

Nantucket Regional Transit Authority

3 East Chestnut Street, Nantucket, MA 02554

Phone: 508-325-9571 • Fax: 508-325-0788 • TTY: 508-325-7516

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AGENDA FOR THE MEETING OF THE

COMPENSATION COMMITTEE
of the NRTA ADVISORY BOARD

FEBRUARY 12, 2014

5:30 P.M.

UPSTAIRS TRAINING ROOM, NANTUCKET POLICE STATION
4 FAIRGROUNDS ROAD
NANTUCKET, MASSACHUSETTS

- I. Evaluate Compensation for Authority Executive per 801 CMR 53.00.



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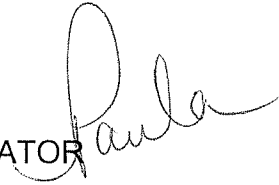
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TO: COMPENSATION COMMITTEE

FROM: PAULA LEARY, NRTA ADMINISTRATOR

RE: 801 CMR 53.04

DATE: FEBRUARY 3, 2014



The authority has already fulfilled the requirements of 53.04 (1) which established the compensation committee at its June 12, 2013 meeting and 53.04 (1) (a) it was determined that the NRTA Administrator was the only executive of the authority.

As required by 801 CMR 53.04(1) (b) – 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, as well as for-profit and non-profit private-sector employers”

The proposed NRTA Administrators salary for FY15 is \$85,003.98. This is a 1.5% salary increase from FY14 a \$1,256.22 increase.

Below is a breakdown of prior year salary information:

FY	SALARY	% INCREASE FROM PRIOR YEAR	AMT INCREASE FROM PRIOR YEAR
FY09	\$78,523.17	3%	\$2,287.08
FY10	\$78,523.17	No increase	No increase
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



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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.

Attached for your review and information please find a comparison of Executive (Administrator) and Chief Financial Officer salaries among regional transit authorities prepared by the Pioneer Valley Transit Authority in cooperation with the Massachusetts Regional Transit Authorities. Also attached is salary information from non-transit, non-profit agencies in Massachusetts.

Per 53.04 (1) (c) – establish policies that the chief executive officer (Administrator) shall apply in fixing the compensation of other authority employees. The NRTA does not have other authority employees that meet the definition of executive for this purpose.

Per 53.04: (2) – The NRTA Administrator is not compensated for sick, vacation or other leave time to an extent greater than the leave time granted to a state employee.

Per 53.04 (3) The NRTA Administrator shall not receive severance pay after removal for cause and the NRTA Administrators severance pay is not in excess of 3 month's salary if removed other than for cause as per its Personnel Policies and Procedures.

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

Thank you.



Comparison of Executive (Administrator) salaries among Massachusetts Regional Transit Authorities
 Prepared by Pioneer Valley Transit Authority based on FY13 salaries

RTA	Operating Budget	Ranking	Administrator Salary	Ranking	CFO Salary	
Berkshire	\$ 5,905,670	13	\$ 103,708	11	None	
Brockton	\$ 13,603,351	6	\$ 125,330	6	\$ 82,657	
Cape Ann	\$ 12,357,164	8	\$ 94,458	8	None	
Cape Cod	\$ 16,676,435	5	\$ 104,000	5	\$ 77,385	Finance Director
Franklin	\$ 5,247,196	11	\$ 85,461	13	None	
Greater Attleboro	\$ 32,357,920	3	\$ 89,965	3	\$ 60,895	Financial Officer
Lowell	\$ 9,292,452	10	\$ 118,389	10	\$ 90,396	
Martha's Vineyard	\$ 4,305,083	14	\$ 100,309	14	None	
Merrimack Valley	\$ 12,625,360	7	\$ 103,745	7	None	
Metrowest	\$ 5,607,695	12	\$ 117,882	12	None	
Montachusett	\$ 89,725,041	1	\$ 128,700	1	\$ 88,725	
Nantucket	\$ 1,657,467	15	\$ 82,510	15	None	
Pioneer Valley	\$ 35,642,008	2	\$ 126,072	2	\$ 107,366	
Southeastern	\$ 12,264,210	9	\$ 92,500	9	\$ 80,325	
Worcester	\$ 21,460,427	4	\$ 107,000	4	\$ 81,600	Assistant Adm.

Non-transit, non-profit agencies in Massachusetts

Salary Data Source: Valuing our Nonprofit Workforce 2010:

A compensation survey of and for nonprofits in Massachusetts and adjoining Communities
Prepared by Third Sector New England

Operating Budget	Executive Director/CEO Average Annual Salary	CFO Average Annual Salary
\$1,000,000-\$2,499,999	\$ 93,153	\$ 87,360
\$2,500,000-\$9,999,999	128,117	86,474
\$10,000,000-\$24,999,999	136,013	103,349
\$25,000,000 and over	208,985	132,878

Non-transit for profit, agencies in Massachusetts

Salary data source: General Wages, Massachusetts Compensation Report (2012)

Prepared by Associated Industries of Massachusetts

Statewide Massachusetts Average	\$ 215,491	\$ 157,872
Western Massachusetts Average	199,922	122,402

Occupational Employment Wages by Title and State (Massachusetts)

Salary data source: Bureau of Labor Statistics.

Industry and Profit/non-profit status not specified

Massachusetts	\$ 196,130	\$ 129,070
National	176,840	123,260

Other Transit Agencies (>100 vehicles)

Administrator Salary CFO Salary
 Salary data source: 2010 Public Transportation Management Compensation Report, APTA: Prepared by Christie Dawson

Central Oklahoma Transportation & Parking Authority (Oklahoma City, OK)	\$	123,000	\$	76,588	Financial Manager
Greater Bridgeport Transit Authority (Bridgeport, CT)	\$	138,000	\$	96,000	Fiscal Officer
Ann Arbor Transportation Authority (Ann Arbor, MI)	\$	160,000	\$	96,366	
Antelope Valley Transit Authority (Lancaster, CA)	\$	164,000	\$	120,882	
Shuttle-UM Transit System (Washington DC)	\$	140,000	None		
Everett Transit (Everett, WA)	\$	140,004	None		
Portage Area Regional Transportation Authority (Ken, OH)	\$	98,100	\$	56,612	Controller
Red Rose Transit Authority (Lancaster, PA)	\$	90,900	\$	74,094	
Area Transportation Authority of North Central Pennsylvania (Johnsonburg, PA)	\$	106,000	\$	85,435	
Greater New Haven Transit District (New Haven CT)	\$	107,895	none		
Kalamazoo Metro Transit System (Kalamazoo, MI)	\$	104,420	none		
Chittenden County Transportation Authority (Burlington, VT)	\$	107,253	\$	75,000	Director of Finance
Culver City Municipal Bus Lines (Culver City, CA)	\$	148,962	\$	93,310	Sr. Financial Advisor