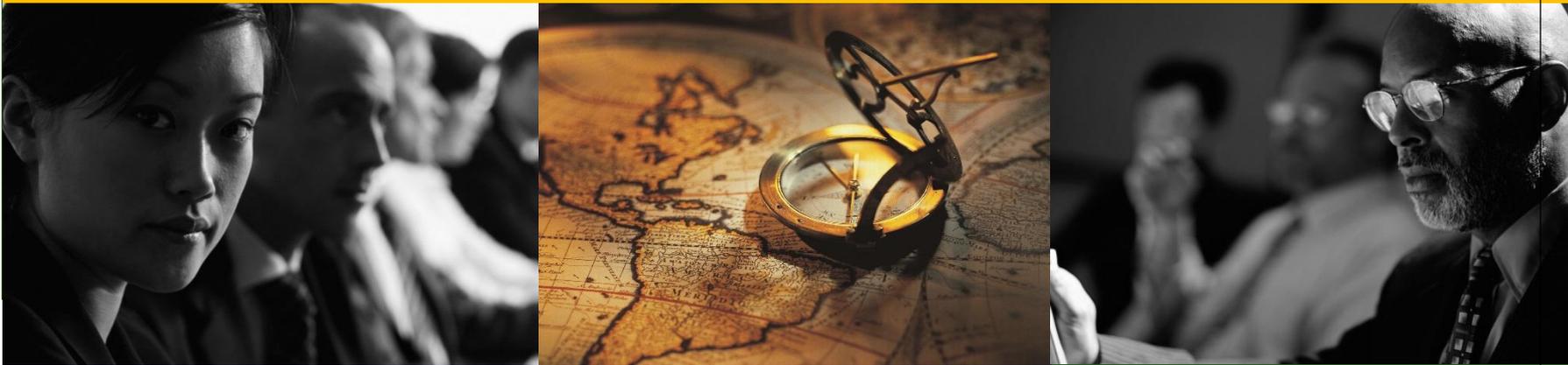


South Central Regional Transit District Compensation Study Presentation of Results



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Overview

- Study Goals
- Project Phases
- Market Results
- Recommendations



Study Goals

- Survey peer organizations to ensure external equity.
- Produce recommendations to provide the organization with a compensation system that is equitable, both internally and externally.



Project Phases

External Analysis

Comp Survey

Market
Positioning

Solution

Implementation
Options

Reporting



Market Targets

- Salary survey resulted in responses from 18 peers.
- All responses are adjusted for cost-of-living differentials.
- 16 jobs were benchmarked and compared directly to the market. Average response rate was 9.7 matches per position.

Respondent Organizations

ABQ Ride
Atomic City Transit
El Paso - Sun Metro Transit
Farmington, NM
Intercity Transit
Kitsap Transit
Lane Transit District
Las Cruces - Roadrunner Transit
Link Transit
Mountain Line - Northern AZ
Mountain Metropolitan Transit
NCRTD
NMDOT
Norman, OK
Pueblo, CO
Rio Metro Regional Transit
Roswell Transit
Santa Fe Trails



Market Results

Adjusted Results (cost-of-living adjusted)		
Minimum	Midpoint	Maximum
-15.0%	-17.8%	-19.9%

- A negative differential indicates SCRTD is behind at that market position on average.
- The results show the importance of range spread when comparing to the market. SCRTD falls further behind the market at the maximum of the range due to its narrower range spread.



Key Recommendations

1. Adopt an adjusted, market-responsive pay plan.
2. Reassign pay grades to positions based on internal equity and the market results. Some positions will see larger adjustments than others due to the market response.
3. Place employees within their newly recommended pay grades. Select an implementation methodology that aligns with the compensation philosophy and financial means of SCRTD.



Implementation Costs

Implementation Option	Total Cost	Employees Adjusted	Average Adjustment	% of Payroll
Bring to Minimum	\$ 62,271.90	25	\$ 2,490.88	2.9%

- **Bring to Minimum** – places employees in the newly recommended ranges and makes no further adjustment.



Thank you

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