

RESOLUTION NO. 2017-09

**A RESOLUTION OF THE MASON TRANSIT AUTHORITY BOARD ADOPTING
AND APPROVING A COMPENSATION PHILOSOPHY AND PLAN.**

WHEREAS, the Mason Transit Authority ("MTA") Board desires to adopt a philosophy and plan to address compensation of non-represented employees that will contain costs by basing the increases on the Consumer Price Index rather than a fixed percentage amount each year, and in any event shall not be more than 2.25% a year; and

WHEREAS, MTA staff has prepared matrices relating to the non-represented staff that provides ranges and years to provide hourly and annual; and


WHEREAS, the MTA Board finds the compensation philosophy and plan relating to non-represented employees and illustrative matrices and parameters to be financially sound.

NOW THEREFORE, BE IT RESOLVED BY THE MASON TRANSIT AUTHORITY BOARD that it shall adopt and approve the attached Compensation Philosophy and Plan of non-represented employees by basing those increases on the Consumer Price Index and with wage increases to not exceed 2.25% a year.

Adopted this 18th day of April, 2017.



Terri Jeffreys, Chair



John Campbell, Vice-Chair

Wes Martin, Authority Member

Tracy Moore, Authority Member



Randy Neatherlin, Authority Member



Deborah Petersen, Authority Member



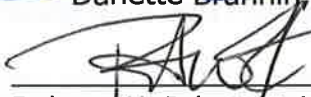
Don Pogreba, Authority Member

Ginger Seslar, Authority Member



Kevin Shutty, Authority Member

APPROVED AS TO CONTENT: 
Danette Brannin, General Manager

APPROVED AS TO FORM: 
Robert W. Johnson, Legal Counsel

ATTEST:  DATE: 4/19/2017
Tracy Becht, Clerk of the Board

**MASON TRANSIT AUTHORITY
COMPENSATION PHILOSOPHY & PLAN
Board Approved: April 18, 2017**

COMPENSATION PHILOSOPHY

In support of fulfilling our mission, Mason Transit Authority shall maintain a total compensation plan that includes salary, health benefits, life insurance, retirement, and a paid leave program directed toward attracting, retaining and rewarding a qualified and diverse workforce. Within the boundaries of financial feasibility, employee compensation and benefits shall be externally competitive and internally equitable.

COMPENSATION PLAN

Current Employees

Eligible, non-represented employees will receive an annual General Wage Increase (GWI) on January 1 based on the prior 12-month average of the U.S. Department of Labor Consumer Price Index (CPI) as of August each year. The maximum GWI increase will not exceed 2.25% per year. An employee whose wage is above the salary matrix for their job classification will receive an increase once the salary matrix is above the employee's wage.

An eligible employee is described as an employee who has completed their probation period and is not on a Performance Improvement Plan (PIP).

An employee on a PIP who is due an increase will receive a GWI when the PIP has been successfully completed. The completion date becomes the employee's new anniversary date for GWI eligibility. The increase will not be retroactive to original increase date.

New Employees

The Salary Matrix will be used as the instrument in determining the hiring range of new employees. Skills, knowledge and experience will also be a factor.

New employees will receive a 2% increase upon successful completion of their probation period (minimum of six months). The date the probation concludes will now become the anniversary date. After one year from the anniversary date, the employee will receive a GWI based on the CPI, with a maximum of 2.25% per year.

Worker-Drivers

Worker-Drivers are those employees who specifically drive coaches to and from the Puget Sound Naval Shipyard, then work at the shipyard. Wages for the Worker-Drivers will receive a 1% GWI annually. This will be reviewed on a yearly basis for adjustment.

Managers

Managers follow the guidelines established above except Managers will receive a 1% GWI and two additional personal days. This formula will be reviewed on a yearly basis.

A review of the entire compensation plan will be reviewed every three to five years.