



## NAPA VALLEY TRANSPORTATION AUTHORITY COVER MEMO

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### **SUBJECT**

Fiscal Year 2025-26 Salary Ranges for Napa Valley Transportation Authority (NVTA) Job Classifications

### **STAFF RECOMMENDATION**

That the Napa Valley Transportation Authority (NVTA) Board approve Resolution No. 25-06 (Attachment 1) adopting the FY 2025-26 Salary Ranges for NVTA Job Classifications.

### **EXECUTIVE SUMMARY**

At the February 19, 2014, meeting, the Board approved a revision to Section 2.10 Performance Evaluation of the NVTA Policies, Practices, and Procedures Personnel Policies which established that pay grades will be adjusted annually and indexed to the average of County of Napa, Sonoma County Transportation Authority, and Solano Transportation Authority increases for a given year or Bay Area Consumer Price Index (CPI), whichever is greater. For year ending 2024, the average increase for the County of Napa (4%), Sonoma County Transportation Authority (0%) and Solano Transportation Authority (3%) equaled 2.3%. The Bay Area CPI was 2.4%. Board approval would update the salary ranges in each job classification for the upcoming fiscal year.

### **FISCAL IMPACT**

Is there a Fiscal Impact? No, not for this action. Only the salary schedule will be adjusted, not employee salaries. Individual employee salary increases are based on employee performance.



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## NAPA VALLEY TRANSPORTATION AUTHORITY Board Agenda Letter

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**TO:** Board of Directors  
**FROM:** Kate Miller, Executive Director  
**REPORT BY:** Laura Sanderlin, Assistant Manager of Human Resources  
(707) 259-8633/ Email: [lsanderlin@nvta.ca.gov](mailto:lsanderlin@nvta.ca.gov)  
**SUBJECT:** Fiscal Year 2025-26 Salary Ranges for Napa Valley Transportation Authority (NVTA) Job Classifications

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### **RECOMMENDATION**

That the Napa Valley Transportation Authority (NVTA) Board approve Resolution No. 25-06 (Attachment 1) approving the Fiscal Year (FY) 2025-26 Salary Ranges for NVTA Job Classifications.

### **COMMITTEE RECOMMENDATION**

None

### **BACKGROUND**

In accordance with Section 2.10 Performance Evaluation of the NVTA Policies, Practices, and Procedures Personnel Policies, pay grades will be adjusted annually and indexed to the average of County of Napa, Sonoma County Transportation Authority, and Solano Transportation Authority increases for a given year or Bay Area Consumer Price Index (CPI) whichever is greater.

For FY 2023-24, the Board approved Resolution 23-19 adopted salary ranges based on the Bay Area CPI.

For FY 2024-25, the Board approved Resolution 24-09 adopted salary ranges based on a comprehensive compensation study conducted by an outside firm in lieu of applying adjustments indexed to other agencies or Bay Area CPI.

For FY 2025-26, the proposed salary ranges in Resolution 25-06 (Attachment 1) are based on the 2024 Bay Area CPI. The average increase for the County of Napa (4%),

Sonoma County Transportation Authority (0%) and Solano Transportation Authority (3%) equaled 2.3% whereas the CPI was 2.4%.

### **ALTERNATIVES**

The Board could decide not to approve the annual proposed salary ranges and the current ranges would remain in place. However, this could result in some employees working “out of class” as their performance increases would place their salaries outside the current ranges.

### **STRATEGIC GOALS MET BY THIS PROPOSAL**

Not applicable.

