

LIVERMORE AMADOR VALLEY TRANSIT AUTHORITY

STAFF REPORT

d

SUBJECT: LAVTA Annual Salary Band Review

FROM: Tamara Edwards, Director of Finance

DATE: March 24, 2026

Action Requested

Staff requests the Finance and Administration Committee recommend Board adoption of Resolution 12-2026, adjusting the LAVTA salary bands as required by the 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. A salary survey for all established positions within the Authority will be completed every three years using comparator agencies. The years in between Salary Surveys the Salary Bands will be increase by the year over year CPI for the region in which the authority falls published by the Bureau of Labor Statistics (BLS) for February of that year.” 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. The FY 2026 org chart is included as Attachment 1.

Discussion

A salary study was completed for Fiscal Year 2026, therefore, for Fiscal Year 2027 CPI increases will be used.

The Bureau of Labor Statistics Consumer Price index for the San Francisco Area February 2026 is 2.5% and is included as Attachment 2. Staff recommendation increases in the salary bands to ensure that the bands stay competitive in the labor market 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 FY2026 Monthly Salary Range		Proposed FY2027 Monthly Salary Range	
1	\$4,503	\$6,526	\$4,616	\$6,689
2	\$5,222	\$7,568	\$5,353	\$7,757
3	\$6,056	\$8,776	\$6,207	\$8,995

4	\$7,023	\$10,178	\$7,199	\$10,432
5	\$7,946	\$11,515	\$8,145	\$11,803
6	\$9,923	\$14,381	\$10,171	\$14,741
7	\$12,393	\$17,960	\$12,703	\$18,409

Proposed Salary Band Ranges

Monthly Salary Ranges

<u>Band 1</u> Customer Service Representative I	<u>\$4,616 - \$6,689</u>
<u>Band 2</u> Customer Service Representative II	<u>\$5,353-7,757</u>
<u>Band 3</u> Executive Assistant	<u>\$6,207-8,995</u>
<u>Band 4</u> Accounting Analyst Customer Service Supervisor	<u>\$7,199-10,432</u>
<u>Band 5</u> Senior Transit Planner Senior Grants, and Management Specialist Senior Marketing and Outreach Coordinator Senior Paratransit Specialist Senior Operations Analyst	<u>\$8,145-11,803</u>
<u>Band 6</u> Manager of Capital Projects Manager of Administrative Services	<u>\$10,171-14,741</u>
<u>Band 7</u> Director of Finance Director of Customer Experience Director of Operations and Planning	<u>\$12,703-18,409</u>

Budget Impact

These Salary Band Ranges and the Organizational Chart are consistent with the proposed FY2027 operating budget which will be presented to the committee in April.

