

**DEFINITIONS:**

Base Salary	All data represented as Monthly based on agreed upon effective date
Minimum	Minimum represents the minimum of a pay range as reported by the surveyed agency
Midpoint	Midpoint represents the middle number in the pay range from minimum to maximum as reported by the surveyed agency
Maximum	Maximum represents the maximum of a pay range as reported by the surveyed agency
Range Bandwidth	Range Bandwidth represents the spread from minimum to maximum of a pay range as reported by the surveyed agency. CPS uses this to compare the client's range with market trends to op
Base Salary Medians	Base Salary Medians represent the median of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum)
Base Salary Means	Base Salary Means represent the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum)
Percentage Needed to Reach LM Median	Percentage Needed to Reach LM Median represents the percentage needed to bring client's salary to the labor market median in each category (minimum, midpoint & maximum)
Percentage Needed to Reach LM Mean	Percentage Needed to Reach LM Mean represents the percentage needed to bring client's salary to the labor market mean in each category (minimum, midpoint & maximum)
Additional Percentile (or Control Point)	Additional Percentile/Control Point represents the percentile of the labor market salary range (i.e. 60th, 70th, etc. designated by the client agency) and requested to be added to data set



Client Benchmark: Administrative Assistant - Shared Transit/Programming

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Administrative Assistant - Shared Transit/Programming	\$3,652.17	\$4,748.50	\$5,844.83	60.04%
City of Camarillo	Administrative Specialist I	\$4,299.76	\$5,374.71	\$6,449.65	50.00%
City of Fillmore	Data Not Available				
City of Moorpark	Administrative Assistant I	\$4,369.73	\$5,125.47	\$5,881.20	34.59%
City of Ojai	Administrative Assistant I	\$4,820.42	\$5,339.89	\$5,859.36	21.55%
City of Oxnard	Administrative Services Technician	\$3,570.67	\$4,478.57	\$5,386.47	50.85%
City of Port Hueneme	Administrative Specialist I	\$4,153.00	\$4,777.30	\$5,401.60	30.07%
City of San Buenaventura	Administrative Assistant	\$4,558.51	\$5,049.71	\$5,540.91	21.55%
City of Santa Paula	Administrative Assistant	\$3,475.33	\$3,852.33	\$4,229.33	21.70%
City of Simi Valley	Administrative Assistant	\$4,906.04	\$5,581.26	\$6,256.48	27.53%
City of Thousand Oaks	Administrative Secretary	\$4,991.08	\$5,839.80	\$6,688.52	34.01%
County of Ventura	Management Assistant II	\$3,628.73	\$4,354.45	\$5,080.16	40.00%
Los Angeles Metro Transportation Authority	Secretary	\$3,433.73	\$4,290.87	\$5,148.00	49.92%
Orange County Transportation Authority	Office Specialist - Senior - Executive	\$4,378.40	\$5,175.74	\$5,973.07	36.42%
Riverside County Transportation Commission	Administrative Assistant	\$4,710.00	\$5,534.50	\$6,359.00	35.01%
San Bernardino County Transportation Authority	Administrative Assistant, Senior	\$4,538.58	\$6,013.67	\$7,488.75	65.00%
Santa Barbara County Association of Governments	Administrative Assistant II	\$4,552.00	\$5,042.50	\$5,533.00	21.55%
Southern California Regional Rail Authority	Senior Administrative Assistant	\$4,309.07	\$5,520.67	\$6,732.27	56.23%
	<b>Total Matches</b>		16		
	<b>Base Salary Medians (Min, Mid, Max)</b>	<b>\$4,374.07</b>	<b>\$5,150.60</b>	<b>\$5,870.28</b>	<b>34.80%</b>
	<b>Base Salary Means (Min, Mid, Max)</b>	<b>\$4,293.44</b>	<b>\$5,084.46</b>	<b>\$5,875.49</b>	<b>37.25%</b>
	<b>Percentage Needed to Reach LM Median*</b>	<b>19.77%</b>	<b>8.47%</b>	<b>0.44%</b>	
	<b>Percentage Needed to Reach LM Mean*</b>	<b>17.56%</b>	<b>7.08%</b>	<b>0.52%</b>	
	<b>Additional Percentile (or Control Point)</b>				

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**Client Benchmark: Clerk of the Commission/Executive Assistant**

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Clerk of the Commission/Executive Assistant	\$5,844.00	\$8,491.00	\$11,138.00	90.59%
City of Camarillo	Executive Assistant	\$6,670.30	\$8,337.88	\$10,005.46	50.00%
City of Fillmore	Data Not Available				
City of Moorpark	Executive Secretary	\$5,328.27	\$6,248.67	\$7,169.07	34.55%
City of Ojai	No Comparable Class				
City of Oxnard	Assistant City Clerk	\$5,418.94	\$6,951.53	\$8,484.11	56.56%
City of Port Hueneme	No Comparable Class				
City of San Buenaventura	Assistant City Clerk	\$6,667.87	\$7,801.47	\$8,935.07	34.00%
City of Santa Paula	City Clerk	\$5,418.40	\$6,005.14	\$6,591.87	21.66%
City of Simi Valley	Recording Secretary	\$3,890.02	\$4,425.86	\$4,961.70	27.55%
City of Thousand Oaks	Deputy City Clerk	\$7,709.62	\$9,637.03	\$11,564.44	50.00%
County of Ventura	Assistant Chief Deputy Clerk BOS	\$8,889.26	\$10,667.12	\$12,444.97	40.00%
Los Angeles Metro Transportation Authority	Deputy Board Clerk	\$9,836.67	\$12,294.54	\$14,752.40	49.97%
Orange County Transportation Authority	Administrative Specialist - Clerk of the Board	\$5,059.60	\$6,025.94	\$6,992.27	38.20%
Riverside County Transportation Commission	No Comparable Class				
San Bernardino County Transportation Authority	Clerk of the Board/Administrative Manager	\$9,907.17	\$13,127.05	\$16,346.92	65.00%
Santa Barbara County Association of Governments	Clerk of the Board	\$6,927.00	\$7,673.50	\$8,420.00	21.55%
Southern California Regional Rail Authority	No Comparable Class				

<b>Total Matches</b>		12		
<b>Base Salary Medians (Min, Mid, Max)</b>	<b>\$6,669.09</b>	<b>\$7,737.49</b>	<b>\$8,709.59</b>	<b>39.10%</b>
<b>Base Salary Means (Min, Mid, Max)</b>	<b>\$6,810.26</b>	<b>\$8,266.31</b>	<b>\$9,722.36</b>	<b>40.75%</b>
<b>Percentage Needed to Reach LM Median*</b>	<b>14.12%</b>	<b>-8.87%</b>	<b>-21.80%</b>	
<b>Percentage Needed to Reach LM Mean*</b>	<b>16.53%</b>	<b>-2.65%</b>	<b>-12.71%</b>	
<b>Additional Percentile (or Control Point)</b>				

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### Client Benchmark: Customer Service Representative

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Customer Service Representative	\$2,686.67	\$3,197.13	\$3,707.58	38.00%
City of Camarillo	No Comparable Class				
City of Fillmore	Data Not Available				
City of Moorpark	No Comparable Class				
City of Ojai	No Comparable Class				
City of Oxnard	No Comparable Class				
City of Port Hueneme	Customer Service Representative	\$3,744.62	\$4,307.53	\$4,870.44	30.06%
City of San Buenaventura	No Comparable Class				
City of Santa Paula	Customer Service Representative	\$3,458.00	\$3,831.54	\$4,205.07	21.60%
City of Simi Valley	Customer Service Representative	\$3,605.89	\$4,104.55	\$4,603.20	27.66%
City of Thousand Oaks	Customer Service Representative	\$4,772.02	\$5,583.49	\$6,394.96	34.01%
County of Ventura	No Comparable Class				
Los Angeles Metro Transportation Authority	Data Not Available				
Orange County Transportation Authority	Customer Relations Representative	\$3,877.47	\$4,556.94	\$5,236.40	35.05%
Riverside County Transportation Commission	No Comparable Class				
San Bernardino County Transportation Authority	No Comparable Class				
Santa Barbara County Association of Governments	No Comparable Class				
Southern California Regional Rail Authority	Customer Relations Representative	\$5,007.93	\$5,007.93	\$5,007.93	0.00%

