



**MANAGEMENT
HOURLY RATES SCHEDULE**

Effective 06/22/23 (FY24) / Adopted by the Board as of August 11, 2023

Title	Step 1	Step 1 L	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	Step 4 L	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 6	Step 6 L	Step 6 LL
Chief Operating Officer	76.80	80.64	84.48	80.64	84.67	88.70	84.67	88.90	93.13	88.90	93.35	97.80	93.35	98.02	102.69	98.02	102.92	107.82
^ Operations Deputy Director	63.27	66.43	69.59	66.43	69.75	73.07	69.75	73.24	76.73	73.24	76.90	80.56	76.90	80.75	84.60	80.75	84.79	88.83
Maintenance Manager	60.02	63.02	66.02	63.02	66.17	69.32	66.17	69.48	72.79	69.48	72.95	76.42	72.95	76.60	80.25	76.60	80.43	84.26
Chief Financial Officer (CFO)	76.80	80.64	84.48	80.64	84.67	88.70	84.67	88.90	93.13	88.90	93.35	97.80	93.35	98.02	102.69	98.02	102.92	107.82
Planning and Development Director	65.47	68.74	72.01	68.74	72.18	75.62	72.18	75.79	79.40	75.79	79.58	83.37	79.58	83.56	87.54	83.56	87.74	91.92
Human Resources Director	72.03	75.63	79.23	75.63	79.41	83.19	79.41	83.38	87.35	83.38	87.55	91.72	87.55	91.93	96.31	91.93	96.53	101.13
Information Technology and Intelligent Transportation Systems Director	72.03	75.63	79.23	75.63	79.41	83.19	79.41	83.38	87.35	83.38	87.55	91.72	87.55	91.93	96.31	91.93	96.53	101.13
^^ Marketing and Communications Director	63.22	66.38	69.54	66.38	69.70	73.02	69.70	73.19	76.68	73.18	76.84	80.50	76.84	80.68	84.52	80.68	84.71	88.74
Purchasing and Special Projects Director	52.68	55.31	57.94	55.31	58.08	60.85	58.08	60.98	63.88	60.98	64.03	67.08	64.03	67.23	70.43	67.23	70.59	73.95
*****Senior Full Stack Developer	57.41	60.28	63.15	60.28	63.29	66.30	63.29	66.45	69.61	66.45	69.77	73.09	69.77	73.26	76.75	73.26	76.92	80.58
Finance Deputy Director	57.58	60.46	63.34	60.46	63.48	66.50	63.48	66.65	69.82	66.65	69.98	73.31	69.98	73.48	76.98	73.48	77.15	80.82
Human Resources Deputy Director	54.04	56.74	59.44	56.74	59.58	62.42	59.58	62.56	65.54	62.56	65.69	68.82	65.69	68.97	72.25	68.97	72.42	75.87
^^^ Operations Manager - Fixed Route Division	50.61	53.14	55.67	53.14	55.80	58.46	55.80	58.59	61.38	58.59	61.52	64.45	61.52	64.60	67.68	64.60	67.83	71.06
^^^ Operations Manager - Paratransit Division	47.46	49.83	52.20	49.83	52.32	54.81	52.32	54.94	57.56	54.94	57.69	60.44	57.69	60.57	63.45	60.57	63.60	66.63
Assistant Maintenance Manager	45.02	47.27	49.52	47.27	49.63	51.99	49.63	52.11	54.59	52.11	54.72	57.33	54.72	57.46	60.20	57.46	60.33	63.20
Facilities Maintenance Manager	51.02	53.57	56.12	53.57	56.25	58.93	56.25	59.06	61.87	59.06	62.01	64.96	62.01	65.11	68.21	65.11	68.37	71.63
*****Full Stack Developer	49.93	52.43	54.93	52.43	55.05	57.67	55.05	57.80	60.55	57.80	60.69	63.58	60.69	63.72	66.75	63.72	66.91	70.10
Safety, Security and Risk Management Director	56.53	59.36	62.19	59.36	62.33	65.30	62.33	65.45	68.57	65.45	68.72	71.99	68.72	72.16	75.60	72.16	75.77	79.38
^^^^ Special Projects Manager	40.71	42.75	44.79	42.75	44.89	47.03	44.89	47.13	49.37	47.13	49.49	51.85	49.49	51.96	54.43	51.96	54.56	57.16
^^^ Assistant Operations Manager Fixed Route	43.03	45.18	47.33	45.18	47.44	49.70	47.44	49.81	52.18	49.81	52.30	54.79	52.30	54.92	57.54	54.91	57.66	60.41
^^^ Assistant Operations Manager Paratransit	40.34	42.36	44.38	42.36	44.48	46.60	44.48	46.70	48.92	46.70	49.04	51.38	49.03	51.48	53.93	51.48	54.05	56.62
Project Manager	35.40	37.17	38.94	37.17	39.03	40.89	39.03	40.98	42.93	40.98	43.03	45.08	43.03	45.18	47.33	45.18	47.44	49.70
Purchasing Manager	45.02	47.27	49.52	47.27	49.63	51.99	49.63	52.11	54.59	52.11	54.72	57.33	54.72	57.46	60.20	57.46	60.33	63.20
*Customer Experience Manager	45.02	47.27	49.52	47.27	49.63	51.99	49.63	52.11	54.59	52.11	54.72	57.33	54.72	57.46	60.20	57.46	60.33	63.20
**Revenue Account Program Manager	35.40	37.17	38.94	37.17	39.03	40.89	39.03	40.98	42.93	40.98	43.03	45.08	43.03	45.18	47.33	45.18	47.44	49.70
*** Capital Planning and Grants Programs Manager	51.62	54.20	56.78	54.20	56.91	59.62	56.91	59.76	62.61	59.76	62.75	65.74	62.75	65.89	69.03	65.89	69.18	72.47
****Parts and Materials Manager	39.13	41.09	43.05	41.09	43.14	45.19	43.14	45.30	47.46	45.30	47.57	49.84	47.57	49.95	52.33	49.95	52.45	54.95
^^^^ Business Systems Programs Manager	51.62	54.20	56.78	54.20	56.91	59.62	56.91	59.76	62.61	59.76	62.75	65.74	62.75	65.89	69.03	65.89	69.18	72.47
Executive Assistant	34.44	36.16	37.88	36.16	37.97	39.78	37.97	39.87	41.77	39.87	41.86	43.85	41.86	43.95	46.04	43.95	46.15	48.35