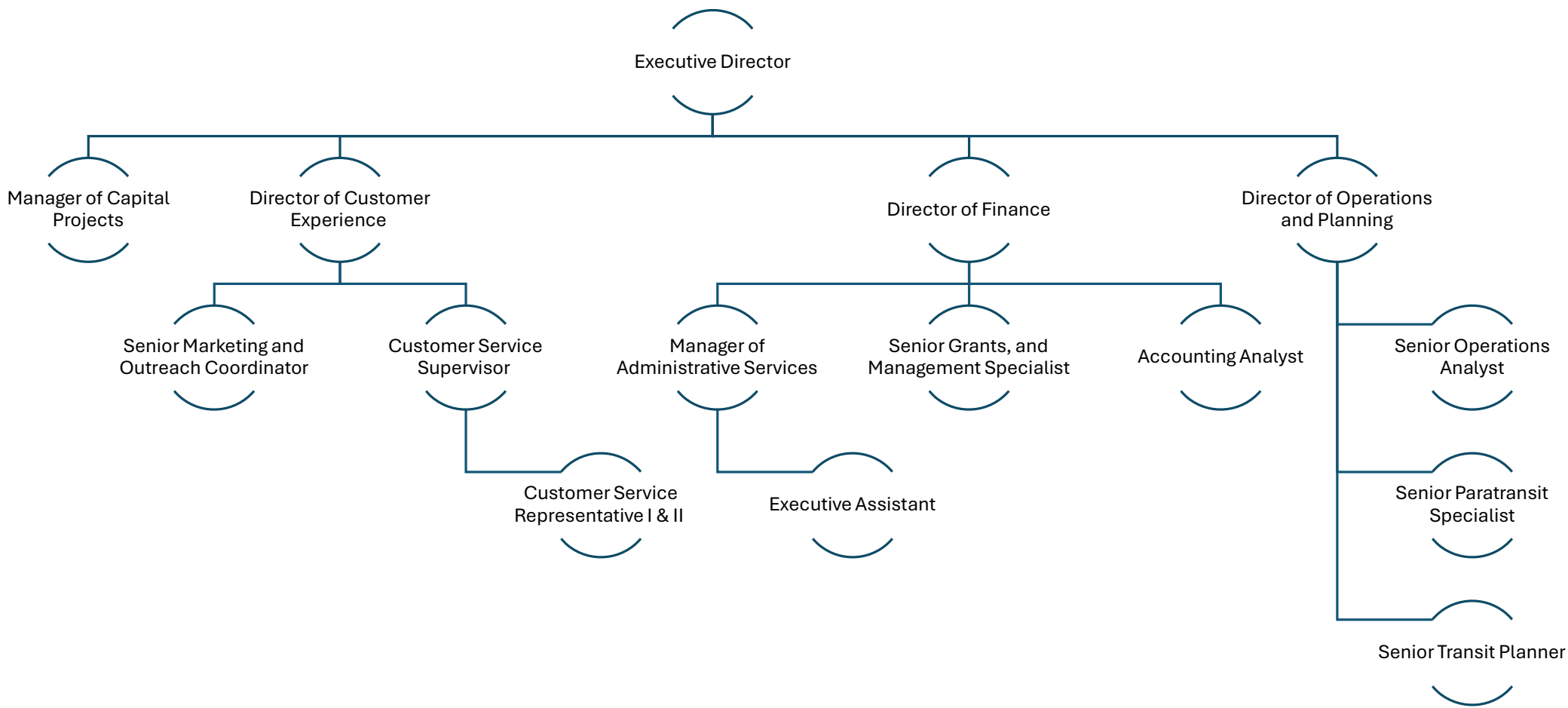
Recommendation

Staff requests that the Finance and Administration Committee recommend the Board of Directors approve Resolution 12-2026, adopting the adjustments to LAVTA’s salary bands as required by the LAVTA Human Resources Policy.

Attachments:

1. LAVTA Organization Chart
2. Bureau of Labor Statistics

3. Resolution 12-2026



Western Information Office

Go

[Western Home](#)

[Western Geography ▾](#)

[Western Subjects ▾](#)

[Western Archives ▾](#)

[Contact Western](#)

News Release Information

26-492-SAN
Wednesday, March 11, 2026

Contacts

Technical information:
(415) 625-2270
BL.SinfoSF@bls.gov
www.bls.gov/regions/west

Media contact:
(415) 625-2270

Related Links

[CPI historical databases](#)

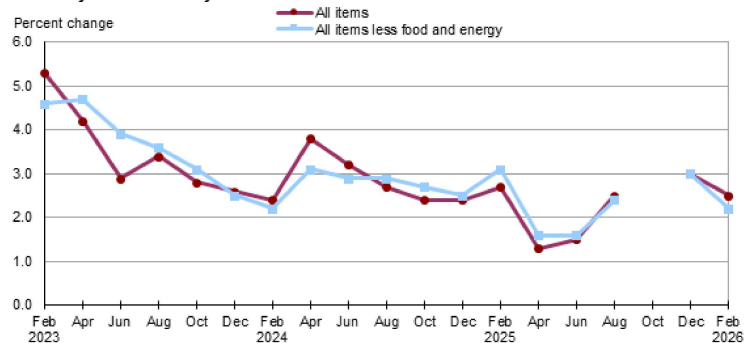
Consumer Price Index, San Francisco Area — February 2026