<b>Total Matches</b>		6		
<b>Base Salary Medians (Min, Mid, Max)</b>	<b>\$3,811.05</b>	<b>\$4,432.23</b>	<b>\$4,939.19</b>	<b>28.86%</b>
<b>Base Salary Means (Min, Mid, Max)</b>	<b>\$4,077.66</b>	<b>\$4,565.33</b>	<b>\$5,053.00</b>	<b>24.73%</b>
<b>Percentage Needed to Reach LM Median*</b>	<b>41.85%</b>	<b>38.63%</b>	<b>33.22%</b>	
<b>Percentage Needed to Reach LM Mean*</b>	<b>51.77%</b>	<b>42.79%</b>	<b>36.29%</b>	
<b>Additional Percentile (or Control Point)</b>				

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### Client Benchmark: Finance Director

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Finance Director	\$9,092.00	\$12,404.50	\$15,717.00	72.87%
City of Camarillo	Director of Finance	\$13,867.01	\$17,333.77	\$20,800.52	50.00%
City of Fillmore	Data Not Available				
City of Moorpark	Finance Director	\$12,336.13	\$14,462.07	\$16,588.00	34.47%
City of Ojai	Finance Director	\$11,485.81	\$12,826.24	\$14,166.67	23.34%
City of Oxnard	Department Director I	\$11,430.76	\$15,431.52	\$19,432.28	70.00%
City of Port Hueneme	Finance Director	\$13,402.61	\$15,413.00	\$17,423.39	30.00%
City of San Buenaventura	Chief Financial Officer	\$14,608.90	\$17,092.48	\$19,576.06	34.00%
City of Santa Paula	Finance Director/City Treasurer	\$10,798.67	\$11,964.34	\$13,130.00	21.59%
City of Simi Valley	Administrative Services Director	\$12,472.03	\$14,342.77	\$16,213.51	30.00%
City of Thousand Oaks	Finance Director	\$15,016.35	\$18,770.43	\$22,524.51	50.00%
County of Ventura	County Chief Financial Officer	\$19,564.46	\$23,477.35	\$27,390.24	40.00%
Los Angeles Metro Transportation Authority	Chief Financial Officer	\$19,019.87	\$23,818.60	\$28,617.33	50.46%
Orange County Transportation Authority	Director Finance and Administration	\$22,373.83	\$22,373.83	\$22,373.83	0.00%
Riverside County Transportation Commission	Chief Financial Officer	\$16,189.00	\$19,022.00	\$21,855.00	35.00%
San Bernardino County Transportation Authority	Chief Financial Officer	\$13,276.58	\$17,591.50	\$21,906.42	65.00%
Santa Barbara County Association of Governments	Chief Financial Officer/Human Resources Director	\$13,492.00	\$14,946.00	\$16,400.00	21.55%
Southern California Regional Rail Authority	Chief Financial Officer	\$16,170.27	\$20,710.74	\$25,251.20	56.16%

<b>Total Matches</b>		16		
<b>Base Salary Medians (Min, Mid, Max)</b>	<b>\$13,679.51</b>	<b>\$17,213.12</b>	<b>\$20,188.29</b>	<b>34.73%</b>
<b>Base Salary Means (Min, Mid, Max)</b>	<b>\$14,719.02</b>	<b>\$17,473.54</b>	<b>\$20,228.06</b>	<b>38.22%</b>
<b>Percentage Needed to Reach LM Median*</b>	<b>50.46%</b>	<b>38.77%</b>	<b>28.45%</b>	
<b>Percentage Needed to Reach LM Mean*</b>	<b>61.89%</b>	<b>40.86%</b>	<b>28.70%</b>	
<b>Additional Percentile (or Control Point)</b>				

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### Client Benchmark: Planning and Sustainability Director

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Planning and Sustainability Director	\$9,092.00	\$12,404.50	\$15,717.00	72.87%
City of Camarillo	Director of Community Development	\$13,867.01	\$17,333.77	\$20,800.52	50.00%
City of Fillmore	Data Not Available				
City of Moorpark	Planning Director	\$11,176.53	\$13,103.13	\$15,029.73	34.48%
City of Ojai	No Comparable Class				
City of Oxnard	Department Director I	\$11,430.76	\$15,431.52	\$19,432.28	70.00%
City of Port Hueneme	No Comparable Class				
City of San Buenaventura	Community Development Director	\$15,358.95	\$17,970.03	\$20,581.10	34.00%
City of Santa Paula	Community & Economic Development Director (Planning Director)	\$10,937.33	\$12,117.73	\$13,298.13	21.58%
City of Simi Valley	Environmental Services Director	\$12,203.22	\$14,033.63	\$15,864.04	30.00%
City of Thousand Oaks	Sustainability Division Manager	\$9,887.07	\$12,358.83	\$14,830.59	50.00%
County of Ventura	No Comparable Class				
Los Angeles Metro Transportation Authority	Chief Planning Officer	\$19,019.87	\$23,818.60	\$28,617.33	50.46%
Orange County Transportation Authority	Department Manager Planning and Analysis	\$12,580.54	\$14,868.54	\$17,156.54	36.37%
Riverside County Transportation Commission	Planning and Programming Director	\$14,667.00	\$17,233.50	\$19,800.00	35.00%
San Bernardino County Transportation Authority	Director of Planning	\$14,637.42	\$19,394.59	\$24,151.75	65.00%
Santa Barbara County Association of Governments	Director of Planning/Programming	\$13,492.00	\$14,946.00	\$16,400.00	21.55%
Southern California Regional Rail Authority	No Comparable Class				

<b>Total Matches</b>		12		
<b>Base Salary Medians (Min, Mid, Max)</b>	<b>\$13,036.27</b>	<b>\$15,188.76</b>	<b>\$18,294.41</b>	<b>35.69%</b>
<b>Base Salary Means (Min, Mid, Max)</b>	<b>\$13,271.48</b>	<b>\$16,050.82</b>	<b>\$18,830.17</b>	<b>41.54%</b>
<b>Percentage Needed to Reach LM Median*</b>	<b>43.38%</b>	<b>22.45%</b>	<b>16.40%</b>	
<b>Percentage Needed to Reach LM Mean*</b>	<b>45.97%</b>	<b>29.40%</b>	<b>19.81%</b>	
<b>Additional Percentile (or Control Point)</b>				

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### Client Benchmark: Program Analyst

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Program Analyst	\$4,175.58	\$6,162.88	\$8,150.17	95.19%
City of Camarillo	Management Analyst	\$7,354.00	\$9,192.50	\$11,031.00	50.00%
City of Fillmore	Data Not Available				
City of Moorpark	No Comparable Class				
City of Ojai	No Comparable Class				
City of Oxnard	Administrative Services Analyst Senior	\$5,874.96	\$8,149.50	\$10,424.04	77.43%
City of Port Hueneme	No Comparable Class				
City of San Buenaventura	Management Analyst I	\$6,191.80	\$7,244.44	\$8,297.07	34.00%
City of Santa Paula	Management Analyst	\$6,564.13	\$7,273.07	\$7,982.00	21.60%
City of Simi Valley	Management Analyst	\$6,654.53	\$7,592.01	\$8,529.49	28.18%
City of Thousand Oaks	Sustainability Analyst	\$7,004.76	\$8,755.96	\$10,507.15	50.00%
County of Ventura	Management Analyst I	\$6,738.07	\$8,085.69	\$9,433.30	40.00%
Los Angeles Metro Transportation Authority	Accessibility Analyst	\$6,194.93	\$7,742.80	\$9,290.67	49.97%
Orange County Transportation Authority	Community Transportation Coordinator	\$6,770.40	\$8,040.07	\$9,309.73	37.51%
Riverside County Transportation Commission	Management Analyst - Programming	\$7,346.00	\$8,631.50	\$9,917.00	35.00%
San Bernardino County Transportation Authority	Management Analyst II	\$5,792.50	\$7,675.13	\$9,557.75	65.00%
Santa Barbara County Association of Governments	No Comparable Class				
Southern California Regional Rail Authority	No Comparable Class				