L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)

Longevity Pay is based only on length of service.

- * Position added and adopted by the Board on 11-20-2020; Title and wage changes adopted by the Board on 12/15/2023
- ** New position proposed to be added and adopted by the Board on 09-24-2021
- *** New position added and adopted by the Board on 05-20-2022
- **** New position to be added and adopted by the Board on 10-27-2023
- ***** Title Change to be added and adopted by the Board on 10-27-2023
- ^ New position and wage proposed to be added and adopted by the Board on 12-15-2023
- ^^ Title change and updated wage proposed to be added and adopted by the Board on 12-15-2023
- ^^^ New position and wages proposed to be added and adopted by the Board on 12-15-2023
- ^^^^ New position and wages proposed to be added and adopted by the Board on 2-23-2024
- ^^^^^ New position and wages proposed to be added and adopted by the Board on 5-17-2024



**MANAGEMENT
YEARLY SALARY SCHEDULE**

Effective 06/22/23 (FY24) / Adopted by the Board as of August 11, 2023

Title	Step 1	Step 1 L	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	Step 4 L	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 6	Step 6 L	Step 6 LL
Chief Operating Officer	159,744	167,731	175,718	167,731	176,114	184,496	176,114	184,912	193,710	184,912	194,168	203,424	194,168	203,882	213,595	203,882	214,074	224,266
^ Operations Deputy Director	131,602	138,174	144,747	138,174	145,080	151,986	145,080	152,339	159,598	152,339	159,952	167,565	159,952	167,960	175,968	167,960	176,363	184,766
Maintenance Manager	124,842	131,082	137,322	131,082	137,634	144,186	137,634	144,518	151,403	144,518	151,736	158,954	151,736	159,328	166,920	159,328	167,294	175,261
Chief Financial Officer (CFO)	159,744	167,731	175,718	167,731	176,114	184,496	176,114	184,912	193,710	184,912	194,168	203,424	194,168	203,882	213,595	203,882	214,074	224,266
Planning and Development Director	136,178	142,979	149,781	142,979	150,134	157,290	150,134	157,643	165,152	157,643	165,526	173,410	165,526	173,805	182,083	173,805	182,499	191,194
Human Resources Director	149,822	157,310	164,798	157,310	165,173	173,035	165,173	173,430	181,688	173,430	182,104	190,778	182,104	191,214	200,325	191,214	200,782	210,350
Information Technology and Intelligent Transportation Systems Director	149,822	157,310	164,798	157,310	165,173	173,035	165,173	173,430	181,688	173,430	182,104	190,778	182,104	191,214	200,325	191,214	200,782	210,350
^^ Marketing and Communications Director	131,498	138,070	144,643	138,070	144,976	151,882	144,976	152,235	159,494	152,235	159,827	167,440	159,827	167,814	175,802	167,814	176,197	184,579
Purchasing and Special Projects Director	109,574	115,045	120,515	115,045	120,806	126,568	120,806	126,838	132,870	126,838	133,182	139,526	133,182	139,838	146,494	139,838	146,827	153,816
****Senior Full Stack Developer	119,413	125,382	131,352	125,382	131,643	137,904	131,643	138,216	144,789	138,216	145,122	152,027	145,122	152,381	159,640	152,381	159,994	167,606
Finance Deputy Director	119,766	125,757	131,747	125,757	132,038	138,320	132,038	138,632	145,226	138,632	145,558	152,485	145,558	152,838	160,118	152,838	160,472	168,106
Human Resources Deputy Director	112,403	118,019	123,635	118,019	123,926	129,834	123,926	130,125	136,323	130,125	136,635	143,146	136,635	143,458	150,280	143,458	150,634	157,810
^^^ Operations Manager - Fixed Route Division	105,269	110,531	115,794	110,531	116,064	121,597	116,064	121,867	127,670	121,867	127,962	134,056	127,962	134,368	140,774	134,368	141,086	147,805
^^^ Operations Manager - Paratransit Division	98,717	103,646	108,576	103,646	108,826	114,005	108,826	114,275	119,725	114,275	119,995	125,715	119,995	125,986	131,976	125,986	132,288	138,590
Assistant Maintenance Manager	93,642	98,322	103,002	98,322	103,230	108,139	103,230	108,389	113,547	108,389	113,818	119,246	113,818	119,517	125,216	119,517	125,486	131,456
Facilities Maintenance Manager	106,122	111,426	116,730	111,426	117,000	122,574	117,000	122,845	128,690	122,845	128,981	135,117	128,981	135,429	141,877	135,429	142,210	148,990
****Full Stack Developer	103,854	109,054	114,254	109,054	114,504	119,954	114,504	120,224	125,944	120,224	126,235	132,246	126,235	132,538	138,840	132,538	139,173	145,808
Safety, Security and Risk Management Director	117,582	123,469	129,355	123,469	129,646	135,824	129,646	136,136	142,626	136,136	142,938	149,739	142,938	150,093	157,248	150,093	157,602	165,110
^^^ Special Projects Manager	84,677	88,920	93,163	88,920	93,371	97,822	93,371	98,030	102,690	98,030	102,939	107,848	102,939	108,077	113,214	108,077	113,485	118,893
^^ Assistant Operations Manager Fixed Route	89,502	93,974	98,446	93,974	98,675	103,376	98,675	103,605	108,534	103,605	108,784	113,963	108,784	114,234	119,683	114,234	119,933	125,653
^^ Assistant Operations Manager Paratransit	83,907	88,109	92,310	88,109	92,518	96,928	92,518	97,136	101,754	97,136	102,003	106,870	102,003	107,078	112,174	107,078	112,424	117,770
Project Manager	73,632	77,314	80,995	77,314	81,182	85,051	81,182	85,238	89,294	85,238	89,502	93,766	89,502	93,974	98,446	93,974	98,675	103,376
Purchasing Manager	93,642	98,322	103,002	98,322	103,230	108,139	103,230	108,389	113,547	108,389	113,818	119,246	113,818	119,517	125,216	119,517	125,486	131,456
*Customer Experience Manager	93,642	98,322	103,002	98,322	103,230	108,139	103,230	108,389	113,547	108,389	113,818	119,246	113,818	119,517	125,216	119,517	125,486	131,456
**Revenue Account Program Manager	73,632	77,314	80,995	77,314	81,182	85,051	81,182	85,238	89,294	85,238	89,502	93,766	89,502	93,974	98,446	93,974	98,675	103,376
*** Capital Planning and Grants Programs Manager	107,370	112,736	118,102	112,736	118,373	124,010	118,373	124,301	130,229	124,301	130,520	136,739	130,520	137,051	143,582	137,051	143,894	150,738
****Parts and Materials Manager	81,390	85,467	89,544	85,467	89,731	93,995	89,731	94,224	98,717	94,224	98,946	103,667	98,946	103,896	108,846	103,896	109,096	114,296
^^^ Business Systems Programs Manager	107,370	112,736	118,102	112,736	118,373	124,010	118,373	124,301	130,229	124,301	130,520	136,739	130,520	137,051	143,582	137,051	143,894	150,738
Executive Assistant	71,635	75,213	78,790	75,213	78,978	82,742	78,978	82,930	86,882	82,930	87,069	91,208	87,069	91,416	95,763	91,416	95,992	100,568

