

Non-Contract Pay Ranges Increased 4.4 Percent Effective July 1

(July 19, 2002) MTA management has approved a 4.4 percent increase in non-contract employee salary ranges. The increase was effective July 1.

The move by management brings pay scales back in line for those who have exceeded their maximum salary range. It also will keep MTA's salaries competitive with those of employees in comparable government agencies.

The MTA Board approved the salary range increase in May along with the FY 2003 budget. This fiscal year's non-contract salary improvements also include a merit increase of a minimum 2.85 percent to a maximum 6 percent based on individual job performance.

"Increasing the pay ranges will maintain MTA's competitive market positioning at approximately 65 percentile of the survey group and will provide employees an opportunity for salary growth," says Acting Human Resources Manager Carmen Mayor. "This change also allows us to bring employees whose salaries were above the maximum back within the range."

Surveyed 23 government agencies

The increase in salary ranges is based on a study by MTA consultants. The Hay Group surveyed 23 different government organizations – 17 transit agencies and six other public sector agencies.

The 4.4 percent increase affects each level of the annual minimum, mid-range and maximum salary ranges. The increase in the ranges, however, does not change an individual employee's current pay.

A simple example of the salary range increase is the changes in the salary range for pay grade H1A.

Previously, the minimum salary for H1A employees was \$20,789, mid-range was \$25,989, with a maximum salary of \$31,185. The new scale sets the minimum salary at \$21,704, the mid-range at \$27,133 and the maximum at \$32,558.

The new salary ranges can be found on the Human Resources web pages of the employee Intranet. At the HR home page, mouse over the Information heading and click on the Pay Table link.

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