

OAC Staff FY18 - FY19 Salary Increases

January 9, 2019

Pay raises as allowed by statute based upon performance, PMP Evaluations, promotion pay after trial period:

Position	Salary Before Raise	Date of Pay Raise	Salary After Raise
Grants Admin. Exec. Asst. to Director	40,000	08/01/17	45,000
Chief Operations Officer	58,200	09/01/17	65,200
Asst. Operations Officer	42,000	02/01/18	45,000

Pay raises due to an evaluation of the salary of all positions within the Transportation Cabinet area:

In the spring and summer of 2018, Secretary of Transportation Mike Patterson conducted an evaluation of the salary of all positions within the Transportation cabinet area. All agencies within the Cabinet area, the Department of Transportation, the Oklahoma Turnpike Authority and the Oklahoma Aeronautics Commission were having a very difficult time hiring and retaining personnel with specialized education and training particularly engineers and transportation planners. Secretary Patterson wanted to establish equity across all three agencies and to as much as possible market pay due to competition with the private sector and the federal government. Relying upon a salary survey by the American Association of State Highway and Transportation Officials (AASHTO) and an OMES market study, the following raises were implemented:

Position	Salary Before Raise	Date of Pay Raise	Salary After Raise
Aviation Program Manager	38,000	02/01/18	57,973
Aviation Program Manager	45,780	05/01/18	57,973
Deputy Director (Retirement 01/31/19)	88,200	09/01/18	92,200
Chief Operations Officer	65,935	09/01/18	73,000
Manager, Airport Development Division	62,350	09/01/18	73,000
Government & Legislative Affairs Liaison	56,000	09/01/18	63,000
Grants Admin. Exec. Asst. to Director	45,000	09/01/18	54,000
Director **	112,405	01/01/19	119,681

**Pay raise driven by statutory adjustment to the maximum salary allowed for the Director of the Oklahoma Aeronautics Commission.

Pay raise due to promotion:

This raise was given to the Manager, Airport Development Division listed above, who was promoted to the position after the current Deputy Director announced his retirement.

Position	Salary Before Raise	Date of Pay Raise	Salary After Raise
Deputy Director	73,000	01/01/19	92,200