### **ATTACHMENTS**

- (1) Resolution 25-05 FY 2025-26 Proposed Salary Ranges
- (2) Resolution 24-09 FY 2024-25 Salary Ranges

**RESOLUTION No 25-06**

**A RESOLUTION OF THE  
NAPA VALLEY TRANSPORTATION AUTHORITY (NVTA)  
APPROVING FISCAL YEAR (FY) 2025-26 SALARY RANGES FOR  
NVTA JOB CLASSIFICATIONS**

**WHEREAS**, the NVTA policy establishes and maintains a general compensation and classification structure for NVTA employees that is externally competitive and internally aligned; and

**WHEREAS**, the compensation plan, including salary ranges, are reviewed and updated regularly based on marketplace survey data, internal relationships, and NVTA financial constraints; and

**WHEREAS**, on October 19, 2011, the Board approved Resolution No. 11-25 establishing compensation ranges for NVTA job classifications; and

**WHEREAS**, on February 19, 2014, the Board revised Section 2.10 Performance Evaluation of the NVTA Policies, Practices, and Procedures Personnel policies which established that pay grade ranges will be adjusted annually and indexed to the average of County of Napa, Sonoma County Transportation Authority, and Solano Transportation Authority increases for a given year or Bay Area Consumer Price Index (CPI) for all labor within Napa County, whichever is greater; and

**WHEREAS**, on May 22, 2024 the Board approved Resolution No. 24-09 establishing compensation ranges for NVTA job classifications for FY2024-25; and

**WHEREAS**, the average increase in the 2024 indexes for the County of Napa (4%), Sonoma County Transportation Authority (0%) and Solano Transportation Authority (3%) equals 2.3%, and the Bay Area CPI Index ending December 2024 was 2.4%.

**WHEREAS**, updating the FY2025-26 Job Classification & Salary Schedule adjust the benchmarks to current averages per NVTA Personnel Policies.

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**NOW, THEREFORE, BE IT RESOLVED** by the Board of Directors of the Napa Valley Transportation Authority that the FY 2025-26 Salary Schedule for NVTA Job Classifications in Exhibit A, which reflects a 2.4% increase to the minimum and maximum ranges based on the Bay Area CPI Index ending December 2024.

**THE FOREGOING RESOLUTION WAS DULY AND REGULARLY ADOPTED** by the Board of Directors of the Napa Valley Transportation Authority, at a regular meeting held on June 18, 2025 and by the following vote:

\_\_\_\_\_  
Mark Joseph, NVTA Chair

Ayes:

Nays:

Absent:

ATTEST:

\_\_\_\_\_  
Laura Sanderlin, NVTA Board Secretary

APPROVED:

