

RRPDC and CVTA Salary Findings and Recommendations

- Primary consideration: RRPDC and Transportation Authorities Executive Director (ED) are not comparable to local Planning Directors or local Public Works Directors whose primary role is supporting the focus/needs of just that one jurisdiction’s growth and development goals, reporting to one County Administrator and one locally elected Board. While compliance efforts are comparable, the scope of the collaborations and impact of a PCD and a Transportation Authority is regional not localized.
 - The roles and responsibilities of the PDC and Transportation ED are more complex in nature and scope.
 - PDC and Transportation ED are most comparable in many aspects: responsible for regional alliances; working collaboratively with all member jurisdiction’s elected officials, Planning and Public Works Directors; responsible to larger boards made up of each member jurisdiction’s appointees and elected officials; responsible for building and maintaining consensus and strategic shared vision/goals out of competing member jurisdictions’ resources, needs and goals; working closely with a large number of legislators, various local, state and federal agencies, elected and appointed and officials; managing financing for project and initiatives from member jurisdictions, state, federal and private/public partnership arrangements; managing complex operating and project budgets; and managing PDC staff and day-to-day operations.
 - The role and responsibilities of a Transportation Authority ED should require more complex technical KSA and TDR.
- The survey of the Executive Director position for VA’s 21 planning districts has been updated.
 - 15 of the 21 PDC Executive Directors responded to the request to update the survey information.
 - 13 PDC have hired new directors since the 2015 survey (including Plan RVA in November 2015).
- 2 PDC have an open recruitment now for Executive Directors (Thomas Jefferson and George Washington)
 - TJPDC is advertising with a hiring base salary range of \$99,000 - \$120,000/year
 - GWPDC is advertising with no salary or hiring range, salary negotiable based on candidate’s qualifications
 - Both PDC are essentially rural with one large urban area (Charlottesville and Fredericksburg respectively)
 - Both PDC have one major interstate highway corridor through their PDC (I 64 and I 95 respectively)
 - George Washington PDC has the added complexity of two large military facilities (Fort A. P. Hill and Dahlgren U.S. Naval Surface Warfare Center plus a portion of Quantico)
- Only PDC ED salaries are reflected in the comparisons chart. All PDC ED have transportation as a portion of their role.
- With the exception of NoVA, Hampton Roads and Plan RVA, the PDC are serving primarily rural areas with small towns and cities
- NoVA and Hampton Roads have separate Transportation Authorities:
 - NoVA (NVTC) ED @ \$213,150 (approximately 30.7% more than the PDC ED)
 - Hampton Roads (TDCHR) ED @ \$260,000 (approximately 30% more than the PDC ED)

Transportation Considerations	Notes on comparison to NVTC and TDCHR	Recommendations and Notes
Roadways systems	• Less complex system than NVTC and TDCHR	<ul style="list-style-type: none"> • CVTA will be the least complex of the three transportation authority networks. • Recommend reviewing the strategic vision plan prepared by the Plan RVA Director of Transportation to identify amount and type of experience needed • If the CVTA ED will be focused primarily on buses, walkability and bike paths (basically the Plan RVA vision plan) that’s a very different candidate than a vision for expanding and connecting roadways, improving traffic flows and bringing in light rail service to high density corridors • If the ED qualifications are based on the Plan RVA vision plan then a realistic salary range for a well-qualified candidate would be comparable to the PDC ED range: \$126,000 – 200,000 with a target hiring range between \$126,000 and \$150,000 • If the ED position will be more complex than the Plan RVA vision, then hiring around \$150-\$170k would be realistic
Beltways or quasi-beltways <i>(major bypasses)</i>	<ul style="list-style-type: none"> • Much less complex than NVTC • Comparable to TDCHR 	
Ports	• Much less complex than TDCHR	
Tunnels	• Not applicable	
Bridges <i>(critical to transport. system)</i>	• Not applicable	
Ferry Service	• Not applicable	
Airports <i>(Excluding small local airfields)</i>	<ul style="list-style-type: none"> • Much less complex than NVTC (IAD and DCA) • Much less complex than TDCHR (ORF and Oceana) 	
Railway Service: Passenger	• Fewer stations than NVTC and TDCHR	
Railway Service: Commuter	• Not applicable	
Military Installations	• Not applicable	
Raceways with major events	• CVTA only one of these three with raceway	
Local transit services	• 2 nd largest (NVTC Metro bus largest)	
Population Served	• Comparable population to TDCHR	
Member Jurisdictions Served	• RVA = 9 versus NVTC @ 14 and TDCHR @ 17	

- **QUESTIONS:** 1) How will the Plan RVA Director of Transportation’s (Chet Parson) role change with the establishment of the CVTA? and 2) Are local Public Works Directors likely to be viable candidates based on the long-term vision for the CVTA? (It all depends on the complexity of the vision for the CVTA). 3) What’s the concern regarding local Planning Directors? It’s unlikely that local Planning Directors would be well qualified for leading a transportation focused regional authority.