L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)

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* Position added and adopted by the Board on 11-20-2020; Title and wage changes adopted by the Board on 12/15/2023

** New position proposed to be added and adopted by the Board on 09-24-2021

* Updated Schedule : CEO/General Manager Position removed, to be adopted by the Board on 03-25-2022

*** New position added and adopted by the Board on 05-20-2022

**** New position to be added and adopted by the Board on 10-27-2023

***** Title Change to be added and adopted by the Board on 10-27-2023

^ New position and wage proposed to be added and adopted by the Board on 12-15-2023

^^ Title change and updated wage proposed to be added and adopted by the Board on 12-15-2023

^^^ New position and wages proposed to be added and adopted by the Board on 12-15-2023

**** New position and wages proposed to be added and adopted by the Board on 2-23-2024

***** New position and wages proposed to be added and adopted by the Board on 5-17-2024



**MANAGEMENT
MONTHLY SALARY SCHEDULE**

Effective 06/22/23 (FY24) / Adopted by the Board as of August 11, 2023

Title	Step 1	Step 1 L	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	Step 4 L	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 6	Step 6 L	Step 6 LL
Chief Operating Officer	13,312	13,978	14,643	13,978	14,676	15,375	14,676	15,409	16,143	15,409	16,181	16,952	16,181	16,990	17,800	16,990	17,840	18,689
^ Operations Deputy Director	10,967	11,515	12,062	11,515	12,090	12,666	12,090	12,695	13,300	12,695	13,329	13,964	13,329	13,997	14,664	13,997	14,697	15,397
Maintenance Manager	10,404	10,924	11,444	10,924	11,470	12,016	11,470	12,043	12,617	12,043	12,645	13,246	12,645	13,277	13,910	13,277	13,941	14,605
Chief Financial Officer (CFO)	13,312	13,978	14,643	13,978	14,676	15,375	14,676	15,409	16,143	15,409	16,181	16,952	16,181	16,990	17,800	16,990	17,840	18,689
Planning and Development Director	11,348	11,915	12,482	11,915	12,511	13,108	12,511	13,137	13,763	13,137	13,794	14,451	13,794	14,484	15,174	14,484	15,208	15,933
Human Resources Director	12,485	13,109	13,733	13,109	13,764	14,420	13,764	14,453	15,141	14,453	15,175	15,898	15,175	15,935	16,694	15,935	16,732	17,529
Information Technology and Intelligent Transportation Systems Director	12,485	13,109	13,733	13,109	13,764	14,420	13,764	14,453	15,141	14,453	15,175	15,898	15,175	15,935	16,694	15,935	16,732	17,529
^^ Marketing and Communications Director	10,958	11,506	12,054	11,506	12,081	12,657	12,081	12,686	13,291	12,686	13,319	13,953	13,319	13,985	14,650	13,985	14,683	15,382
Purchasing and Special Projects Director	9,131	9,587	10,043	9,587	10,067	10,547	10,067	10,570	11,073	10,570	11,099	11,627	11,099	11,653	12,208	11,653	12,236	12,818
*****Senior Full Stack Developer	9,951	10,449	10,946	10,449	10,970	11,492	10,970	11,518	12,066	11,518	12,094	12,669	12,094	12,698	13,303	12,698	13,333	13,967
Finance Deputy Director	9,981	10,480	10,979	10,480	11,003	11,527	11,003	11,553	12,102	11,553	12,130	12,707	12,130	12,737	13,343	12,737	13,373	14,009
Human Resources Deputy Director	9,367	9,835	10,303	9,835	10,327	10,820	10,327	10,844	11,360	10,844	11,386	11,929	11,386	11,955	12,523	11,955	12,553	13,151
^^^ Operations Manager - Fixed Route Division	8,772	9,211	9,650	9,211	9,672	10,133	9,672	10,156	10,639	10,156	10,664	11,171	10,664	11,197	11,731	11,197	11,757	12,317