\_\_\_\_\_  
Osman Mufti, NVTA Legal Counsel

Exhibit "A"  
 FY2025-26 Job Classifications & Salary Schedule

NVTA							
Department	Classification Level	Classification Title	FLSA/Range	Current Monthly Min	Proposed Monthly Min	Current Monthly Max	Proposed Monthly Max
<b>Executive Leadership</b>	Executive	Executive Director	E53-E60	\$15,685.00	\$16,061.44	\$25,169.00	\$25,773.06
		Deputy Executive Director	E52	\$15,302	\$15,669	\$20,658	\$21,154
<b>Administration, Finance &amp; Policy</b>							
<b>Finance</b>	Director	Director - Administration, Finance & Policy	E44	\$12,559	\$12,860	\$16,955	\$17,362
	Manager	Finance Manager	E38	\$10,830	\$11,090	\$14,620	\$14,971
	Assistant Manager	Assistant Finance Manager	E32	\$9,338	\$9,562	\$12,607	\$12,910
	Senior Administrator	Senior Accountant	E26	\$8,052	\$8,245	\$10,871	\$11,132
	Associate Administrator	Associate Accountant/Procurement & Contracts	NE22	\$7,295	\$7,470	\$9,848	\$10,084
<b>Administrative</b>	Assistant Administrator	Accounting Assistant/Technician	NE14	\$5,987	\$6,131	\$8,083	\$8,277
	Manager	Administration, Human Resources Manager & Board	E38	\$10,830	\$11,090	\$14,620	\$14,971
	Assistant Manager	Principal Administrator	E32	\$9,338	\$9,562	\$12,607	\$12,910
	Senior Administrator	Office Manager/Senior Administrator	E26	\$8,052	\$8,245	\$10,871	\$11,132
	Associate Administrator	Office Coordinator/Administrative Technican	NE16	\$6,291	\$6,442	\$8,492	\$8,696
	Assistant Administrator	Office Assistant	NE11	\$5,560	\$5,693	\$7,506	\$7,686
<b>Capital Development &amp; Planning</b>							
<b>Planning</b>	Director	Director - Capital Development & Planning	E44	\$12,559	\$12,860	\$16,955	\$17,362
	Manager	Planning Manager	E38	\$10,830	\$11,090	\$14,620	\$14,971
	Assistant Manager	Principal Program Planner	E32	\$9,338	\$9,562	\$12,607	\$12,910
	Senior Administrator	Senior Program Planner	E26	\$8,052	\$8,245	\$10,871	\$11,132
	Associate Administrator	Associate Program Planner	NE22	\$7,295	\$7,470	\$9,848	\$10,084
<b>Transit</b>	Assistant Administrator	Assistant Program Planner	NE16	\$6,291	\$6,442	\$8,492	\$8,696
	Director	Director - Public Transit	E44	\$12,559	\$12,860	\$16,955	\$17,362
	Manager	Transit Manager	E38	\$10,830	\$11,090	\$14,620	\$14,971
	Assistant Manager	Principal Transit Planner	E32	\$9,338	\$9,562	\$12,607	\$12,910
	Senior Administrator	Senior Transit Planner	E26	\$8,052	\$8,245	\$10,871	\$11,132
	Associate Administrator	Associate Transit Planner	NE22	\$7,295	\$7,470	\$9,848	\$10,084
	Assistant Administrator	Transit Coordinator/Assistant	NE16	\$6,291	\$6,442	\$8,492	\$8,696
<b>Communications</b>	Manager	Government & Community Affairs Manager	E38	\$10,830	\$11,090	\$14,620	\$14,971
	Assistant Manager	Communications Manager	E32	\$9,338	\$9,562	\$12,607	\$12,910
	Senior Administrator	Communications & Outreach Coordinator	E26	\$8,052	\$8,245	\$10,871	\$11,132
	Associate Administrator	Marketing Administrator	NE16	\$6,291	\$6,442	\$8,492	\$8,696
	Assistant Administrator	Outreach Coordinator	NE11	\$5,560	\$5,693	\$7,506	\$7,686
<b>Engineering</b>							
	Director	Director - Engineering	E47	\$13,525	\$13,850	\$18,258	\$18,696
	Manager	Engineering Manager	E43	\$12,253	\$12,547	\$16,541	\$16,938
	Assistant Manager	Principal Engineer	E37	\$10,566	\$10,820	\$14,263	\$14,605
	Senior Administrator	Senior Engineer	E31	\$9,111	\$9,330	\$12,299	\$12,594
	Associate Administrator	Associate Engineer	NE27	\$8,254	\$8,452	\$11,143	\$11,410
	Assistant Administrator	Engineer Aide/Assistant	NE16	\$6,291	\$6,442	\$8,492	\$8,696

