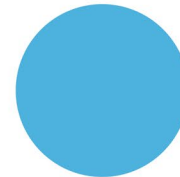


R2026-02-04 - Setting Compensation for District Officers & Administration Employees and Establishing Parameters to Make Changes to the Structure for the Year 2026



Salary Structure Updates

- The attached salary structure grew by 2% for 2026 based off the current salary budget survey results, effective January 4, 2026.
- This growth helps UTA stay competitive within the current labor market.
- A number of positions will receive pay lane minimum adjustments based off the adjustment to the salary structure.



Mid-Year Job Placements

- This resolution allows the Executive Director and the Chief People Officer to place additional jobs in the structure under the following parameters:
 - Addition of a new job that has been authorized by the Board in an approved budget
 - Adjustment of an existing job that has changed more than 50% per Corporate Policy 6.7.2.1
 - Adjustment of an existing job as part of an audit review or as a result of a manager's request to review or appeal under UTA Policy UTA.05.04
- The same methodology used in development of the annual compensation structure will be applied to any adjustment listed above.
- The Chief People Officer will provide the Board a quarterly report summarizing adjustments that occurred under the parameters of the resolution.
- The Board will be presented with a resolution in January 2027 to ratify the adjustments made in 2026 as presented in the quarterly reports.