^^^ Operations Manager - Paratransit Division	8,226	8,637	9,048	8,637	9,069	9,500	9,069	9,523	9,977	9,523	10,000	10,476	10,000	10,499	10,998	10,499	11,024	11,549
Assistant Maintenance Manager	7,804	8,194	8,584	8,194	8,603	9,012	8,603	9,032	9,462	9,032	9,485	9,937	9,485	9,960	10,435	9,960	10,457	10,955
Facilities Maintenance Manager	8,844	9,286	9,728	9,286	9,750	10,215	9,750	10,237	10,724	10,237	10,748	11,260	10,748	11,286	11,823	11,286	11,851	12,416
*****Full Stack Developer	8,655	9,088	9,521	9,088	9,542	9,996	9,542	10,019	10,495	10,019	10,520	11,021	10,520	11,045	11,570	11,045	11,598	12,151
Safety, Security and Risk Management Director	9,799	10,289	10,780	10,289	10,804	11,319	10,804	11,345	11,886	11,345	11,912	12,478	11,912	12,508	13,104	12,508	13,134	13,759
^^^ Special Projects Manager	7,056	7,410	7,764	7,410	7,781	8,152	7,781	8,169	8,558	8,169	8,578	8,987	8,578	9,006	9,435	9,006	9,457	9,908
^^^ Assistant Operations Manager Fixed Route	7,459	7,831	8,204	7,831	8,223	8,615	8,223	8,634	9,045	8,634	9,065	9,497	9,065	9,520	9,974	9,518	9,994	10,471
^^^ Assistant Operations Manager Paratransit	6,992	7,342	7,693	7,342	7,710	8,077	7,710	8,095	8,480	8,095	8,500	8,906	8,499	8,923	9,348	8,923	9,369	9,814
Project Manager	6,136	6,443	6,750	6,443	6,765	7,088	6,765	7,103	7,441	7,103	7,459	7,814	7,459	7,831	8,204	7,831	8,223	8,615
Purchasing Manager	7,804	8,194	8,584	8,194	8,603	9,012	8,603	9,032	9,462	9,032	9,485	9,937	9,485	9,960	10,435	9,960	10,457	10,955
*Customer Experience Manager	7,804	8,194	8,584	8,194	8,603	9,012	8,603	9,032	9,462	9,032	9,485	9,937	9,485	9,960	10,435	9,960	10,457	10,955
**Revenue Account Program Manager	6,136	6,443	6,750	6,443	6,765	7,088	6,765	7,103	7,441	7,103	7,459	7,814	7,459	7,831	8,204	7,831	8,223	8,615
*** Capital Planning and Grants Programs Manager	8,948	9,395	9,842	9,395	9,864	10,334	9,864	10,358	10,852	10,358	10,877	11,395	10,877	11,421	11,965	11,421	11,991	12,562
****Parts and Materials Manager	6,783	7,122	7,462	7,122	7,478	7,833	7,478	7,852	8,226	7,852	8,246	8,639	8,246	8,658	9,071	8,658	9,091	9,525
^^^ Business Systems Programs Manager	8,948	9,395	9,842	9,395	9,864	10,334	9,864	10,358	10,852	10,358	10,877	11,395	10,877	11,421	11,965	11,421	11,991	12,562
Executive Assistant	5,970	6,268	6,566	6,268	6,582	6,895	6,582	6,911	7,240	6,911	7,256	7,601	7,256	7,618	7,980	7,618	7,999	8,381

L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)

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* Position added and adopted by the Board on 11-20-2020; Title and wage changes adopted by the Board on 12/15/2023

** New position proposed to be added and adopted by the Board on 09-24-2021

* Updated Schedule : CEO/General Manager Position removed, to be adopted by the Board on 03-25-2022

*** New position added and adopted by the Board on 05-20-2022

**** New position to be added and adopted by the Board on 10-27-2023

***** Title Change to be added and adopted by the Board on 10-27-2023

^^ New position and wage proposed to be added and adopted by the Board on 12-15-2023

^^^ Title change and updated wage proposed to be added and adopted by the Board on 12-15-2023

^^^ New position and wages proposed to be added and adopted by the Board on 12-15-2023

^^^ New position and wages proposed to be added and adopted by the Board on 2-23-2024

^^^ New position and wages proposed to be added and adopted by the Board on 5-17-2024



