



Metro

Metropolitan Transportation Authority

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**BOARD
DECEMBER 15, 2005**

SUBJECT: SALARY FOR NON-CONTRACT POSITION

ACTION: APPROVE SALARY

RECOMMENDATION

Approve the salary for a non-contract Transportation Planning Manager IV (Modeling for Freight & Passenger Movement) position, in Planning – Systems Analysis & Research (Grade N).

ISSUE

The Position Authorization and Compensation policy states, “Any salary offers that exceed the midpoint of the range plus 10% must be brought to the Board for approval.” The maximum biweekly salary that can be offered for this position without Board approval is \$3,475.96. Staff is proposing a bi-weekly salary of \$3,634.61.

RATIONALE


The position of Transportation Planning Manager IV (Modeling for Freight & Passenger Movement) is a hard-to-fill specialized, highly technical and critical position within Metro, given the work needing to be performed on Long Range Transportation Plan as well as other projects. The proposed salary is consistent with market and the qualifications of the candidate.

Staff concluded salary negotiations with the candidate after November Committee deadlines. Staff is recommending Board approval at the December meeting because of the urgent need for this position, which we would like to fill as soon as possible.

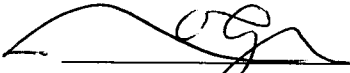
FINANCIAL IMPACT

The recommended salary can be approved with no impact on the FY06 budget because the position has been vacant since April 29, 2005. The vacancy savings will offset the higher salary for the remainder of the fiscal year.

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Don Ott
Executive Officer Administration



Roger Snoble
Chief Executive Officer