



Item #06-6-9
Action

SACOG Board of Directors

June 8, 2006

Salary Plan

Issue: Approval of a revised Salary Plan.

Recommendation: The Administration Committee recommends that the Board of Directors approve the attached Salary Plan (Attachment A).

Committee Action/Discussion: Last month, the Board accepted the Total Compensation Survey. The survey was based on eight benchmark classifications. The results for six of those classifications, which represent all but four of our staff, indicated that those classifications are compensated from 2.6% below market to 6.8% above market. Three of those six benchmark classifications are so close to the market that the symbol for the comparables masks the symbol for SACOG on the attached chart (Attachment B). No changes are proposed to the pay ranges for these classifications.

Two of the benchmark classifications (Director of Finance and Director of Community Planning & Operations) represent our four director positions and were found to be compensated 14.4% below market. Our four directors (including Director of Research & Analysis and Director of Transportation Planning) are currently assigned to three different salary ranges. Instead, it is proposed that they be assigned to one broader salary range, with the low level being 15% above the current bottom step of the lowest salary range and the highest level being 15% above the current top step of the highest salary range. Thus, the range for directors would be from \$104,176 to \$146,597. Each director's salary would be based on the provisions of his/her individual employment agreement. Revisions to those agreements proposed in agenda item # 10 would relate future increases within the new range to the achievement of annual performance objectives.

The other proposed changes relate to changes to the Classification Plan proposed in agenda item # 8. The Clerk of the Board would be reassigned from salary range 27 to salary range 29. The proposed new classifications of Supervising Senior Planner and Supervising Senior Research Analyst are assigned to salary range 33.

Approved by:

Mike McKeever
Executive Director

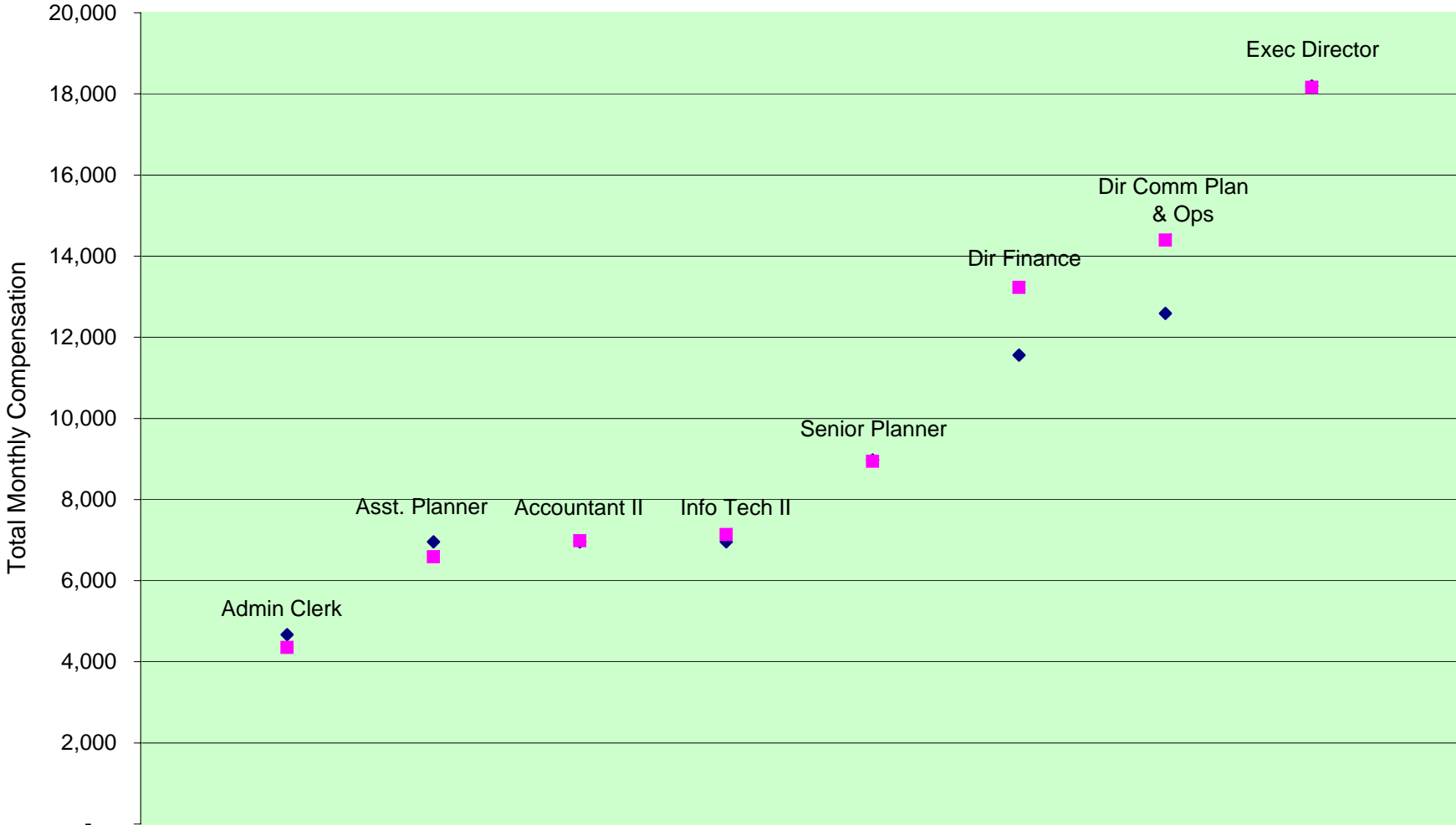
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Attachments