**MANAGEMENT
HOURLY RATES SCHEDULE**

Effective 06/20/24 (FY25) / Adopted by the Board as of August 11, 2023

Title	Step 1	Step 1 L	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	Step 4 L	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 6	Step 6 L	Step 6 LL
Chief Operating Officer	79.87	83.86	87.85	83.86	88.05	92.24	88.05	92.45	96.85	92.45	97.07	101.69	97.07	101.92	106.77	101.92	107.02	112.12
^ Operations Deputy Director	65.80	69.09	72.38	69.09	72.54	75.99	72.54	76.17	79.80	76.17	79.98	83.79	79.98	83.98	87.98	83.98	88.18	92.38
Maintenance Manager	62.42	65.54	68.66	65.54	68.82	72.10	68.82	72.26	75.70	72.26	75.87	79.48	75.87	79.66	83.45	79.66	83.64	87.62
Chief Financial Officer (CFO)	79.87	83.86	87.85	83.86	88.05	92.24	88.05	92.45	96.85	92.45	97.07	101.69	97.07	101.92	106.77	101.92	107.02	112.12
Planning and Development Director	68.09	71.49	74.89	71.49	75.06	78.63	75.06	78.81	82.56	78.81	82.75	86.69	82.75	86.89	91.03	86.89	91.23	95.57
Human Resources Director	74.91	78.66	82.41	78.66	82.59	86.52	82.59	86.72	90.85	86.72	91.06	95.40	91.06	95.61	100.16	95.61	100.39	105.17
Information Technology and Intelligent Transportation Systems Director	74.91	78.66	82.41	78.66	82.59	86.52	82.59	86.72	90.85	86.72	91.06	95.40	91.06	95.61	100.16	95.61	100.39	105.17
^^ Marketing and Communications Director	65.75	69.04	72.33	69.04	72.49	75.94	72.49	76.11	79.73	76.11	79.92	83.73	79.92	83.92	87.92	83.92	88.12	92.32
Purchasing and Special Projects Director	54.79	57.53	60.27	57.53	60.41	63.29	60.41	63.43	66.45	63.43	66.60	69.77	66.60	69.93	73.26	69.93	73.43	76.93
****Senior Full Stack Developer	59.71	62.70	65.69	62.70	65.84	68.98	65.84	69.13	72.42	69.13	72.59	76.05	72.59	76.22	79.85	76.22	80.03	83.84
Finance Deputy Director	59.88	62.87	65.86	62.87	66.01	69.15	66.01	69.31	72.61	69.31	72.78	76.25	72.78	76.42	80.06	76.42	80.24	84.06
Human Resources Deputy Director	56.20	59.01	61.82	59.01	61.96	64.91	61.96	65.06	68.16	65.06	68.31	71.56	68.31	71.73	75.15	71.73	75.32	78.91
^^^ Operations Manager - Fixed Route Division	52.63	55.26	57.89	55.26	58.02	60.78	58.02	60.92	63.82	60.92	63.97	67.02	63.97	67.17	70.37	67.17	70.53	73.89
^^^ Operations Manager - Paratransit Division	49.36	51.83	54.30	51.83	54.42	57.01	54.42	57.14	59.86	57.14	60.00	62.86	60.00	63.00	66.00	63.00	66.15	69.30
Assistant Maintenance Manager	46.82	49.16	51.50	49.16	51.62	54.08	51.62	54.20	56.78	54.20	56.91	59.62	56.91	59.76	62.61	59.76	62.75	65.74
Facilities Maintenance Manager	53.06	55.71	58.36	55.71	58.50	61.29	58.50	61.43	64.36	61.43	64.50	67.57	64.50	67.73	70.96	67.73	71.12	74.51
****Full Stack Developer	51.93	54.53	57.13	54.53	57.26	59.99	57.26	60.12	62.98	60.12	63.13	66.14	63.13	66.29	69.45	66.29	69.60	72.91
Safety, Security and Risk Management Director	58.79	61.73	64.67	61.73	64.82	67.91	64.82	68.06	71.30	68.06	71.46	74.86	71.46	75.03	78.60	75.03	78.78	82.53
^^^ Special Projects Manager	42.34	44.46	46.58	44.46	46.68	48.90	46.68	49.01	51.34	49.01	51.46	53.91	51.46	54.03	56.60	54.03	56.73	59.43
^^^ Assistant Operations Manager Fixed Route	44.75	46.99	49.23	46.99	49.34	51.69	49.34	51.81	54.28	51.81	54.40	56.99	54.40	57.12	59.84	57.12	59.98	62.84
^^^ Assistant Operations Manager Paratransit	41.95	44.05	46.15	44.05	46.25	48.45	46.25	48.56	50.87	48.56	50.99	53.42	50.99	53.54	56.09	53.54	56.22	58.90
Project Manager	36.82	38.66	40.50	38.66	40.59	42.52	40.59	42.62	44.65	42.62	44.75	46.88	44.75	46.99	49.23	46.99	49.34	51.69
Purchasing Manager	46.82	49.16	51.50	49.16	51.62	54.08	51.62	54.20	56.78	54.20	56.91	59.62	56.91	59.76	62.61	59.76	62.75	65.74
*Customer Experience Manager	46.82	49.16	51.50	49.16	51.62	54.08	51.62	54.20	56.78	54.20	56.91	59.62	56.91	59.76	62.61	59.76	62.75	65.74
**Revenue Account Program Manager	36.82	38.66	40.50	38.66	40.59	42.52	40.59	42.62	44.65	42.62	44.75	46.88	44.75	46.99	49.23	46.99	49.34	51.69
*** Capital Planning and Grants Programs Manager	53.68	56.36	59.04	56.36	59.18	62.00	59.18	62.14	65.10	62.14	65.25	68.36	65.25	68.51	71.77	68.51	71.94	75.37
****Parts and Materials Manager	40.70	42.74	44.78	42.74	44.88	47.02	44.88	47.12	49.36	47.12	49.48	51.84	49.48	51.95	54.42	51.95	54.55	57.15
^^^ Business Systems Programs Manager	53.68	56.36	59.04	56.36	59.18	62.00	59.18	62.14	65.10	62.14	65.25	68.36	65.25	68.51	71.77	68.51	71.94	75.37
Executive Assistant	35.82	37.61	39.40	37.61	39.49	41.37	39.49	41.46	43.43	41.46	43.53	45.60	43.53	45.71	47.89	45.71	48.00	50.29

L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)

Longevity Pay is based only on length of service.