Salary Range	Annual		Monthly		Biweekly	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	\$ 53,371.90	\$ 72,051.71	\$ 4,447.23	\$ 6,004.74	\$ 2,052.77	\$ 2,771.24
2	\$ 54,706.18	\$ 73,853.95	\$ 4,558.85	\$ 6,154.24	\$ 2,104.08	\$ 2,840.51
3	\$ 56,074.24	\$ 75,700.22	\$ 4,672.51	\$ 6,307.84	\$ 2,156.69	\$ 2,911.53
4	\$ 57,476.10	\$ 77,592.58	\$ 4,789.25	\$ 6,465.54	\$ 2,210.61	\$ 2,984.31
5	\$ 58,912.77	\$ 79,532.03	\$ 4,909.06	\$ 6,627.33	\$ 2,265.88	\$ 3,058.92
6	\$ 60,385.28	\$ 81,520.64	\$ 5,031.94	\$ 6,793.22	\$ 2,322.51	\$ 3,135.40
7	\$ 61,894.66	\$ 83,558.40	\$ 5,157.89	\$ 6,963.20	\$ 2,380.58	\$ 3,213.78
8	\$ 63,442.94	\$ 85,647.36	\$ 5,286.91	\$ 7,137.28	\$ 2,440.10	\$ 3,294.13
9	\$ 65,028.10	\$ 87,788.54	\$ 5,419.01	\$ 7,315.46	\$ 2,501.10	\$ 3,376.49
10	\$ 66,654.21	\$ 89,982.98	\$ 5,554.18	\$ 7,498.75	\$ 2,563.62	\$ 3,460.89
11	\$ 68,320.26	\$ 92,232.70	\$ 5,693.44	\$ 7,686.14	\$ 2,627.72	\$ 3,547.41
12	\$ 70,028.29	\$ 94,538.75	\$ 5,835.78	\$ 7,878.66	\$ 2,693.41	\$ 3,636.10
13	\$ 71,779.33	\$ 96,902.14	\$ 5,981.18	\$ 8,075.26	\$ 2,760.74	\$ 3,727.00
14	\$ 73,573.38	\$ 99,324.93	\$ 6,130.69	\$ 8,276.99	\$ 2,829.76	\$ 3,820.18
15	\$ 75,413.50	\$ 101,808.13	\$ 6,284.29	\$ 8,483.84	\$ 2,900.51	\$ 3,915.68
16	\$ 77,298.69	\$ 104,352.77	\$ 6,441.98	\$ 8,695.81	\$ 2,973.02	\$ 4,013.58
17	\$ 79,230.98	\$ 106,961.92	\$ 6,602.75	\$ 8,913.92	\$ 3,047.34	\$ 4,113.92
18	\$ 81,211.39	\$ 109,635.58	\$ 6,767.62	\$ 9,136.13	\$ 3,123.53	\$ 4,216.76
19	\$ 83,241.98	\$ 112,376.83	\$ 6,936.58	\$ 9,364.48	\$ 3,201.62	\$ 4,322.18
20	\$ 85,322.75	\$ 115,186.69	\$ 7,110.66	\$ 9,598.98	\$ 3,281.65	\$ 4,430.23
21	\$ 87,455.74	\$ 118,066.18	\$ 7,287.81	\$ 9,838.59	\$ 3,363.70	\$ 4,540.99
22	\$ 89,643.01	\$ 121,017.34	\$ 7,470.08	\$ 10,084.35	\$ 3,447.79	\$ 4,654.52
23	\$ 91,883.52	\$ 124,043.26	\$ 7,657.47	\$ 10,337.28	\$ 3,533.99	\$ 4,770.88
24	\$ 94,180.35	\$ 127,143.94	\$ 7,847.94	\$ 10,595.33	\$ 3,622.34	\$ 4,890.15
25	\$ 96,535.55	\$ 130,322.43	\$ 8,044.54	\$ 10,860.54	\$ 3,712.89	\$ 5,012.41
26	\$ 98,949.12	\$ 133,580.80	\$ 8,245.25	\$ 11,131.90	\$ 3,805.72	\$ 5,137.72
27	\$ 101,422.08	\$ 136,920.06	\$ 8,452.10	\$ 11,410.43	\$ 3,900.86	\$ 5,266.16
28	\$ 103,957.50	\$ 140,343.30	\$ 8,663.04	\$ 11,695.10	\$ 3,998.38	\$ 5,397.81
29	\$ 106,556.42	\$ 143,851.52	\$ 8,880.13	\$ 11,987.97	\$ 4,098.34	\$ 5,532.76
30	\$ 109,220.86	\$ 147,447.81	\$ 9,101.31	\$ 12,286.98	\$ 4,200.80	\$ 5,671.08

