

**RESOLUTION 24-15 – AUTHORIZATION TO ADOPT A NEW SALARY GRADE STRUCTURE FOR NON-REPRESENTED EMPLOYEES IN THE DELAWARE RIVER AND BAY AUTHORITY**

WHEREAS, the Delaware River and Bay Authority first adopted the current salary grade structure under Resolution 01-90 as a result of Resolution 01-39's authorizing the retention of the Hay Group, Inc. to conduct a professional, independent review of Authority positions and classifications, including pay grades; and

WHEREAS, the Authority has not conducted a professional classification study since 2001 where the non-union pay structures have been revised; and

WHEREAS, the Authority adopted Resolution 23-23 authorizing an agreement between the Authority and the Segal Company to provide pay classification plan services, including non-union pay grade restructure, and compensation consulting services to the Authority; and

WHEREAS, this classification and compensation study is completed, and the results have been submitted, reviewed, and approved by the Authority's Personnel Committee at its April 16, 2024, meeting; and

WHEREAS, this classification and compensation study approved by the Personnel Committee establishes 19 separate non-union pay grades with minimum, midpoint, and maximum salaries (see Exhibit A); and

WHEREAS, non-union positions in the Authority have been slotted by job title into one of the 19 pay grades; and

NOW, THEREFORE, BE IT RESOLVED, that the current salary grade structure under Resolution 01-90 is hereby rescinded and replaced in its entirety by implementing the non-union salary grade structure in Exhibit A attached hereto; and

NOW, THEREFORE, BE IT FURTHER RESOLVED, that the Executive Director is authorized to take whatever action to execute the approved classification and compensation study results with the advice and consent of Counsel that may be necessary to carry out the foregoing resolution.

## Resolution 24-15 Executive Summary Sheet

**Resolution:** **Authorization to Adopt a New Salary Grade Structure for Non-represented Employees in the Delaware River and Bay Authority**

**Committee/** Personnel Committee  
**Board Date:** April 16, 2024

**Purpose of Resolution:** To authorize approval of a new non-represented employees' salary grade structure resulting from the Classification and Compensation Study facilitated by the Segal Company as presented by the Executive Director and Chief Human Resources Officer.

**Background for Resolution:** The Delaware River and Bay Authority (Authority) has not conducted a professional classification study since 2001 when the current non-union pay structure was established.

The Authority adopted Resolution 23-23 authorizing an agreement between the Authority and the Segal Company to provide pay classification plan services, including non-union pay grade restructure, and compensation consulting services to the Authority. This study has been completed and the results have been submitted, reviewed, and approved by the Authority's Personnel Committee at its April 16, 2024, meeting.

The classification study approved by the Personnel Committee establishes 19 separate non-union pay grades with minimum, midpoint, and maximum salaries (see Exhibit A). The non-union positions in the Authority have been slotted by job title into one of the 19 pay grades. This resolution deletes in its entirety the pay grade structure created in 2001 under Resolution 01-90 and replaces it with the pay grade structure shown in Exhibit A.

**EXHIBIT A**

**Delaware River and Bay Authority**

**Non-represented Employees' Salary Grade Structure**

<b>Salary Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
101	\$41,300	\$49,600	\$57,800
102	\$45,500	\$54,600	\$63,700
103	\$50,100	\$60,100	\$70,100
104	\$55,100	\$66,100	\$77,100
105	\$60,600	\$72,700	\$84,800
106	\$65,300	\$80,000	\$91,400
107	\$71,800	\$88,000	\$100,500
108	\$79,000	\$96,800	\$110,600
109	\$86,900	\$106,500	\$121,700
110	\$95,700	\$117,200	\$134,000
111	\$103,100	\$128,900	\$144,300
112	\$113,400	\$141,800	\$158,800
113	\$124,800	\$156,000	\$174,700
114	\$137,300	\$171,600	\$192,200
115	\$151,000	\$188,800	\$211,400
116	\$166,200	\$207,700	\$232,700
117	\$182,800	\$228,500	\$255,900
118	\$202,200	\$251,400	\$283,100
119	\$232,500	\$276,500	\$325,500