<b>Total Matches</b>		11		
<b>Base Salary Medians (Min, Mid, Max)</b>	<b>\$6,654.53</b>	<b>\$8,040.07</b>	<b>\$9,433.30</b>	<b>40.00%</b>
<b>Base Salary Means (Min, Mid, Max)</b>	<b>\$6,589.64</b>	<b>\$8,034.79</b>	<b>\$9,479.93</b>	<b>44.43%</b>
<b>Percentage Needed to Reach LM Median*</b>	<b>59.37%</b>	<b>30.46%</b>	<b>15.74%</b>	
<b>Percentage Needed to Reach LM Mean*</b>	<b>57.81%</b>	<b>30.37%</b>	<b>16.32%</b>	
<b>Additional Percentile (or Control Point)</b>				

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### Client Benchmark: Program Manager, Accounting

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Program Manager, Accounting	\$5,844.00	\$8,491.00	\$11,138.00	90.59%
City of Camarillo	Finance and Accounting Manager	\$8,938.82	\$11,173.53	\$13,408.23	50.00%
City of Fillmore	Data Not Available				
City of Moorpark	Finance/Accounting Manager	\$8,311.33	\$9,743.93	\$11,176.53	34.47%
City of Ojai	No Comparable Class				
City of Oxnard	Utilities Finance Officer	\$7,226.30	\$9,864.81	\$12,503.31	73.03%
City of Port Hueneme	Accounting Manager	\$9,023.51	\$10,373.79	\$11,724.06	29.93%
City of San Buenaventura	Accounting Manager	\$9,467.03	\$11,076.52	\$12,686.01	34.00%
City of Santa Paula	Assistant Finance Director	\$7,988.93	\$8,851.27	\$9,713.60	21.59%
City of Simi Valley	Accounting Supervisor	\$7,574.81	\$8,650.35	\$9,725.89	28.40%
City of Thousand Oaks	Accounting Manager	\$9,221.84	\$11,527.30	\$13,832.75	50.00%
County of Ventura	No Comparable Class				
Los Angeles Metro Transportation Authority	Manager, Accounting	\$8,072.13	\$10,089.73	\$12,107.33	49.99%
Orange County Transportation Authority	Section Manager, Senior General Accounting & Financial Reporting	\$10,881.87	\$12,998.27	\$15,114.67	38.90%
Riverside County Transportation Commission	Accounting Supervisor	\$9,404.00	\$11,049.50	\$12,695.00	35.00%
San Bernardino County Transportation Authority	Chief of Fiscal Resources	\$10,922.67	\$14,472.55	\$18,022.42	65.00%
Santa Barbara County Association of Governments	Finance Manager/Human Resources Generalist II	\$8,651.00	\$9,583.00	\$10,515.00	21.55%
Southern California Regional Rail Authority	Senior Manager, General Accounting	\$9,049.33	\$11,594.46	\$14,139.58	56.25%

<b>Total Matches</b>		14		
<b>Base Salary Medians (Min, Mid, Max)</b>	<b>\$8,981.17</b>	<b>\$10,711.64</b>	<b>\$12,594.66</b>	<b>36.95%</b>
<b>Base Salary Means (Min, Mid, Max)</b>	<b>\$8,909.54</b>	<b>\$10,789.21</b>	<b>\$12,668.88</b>	<b>42.01%</b>
<b>Percentage Needed to Reach LM Median*</b>	<b>53.68%</b>	<b>26.15%</b>	<b>13.08%</b>	
<b>Percentage Needed to Reach LM Mean*</b>	<b>52.46%</b>	<b>27.07%</b>	<b>13.74%</b>	
<b>Additional Percentile (or Control Point)</b>				

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**Client Benchmark: Program Manager, Government and Community Relations**

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Program Manager, Government and Community Relations	\$5,844.00	\$8,491.00	\$11,138.00	90.59%
City of Camarillo	No Comparable Class				
City of Fillmore	Data Not Available				
City of Moorpark	No Comparable Class				
City of Ojai	No Comparable Class				
City of Oxnard	No Comparable Class				
City of Port Hueneme	No Comparable Class				
City of San Buenaventura	Communications Manager/Public Information Officer	\$9,946.42	\$11,637.33	\$13,328.24	34.00%
City of Santa Paula	No Comparable Class				
City of Simi Valley	No Comparable Class				
City of Thousand Oaks	Community Development Operations Manager	\$9,692.23	\$12,115.29	\$14,538.35	50.00%
County of Ventura	No Comparable Class				
Los Angeles Metro Transportation Authority	No Comparable Class				
Orange County Transportation Authority	Government Relations Representative Principal	\$8,437.87	\$10,054.21	\$11,670.54	38.31%
Riverside County Transportation Commission	Legislative Affairs Manager	\$10,905.00	\$12,813.50	\$14,722.00	35.00%
San Bernardino County Transportation Authority	Chief of Legislative and Public Affairs	\$10,922.67	\$14,472.55	\$18,022.42	65.00%
Santa Barbara County Association of Governments	Government Affairs and Public Information Manager II	\$9,089.00	\$10,068.00	\$11,047.00	21.54%
Southern California Regional Rail Authority	No Comparable Class				

<b>Total Matches</b>			6	
<b>Base Salary Medians (Min, Mid, Max)</b>	<b>\$9,819.33</b>	<b>\$11,876.31</b>	<b>\$13,933.30</b>	<b>36.66%</b>
<b>Base Salary Means (Min, Mid, Max)</b>	<b>\$9,832.20</b>	<b>\$11,860.15</b>	<b>\$13,888.09</b>	<b>40.64%</b>
<b>Percentage Needed to Reach LM Median*</b>	<b>68.02%</b>	<b>39.87%</b>	<b>25.10%</b>	
<b>Percentage Needed to Reach LM Mean*</b>	<b>68.24%</b>	<b>39.68%</b>	<b>24.69%</b>	
<b>Additional Percentile (or Control Point)</b>				

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### Client Benchmark: Program Manager, Information Technology

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Program Manager, Information Technology	\$5,844.00	\$8,491.00	\$11,138.00	90.59%
City of Camarillo	Information Systems Manager	\$10,347.79	\$12,934.74	\$15,521.69	50.00%
City of Fillmore	Data Not Available				
City of Moorpark	Information Systems Administrator	\$6,652.53	\$7,800.87	\$8,949.20	34.52%
City of Ojai	No Comparable Class				
City of Oxnard	Information Technology Supervisor	\$8,303.83	\$10,379.80	\$12,455.77	50.00%
City of Port Hueneme	No Comparable Class				
City of San Buenaventura	Information Technology Customer Support Supervisor	\$9,191.76	\$10,754.44	\$12,317.12	34.00%
City of Santa Paula	No Comparable Class				
City of Simi Valley	Information Services Analyst II	\$7,421.34	\$8,473.74	\$9,526.14	28.36%
City of Thousand Oaks	Information Technology Manager	\$11,140.97	\$13,926.21	\$16,711.45	50.00%
County of Ventura	No Comparable Class				
Los Angeles Metro Transportation Authority	No Comparable Class				
Orange County Transportation Authority	No Comparable Class				
Riverside County Transportation Commission	No Comparable Class				
San Bernardino County Transportation Authority	Chief of Information Technology	\$10,922.67	\$14,472.55	\$18,022.42	65.00%
Santa Barbara County Association of Governments	No Comparable Class				
Southern California Regional Rail Authority	No Comparable Class				

<b>Total Matches</b>		7		
<b>Base Salary Medians (Min, Mid, Max)</b>	<b>\$9,191.76</b>	<b>\$10,754.44</b>	<b>\$12,455.77</b>	<b>50.00%</b>
<b>Base Salary Means (Min, Mid, Max)</b>	<b>\$9,140.13</b>	<b>\$11,248.91</b>	<b>\$13,357.68</b>	<b>44.56%</b>
<b>Percentage Needed to Reach LM Median*</b>	<b>57.29%</b>	<b>26.66%</b>	<b>11.83%</b>	
<b>Percentage Needed to Reach LM Mean*</b>	<b>56.40%</b>	<b>32.48%</b>	<b>19.93%</b>	
<b>Additional Percentile (or Control Point)</b>				