Salary Range	Annual		Monthly		Biweekly	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
31	\$ 111,950.85	\$ 151,134.21	\$ 9,329.66	\$ 12,594.18	\$ 4,305.82	\$ 5,812.86
32	\$ 114,750.46	\$ 154,912.77	\$ 9,562.11	\$ 12,909.57	\$ 4,413.46	\$ 5,958.17
33	\$ 117,618.69	\$ 158,785.54	\$ 9,801.73	\$ 13,232.13	\$ 4,523.80	\$ 6,107.14
34	\$ 120,559.62	\$ 162,754.56	\$ 10,046.46	\$ 13,562.88	\$ 4,636.90	\$ 6,259.81
35	\$ 123,573.25	\$ 166,823.94	\$ 10,297.34	\$ 13,901.82	\$ 4,752.81	\$ 6,416.30
36	\$ 126,662.66	\$ 170,994.69	\$ 10,555.39	\$ 14,249.98	\$ 4,871.64	\$ 6,576.71
37	\$ 129,828.86	\$ 175,269.89	\$ 10,819.58	\$ 14,605.31	\$ 4,993.43	\$ 6,741.14
38	\$ 133,074.94	\$ 179,651.58	\$ 11,089.92	\$ 14,970.88	\$ 5,118.27	\$ 6,909.66
39	\$ 136,401.92	\$ 184,142.85	\$ 11,366.40	\$ 15,345.66	\$ 5,246.22	\$ 7,082.40
40	\$ 139,811.84	\$ 188,745.73	\$ 11,651.07	\$ 15,728.64	\$ 5,377.38	\$ 7,259.46
41	\$ 143,306.75	\$ 193,464.32	\$ 11,941.89	\$ 16,121.86	\$ 5,511.81	\$ 7,440.95
42	\$ 146,889.73	\$ 198,301.70	\$ 12,240.90	\$ 16,525.31	\$ 5,649.60	\$ 7,626.97
43	\$ 150,561.79	\$ 203,258.88	\$ 12,547.07	\$ 16,937.98	\$ 5,790.84	\$ 7,817.65
44	\$ 154,326.02	\$ 208,339.97	\$ 12,860.42	\$ 17,361.92	\$ 5,935.62	\$ 8,013.09
45	\$ 158,184.45	\$ 213,549.06	\$ 13,181.95	\$ 17,796.10	\$ 6,084.01	\$ 8,213.41
46	\$ 162,139.14	\$ 218,887.17	\$ 13,511.68	\$ 18,240.51	\$ 6,236.11	\$ 8,418.74
47	\$ 166,192.13	\$ 224,359.42	\$ 13,849.60	\$ 18,696.19	\$ 6,392.01	\$ 8,629.22
48	\$ 170,347.52	\$ 229,968.90	\$ 14,195.71	\$ 19,164.16	\$ 6,551.81	\$ 8,844.94
49	\$ 174,605.31	\$ 235,717.63	\$ 14,550.02	\$ 19,643.39	\$ 6,715.61	\$ 9,066.07
50	\$ 178,970.62	\$ 241,610.75	\$ 14,914.56	\$ 20,133.89	\$ 6,883.50	\$ 9,292.72
51	\$ 183,445.50	\$ 247,651.33	\$ 15,287.30	\$ 20,637.70	\$ 7,055.59	\$ 9,525.04
52	\$ 188,030.98	\$ 253,842.43	\$ 15,669.25	\$ 21,153.79	\$ 7,231.98	\$ 9,763.16
53	\$ 192,732.16	\$ 260,188.16	\$ 16,061.44	\$ 21,682.18	\$ 7,412.78	\$ 10,007.24
54	\$ 197,550.08	\$ 266,692.61	\$ 16,462.85	\$ 22,224.90	\$ 7,598.09	\$ 10,257.43
55	\$ 202,488.83	\$ 273,360.90	\$ 16,874.50	\$ 22,779.90	\$ 7,788.04	\$ 10,513.86
56	\$ 207,551.49	\$ 280,194.05	\$ 17,296.38	\$ 23,349.25	\$ 7,982.75	\$ 10,776.71
57	\$ 212,740.10	\$ 287,199.23	\$ 17,728.51	\$ 23,932.93	\$ 8,182.31	\$ 11,046.12
58	\$ 218,058.75	\$ 294,379.52	\$ 18,171.90	\$ 24,531.97	\$ 8,386.88	\$ 11,322.28
59	\$ 223,510.53	\$ 301,739.01	\$ 18,625.54	\$ 25,145.34	\$ 8,596.54	\$ 11,605.34
60	\$ 229,097.47	\$ 309,281.79	\$ 19,091.46	\$ 25,773.06	\$ 8,811.46	\$ 11,895.47



