

Nevada County Transportation Commission

2026 Compensation Study

May 20, 2026

Board of Commissioners

Agenda

- Survey Agencies
- Survey Classes
- Findings
- Recommendations
- Q&A

Survey Agencies

- Amador County Transportation Commission
- Butte County Association of Governments
- Calaveras Council of Governments
- El Dorado County Transportation Commission
- Humboldt County Association of Governments
- Madera County Transportation Commission
- Placer County Transportation Planning Agency
- Tuolumne County Transportation Council

Data Elements

- Title of each comparable class
- Entry and top step monthly salary
- Cash add-ons to base salary including:
 - Employer pick-up of the employee contribution for retirement for new “classic” employees
 - Auto Allowance
 - Cell Phone Allowance
 - Leave Cash Out
 - 401/457 contribution made by the employer
- Employer contributions for insurances (cafeteria, health, dental, vision, life, long term disability)
- Social Security
- Employer’s share of retirement paid by the employee

Survey Classes

- Administrative Assistant/Board Coordinator
- Administrative Services Officer
- Deputy Director
- Executive Director
- Transportation Planner

Findings

Survey Classification	% NCTC is above or below Labor Market Mean (+/-) Base Pay	% NCTC is above or below Labor Market Mean (+/-) Total Cash	% NCTC is above or below Labor Market Mean (+/-) Total Compensation
Administrative Assistant/Board Coordinator	5.17%	14.74%	-7.03%
Administrative Services Officer	-19.60%	-9.10%	-16.48%
Deputy Director	-14.76%	-6.74%	-12.76%
Executive Director	-12.41%	-0.94%	-5.63%
Transportation Planner	-3.58%	5.40%	-5.14%
Average	-9.04%	0.67%	-9.41%

Recommendations

- Base health contribution off of Silver PPO plan
- 100% for employee and 75% for dependents
- Increase total health allowance to \$2,565
- Set compensation 5% above market

Recommendations

Classification	Recommended Minimum	Recommended Maximum	% increase	Rationale
Administrative Assistant/Board Coordinator	\$5,186	\$6,304	0%	No change
Administrative Services Officer	\$8,835	\$10,739	12.18%	Market + 5%
Deputy Director	\$11,204	\$13,619	5.83%	15% below Executive Director; market creates compaction
Executive Director	\$12,885	\$15,662	5.83%	Market + 5%
Transportation Planner	\$7,517	\$9,136	0%	No change