- * Position added and adopted by the Board on 11-20-2020; Title and wage changes adopted by the Board on 12/15/2023
- ** New position proposed to be added and adopted by the Board on 09-24-2021
- * Updated Schedule : CEO/General Manager Position removed, to be adopted by the Board on 03-25-2022
- *** New position added and adopted by the Board on 05-20-2022
- **** New position to be added and adopted by the Board on 10-27-2023
- ***** Title Change to be added and adopted by the Board on 10-27-2023
- ^ New position and wage proposed to be added and adopted by the Board on 12-15-2023
- ^^ Title change and updated wage proposed to be added and adopted by the Board on 12-15-2023
- ^^^ New position and wages proposed to be added and adopted by the Board on 12-15-2023
- ^^^ New position and wages proposed to be added and adopted by the Board on 2-23-2024
- ^^^ New position and wages proposed to be added and adopted by the Board on 5-17-2024



**MANAGEMENT
YEARLY SALARY SCHEDULE**

Effective 06/20/24 (FY25) / Adopted by the Board as of August 11, 2023

Title	Step 1	Step 1 L	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	Step 4 L	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 6	Step 6 L	Step 6 LL
Chief Operating Officer	166,130	174,429	182,728	174,429	183,144	191,859	183,144	192,296	201,448	192,296	201,906	211,515	201,906	211,994	222,082	211,994	222,602	233,210
^ Operations Deputy Director	136,864	143,707	150,550	143,707	150,883	158,059	150,883	158,434	165,984	158,434	166,358	174,283	166,358	174,678	182,998	174,678	183,414	192,150
Maintenance Manager	129,834	136,323	142,813	136,323	143,146	149,968	143,146	150,301	157,456	150,301	157,810	165,318	157,810	165,693	173,576	165,693	173,971	182,250
Chief Financial Officer (CFO)	166,130	174,429	182,728	174,429	183,144	191,859	183,144	192,296	201,448	192,296	201,906	211,515	201,906	211,994	222,082	211,994	222,602	233,210
Planning and Development Director	141,627	148,699	155,771	148,699	156,125	163,550	156,125	163,925	171,725	163,925	172,120	180,315	172,120	180,731	189,342	180,731	189,758	198,786
Human Resources Director	155,813	163,613	171,413	163,613	171,787	179,962	171,787	180,378	188,968	180,378	189,405	198,432	189,405	198,869	208,333	198,869	208,811	218,754
Information Technology and Intelligent Transportation Systems Director	155,813	163,613	171,413	163,613	171,787	179,962	171,787	180,378	188,968	180,378	189,405	198,432	189,405	198,869	208,333	198,869	208,811	218,754
^^ Marketing and Communications Director	136,760	143,603	150,446	143,603	150,779	157,955	150,779	158,309	165,838	158,309	166,234	174,158	166,234	174,554	182,874	174,554	183,290	192,026
Purchasing and Special Projects Director	113,963	119,662	125,362	119,662	125,653	131,643	125,653	131,934	138,216	131,934	138,528	145,122	138,528	145,454	152,381	145,454	152,734	160,014
****Senior Full Stack Developer	124,197	130,416	136,635	130,416	136,947	143,478	136,947	143,790	150,634	143,790	150,987	158,184	150,987	158,538	166,088	158,538	166,462	174,387
Finance Deputy Director	124,550	130,770	136,989	130,770	137,301	143,832	137,301	144,165	151,029	144,165	151,382	158,600	151,382	158,954	166,525	158,954	166,899	174,845
Human Resources Deputy Director	116,896	122,741	128,586	122,741	128,877	135,013	128,877	135,325	141,773	135,325	142,085	148,845	142,085	149,198	156,312	149,198	156,666	164,133
^^^ Operations Manager - Fixed Route Division	109,470	114,941	120,411	114,941	120,682	126,422	120,682	126,714	132,746	126,714	133,058	139,402	133,058	139,714	146,370	139,714	146,702	153,691
^^^ Operations Manager - Paratransit Division	102,669	107,806	112,944	107,806	113,194	118,581	113,194	118,851	124,509	118,851	124,800	130,749	124,800	131,040	137,280	131,040	137,592	144,144
Assistant Maintenance Manager	97,386	102,253	107,120	102,253	107,370	112,486	107,370	112,736	118,102	112,736	118,373	124,010	118,373	124,301	130,229	124,301	130,520	136,739
Facilities Maintenance Manager	110,365	115,877	121,389	115,877	121,680	127,483	121,680	127,774	133,869	127,774	134,160	140,546	134,160	140,878	147,597	140,878	147,930	154,981
****Full Stack Developer	108,014	113,422	118,830	113,422	119,101	124,779	119,101	125,050	130,998	125,050	131,310	137,571	131,310	137,883	144,456	137,883	144,768	151,653
Safety, Security and Risk Management Director	122,283	128,398	134,514	128,398	134,826	141,253	134,826	141,565	148,304	141,565	148,637	155,709	148,637	156,062	163,488	156,062	163,862	171,662
^^^ Special Projects Manager	88,067	92,477	96,886	92,477	97,094	101,712	97,094	101,941	106,787	101,941	107,037	112,133	107,037	112,382	117,728	112,382	117,998	123,614
^^^ Assistant Operations Manager Fixed Route	93,080	97,739	102,398	97,739	102,627	107,515	102,627	107,765	112,902	107,765	113,152	118,539	113,152	118,810	124,467	118,810	124,758	130,707
^^^ Assistant Operations Manager Paratransit	87,256	91,624	95,992	91,624	96,200	100,776	96,200	101,005	105,810	101,005	106,059	111,114	106,059	111,363	116,667	111,363	116,938	122,512
Project Manager	76,586	80,413	84,240	80,413	84,427	88,442	84,427	88,650	92,872	88,650	93,080	97,510	93,080	97,739	102,398	97,739	102,627	107,515
Purchasing Manager	97,386	102,253	107,120	102,253	107,370	112,486	107,370	112,736	118,102	112,736	118,373	124,010	118,373	124,301	130,229	124,301	130,520	136,739
*Customer Experience Manager	97,386	102,253	107,120	102,253	107,370	112,486	107,370	112,736	118,102	112,736	118,373	124,010	118,373	124,301	130,229	124,301	130,520	136,739
**Revenue Account Program Manager	76,586	80,413	84,240	80,413	84,427	88,442	84,427	88,650	92,872	88,650	93,080	97,510	93,080	97,739	102,398	97,739	102,627	107,515
*** Capital Planning and Grants Programs Manager	111,654	117,229	122,803	117,229	123,094	128,960	123,094	129,251	135,408	129,251	135,720	142,189	135,720	142,501	149,282	142,501	149,635	156,770
****Parts and Materials Manager	84,656	88,899	93,142	88,899	93,350	97,802	93,350	98,010	102,669	98,010	102,918	107,827	102,918	108,056	113,194	108,056	113,464	118,872
^^^ Business Systems Programs Manager	111,654	117,229	122,803	117,229	123,094	128,960	123,094	129,251	135,408	129,251	135,720	142,189	135,720	142,501	149,282	142,501	149,635	156,770
Executive Assistant	74,506	78,229	81,952	78,229	82,139	86,050	82,139	86,237	90,334	86,237	90,542	94,848	90,542	95,077	99,611	95,077	99,840	104,603

