

NANTUCKET REGIONAL TRANSIT AUTHORITY

20 R South Water Street

Nantucket, MA 02554

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AGENDA FOR THE MEETING OF THE

COMPENSATION COMMITTEE
of the NRTA ADVISORY BOARD

MARCH 28, 2018

10:00 a.m.

TOWN HALL CONFERENCE ROOM

16 BROAD STREET

NANTUCKET, MASSACHUSETTS

OPEN SESSION

- I. Approval of Minutes of the March 22, 2017 Meeting.
- II. Evaluate Compensation for Authority Executive per 801 CMR 53.00.

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Compensation Committee DRAFT

Minutes of the Compensation Committee Meeting of March 22, 2017. 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: Jim Kelly, Robert DeCosta, Rick Atherton, Matthew Fee, and Dawn Hill Holdgate. Absent: Karenlynn Williams. Chairman Kelly opened the meeting at 6:02 p.m.

Approval of Minutes of the March 23, 2016 Meeting. The minutes of the March 23, 2016 meeting were approved by unanimous consent of the Board.

Evaluate Compensation for Authority Executive per 801 CMR 53.00. Paula Leary, NRTA Administrator informed the Board that the prior fiscal year salary, benefits and comparison lists of the regional transit authorities have been provided to the Board. As required under 081 CMR 53 the Board is to look at RTA executive positions in comparison to the NRTA Administrator. Paula Leary, NRTA Administrator stated a 5% COLA is being requested. As per requirement Ms. Leary left the room.

The meeting was unanimously adjourned at 6:10 p.m.

Approved: DRAFT

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TO: NRTA ADVISORY BOARD

FROM: PAULA LEARY, NRTA ADMINISTRATOR

RE: COMPENSATION COMMITTEE – 801 CMR 53.04

DATE: MARCH 23, 2018

The Compensation Committee of the NRTA Advisory Board, per 801 CMR 53.04 was established at its June 12, 2013 meeting. Per section 53.04 (1) (a) it was determined that the NRTA Administrator was the only executive of the authority under the definition of this regulation. The compensation committee is required to meet independently of management at least once per calendar year.

The compensation committee is required to meet independently of management at least once per calendar year and evaluate and establish compensation for all authority's executives (Administrator).

Attached please find executive positions and salaries for the 15 regional transit authorities to be used for comparison and discussion.

The Compensation Committee will report to the NRTA Advisory Board and under MGL 161B the Advisory Board approved the Administrator's salary.

Regional Transit Authorities - FY17 Executive Positions and Salaries

Region	Position	Time in Position	Salary/Rate
Berkshire	Administrator	3 yrs	\$99,528.80
Berkshire	CFO/Business Manager	3.5 yrs	\$73,541.61
Berkshire	Asst. Administrator	3 yrs	\$62,408.06
Brockton Area	Administrator		\$138,302.00
Brockton Area	CFO		\$96,345.00
Cape Ann	Administrator (PART TIME)	21 yrs	\$57,787.00
Cape Ann	Deputy Administrator	3.5 yrs	\$87,396.00
Cape Ann	Asst. Administrator	20 yrs	\$95,532.00
Cape Cod	Administrator	9 yrs	\$129,878.82
Cape Cod	Deputy Administrator	19 yrs	\$50,841.70
Cape Cod	CFO	3 yrs	\$56,915.14
Franklin	Administrator	16 yrs	\$100,297.00
Franklin	Asst. Administrator	13.5 yrs	\$68,097.00
Franklin	Admin. Assistant	6 mths	\$32,994.00
Greater Attleboro/Taunton	Administrator	36 yrs	\$120,000.00
Greater Attleboro/Taunton	CFO	2.5 yrs	\$85,500.00
Greater Attleboro/Taunton	ITS Manager		\$77,350.00
Greater Attleboro/Taunton	Capital Program Manager		\$70,000.00
Greater Attleboro/Taunton	Financial Officer/HR		\$74,500.00
Greater Attleboro/Taunton	Office Manager - Brokerage		\$74,000.00
Lowell	Administrator	15 yrs	\$133,168.00
Lowell	Deputy Administrator	23 yrs	\$111,394.00
Lowell	Facility/Procurement Director	1 yrs	\$57,216.00
Lowell	Administrative Assistant	4.5 yrs	\$58,519.00
Martha's Vineyard	Administrator	21.5 yrs	\$135,000.00
Martha's Vineyard	Asst. Administrator	16.75 yrs	\$81,508.96
Martha's Vineyard	Project Engineer	17.4yrs	\$82,274.92
Martha's Vineyard	Deputy Administrator	15.5 yrs	\$93,730.00
Merrimack Valley	Administrator	37 yrs	\$116,256.00
Merrimack Valley	Director of Finance	24 yrs	\$90,237.00
Merrimack Valley	Administrative Assistant	1 yr	\$60,840.00
Metro West	Administrator	10.5 yrs	\$133,724.00

Metro West	Deputy Administrator	10.5 yrs	\$69,508.00
Montachusett	Administrator	15 yrs	\$138,517.00
Montachusett	Deputy Administrator	10 yrs	\$122,046.00
Montachusett	CFO	3 yrs	\$114,874.00
Montachusett	Accts Receivable Manager	3 yrs	\$81,366.00
Montachusett	Grants Manager	5 yrs	\$80,719.00
Nantucket	Administrator	22 yrs	\$92,859.00
Pioneer Valley	Administrator	7 mths	\$131,999.92
Pioneer Valley	CFO	7 yrs	\$121,573.00
Pioneer Valley	Chief Information Officer	4 yrs	\$112,550.88
Pioneer Valley	Procurement Officer	2 mths	\$82,999.80
Pioneer Valley	Manager of Capital Projects	8.5 yrs	\$85,795.00
Pioneer Valley	Claims Officer	3.5 yrs	\$81,954.08
Pioneer Valley	Customer Service Manager	24.5 yrs	\$78,231.40
Southeastern	Administrator	6.2 yrs	\$111,342.92
Southeastern	CFO	6.4 yrs	\$97,960.20
Worcester	Administrator	2 yrs	\$117,000.00
Worcester	Asst. Administrator/CFO	9 yrs	\$97,000.00
Worcester	Manager of Finance & Grants	2 yrs	\$61,000.00
Worcester	Manager of Marketing/Comm	4 mths	\$53,000.00
Worcester	Administrative Assistant	3 yrs	\$32,261.00
Worcester	Staff Accountant	4 mths	\$47,000.00