## RESOLUTION No 24-09

### A RESOLUTION OF THE NAPA VALLEY TRANSPORTATION AUTHORITY (NVTA) APPROVING FISCAL YEAR (FY) 2024-25 SALARY RANGES FOR NVTA JOB CLASSIFICATIONS

**WHEREAS**, the NVTA policy establishes and maintains a general compensation and classification structure for NVTA employees that is externally competitive and internally aligned; and

**WHEREAS**, the compensation plan, including salary ranges, are reviewed and updated regularly based on marketplace survey data, internal relationships, and NVTA financial constraints; and

**WHEREAS**, on October 19, 2011, the Board approved Resolution No. 11-25 establishing compensation ranges for NVTA job classifications; and

**WHEREAS**, on February 19, 2014, the Board revised Section 2.10 Performance Evaluation of the NVTA Policies, Practices, and Procedures Personnel policies which established that pay grade ranges will be adjusted annually and indexed to the average of County of Napa, Sonoma County Transportation Authority, and Solano Transportation Authority increases for a given year or Bay Area Consumer Price Index (CPI) for all labor within Napa County, whichever is greater; and

**WHEREAS**, on June 21, 2023 the Board approved Resolution No. 23-19 establishing compensation ranges for NVTA job classifications for FY2023-24; and

**WHEREAS**, compensation studies completed in 2023 and 2024 were conducted using the comparator agencies: Alameda County, City of San Rafael, City/County of Governments of San Mateo, Contra Costa Transportation Authority, Marin County Transportation Authority, San Francisco County Transportation Authority, Solano Transportation Authority, Sonoma County Transportation Authority, County of Napa and Sonoma-Marín Area Rail Transit; and

**WHEREAS**, the data findings reflected opportunity to improve competitiveness within the labor market and report of a recommended salary schedule was provided; and

**WHEREAS**, the final report was utilized in the development of the proposed job classifications and salary ranges for FY 2024-25;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Directors of the Napa Valley Transportation Authority that the FY 2024-25 Salary Ranges for NVTA Job Classifications in Exhibit A.

**THE FOREGOING RESOLUTION WAS DULY AND REGULARLY ADOPTED** by the Board of Directors of the Napa Valley Transportation Authority, at a regular meeting held on May 22, 2024 and by the following vote:

  
Liz Alessio, NVTA Chair

Ayes:

Garcia, Joseph, Williams,  
Eisenberg, Alessio, Sedgley,  
Gregory, Dohring, Chateau,  
Mohler, McKee-Cant

Nays:

none

Absent:

Pedroza

ATTEST:

  
Laura Sanderlin, NVTA Board Secretary

APPROVED:

