



welcome to brighter

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Kim Sewell  
Executive Director, Labor Relations & Human Resources  
TriMet

September 22, 2023

Subject: 2022 General Manager Compensation Study Summary

Dear Kim,

A compensation market study is a process that organizations (public and private) conduct periodically to ensure their compensation is set at a competitive rate, locally regionally, and nationally.

Back in 2021, when TriMet was in the process of recruiting and hiring a new General Manager (GM), the GM Board search committee retained a firm to conduct a market survey to set a competitive salary range for its new General Manager.

Since that time, and over the course of the last few years, there has been a high volume of chief-level retirements at transit agencies and the general industry as a whole, making it an on-going challenging to recruit and retain this critical leadership role. Based on these circumstances, and consistent with TriMet's use of market surveys, the former Board President authorized TriMet to retain Mercer to conduct an executive compensation study for the General Manager position.

Mercer worked with TriMet to gain a holistic understanding of organizational priorities, people strategy/talent markets, and compensation policies and practices. TriMet's competitive labor market with the General Manager position includes other transit agencies on a national level and other similarly sized organizations with similar complexity.

With this information, Mercer's compensation benchmarking methodology was used to conduct a custom compensation survey of transit agencies and identify appropriate general industry surveys. Mercer matched the appropriate compensation survey data to TriMet's General Manager position. When matching compensation survey data, the employee's individual qualifications are not a factor but rather we match the survey data based on the content of the job description and our understanding of the role. Mercer used a market match based on level (GM or CEO equivalent), market (i.e., transit, general industry), agency size, and scope and job responsibilities.

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September 21, 2023  
Julie Ralston, MPA, CCP  
TriMet

Consistent with many public and quasi-public agencies, TriMet uses salary grades to identify a minimum, midpoint, and maximum salary for each non-union job. The range is based on setting the midpoint at the median of the target market, with a 50% spread from minimum to maximum of the salary grade range. Using TriMet's compensation philosophy, the study concluded the market data supports increasing the salary range for the General Manager position from Grade 30 to 31. That salary range has a minimum of \$329,602, midpoint of \$412,002, and maximum of \$494,403.

Sincerely,

A handwritten signature in black ink that reads "Tracy Bean". The signature is written in a cursive, flowing style.

Tracy Bean  
Partner