Key Staff: Karen Wilcox, Director of Finance, (916) 340-6210
Kenneth Hough, Director of Community Planning & Operations, (916) 340-6229

DRAFT
Sacramento Area Council of Governments
Salary Schedule - Proposed June 2006

Position	Salary Range	A			B			C			D			E		
		Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
Administrative Clerk I Staff Assistant	14	28,092	2,341	13.51	29,497	2,458	14.18	30,971	2,581	14.89	32,520	2,710	15.63	34,146	2,846	16.42
Administrative Clerk II	16	30,972	2,581	14.89	32,521	2,710	15.63	34,147	2,846	16.42	35,854	2,988	17.24	37,647	3,137	18.10
Administrative Clerk III	18	34,140	2,845	16.41	35,847	2,987	17.23	37,639	3,137	18.10	39,521	3,293	19.00	41,497	3,458	19.95
Administrative Assistant I Accounting Technician	20	37,644	3,137	18.10	39,526	3,294	19.00	41,503	3,459	19.95	43,578	3,631	20.95	45,757	3,813	22.00
Administrative Assistant II Accountant I Graphic Designer I Information Technology Analyst I Public Information Coordinator I Research Technician	22	41,496	3,458	19.95	43,571	3,631	20.95	45,749	3,812	21.99	48,037	4,003	23.09	50,439	4,203	24.25
Junior Planner	23	43,572	3,631	20.95	45,751	3,813	22.00	48,038	4,003	23.10	50,440	4,203	24.25	52,962	4,414	25.46
Administrative Coordinator I Administrative Assistant III	25	48,048	4,004	23.10	50,450	4,204	24.26	52,973	4,414	25.47	55,622	4,635	26.74	58,403	4,867	28.08
Accountant II Assistant Planner Assistant Research Analyst Graphic Designer II Information Technology Analyst II Public Information Coordinator II	26	50,448	4,204	24.25	52,970	4,414	25.47	55,619	4,635	26.74	58,400	4,867	28.08	61,320	5,110	29.48
Administrative Coordinator II Clerk of the Board	27	52,968	4,414	25.47	55,616	4,635	26.74	58,397	4,866	28.08	61,317	5,110	29.48	64,383	5,365	30.95
Accountant III Associate Information Technology Analyst Associate Planner Associate Research Analyst Associate Public Information Coordinator Associate Graphic Designer Clerk of the Board	29	58,392	4,866	28.07	61,312	5,109	29.48	64,377	5,365	30.95	67,596	5,633	32.50	70,976	5,915	34.12
Senior Accountant Senior Graphic Designer Senior Research Analyst Senior Planner Senior Public Information Coordinator Senior Information Technology Analyst	32	67,596	5,633	32.50	70,976	5,915	34.12	74,525	6,210	35.83	78,251	6,521	37.62	82,163	6,847	39.50
Supervising Senior Planner Supervising Senior Research Analyst	33	70,980	5,915	34.13	74,529	6,211	35.83	78,255	6,521	37.62	82,168	6,847	39.50	86,277	7,190	41.48
Manager of Communications Project Delivery Manager Principal Program Expert Director of Finance	35	78,252	6,521	37.62	82,165	6,847	39.50	86,273	7,189	41.48	90,586	7,549	43.55	95,116	7,926	45.73
Director of Research and Analysis Principal Project Expert	38	90,588	7,549	43.55	95,117	7,926	45.73	99,873	8,323	48.02	104,867	8,739	50.42	110,110	9,176	52.94
Director of Community Planning & Operations Director of Transportation Planning	40	99,876	8,323	48.02	104,870	8,739	50.42	110,113	9,176	52.94	115,619	9,635	55.59	121,400	10,117	58.37
	44	104,868	8,739	50.42	110,111	9,176	52.94	115,617	9,635	55.59	121,398	10,116	58.36	127,468	10,622	61.28
<i>Executive Staff</i>	---	104,176	8,681	50.08	---	---	---	---	---	---	---	---	---	146,597	12,216	70.48
		<i>Executive Staff salaries are determined by individual employment agreement within the range shown.</i>														
Executive Director	---	<i>Executive Director's salary is determined by employment agreement.</i>														

Compensation Survey



◆ SACOG ■ Others