

AGENDA FOR THE MEETING OF THE
COMPENSATION COMMITTEE
of the NRTA ADVISORY BOARD
MARCH 23, 2016
5:45 P.M.
COMMUNITY ROOM, NANTUCKET POLICE STATION
4 FAIRGROUNDS ROAD
NANTUCKET, MASSACHUSETTS

- I. Approval of Minutes of the March 18, 2015 Meeting.
- II. Evaluate Compensation for Authority Executive per 801 CMR 53.00.

Compensation Committee Meeting
DRAFT MINUTES

Minutes of the Compensation Committee Meeting of March 18, 2015. The meeting took place in the Community Room of the Nantucket Police Station, 4 Fairgrounds Road, Nantucket, MA 02554. Members of the Board present were: Rick Atherton, Robert DeCosta, Bruce Miller, Matthew Fee, Tobias Glidden, and Karenlynn Williams. Chairman Atherton opened the meeting at 5:50 p.m.

Approval of Minutes of the February 12, 2014 Meeting. Mr. Miller moved approval of the minutes of the February 12, 2014 meeting; seconded by Mr. Glidden. So moved.

Evaluate Compensation for Authority Executive per 801 CMR 53.00. So voted. Ms. Leary returned to the room.

The meeting was unanimously adjourned at 5:56 p.m.

Approved: DRAFT

TO: NRTA COMPENSATION COMMITTEE
FROM: PAULA LEARY, NRTA ADMINISTRATOR
RE: 801 CMR 53.04
DATE: MARCH 17, 2016

As required by 801 CMR 53.04(1) (b) The Board will meet independently of management at least once per calendar year and evaluate and establish compensation for all authority's executives (Administrator) including benefits, the compensation committee shall analyze "comparable compensation for positions with similar functions and responsibilities at state agencies and authorities.

The proposed NRTA Administrators salary for FY17 is \$89,454.50. This includes 3% cost of living increase.

Below is a breakdown of prior year salary information:

FY	SALARY	% INCREASE FROM PRIOR YEAR	AMT INCREASE FROM PRIOR YEAR
FY11	\$79,308.40	1%	\$785.23
FY12	\$81,291.11	2.5%	\$1,982.71
FY13	\$82,510.11	1.5%	\$1,219
FY14	\$83,747.76	1.5%	\$1,237.65
FY15	\$84,731	1.5%	\$1,256.22
FY16	\$86,849	2.5%	\$2,118

NRTA Administrator Benefits include:

- 15 sick days per year
- 2 personal days per year
- Health Insurance 90/10
- Life Insurance 50/20
- Retirement – although not a benefit by definition - Administrator contributes a total of 10% per pay period, NRTA is assessed each year for a portion of the unfunded liability of the retirement system.

Please feel free to contact me nrt@nantucket-ma.gov or 325-9571 if you have any questions.

Thank you.

Martha's Vineyard		Office Manager	15 years	\$64,884.00
Merrimack Valley	\$16,027,232	Administrator	36 Years	\$113,420.00
Merrimack Valley		Director of Finance		\$87,609.00
Merrimack Valley		Administrative Assistant		\$32,867.00
Metro West		Administrator	9 years	\$102,196.00
Metro West		Deputy Administrator		\$59,807.00
			Time in	
Region	RTA Budget	Position	Position	Salary/Rate
Montachusett		Deputy Administrator		\$129,976.00
Montachusett		Asst. Deputy Administrator		\$101,010.00
Montachusett		Procurement Manager		\$103,506.00
Montachusett		Financial Analyst		\$99,513.00
Montachusett		Director of IT		\$96,766.00
Montachusett		Accts Receivable Manager		\$80,814.00
Montachusett		Grants Manager		\$75,454.00
Nantucket	\$1,919,130	Administrator	21 years	\$87,872.00
Nantucket		Office Assistant		\$55,282.00
Pioneer Valley	\$42,925,436	Administrator	7 years	\$137,072.00
Pioneer Valley		CFO		\$114,672.00
Pioneer Valley		Chief Information Officer		\$107,206.00
Pioneer Valley		Procurement Officer		\$86,926.00
Pioneer Valley		Manager of Capital Projects		\$81,511.00
Pioneer Valley		Claims Officer		\$77,356.00
Pioneer Valley		Customer Service Manager		\$73,954.00
Southeastern	\$15,683,764	Administrator	4 years	\$91,082.00
Southeastern		CFO		\$82,327.00
Southeastern		Executive Secretary		\$81,505.00
Southeastern		Grants Manager		\$69,905.00
Worcester	\$24,470,259	Administrator	starts April 1	\$130,000.00
Worcester		Asst. Administrator		\$91,047.00
Worcester		Staff Accountant		\$47,173.00