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### Client Benchmark: Program Manager, Programming

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Program Manager, Programming	\$5,844.00	\$8,491.00	\$11,138.00	90.59%
City of Camarillo	No Comparable Class				
City of Fillmore	Data Not Available				
City of Moorpark	Program Manager	\$8,311.33	\$9,743.93	\$11,176.53	34.47%
City of Ojai	No Comparable Class				
City of Oxnard	No Comparable Class				
City of Port Hueneme	No Comparable Class				
City of San Buenaventura	No Comparable Class				
City of Santa Paula	No Comparable Class				
City of Simi Valley	No Comparable Class				
City of Thousand Oaks	No Comparable Class				
County of Ventura	No Comparable Class				
Los Angeles Metro Transportation Authority	No Comparable Class				
Orange County Transportation Authority	Section Manager II Formula Funding Programs	\$8,437.87	\$10,054.21	\$11,670.54	38.31%
Riverside County Transportation Commission	Planning and Programming Manager	\$10,905.00	\$12,813.50	\$14,722.00	35.00%
San Bernardino County Transportation Authority	Chief of Air Quality and Mobility Programs	\$10,922.67	\$14,472.55	\$18,022.42	65.00%
Santa Barbara County Association of Governments	Principal Transportation Planner	\$9,316.00	\$10,320.00	\$11,324.00	21.55%
Southern California Regional Rail Authority	No Comparable Class				

<b>Total Matches</b>		5		
<b>Base Salary Medians (Min, Mid, Max)</b>	<b>\$9,316.00</b>	<b>\$10,320.00</b>	<b>\$11,670.54</b>	<b>35.00%</b>
<b>Base Salary Means (Min, Mid, Max)</b>	<b>\$9,578.57</b>	<b>\$11,480.84</b>	<b>\$13,383.10</b>	<b>38.87%</b>
<b>Percentage Needed to Reach LM Median*</b>	<b>59.41%</b>	<b>21.54%</b>	<b>4.78%</b>	
<b>Percentage Needed to Reach LM Mean*</b>	<b>63.90%</b>	<b>35.21%</b>	<b>20.16%</b>	
<b>Additional Percentile (or Control Point)</b>				

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**Client Benchmark: Program Manager, Regional Transit Planning**

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Program Manager, Regional Transit Planning	\$5,844.00	\$8,491.00	\$11,138.00	90.59%
City of Camarillo	No Comparable Class				
City of Fillmore	Data Not Available				
City of Moorpark	No Comparable Class				
City of Ojai	No Comparable Class				
City of Oxnard	No Comparable Class				
City of Port Hueneme	No Comparable Class				
City of San Buenaventura	No Comparable Class				
City of Santa Paula	No Comparable Class				
City of Simi Valley	No Comparable Class				
City of Thousand Oaks	Transportation Planner	\$7,662.69	\$9,578.38	\$11,494.06	50.00%
County of Ventura	No Comparable Class				
Los Angeles Metro Transportation Authority	Accessibility Program Manager	\$7,359.73	\$9,197.93	\$11,036.13	49.95%
Orange County Transportation Authority	Department Manager Community Transportation Services	\$12,580.54	\$14,868.54	\$17,156.54	36.37%
Riverside County Transportation Commission	Senior Management Analyst - Programming	\$8,951.00	\$10,517.00	\$12,083.00	34.99%
San Bernardino County Transportation Authority	Transit Manager	\$8,986.08	\$11,906.58	\$14,827.08	65.00%
Santa Barbara County Association of Governments	No Comparable Class				
Southern California Regional Rail Authority	No Comparable Class				

<b>Total Matches</b>		5		
<b>Base Salary Medians (Min, Mid, Max)</b>	<b>\$8,951.00</b>	<b>\$10,517.00</b>	<b>\$12,083.00</b>	<b>49.95%</b>
<b>Base Salary Means (Min, Mid, Max)</b>	<b>\$9,108.01</b>	<b>\$11,213.69</b>	<b>\$13,319.36</b>	<b>47.26%</b>
<b>Percentage Needed to Reach LM Median*</b>	<b>53.17%</b>	<b>23.86%</b>	<b>8.48%</b>	
<b>Percentage Needed to Reach LM Mean*</b>	<b>55.85%</b>	<b>32.07%</b>	<b>19.58%</b>	
<b>Additional Percentile (or Control Point)</b>				

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**Client Benchmark: Program Manager, Transit Contracts**

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Program Manager, Transit Contracts	\$5,844.00	\$8,491.00	\$11,138.00	90.59%
City of Camarillo	No Comparable Class				
City of Fillmore	Data Not Available				
City of Moorpark	No Comparable Class				
City of Ojai	No Comparable Class				
City of Oxnard	No Comparable Class				
City of Port Hueneme	No Comparable Class				
City of San Buenaventura	No Comparable Class				
City of Santa Paula	No Comparable Class				
City of Simi Valley	No Comparable Class				
City of Thousand Oaks	No Comparable Class				
County of Ventura	No Comparable Class				
Los Angeles Metro Transportation Authority	Principal Contract Administrator	\$7,359.73	\$9,197.93	\$11,036.13	49.95%
Orange County Transportation Authority	Section Manager II - Paratransit Services	\$8,437.87	\$10,054.21	\$11,670.54	38.31%
Riverside County Transportation Commission	Transit Manager	\$10,905.00	\$12,813.50	\$14,722.00	35.00%
San Bernardino County Transportation Authority	Procurement Manager	\$8,986.08	\$11,906.58	\$14,827.08	65.00%
Santa Barbara County Association of Governments	No Comparable Class				
Southern California Regional Rail Authority	Director, Contracts, Procurement and Materials Management	\$10,535.20	\$13,499.20	\$16,463.20	56.27%

<b>Total Matches</b>		5		
<b>Base Salary Medians (Min, Mid, Max)</b>	<b>\$8,986.08</b>	<b>\$11,906.58</b>	<b>\$14,722.00</b>	<b>49.95%</b>
<b>Base Salary Means (Min, Mid, Max)</b>	<b>\$9,244.78</b>	<b>\$11,494.28</b>	<b>\$13,743.79</b>	<b>48.91%</b>
<b>Percentage Needed to Reach LM Median*</b>	<b>53.77%</b>	<b>40.23%</b>	<b>32.18%</b>	
<b>Percentage Needed to Reach LM Mean*</b>	<b>58.19%</b>	<b>35.37%</b>	<b>23.40%</b>	
<b>Additional Percentile (or Control Point)</b>				

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**Client Benchmark: Program Manager, Transportation Data and Services**

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Program Manager, Transportation Data and Services	\$5,844.00	\$8,491.00	\$11,138.00	90.59%
City of Camarillo	No Comparable Class				
City of Fillmore	Data Not Available				
City of Moorpark	No Comparable Class				
City of Ojai	No Comparable Class				
City of Oxnard	No Comparable Class				
City of Port Hueneme	No Comparable Class				
City of San Buenaventura	No Comparable Class				
City of Santa Paula	No Comparable Class				
City of Simi Valley	No Comparable Class				
City of Thousand Oaks	Transit Program Manager	\$8,183.90	\$10,229.88	\$12,275.85	50.00%
County of Ventura	No Comparable Class				
Los Angeles Metro Transportation Authority	Principal Spatial Analyst	\$7,359.73	\$9,197.93	\$11,036.13	49.95%
Orange County Transportation Authority	Depart Manager, Transit Program Management	\$12,580.54	\$14,868.54	\$17,156.54	36.37%
Riverside County Transportation Commission	No Comparable Class				
Santa Barbara County Association of Governments	No Comparable Class				
Santa Barbara County Association of Governments	Chief of Fund Administration	\$10,922.67	\$14,472.55	\$18,022.42	65.00%
Southern California Regional Rail Authority	Planning Manager II	\$7,722.00	\$9,893.87	\$12,065.73	56.25%

