

Band 5 **\$7,202 - \$10,083**

Finance and Grants Manager

Band 6 **\$8,643 - \$12,099**

Director of Administrative Services
Director of Planning and Communications

Budget Impact

These Salary Band Ranges and the Organizational Chart are consistent with the proposed FY2017 operating budget.

Recommendation

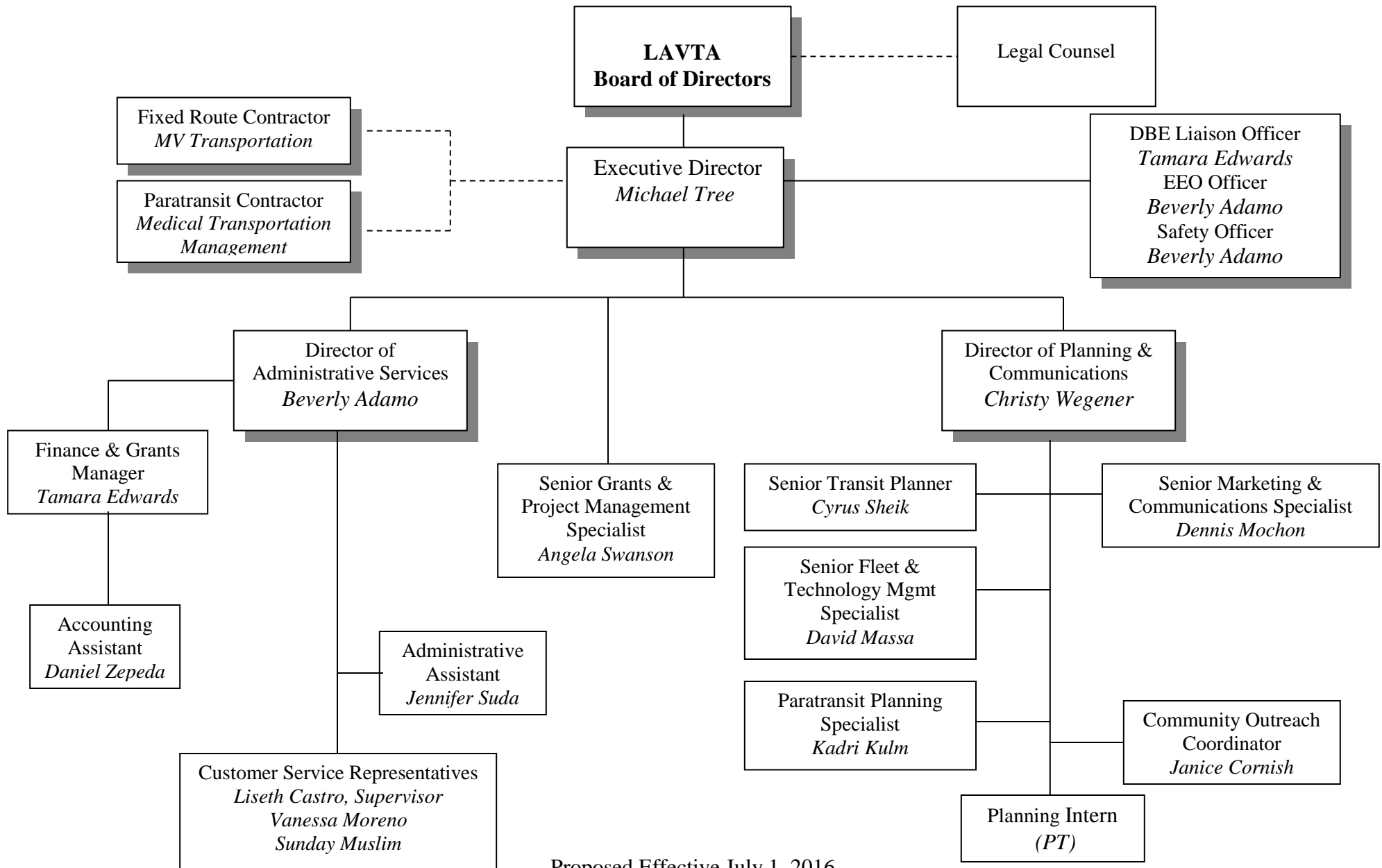
Staff recommends the Finance and Administration Committee recommend the Board of Directors approve the attached organization chart and Resolution 19-2016 adjusting the rates of salary bands for LAVTA employees.

Attachments:

1. LAVTA Proposed Organization Chart
2. Resolution 19-2016 of the Board of Directors of the Livermore Amador Valley Transit Authority Establishing FY2017 Salary Bands

LIVERMORE AMADOR VALLEY TRANSIT AUTHORITY

Organizational Chart



Proposed Effective July 1, 2016

RESOLUTION NO. 19-2016**RESOLUTION OF THE BOARD OF DIRECTORS OF THE
LIVERMORE AMADOR VALLEY TRANSIT AUTHORITY
ESTABLISHING FY2017 SALARY BANDS**

WHEREAS, the Board of Directors of the Livermore Amador Valley Transit Authority adopted Resolution No. 26-2014, which established the current Human Resources Policy; and

WHEREAS, Section 4.2, Rates of Pay, of the Human Resources Policy requires an annual review of the Salary Ranges as part of the annual budget process; and

WHEREAS, it is desirable and necessary to revise the Salary Bands.

NOW, THEREFORE, BE IT RESOLVED that the Salary Bands for FY2017 are revised as follows:

Salary Bands

The following salary bands represent the categories of employment within the agency. Bands will be adjusted annually as part of the budget process. Periodically the Board of Directors may make additional one time adjustments to the bands based on market conditions, or other relevant factors indicating that the bands have become non-competitive. The Executive Director will have the authority to set salaries for positions within each band based on adopted budget constraints.

Monthly salary ranges as of July 1, 2016.

Monthly Salary Ranges

<u>Band 1</u>	<u>\$3,334 - \$4,668</u>
Customer Service Representative	
<u>Band 2</u>	<u>\$4,167 - \$5,835</u>
Accounting Assistant	
Community Outreach Coordinator	
Administrative Assistant	
Customer Service Supervisor	
<u>Band 3</u>	<u>\$5,002 - \$7,003</u>
Paratransit Planning Specialist	
<u>Band 4</u>	<u>\$6,002 - \$8,402</u>
Senior Transit Planner	
Senior Fleet & Technology Management Specialist	

Senior Marketing & Communications Specialist
Senior Grants & Project Management Specialist

Band 5 \$7,202 - \$10,083
Finance and Grants Manager

Band 6 \$8,643 - \$12,099
Director of Administrative Services
Director of Planning and Communications

PASSED AND ADOPTED this 6th day of June, 2016.

Don Biddle, Chair

ATTEST:

Michael Tree, Executive Director

Approved as to form:

Michael Conneran, Legal Counsel