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Transportation Considerations	Districts	PDC ED Salary	Notes
Roadways	<ul style="list-style-type: none"> State and US highways PDC with 1 major interstate: 7 PDC with 2 major interstates: 8 HOV Lanes: 2 	<ul style="list-style-type: none"> Varies Varies Varies Varies 	<ul style="list-style-type: none"> All PDC are supported by a numerous state routes and older US highway routes Lowest @ \$80,000 and Highest @ \$200,000 Lowest @ \$94,000 and Highest @ \$163,060 Heavy commuter traffic and delays M – F, HOV lanes on localized sections of major interstates to help alleviate congestion and delays. NoVA @ \$163,060 and Hampton Roads @ \$200,000.
Beltways or quasi-beltways <i>(major bypasses)</i>	<ul style="list-style-type: none"> NoVA: 3 Hampton Roads: 3 Plan RVA: 4 	<ul style="list-style-type: none"> \$163,060 \$200,000 \$123,046 	<ul style="list-style-type: none"> 495, 395, 295 664, 564, 264 295, 195, 288, 895
Ports	<ul style="list-style-type: none"> Hampton Roads: 5 Northern Shenandoah: 1 Plan RVA: 1 	<ul style="list-style-type: none"> \$200,000 \$100,000 \$126,046 	<ul style="list-style-type: none"> Hampton Roads: Largest port on east coast operating in 3 locations plus Portsmouth Marine Terminal and Newport News Shipbuilding, and approval for building Craney Island for add'l international port services Virginia Inland Port (VIP) Richmond Marine Terminal (RMT)
Tunnels	<ul style="list-style-type: none"> Hampton Roads 	<ul style="list-style-type: none"> \$200,000 	<ul style="list-style-type: none"> 4 tunnel systems connecting the tidewater cities plus Chesapeake Bay Bridge and Tunnel system
Bridges <i>(critical to transport. system)</i>	<ul style="list-style-type: none"> Hampton Roads 	<ul style="list-style-type: none"> \$200,000 	<ul style="list-style-type: none"> Critical infrastructure to connect the tidewater cities lacking viable land route access/connectivity Chesapeake Bay Bridge and Tunnel system
Ferry Service	<ul style="list-style-type: none"> Hampton Roads: 2 Northern Neck: 2 	<ul style="list-style-type: none"> \$200,000 \$125,000 	<ul style="list-style-type: none"> 1 runs 24/7 operated by VDOT and 1 operated by HRTA 7 days/week 10 am-10 pm 1 runs limited hours Mon – Sat only; 1 runs limited hours Tues – Sat only: both operated by VDOT
Airports <i>(Excluding small local airfields)</i>	<ul style="list-style-type: none"> NoVA: 2 Hampton Roads: 2 Plan RVA: 1 	<ul style="list-style-type: none"> \$163,060 \$200,000 \$126,046 	<ul style="list-style-type: none"> NoVA: Dulles and National Hampton Roads: Norfolk and Oceana Air Station Richmond: RIC
Railway Service: Passenger	<ul style="list-style-type: none"> Amtrak TIDE Light Rail (Norfolk) 	<ul style="list-style-type: none"> Varies \$200,000 	<ul style="list-style-type: none"> Owned and operated in US and Canada by National Railroad Passenger Corporation (11 of 21 PDC have Amtrak services: Lowest @ \$80,000 (regional service stop) to Highest @ 200,000 Owned and operated by TDCHR with over 130,000 riders annually
Railway Service: Commuter	<ul style="list-style-type: none"> Metro Rail VRE TIDE Light Rail (Norfolk) 	<ul style="list-style-type: none"> \$163,060 Vacant \$200,000 	<ul style="list-style-type: none"> Owned and operated Washington Metropolitan Area Transit Authority (WMATA) Owned and operated by Potomac and Rappahannock Transportation Commission and the NVTC Owned and operated by TDCHR with over 130,000 riders annually
Military Installations	<ul style="list-style-type: none"> NoVA Hampton Roads 	<ul style="list-style-type: none"> \$163,060 \$200,000 	<ul style="list-style-type: none"> 8 military installations 17 military installations
Raceways with major events	<ul style="list-style-type: none"> 3 raceways in VA West Piedmont: 2 Plan RVA: 1 	<ul style="list-style-type: none"> -- \$80,000 \$126,046 	<ul style="list-style-type: none"> Planning for considerable traffic management multiple times a year NASCAR events at Martinsburg and races at VIR NASCAR events at RIR (Henrico County)
Local transit services	<ul style="list-style-type: none"> Varies NoVA: Metro Bus (largest) Plan RVA: GRTC (2nd largest) 	<ul style="list-style-type: none"> Varies \$163,060 \$126,046 	<ul style="list-style-type: none"> Most PDC have a small bus, shuttle or other local transit system in place to serve localized needs Owned and operated Washington Metropolitan Area Transit Authority (WMATA) Jointly owned and operated by the City of Richmond and Chesterfield County
Population Served	<ul style="list-style-type: none"> Over 1 million: 3 100,000 – 500,000: 12 Under 100,000: 6 	<ul style="list-style-type: none"> Varies Varies Varies 	<ul style="list-style-type: none"> Lowest @ \$126,046 and Highest @ \$200,000 with an average annual salary \$163,035 Lowest @ \$80,000 and highest @ \$185,000 with an average annual salary \$115,108 Lowest @ \$75,000 and Highest @ \$125,000 with an average annual salary \$97,000