<b>Total Matches</b>		5		
<b>Base Salary Medians (Min, Mid, Max)</b>	<b>\$8,183.90</b>	<b>\$10,229.88</b>	<b>\$12,275.85</b>	<b>50.00%</b>
<b>Base Salary Means (Min, Mid, Max)</b>	<b>\$9,353.77</b>	<b>\$11,732.55</b>	<b>\$14,111.33</b>	<b>51.52%</b>
<b>Percentage Needed to Reach LM Median*</b>	<b>40.04%</b>	<b>20.48%</b>	<b>10.22%</b>	
<b>Percentage Needed to Reach LM Mean*</b>	<b>60.06%</b>	<b>38.18%</b>	<b>26.70%</b>	
<b>Additional Percentile (or Control Point)</b>				

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### Client Benchmark: Program Manager, Transportation Planning

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Program Manager, Transportation Planning	\$5,844.00	\$8,491.00	\$11,138.00	90.59%
City of Camarillo	Senior Planner	\$7,721.69	\$9,652.11	\$11,582.53	50.00%
City of Fillmore	Data Not Available				
City of Moorpark	Principal Planner	\$7,529.60	\$8,827.00	\$10,124.40	34.46%
City of Ojai	No Comparable Class				
City of Oxnard	No Comparable Class				
City of Port Hueneme	No Comparable Class				
City of San Buenaventura	No Comparable Class				
City of Santa Paula	No Comparable Class				
City of Simi Valley	Transit Operations Manager	\$7,663.08	\$8,751.87	\$9,840.65	28.42%
City of Thousand Oaks	No Comparable Class				
County of Ventura	No Comparable Class				
Los Angeles Metro Transportation Authority	Principal Transportation Planner	\$7,359.73	\$9,197.93	\$11,036.13	49.95%
Orange County Transportation Authority	Section Manager III - Corridor Studies and Long-Range Planning	\$9,476.14	\$11,272.74	\$13,069.34	37.92%
Riverside County Transportation Commission	No Comparable Class				
San Bernardino County Transportation Authority	Senior (Transportation)Planner	\$7,040.83	\$9,329.17	\$11,617.50	65.00%
Santa Barbara County Association of Governments	Principal Transportation Planner	\$9,316.00	\$10,320.00	\$11,324.00	21.55%
Southern California Regional Rail Authority	No Comparable Class				

<b>Total Matches</b>		7		
<b>Base Salary Medians (Min, Mid, Max)</b>	<b>\$7,663.08</b>	<b>\$9,329.17</b>	<b>\$11,324.00</b>	<b>37.92%</b>
<b>Base Salary Means (Min, Mid, Max)</b>	<b>\$8,015.30</b>	<b>\$9,621.54</b>	<b>\$11,227.79</b>	<b>41.04%</b>
<b>Percentage Needed to Reach LM Median*</b>	<b>31.13%</b>	<b>9.87%</b>	<b>1.67%</b>	
<b>Percentage Needed to Reach LM Mean*</b>	<b>37.15%</b>	<b>13.31%</b>	<b>0.81%</b>	
<b>Additional Percentile (or Control Point)</b>				

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### Client Benchmark: Programming Director

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Programming Director	\$9,092.00	\$12,404.50	\$15,717.00	72.87%
City of Camarillo	No Comparable Class				
City of Fillmore	Data Not Available				
City of Moorpark	No Comparable Class				
City of Ojai	No Comparable Class				
City of Oxnard	Department Director I	\$11,430.76	\$15,431.52	\$19,432.28	70.00%
City of Port Hueneme	No Comparable Class				
City of San Buenaventura	No Comparable Class				
City of Santa Paula	No Comparable Class				
City of Simi Valley	No Comparable Class				
City of Thousand Oaks	No Comparable Class				
County of Ventura	No Comparable Class				
Los Angeles Metro Transportation Authority	No Comparable Class				
Orange County Transportation Authority	No Comparable Class				
Riverside County Transportation Commission	Multimodal Services Director	\$14,667.00	\$17,233.50	\$19,800.00	35.00%
San Bernardino County Transportation Authority	Director of Fund Administration	\$13,276.58	\$17,591.50	\$21,906.42	65.00%
Santa Barbara County Association of Governments	Director of Planning/Programming	\$13,492.00	\$14,946.00	\$16,400.00	21.55%
Southern California Regional Rail Authority	Director, Grants	\$10,535.20	\$13,499.20	\$16,463.20	56.27%

<b>Total Matches</b>		5		
<b>Base Salary Medians (Min, Mid, Max)</b>	<b>\$13,276.58</b>	<b>\$15,431.52</b>	<b>\$19,432.28</b>	<b>56.27%</b>
<b>Base Salary Means (Min, Mid, Max)</b>	<b>\$12,680.31</b>	<b>\$15,740.34</b>	<b>\$18,800.38</b>	<b>49.56%</b>
<b>Percentage Needed to Reach LM Median*</b>	<b>46.02%</b>	<b>24.40%</b>	<b>23.64%</b>	
<b>Percentage Needed to Reach LM Mean*</b>	<b>39.47%</b>	<b>26.89%</b>	<b>19.62%</b>	
<b>Additional Percentile (or Control Point)</b>				

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**Client Benchmark: Public Transit Director**

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Public Transit Director	\$9,092.00	\$12,404.50	\$15,717.00	72.87%
City of Camarillo	No Comparable Class				
City of Fillmore	Data Not Available				
City of Moorpark	No Comparable Class				
City of Ojai	Transit Operations Supervisor	\$6,171.23	\$6,835.92	\$7,500.60	21.54%
City of Oxnard	Department Director I	\$11,430.76	\$15,431.52	\$19,432.28	70.00%
City of Port Hueneme	No Comparable Class				
City of San Buenaventura	No Comparable Class				
City of Santa Paula	No Comparable Class				
City of Simi Valley	Deputy Public Works Director/Transit	\$9,810.04	\$11,220.87	\$12,631.70	28.76%
City of Thousand Oaks	No Comparable Class				
County of Ventura	No Comparable Class				
Los Angeles Metro Transportation Authority	Director, Transportation Operations	\$9,836.67	\$12,294.54	\$14,752.40	49.97%
Orange County Transportation Authority	General Manager Transit	\$24,091.58	\$24,091.58	\$24,091.58	0.00%
Riverside County Transportation Commission	No Comparable Class				
San Bernardino County Transportation Authority	Director of Transit and Rail Programs	\$14,637.42	\$19,394.59	\$24,151.75	65.00%
Santa Barbara County Association of Governments	Director of Rail and Transit Programs	\$11,074.00	\$12,267.00	\$13,460.00	21.55%
Southern California Regional Rail Authority	No Comparable Class				

<b>Total Matches</b>		7		
<b>Base Salary Medians (Min, Mid, Max)</b>	<b>\$11,074.00</b>	<b>\$12,294.54</b>	<b>\$14,752.40</b>	<b>28.76%</b>
<b>Base Salary Means (Min, Mid, Max)</b>	<b>\$12,435.96</b>	<b>\$14,505.14</b>	<b>\$16,574.33</b>	<b>36.69%</b>
<b>Percentage Needed to Reach LM Median*</b>	<b>21.80%</b>	<b>-0.89%</b>	<b>-6.14%</b>	
<b>Percentage Needed to Reach LM Mean*</b>	<b>36.78%</b>	<b>16.93%</b>	<b>5.45%</b>	
<b>Additional Percentile (or Control Point)</b>				

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### Client Benchmark: Receptionist/Secretary

