

Ann Arbor Transportation Authority Compensation Philosophy

Adopted , 2010

Ann Arbor Transportation Authority recognizes that a fully qualified and properly rewarded workforce is essential to the continued success of the organization. Therefore, AATA is committed to the design, development, and maintenance of compensation programs, including salary, benefits and perquisites which compare competitively with those of similar organizations for equivalent work. The objectives of AATA's compensation program are to provide programs that enable AATA to:

1. Attract and retain high caliber employees
2. Compensate for varying degrees of job responsibilities
3. Reward individual employees for extraordinary job performance

Ann Arbor Transportation Authority believes in a Merit System that rewards higher than expected performance. To determine merit increases, AATA takes into account, rather than specific changes in the cost of living:

- A) Individual performance
- B) Financial condition of the authority
- C) Competitive job market
- D) General economic conditions

AATA is committed to pay competitive market rates with organizations that are within the following parameters:

- A) Transit providers with similar numbers of employees
- B) Organizations with 100 to 249 employees and similar revenue streams to those of AATA
- C) Government units located in the South Eastern Michigan area