L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)

Longevity Pay is based only on length of service.

* Position added and adopted by the Board on 11-20-2020; Title and wage changes adopted by the Board on 12/15/2023

** New position proposed to be added and adopted by the Board on 09-24-2021

* Updated Schedule : CEO/General Manager Position removed, to be adopted by the Board on 03-25-2022

*** New position added and adopted by the Board on 05-20-2022

**** New position to be added and adopted by the Board on 10-27-2023

***** Title Change to be added and adopted by the Board on 10-27-2023

^ New position and wage proposed to be added and adopted by the Board on 12-15-2023

^^ Title change and updated wage proposed to be added and adopted by the Board on 12-15-2023

^^^ New position and wages proposed to be added and adopted by the Board on 12-15-2023

^^^ New position and wages proposed to be added and adopted by the Board on 2-23-2024

^^^ New position and wages proposed to be added and adopted by the Board on 5-17-2024



**MANAGEMENT
MONTHLY SALARY SCHEDULE**

Effective 06/20/24 (FY25) / Adopted by the Board as of August 11, 2023

Title	Step 1	Step 1 L	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	Step 4 L	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 6	Step 6 L	Step 6 LL
Chief Operating Officer	13,844	14,536	15,227	14,536	15,262	15,988	15,262	16,025	16,787	16,025	16,826	17,626	16,826	17,666	18,507	17,666	18,550	19,434
^ Operations Deputy Director	11,405	11,976	12,546	11,976	12,574	13,172	12,574	13,203	13,832	13,203	13,863	14,524	13,863	14,557	15,250	14,557	15,285	16,013
Maintenance Manager	10,820	11,360	11,901	11,360	11,929	12,497	11,929	12,525	13,121	12,525	13,151	13,777	13,151	13,808	14,465	13,808	14,498	15,188
Chief Financial Officer (CFO)	13,844	14,536	15,227	14,536	15,262	15,988	15,262	16,025	16,787	16,025	16,826	17,626	16,826	17,666	18,507	17,666	18,550	19,434
Planning and Development Director	11,802	12,392	12,981	12,392	13,010	13,629	13,010	13,660	14,310	13,660	14,343	15,026	14,343	15,061	15,779	15,061	15,813	16,566
Human Resources Director	12,984	13,634	14,284	13,634	14,316	14,997	14,316	15,032	15,747	15,032	15,784	16,536	15,784	16,572	17,361	16,572	17,401	18,230
Information Technology and Intelligent Transportation Systems Director	12,984	13,634	14,284	13,634	14,316	14,997	14,316	15,032	15,747	15,032	15,784	16,536	15,784	16,572	17,361	16,572	17,401	18,230
^^ Marketing and Communications Director	11,397	11,967	12,537	11,967	12,565	13,163	12,565	13,192	13,820	13,192	13,853	14,513	13,853	14,546	15,240	14,546	15,274	16,002
Purchasing and Special Projects Director	9,497	9,972	10,447	9,972	10,471	10,970	10,471	10,995	11,518	10,995	11,544	12,094	11,544	12,121	12,698	12,121	12,728	13,335
****Senior Full Stack Developer	10,350	10,868	11,386	10,868	11,412	11,957	11,412	11,983	12,553	11,983	12,582	13,182	12,582	13,212	13,841	13,212	13,872	14,532
Finance Deputy Director	10,379	10,898	11,416	10,898	11,442	11,986	11,442	12,014	12,586	12,014	12,615	13,217	12,615	13,246	13,877	13,246	13,908	14,570
Human Resources Deputy Director	9,741	10,228	10,716	10,228	10,740	11,251	10,740	11,277	11,814	11,277	11,840	12,404	11,840	12,433	13,026	12,433	13,056	13,678
^^^ Operations Manager - Fixed Route Division	9,123	9,578	10,034	9,578	10,057	10,535	10,057	10,560	11,062	10,560	11,088	11,617	11,088	11,643	12,198	11,643	12,225	12,808
^^^ Operations Manager - Paratransit Division	8,556	8,984	9,412	8,984	9,433	9,882	9,433	9,904	10,376	9,904	10,400	10,896	10,400	10,920	11,440	10,920	11,466	12,012
Assistant Maintenance Manager	8,116	8,521	8,927	8,521	8,948	9,374	8,948	9,395	9,842	9,395	9,864	10,334	9,864	10,358	10,852	10,358	10,877	11,395