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Receptionist/Secretary	\$3,652.17	\$4,748.50	\$5,844.83	60.04%
City of Camarillo	No Comparable Class				
City of Fillmore	Data Not Available				
City of Moorpark	No Comparable Class				
City of Ojai	Office Specialist I	\$3,674.28	\$4,070.28	\$4,466.28	21.56%
City of Oxnard	No Comparable Class				
City of Port Hueneme	No Comparable Class				
City of San Buenaventura	Office Assistant I	\$3,482.27	\$3,857.49	\$4,232.70	21.55%
City of Santa Paula	No Comparable Class				
City of Simi Valley	No Comparable Class				
City of Thousand Oaks	Administrative Clerk I	\$3,909.00	\$4,573.73	\$5,238.45	34.01%
County of Ventura	Administrative Assistant I	\$4,219.02	\$5,060.95	\$5,902.87	39.91%
Los Angeles Metro Transportation Authority	Office Assistant	\$3,170.27	\$3,962.40	\$4,754.53	49.97%
Orange County Transportation Authority	Office Specialist Assistant	\$3,877.47	\$4,556.94	\$5,236.40	35.05%
Riverside County Transportation Commission	Senior Office Assistant	\$4,267.00	\$5,014.00	\$5,761.00	35.01%
San Bernardino County Transportation Authority	No Comparable Class				
Santa Barbara County Association of Governments	Administrative Assistant I	\$3,925.00	\$4,348.00	\$4,771.00	21.55%
Southern California Regional Rail Authority	Senior Administrative Assistant	\$4,309.07	\$5,520.67	\$6,732.27	56.23%

<b>Total Matches</b>		9		
<b>Base Salary Medians (Min, Mid, Max)</b>	<b>\$3,909.00</b>	<b>\$4,556.94</b>	<b>\$5,236.40</b>	<b>35.01%</b>
<b>Base Salary Means (Min, Mid, Max)</b>	<b>\$3,870.38</b>	<b>\$4,551.60</b>	<b>\$5,232.83</b>	<b>34.98%</b>
<b>Percentage Needed to Reach LM Median*</b>	<b>7.03%</b>	<b>-4.03%</b>	<b>-10.41%</b>	
<b>Percentage Needed to Reach LM Mean*</b>	<b>5.97%</b>	<b>-4.15%</b>	<b>-10.47%</b>	
<b>Additional Percentile (or Control Point)</b>				

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### Client Benchmark: Senior Accountant/Analyst

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Senior Accountant/Analyst	\$4,175.58	\$6,162.88	\$8,150.17	95.19%
City of Camarillo	No Comparable Class				
City of Fillmore	Data Not Available				
City of Moorpark	Senior Account Technician I	\$5,328.27	\$6,248.67	\$7,169.07	34.55%
City of Ojai	Senior Accounting Specialist	\$5,453.92	\$6,041.61	\$6,629.30	21.55%
City of Oxnard	No Comparable Class				
City of Port Hueneme	Accountant	\$6,160.29	\$7,085.11	\$8,009.93	30.03%
City of San Buenaventura	Accountant II	\$6,834.62	\$7,996.51	\$9,158.40	34.00%
City of Santa Paula	Accountant	\$5,770.27	\$6,393.40	\$7,016.53	21.60%
City of Simi Valley	Senior Accountant	\$7,617.31	\$8,699.18	\$9,781.04	28.41%
City of Thousand Oaks	Accountant	\$6,630.85	\$8,288.56	\$9,946.27	50.00%
County of Ventura	Accountant II	\$5,302.06	\$6,362.47	\$7,422.88	40.00%
Los Angeles Metro Transportation Authority	Senior Accountant	\$6,737.47	\$8,420.54	\$10,103.60	49.96%
Orange County Transportation Authority	Accountant, Senior	\$7,512.27	\$8,954.41	\$10,396.54	38.39%
Riverside County Transportation Commission	Senior Financial Analyst	\$8,951.00	\$10,517.00	\$12,083.00	34.99%
San Bernardino County Transportation Authority	Accountant	\$5,516.67	\$7,309.63	\$9,102.58	65.00%
Santa Barbara County Association of Governments	Finance Manager/Human Resources Generalist I	\$7,646.00	\$8,470.00	\$9,294.00	21.55%
Southern California Regional Rail Authority	Accountant II	\$5,910.67	\$7,573.80	\$9,236.93	56.28%

<b>Total Matches</b>		14		
<b>Base Salary Medians (Min, Mid, Max)</b>	<b>\$6,395.57</b>	<b>\$7,785.16</b>	<b>\$9,197.67</b>	<b>34.77%</b>
<b>Base Salary Means (Min, Mid, Max)</b>	<b>\$6,526.55</b>	<b>\$7,740.06</b>	<b>\$8,953.58</b>	<b>37.59%</b>
<b>Percentage Needed to Reach LM Median*</b>	<b>53.17%</b>	<b>26.32%</b>	<b>12.85%</b>	
<b>Percentage Needed to Reach LM Mean*</b>	<b>56.30%</b>	<b>25.59%</b>	<b>9.86%</b>	
<b>Additional Percentile (or Control Point)</b>				

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**Client Benchmark: Transit Information Center and Technology Specialist**

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Transit Information Center and Technology Specialist	\$3,652.17	\$4,748.50	\$5,844.83	60.04%
City of Camarillo	No Comparable Class				
City of Fillmore	Data Not Available				
City of Moorpark	No Comparable Class				
City of Ojai	No Comparable Class				
City of Oxnard	No Comparable Class				
City of Port Hueneme	No Comparable Class				
City of San Buenaventura	No Comparable Class				
City of Santa Paula	No Comparable Class				
City of Simi Valley	No Comparable Class				
City of Thousand Oaks	No Comparable Class				
County of Ventura	No Comparable Class				
Los Angeles Metro Transportation Authority	No Comparable Class				
Orange County Transportation Authority	No Comparable Class				
Riverside County Transportation Commission	No Comparable Class				
San Bernardino County Transportation Authority	No Comparable Class				
Santa Barbara County Association of Governments	No Comparable Class				
Southern California Regional Rail Authority	No Comparable Class				

<b>Total Matches</b>		0		
<b>Base Salary Medians (Min, Mid, Max)</b>	<b>#NUM!</b>	<b>#NUM!</b>	<b>#NUM!</b>	<b>#NUM!</b>
<b>Base Salary Means (Min, Mid, Max)</b>	<b>#DIV/0!</b>	<b>#DIV/0!</b>	<b>#DIV/0!</b>	<b>#DIV/0!</b>
<b>Percentage Needed to Reach LM Median*</b>				
<b>Percentage Needed to Reach LM Mean*</b>				
<b>Additional Percentile (or Control Point)</b>				

\* Positive number represents client's salaries and/or benefits are below LM and need the indicated percentage to reach LM, negative number mean client is above the LM

### Client Benchmark: Transit Planner

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Transit Planner	\$4,175.58	\$6,162.88	\$8,150.17	95.19%
City of Camarillo	No Comparable Class				
City of Fillmore	Data Not Available				
City of Moorpark	No Comparable Class				
City of Ojai	No Comparable Class				
City of Oxnard	No Comparable Class				
City of Port Hueneme	No Comparable Class				
City of San Buenaventura	No Comparable Class				
City of Santa Paula	No Comparable Class				
City of Simi Valley	No Comparable Class				
City of Thousand Oaks	No Comparable Class				
County of Ventura	No Comparable Class				
Los Angeles Metro Transportation Authority	Transportation Planner	\$5,323.07	\$6,652.54	\$7,982.00	49.95%
Orange County Transportation Authority	Transportation Analyst - Transit Planning	\$6,770.40	\$8,040.07	\$9,309.74	37.51%
Riverside County Transportation Commission	No Comparable Class				
San Bernardino County Transportation Authority	Senior Planner	\$7,040.83	\$9,329.17	\$11,617.50	65.00%
Santa Barbara County Association of Governments	Transportation Planner II	\$7,278.00	\$8,062.00	\$8,846.00	21.54%
Southern California Regional Rail Authority	No Comparable Class				

