



**EXECUTIVE MANAGEMENT AND AUDIT COMMITTEE  
APRIL 20, 2006**

**SUBJECT: SALARY FOR POSITION**

**ACTION: APPROVE SALARY FOR CHIEF PLANNING OFFICER**

**RECOMMENDATION**

Approve the Chief Planning Officer salary and special benefits.

**ISSUES**

The Board's Position Authorization and Compensation policy requires that the Board approve salaries in excess of \$125,000 and/or any special benefit arrangements that deviate from existing policies.

**RATIONALE**


The Chief Planning Officer is responsible for directing the mission, goals and objectives of transit planning and programming, policy analysis and capital planning in support of the Authority's strategies and programs. The position was vacated in August 2005 and has been filled on in interim basis since.

A professional recruiter was retained to assist with the identification and selection of potential candidates for the position. Twenty-five applications were received and the most qualified applicants were interviewed. Given the duties of the position and after an external market comparison, the annual salary recommended for this position is \$165,655, retroactive to March 23, 2006, and to accrue time off with pay (TOWP) at an amount that totals five additional TOWP days per year.

**FINANCIAL IMPACT**


The funding for this salary is included in the FY06 budget in Countywide Planning and Development, cost center 4010, under projects 100060, task 01.01, and 405510, task 05.05.01. The proposed annual salary is within the Board authorized amount of mid-point plus 10% of the pay range.

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Roger Snoble  
Chief Executive Officer