  
Osman Mufti, NVTA Legal Counsel

Exhibit "A"  
FY2024-25 Job Classifications &  
Salary Schedule

NVTA					
Department	Classification Level	Classification Title	FLSA/Range	Monthly Min	Monthly Max
<b>Executive Leadership</b>	Executive	Executive Director	E	Separate	Contract
		Deputy Executive Director	E52	\$15,302	\$20,658
<b>Administration, Finance &amp; Policy</b>					
<i>Finance</i>	Director	Director - Administration, Finance & Policy	E44	\$12,559	\$16,955
	Manager	Finance Manager	E38	\$10,830	\$14,620
	Assistant Manager	Assistant Finance Manager	E32	\$9,338	\$12,607
	Senior Administrator	Senior Accountant	E26	\$8,052	\$10,871
	Associate Administrator	Associate Accountant/Procurement & Contracts	NE22	\$7,295	\$9,848
	Assistant Administrator	Accounting Assistant/Technician	NE14	\$5,987	\$8,083
<i>Administrative</i>	Manager	Administration, Human Resources Manager & Board Secretary	E38	\$10,830	\$14,620
	Assistant Manager	Principal Administrator	E32	\$9,338	\$12,607
	Senior Administrator	Office Manager/Senior Administrator	E26	\$8,052	\$10,871
	Associate Administrator	Office Coordinator/Administrative Technican	NE16	\$6,291	\$8,492
	Assistant Administrator	Office Assistant	NE11	\$5,560	\$7,506
<b>Capital Development &amp; Planning</b>					
<i>Planning</i>	Director	Director - Capital Development & Planning	E44	\$12,559	\$16,955
	Manager	Planning Manager	E38	\$10,830	\$14,620
	Assistant Manager	Principal Program Planner	E32	\$9,338	\$12,607
	Senior Administrator	Senior Program Planner	E26	\$8,052	\$10,871
	Associate Administrator	Associate Program Planner	NE22	\$7,295	\$9,848
	Assistant Administrator	Assistant Program Planner	NE16	\$6,291	\$8,492
<i>Transit</i>	Director	Director - Public Transit	E44	\$12,559	\$16,955
	Manager	Transit Manager	E38	\$10,830	\$14,620
	Assistant Manager	Principal Transit Planner	E32	\$9,338	\$12,607
	Senior Administrator	Senior Transit Planner	E26	\$8,052	\$10,871
	Associate Administrator	Associate Transit Planner	NE22	\$7,295	\$9,848
	Assistant Administrator	Transit Coordinator/Assistant	NE16	\$6,291	\$8,492
<i>Communications</i>	Manager	Government & Community Affairs Manager (PIO/Legislative)	E38	\$10,830	\$14,620
	Assistant Manager	Communications Manager	E32	\$9,338	\$12,607
	Senior Administrator	Communications & Outreach Coordinator	E26	\$8,052	\$10,871
	Associate Administrator	Marketing Administrator	NE16	\$6,291	\$8,492
	Assistant Administrator	Outreach Coordinator	NE11	\$5,560	\$7,506
<b>Engineering</b>					
	Director	Director - Engineering	E47	\$13,525	\$18,258
	Manager	Engineering Manager	E43	\$12,253	\$16,541
	Assistant Manager	Principal Engineer	E37	\$10,566	\$14,263
	Senior Administrator	Senior Engineer	E31	\$9,111	\$12,299
	Associate Administrator	Associate Engineer	NE27	\$8,254	\$11,143
	Assistant Administrator	Engineer Aide/Assistant	NE16	\$6,291	\$8,492