<b>Total Matches</b>		4		
<b>Base Salary Medians (Min, Mid, Max)</b>	<b>\$6,905.62</b>	<b>\$8,051.04</b>	<b>\$9,077.87</b>	<b>43.73%</b>
<b>Base Salary Means (Min, Mid, Max)</b>	<b>\$6,603.08</b>	<b>\$8,020.94</b>	<b>\$9,438.81</b>	<b>43.50%</b>
<b>Percentage Needed to Reach LM Median*</b>	<b>65.38%</b>	<b>30.64%</b>	<b>11.38%</b>	
<b>Percentage Needed to Reach LM Mean*</b>	<b>58.14%</b>	<b>30.15%</b>	<b>15.81%</b>	
<b>Additional Percentile (or Control Point)</b>				

\* Positive number represents client's salaries and/or benefits are below LM and need the indicated percentage to reach LM, negative number mean client is above the LM

**Client Benchmark: Transit Planner - Transit Services**

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Ventura County Transportation Commission	Transit Planner - Transit Services	\$4,175.58	\$6,162.88	\$8,150.17	95.19%
City of Camarillo	No Comparable Class				
City of Fillmore	Data Not Available				
City of Moorpark	No Comparable Class				
City of Ojai	No Comparable Class				
City of Oxnard	No Comparable Class				
City of Port Hueneme	No Comparable Class				
City of San Buenaventura	No Comparable Class				
City of Santa Paula	No Comparable Class				
City of Simi Valley	No Comparable Class				
City of Thousand Oaks	No Comparable Class				
County of Ventura	No Comparable Class				
Los Angeles Metro Transportation Authority	Transportation Planner	\$5,323.07	\$6,652.54	\$7,982.00	49.95%
Orange County Transportation Authority	Transportation Analyst - Transit and Non-motorized Planning	\$6,770.40	\$8,040.07	\$9,309.74	37.51%
Riverside County Transportation Commission	No Comparable Class				
San Bernardino County Transportation Authority	Management Analyst II	\$5,792.50	\$7,675.13	\$9,557.75	65.00%
Santa Barbara County Association of Governments	Transportation Planner II	\$7,278.00	\$8,062.00	\$8,846.00	21.54%
Southern California Regional Rail Authority	No Comparable Class				

<b>Total Matches</b>			4	
<b>Base Salary Medians (Min, Mid, Max)</b>	<b>\$6,281.45</b>	<b>\$7,857.60</b>	<b>\$9,077.87</b>	<b>43.73%</b>
<b>Base Salary Means (Min, Mid, Max)</b>	<b>\$6,290.99</b>	<b>\$7,607.43</b>	<b>\$8,923.87</b>	<b>43.50%</b>
<b>Percentage Needed to Reach LM Median*</b>	<b>50.43%</b>	<b>27.50%</b>	<b>11.38%</b>	
<b>Percentage Needed to Reach LM Mean*</b>	<b>50.66%</b>	<b>23.44%</b>	<b>9.49%</b>	
<b>Additional Percentile (or Control Point)</b>				

\* Positive number represents client's salaries and/or benefits are below LM and need the indicated percentage to reach LM, negative number mean client is above the LM

**Table 4: VCTC Percent (%) Above/Below Labor Market by Classification**

Classification Title	# of matches	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	LM Base	LM Base	LM Base	Mrkt	Mrkt	Mrkt
					Salary Minimum	Salary Midpoint	Salary Maximum	Variance from Min	Variance from Mid	Variance from Max
Administrative Assistant - Shared Transit/Programming	16	\$3,652.17	\$4,748.50	\$5,844.83	\$4,374.07	\$5,150.60	\$5,870.28	19.77%	8.47%	0.44%
Clerk of the Commission/Executive Assistant	12	\$5,844.00	\$8,491.00	\$11,138.00	\$6,669.09	\$7,737.49	\$8,709.59	14.12%	-8.87%	-21.80%
Customer Service Representative	6	\$2,686.67	\$3,197.13	\$3,707.58	\$3,811.05	\$4,432.23	\$4,939.19	41.85%	38.63%	33.22%
Finance Director	16	\$9,092.00	\$12,404.50	\$15,717.00	\$13,679.51	\$17,213.12	\$20,188.29	50.46%	38.77%	28.45%
Planning and Sustainability Director	12	\$9,092.00	\$12,404.50	\$15,717.00	\$13,036.27	\$15,188.76	\$18,294.41	43.38%	22.45%	16.40%
Program Analyst	11	\$4,175.58	\$6,162.88	\$8,150.17	\$6,654.53	\$8,040.07	\$9,433.30	59.37%	30.46%	15.74%
Program Manager, Accounting	14	\$5,844.00	\$8,491.00	\$11,138.00	\$8,981.17	\$10,711.64	\$12,594.66	53.68%	26.15%	13.08%
Program Manager, Government and Community Relations	6	\$5,844.00	\$8,491.00	\$11,138.00	\$9,819.33	\$11,876.31	\$13,933.30	68.02%	39.87%	25.10%
Program Manager, Information Technology	7	\$5,844.00	\$8,491.00	\$11,138.00	\$9,191.76	\$10,754.44	\$12,455.77	57.29%	26.66%	11.83%
Program Manager, Programming	5	\$5,844.00	\$8,491.00	\$11,138.00	\$9,316.00	\$10,320.00	\$11,670.54	59.41%	21.54%	4.78%
Program Manager, Regional Transit Planning	5	\$5,844.00	\$8,491.00	\$11,138.00	\$8,951.00	\$10,517.00	\$12,083.00	53.17%	23.86%	8.48%
Program Manager, Transit Contracts	5	\$5,844.00	\$8,491.00	\$11,138.00	\$8,986.08	\$11,906.58	\$14,722.00	53.77%	40.23%	32.18%
Program Manager, Transportation Data and Services	5	\$5,844.00	\$8,491.00	\$11,138.00	\$8,183.90	\$10,229.88	\$12,275.85	40.04%	20.48%	10.22%
Program Manager, Transportation Planning	7	\$5,844.00	\$8,491.00	\$11,138.00	\$7,663.08	\$9,329.17	\$11,324.00	31.13%	9.87%	1.67%
Programming Director	5	\$9,092.00	\$12,404.50	\$15,717.00	\$13,276.58	\$15,431.52	\$19,432.28	46.02%	24.40%	23.64%
Public Transit Director	7	\$9,092.00	\$12,404.50	\$15,717.00	\$11,074.00	\$12,294.54	\$14,752.40	21.80%	-0.89%	-6.14%
Receptionist/Secretary	9	\$3,652.17	\$4,748.50	\$5,844.83	\$3,909.00	\$4,556.94	\$5,236.40	7.03%	-4.03%	-10.41%
Senior Accountant/Analyst	14	\$4,175.58	\$6,162.88	\$8,150.17	\$6,395.57	\$7,785.16	\$9,197.67	53.17%	26.32%	12.85%
Transit Information Center and Technology Specialist	0	\$3,652.17	\$4,748.50	\$5,844.83	NO COMPARABLE CLASSES					
Transit Planner	4	\$4,175.58	\$6,162.88	\$8,150.17	\$6,905.62	\$8,051.04	\$9,077.87	65.38%	30.64%	11.38%
Transit Planner - Transit Services	4	\$4,175.58	\$6,162.88	\$8,150.17	\$6,281.45	\$7,857.60	\$9,077.87	50.43%	27.50%	11.38%

Table 5: Job Grade Assignments Based on Labor Market Data & Table 6: Job Grade Assignments (Annual Rates)