Area prices were up 1.3 percent over the past two months, up 2.5 percent from a year ago

The Consumer Price Index for All Urban Consumers (CPI-U) for San Francisco-Oakland-Hayward advanced 1.3 percent for the two months ending in February 2026, the U.S. Bureau of Labor Statistics (BLS) reported today. Regional Commissioner Chris Rosenlund noted that the index for all items less food and energy increased 1.1 percent. The food index increased 1.5 percent, and the energy index increased 5.0 percent. (Data in this report are not seasonally adjusted. Accordingly, bi-monthly changes may reflect seasonal influences.)

The San Francisco area all items CPI-U increased 2.5 percent for the 12 months ending in February. The index for all items less food and energy rose 2.2 percent over the year. Food prices rose 4.8 percent. Energy prices increased 1.3 percent.

Chart 1. Over-the-year percent change in CPI-U, San Francisco-Oakland-Hayward, CA, February 2023–February 2026



Note: The October 2025 data values are not available due to the 2025 lapse in appropriations.
Source: U.S. Bureau of Labor Statistics.

[View Chart Data](#)

Food

Food prices advanced 1.5 percent for the two months ending in February. Prices for food at home (grocery store purchases) increased 1.9 percent, with higher prices in all 6 major grocery store food groups. Prices for food away from home (restaurant, cafeteria, and vending purchases) rose 1.1 percent for the same period.

Food prices rose 4.8 percent over the year. Prices for food at home advanced 5.8 percent, and prices for food away from home rose 3.8 percent.

Energy

The energy index rose 5.0 percent for the two months ending in February. Gasoline prices rose 7.1 percent.

Energy prices increased 1.3 percent over the year. Gasoline prices decreased 4.3 percent.

All items less food and energy

The index for all items less food and energy rose 1.1 percent during the two-month period. Among the index's components, prices were higher for apparel (+12.0 percent) and shelter (+1.1 percent). In contrast, prices were lower for used cars and trucks (-4.3 percent) and education and communication (-0.3 percent).

The index for all items less food and energy rose 2.2 percent over the year. Components contributing to the increase included household furnishings and operations (+3.5 percent) and shelter (+2.3 percent). In contrast, prices were lower for used cars and trucks (-3.9 percent).

Table A. San Francisco-Oakland-Hayward, CA, CPI-U 2-month and 12-month percent changes, all items index, not seasonally adjusted

Month	2022		2023		2024		2025		2026	
	2-month	12-month	2-month	12-month	2-month	12-month	2-month	12-month	2-month	12-month
February	1.4	5.2	1.8	5.3	1.5	2.4	1.8	2.7	1.3	2.5
April	1.5	5.0	0.4	4.2	1.8	3.8	0.4	1.3		
June	1.7	6.8	0.5	2.9	-0.1	3.2	0.2	1.5		
August	-0.5	5.7	0.0	3.4	-0.5	2.7	0.4	2.5		
October	1.0	6.0	0.3	2.8	0.0	2.4	-	-		
December	-0.3	4.9	-0.4	2.6	-0.4	2.4	-	3.0		

Note: The October 2025 data values are not available due to the 2025 lapse in appropriations

The April 2026 Consumer Price Index for the San Francisco area is scheduled to be released on May 12, 2026.

Technical Note

The [Consumer Price Index](#) (CPI) is a measure of the average change in prices over time in a fixed market basket of goods and services. The Consumer Price Index for San Francisco is published bi-monthly. The set of components and sub-aggregates published for regional and metropolitan indexes is more limited than at the U.S. city average level; these indexes are byproducts of the national CPI program. Each local index has a much smaller sample size than the national or regional indexes and is, therefore, subject to substantially more sampling and other measurement error. As a result, local-area indexes are more volatile than the national or regional indexes. In addition, local indexes are not adjusted for seasonal influences. **NOTE: Area indexes do not measure differences in the level of prices between cities; they only measure the average change in prices for each area since the base period.**

A full all-items data series history for the original index value and for 1-month, 2-month, 3-month, 6-month, and 12-month percent changes can be accessed via BLS data query tools. A direct link to the all-items series is provided in Table 1 of this release under historical data.