### Salary Schedule

Salary Range	Annual		Monthly		Biweekly	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	52,121	70,363	4,343	5,864	2,004.66	2,706.29
2	53,424	72,123	4,452	6,010	2,054.77	2,773.94
3	54,760	73,926	4,563	6,160	2,106.14	2,843.29
4	56,129	75,774	4,677	6,314	2,158.80	2,914.37
5	57,532	77,668	4,794	6,472	2,212.77	2,987.23
6	58,970	79,610	4,914	6,634	2,268.08	3,061.91
7	60,444	81,600	5,037	6,800	2,324.79	3,138.46
8	61,956	<b>83,640</b>	5,163	6,970	2,382.91	3,216.92
9	63,504	85,731	5,292	7,144	2,442.48	3,297.35
10	65,092	87,874	5,424	7,323	2,503.54	3,379.78
11	66,719	90,071	5,560	7,506	2,566.13	3,464.27
12	68,387	92,323	5,699	7,694	2,630.28	3,550.88
13	70,097	94,631	5,841	7,886	2,696.04	3,639.65
14	71,849	96,997	5,987	8,083	2,763.44	3,730.64
15	73,646	99,422	6,137	8,285	2,832.53	3,823.91
16	75,487	101,907	6,291	8,492	2,903.34	3,919.51
17	77,374	104,455	6,448	8,705	2,975.92	4,017.50
18	79,308	107,066	6,609	8,922	3,050.32	4,117.93
19	81,291	109,743	6,774	9,145	3,126.58	4,220.88
20	83,323	112,487	6,944	9,374	3,204.74	4,326.40
21	85,406	115,299	7,117	9,608	3,284.86	4,434.56
22	87,542	118,181	7,295	9,848	3,366.98	4,545.43
23	89,730	121,136	7,478	10,095	3,451.16	4,659.06
24	91,973	124,164	7,664	10,347	3,537.44	4,775.54
25	94,273	127,268	7,856	10,606	3,625.87	4,894.93
26	96,630	130,450	8,052	10,871	3,716.52	5,017.30
27	99,045	133,711	8,254	11,143	3,809.43	5,142.73
28	101,521	137,054	8,460	11,421	3,904.67	5,271.30
29	104,059	140,480	8,672	11,707	4,002.29	5,403.09
30	106,661	143,992	8,888	11,999	4,102.34	5,538.16
31	109,327	147,592	9,111	12,299	4,204.90	5,676.62
32	112,061	151,282	9,338	12,607	4,310.02	5,818.53
33	114,862	155,064	9,572	12,922	4,417.77	5,964.00

Salary Range	Annual		Monthly		Biweekly	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
34	117,734	158,940	9,811	13,245	4,528.22	6,113.10
35	120,677	162,914	10,056	13,576	4,641.42	6,265.92
36	123,694	166,987	10,308	13,916	4,757.46	6,422.57
37	126,786	171,162	10,566	14,263	4,876.40	6,583.14
38	129,956	175,441	10,830	14,620	4,998.31	6,747.71
39	133,205	179,827	11,100	14,986	5,123.26	6,916.41
40	136,535	184,322	11,378	15,360	5,251.35	7,089.32
41	139,948	188,930	11,662	15,744	5,382.63	7,266.55
42	143,447	193,654	11,954	16,138	5,517.19	7,448.21
43	147,033	198,495	12,253	16,541	5,655.12	7,634.42
44	150,709	203,457	12,559	16,955	5,796.50	7,825.28
45	154,477	208,544	12,873	17,379	5,941.42	8,020.91
46	158,339	213,757	13,195	17,813	6,089.95	8,221.43
47	162,297	219,101	13,525	18,258	6,242.20	8,426.97
48	166,355	224,579	13,863	18,715	6,398.25	8,637.64
49	170,513	230,193	14,209	19,183	6,558.21	8,853.58
50	174,776	235,948	14,565	19,662	6,722.17	9,074.92
51	179,146	241,847	14,929	20,154	6,890.22	9,301.80
52	183,624	247,893	15,302	20,658	7,062.48	9,534.34
53	188,215	254,090	15,685	21,174	7,239.04	9,772.70
54	192,920	260,442	16,077	21,704	7,420.01	10,017.02
55	197,743	266,954	16,479	22,246	7,605.51	10,267.44
56	202,687	273,627	16,891	22,802	7,795.65	10,524.13
57	207,754	280,468	17,313	23,372	7,990.54	10,787.23
58	212,948	287,480	17,746	23,957	8,190.31	11,056.91
59	218,272	294,667	18,189	24,556	8,395.06	11,333.34
60	223,728	302,033	18,644	25,169	8,604.94	11,616.67