Classification Title	Base Salary Minimum	LM Base Salary Minimum	Base Salary Midpoint	LM Base Salary Midpoint	Base Salary Maximum	LM Base Salary Maximum	Recommended Grade	Monthly Min	Monthly Midpoint	Monthly Max	Annual Min	Annual Max
Customer Service Representative	\$2,687	\$3,811	\$3,197	\$4,432	\$3,708	\$4,939	107	\$3,716.53	\$4,562.04	\$5,407.55	\$44,598.38	\$64,890.65
Administrative Assistant - Shared Transit/Programming	\$3,652	\$4,374	\$4,749	\$5,151	\$5,845	\$5,870	110	\$4,302.35	\$5,281.13	\$6,259.92	\$51,628.20	\$75,119.04
Receptionist/Secretary	\$3,652	\$3,909	\$4,749	\$4,557	\$5,845	\$5,236	110	\$4,302.35	\$5,281.13	\$6,259.92	\$51,628.20	\$75,119.04
Transit Information Center and Technology Specialist	\$3,652		\$4,749		\$5,845		110	\$4,302.35	\$5,281.13	\$6,259.92	\$51,628.20	\$75,119.04
Program Analyst	\$4,176	\$6,655	\$6,163	\$8,040	\$8,150	\$9,433	119	\$6,674.36	\$8,192.77	\$9,711.19	\$80,092.29	\$116,534.28
Senior Accountant/Analyst	\$4,176	\$6,396	\$6,163	\$7,785	\$8,150	\$9,198	119	\$6,674.36	\$8,192.77	\$9,711.19	\$80,092.29	\$116,534.28
Transit Planner	\$4,176	\$6,906	\$6,163	\$8,051	\$8,150	\$9,078	119	\$6,674.36	\$8,192.77	\$9,711.19	\$80,092.29	\$116,534.28
Transit Planner - Transit Services	\$4,176	\$6,281	\$6,163	\$7,858	\$8,150	\$9,078	119	\$6,674.36	\$8,192.77	\$9,711.19	\$80,092.29	\$116,534.28
Clerk of the Commission/Executive Assistant	\$5,844	\$6,669	\$8,491	\$7,737	\$11,138	\$8,710	126	\$8,839.05	\$11,269.79	\$13,700.53	\$106,068.60	\$164,406.34
Program Manager, Accounting	\$5,844	\$8,981	\$8,491	\$10,712	\$11,138	\$12,595	126	\$8,839.05	\$11,269.79	\$13,700.53	\$106,068.60	\$164,406.34
Program Manager, Government and Community Relations	\$5,844	\$9,819	\$8,491	\$11,876	\$11,138	\$13,933	126	\$8,839.05	\$11,269.79	\$13,700.53	\$106,068.60	\$164,406.34
Program Manager, Information Technology	\$5,844	\$9,192	\$8,491	\$10,754	\$11,138	\$12,456	126	\$8,839.05	\$11,269.79	\$13,700.53	\$106,068.60	\$164,406.34
Program Manager, Programming	\$5,844	\$9,316	\$8,491	\$10,320	\$11,138	\$11,671	126	\$8,839.05	\$11,269.79	\$13,700.53	\$106,068.60	\$164,406.34
Program Manager, Regional Transit Planning	\$5,844	\$8,951	\$8,491	\$10,517	\$11,138	\$12,083	126	\$8,839.05	\$11,269.79	\$13,700.53	\$106,068.60	\$164,406.34
Program Manager, Transit Contracts	\$5,844	\$8,986	\$8,491	\$11,907	\$11,138	\$14,722	126	\$8,839.05	\$11,269.79	\$13,700.53	\$106,068.60	\$164,406.34
Program Manager, Transportation Data and Services	\$5,844	\$8,184	\$8,491	\$10,230	\$11,138	\$12,276	126	\$8,839.05	\$11,269.79	\$13,700.53	\$106,068.60	\$164,406.34
Program Manager, Transportation Planning	\$5,844	\$7,663	\$8,491	\$9,329	\$11,138	\$11,324	126	\$8,839.05	\$11,269.79	\$13,700.53	\$106,068.60	\$164,406.34
Finance Director	\$9,092	\$13,680	\$12,405	\$17,213	\$15,717	\$20,188	133	\$12,437.43	\$15,857.73	\$19,278.02	\$149,249.18	\$231,336.23
Planning and Sustainability Director	\$9,092	\$13,036	\$12,405	\$15,189	\$15,717	\$18,294	133	\$12,437.43	\$15,857.73	\$19,278.02	\$149,249.18	\$231,336.23
Programming Director	\$9,092	\$13,277	\$12,405	\$15,432	\$15,717	\$19,432	133	\$12,437.43	\$15,857.73	\$19,278.02	\$149,249.18	\$231,336.23
Public Transit Director	\$9,092	\$11,074	\$12,405	\$12,295	\$15,717	\$14,752	133	\$12,437.43	\$15,857.73	\$19,278.02	\$149,249.18	\$231,336.23



**Table 3: Recommended Pay Structure**

Grades 107-124		Bandwidth 1	Grade Separation			
Grades 125-140		Bandwidth 2	5.0%			
Grade	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Monthly Minimum	Monthly Midpoint	Monthly Maximum
107	\$21.44	\$26.32	\$31.20	\$3,716.53	\$4,562.04	\$5,407.55
108	\$22.51	\$27.64	\$32.76	\$3,902.36	\$4,790.15	\$5,677.93
109	\$23.64	\$29.02	\$34.40	\$4,097.48	\$5,029.65	\$5,961.83
110	\$24.82	\$30.47	\$36.11	\$4,302.35	\$5,281.13	\$6,259.92
111	\$26.06	\$31.99	\$37.92	\$4,517.47	\$5,545.19	\$6,572.92
112	\$27.37	\$33.59	\$39.82	\$4,743.34	\$5,822.45	\$6,901.56
113	\$28.73	\$35.27	\$41.81	\$4,980.51	\$6,113.57	\$7,246.64
114	\$30.17	\$37.03	\$43.90	\$5,229.53	\$6,419.25	\$7,608.97
115	\$31.68	\$38.89	\$46.09	\$5,491.01	\$6,740.22	\$7,989.42
116	\$33.26	\$40.83	\$48.40	\$5,765.56	\$7,077.23	\$8,388.89
117	\$34.93	\$42.87	\$50.82	\$6,053.84	\$7,431.09	\$8,808.34
118	\$36.67	\$45.02	\$53.36	\$6,356.53	\$7,802.64	\$9,248.75
119	\$38.51	\$47.27	\$56.03	\$6,674.36	\$8,192.77	\$9,711.19
120	\$40.43	\$49.63	\$58.83	\$7,008.08	\$8,602.41	\$10,196.75
121	\$42.45	\$52.11	\$61.77	\$7,358.48	\$9,032.53	\$10,706.59
122	\$44.58	\$54.72	\$64.86	\$7,726.40	\$9,484.16	\$11,241.92
123	\$46.80	\$57.45	\$68.10	\$8,112.72	\$9,958.37	\$11,804.01
124	\$49.14	\$60.32	\$71.51	\$8,518.36	\$10,456.29	\$12,394.21
125	\$48.57	\$61.92	\$75.28	\$8,418.14	\$10,733.13	\$13,048.12
126	\$50.99	\$65.02	\$79.04	\$8,839.05	\$11,269.79	\$13,700.53
127	\$53.54	\$68.27	\$82.99	\$9,281.00	\$11,833.28	\$14,385.55
128	\$56.22	\$71.68	\$87.14	\$9,745.05	\$12,424.94	\$15,104.83
129	\$59.03	\$75.27	\$91.50	\$10,232.31	\$13,046.19	\$15,860.07
130	\$61.98	\$79.03	\$96.08	\$10,743.92	\$13,698.50	\$16,653.08
131	\$65.08	\$82.98	\$100.88	\$11,281.12	\$14,383.42	\$17,485.73
132	\$68.34	\$87.13	\$105.92	\$11,845.17	\$15,102.60	\$18,360.02
133	\$71.75	\$91.49	\$111.22	\$12,437.43	\$15,857.73	\$19,278.02
134	\$75.34	\$96.06	\$116.78	\$13,059.30	\$16,650.61	\$20,241.92
135	\$79.11	\$100.86	\$122.62	\$13,712.27	\$17,483.14	\$21,254.02
136	\$83.06	\$105.91	\$128.75	\$14,397.88	\$18,357.30	\$22,316.72
137	\$87.22	\$111.20	\$135.19	\$15,117.78	\$19,275.16	\$23,432.55
138	\$91.58	\$116.76	\$141.95	\$15,873.66	\$20,238.92	\$24,604.18
139	\$96.16	\$122.60	\$149.04	\$16,667.35	\$21,250.87	\$25,834.39
140	\$100.97	\$128.73	\$156.50	\$17,500.72	\$22,313.41	\$27,126.11