The San Francisco-Oakland-Hayward, CA, metropolitan area covered in this release is comprised of Alameda, Contra Costa, Marin, San Francisco, San Mateo Counties in the State of California.

Refer to the national [CPI news release technical note](#) or the [Handbook of Methods](#) for more information.

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

Table 1. San Francisco-Oakland-Hayward, CA, CPI-U by expenditure category for February 2026, not seasonally adjusted (1982=84=100 unless otherwise noted)

Expenditure category	Indexes				Percent change from -		
	Historical data	Dec. 2025	Jan. 2026	Feb. 2026	Feb. 2025	Dec. 2025	Jan. 2026
All Items		358.568	-	363.211	2.5	1.3	-
All items (1967=100)		1,102.336	-	1,116.612			
Food and beverages		387.302	-	393.314	4.8	1.6	-
Food		390.239	-	396.173	4.8	1.5	-
Food at home		348.464	351.327	355.141	5.8	1.9	1.1
Cereals and bakery products		341.405	344.120	345.751	3.8	1.3	0.5
Meats, poultry, fish, and eggs		348.208	360.494	358.194	-4.8	2.9	-0.6
Dairy and related products		332.475	334.047	332.754	-0.1	0.1	-0.4
Fruits and vegetables		431.707	438.949	433.502	-1.0	0.4	-1.2
Nonalcoholic beverages and beverage materials ⁽¹⁾		233.625	246.778	246.941	-0.6	5.7	0.1
Other food at home		345.463	335.609	351.167	22.5	1.7	4.6
Food away from home		444.093	-	448.850	3.8	1.1	-
Alcoholic beverages		352.815	-	359.688	3.9	1.9	-

Footnotes

(1) Index is on a December 1977=100 base.

(2) Index is on a December 1982=100 base.

(3) Indexes on a December 1997=100 base.

(4) Special index based on a substantially smaller sample.

(5) Indexes on a December 1993=100 base.

- Data not available.

NOTE: Index applies to a month as a whole, not to any specific date. Data not seasonally adjusted.

RESOLUTION NO. 12-2026

**RESOLUTION OF THE BOARD OF DIRECTORS OF THE
LIVERMORE AMADOR VALLEY TRANSIT AUTHORITY
ESTABLISHING FY2026 SALARY BANDS**

WHEREAS, the Board of Directors of the Livermore Amador Valley Transit Authority adopted Resolution No. 30-2025 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 FY2027 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, 2026.

	<u>Monthly Salary Ranges</u>
<u>Band 1</u> Customer Service Representative I	<u>\$4,616 - \$6,689</u>
<u>Band 2</u> Customer Service Representative II	<u>\$5,353-7,757</u>
<u>Band 3</u> Executive Assistant	<u>\$6,207-8,995</u>
<u>Band 4</u> Accounting Analyst Customer Service Supervisor	<u>\$7,199-10,432</u>
<u>Band 5</u> Senior Transit Planner Senior Grants, and Management Specialist Senior Marketing and Outreach Coordinator Senior Paratransit Specialist Senior Operations Analyst	<u>\$8,145-11,803</u>

Band 6

\$10,171-14,741

Manager of Capital Projects
Manager of Administrative Services

Band 7

\$12,703-18,409

Director of Finance
Director of Customer Experience
Director of Operations and Planning

PASSED AND ADOPTED this 6th day of April 2026.

Julie Testa, Chair

ATTEST:

Christy Wegener, Executive Director

Approved as to form:

Michael Conneran, Legal Counsel