Facilities Maintenance Manager	9,197	9,656	10,116	9,656	10,140	10,624	10,140	10,648	11,156	10,648	11,180	11,712	11,180	11,740	12,300	11,740	12,328	12,915
****Full Stack Developer	9,001	9,452	9,903	9,452	9,925	10,398	9,925	10,421	10,917	10,421	10,943	11,464	10,943	11,490	12,038	11,490	12,064	12,638
Safety, Security and Risk Management Director	10,190	10,700	11,210	10,700	11,236	11,771	11,236	11,797	12,359	11,797	12,386	12,976	12,386	13,005	13,624	13,005	13,655	14,305
^^^ Special Projects Manager	7,339	7,706	8,074	7,706	8,091	8,476	8,091	8,495	8,899	8,495	8,920	9,344	8,920	9,365	9,811	9,365	9,833	10,301
^^^ Assistant Operations Manager Fixed Route	7,757	8,145	8,533	8,145	8,552	8,960	8,552	8,980	9,409	8,980	9,429	9,878	9,429	9,901	10,372	9,901	10,397	10,892
^^^ Assistant Operations Manager Paratransit	7,271	7,635	7,999	7,635	8,017	8,398	8,017	8,417	8,818	8,417	8,838	9,260	8,838	9,280	9,722	9,280	9,745	10,209
Project Manager	6,382	6,701	7,020	6,701	7,036	7,370	7,036	7,388	7,739	7,388	7,757	8,126	7,757	8,145	8,533	8,145	8,552	8,960
Purchasing Manager	8,116	8,521	8,927	8,521	8,948	9,374	8,948	9,395	9,842	9,395	9,864	10,334	9,864	10,358	10,852	10,358	10,877	11,395
*Customer Experience Manager	8,116	8,521	8,927	8,521	8,948	9,374	8,948	9,395	9,842	9,395	9,864	10,334	9,864	10,358	10,852	10,358	10,877	11,395
**Revenue Account Program Manager	6,382	6,701	7,020	6,701	7,036	7,370	7,036	7,388	7,739	7,388	7,757	8,126	7,757	8,145	8,533	8,145	8,552	8,960
*** Capital Planning and Grants Programs Manager	9,305	9,769	10,234	9,769	10,258	10,747	10,258	10,771	11,284	10,771	11,310	11,849	11,310	11,875	12,440	11,875	12,470	13,064
****Parts and Materials Manager	7,055	7,408	7,762	7,408	7,779	8,150	7,779	8,168	8,556	8,168	8,577	8,986	8,577	9,005	9,433	9,005	9,455	9,906
^^^ Business Systems Programs Manager	9,305	9,769	10,234	9,769	10,258	10,747	10,258	10,771	11,284	10,771	11,310	11,849	11,310	11,875	12,440	11,875	12,470	13,064
Executive Assistant	6,209	6,519	6,829	6,519	6,845	7,171	6,845	7,186	7,528	7,186	7,545	7,904	7,545	7,923	8,301	7,923	8,320	8,717

L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)

Longevity Pay is based only on length of service.

* Position added and adopted by the Board on 11-20-2020; Title and wage changes adopted by the Board on 12/15/2023

** New position proposed to be added and adopted by the Board on 09-24-2021

* Updated Schedule : CEO/General Manager Position removed, to be adopted by the Board on 03-25-2022

*** New position added and adopted by the Board on 05-20-2022

**** New position to be added and adopted by the Board on 10-27-2023

***** Title Change to be added and adopted by the Board on 10-27-2023

^ New position and wage proposed to be added and adopted by the Board on 12-15-2023

^^ Title change and updated wage proposed to be added and adopted by the Board on 12-15-2023

^^^ New position and wages proposed to be added and adopted by the Board on 12-15-2023

^^^ New position and wages proposed to be added and adopted by the Board on 2-23-2024

^^^ New position and wages proposed to be added and adopted by the Board on 5-17-2024



**MANAGEMENT
HOURLY RATES SCHEDULE**

Effective 06/19/25 (FY26) / Adopted by the Board as of August 11, 2023

Title	Step 1	Step 1 L	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	Step 4 L	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 6	Step 6 L	Step 6 LL
Chief Operating Officer	83.06	87.21	91.36	87.21	91.57	95.93	91.57	96.15	100.73	96.15	100.96	105.77	100.96	106.01	111.06	106.01	111.31	116.61
^ Operations Deputy Director	68.43	71.85	75.27	71.85	75.44	79.03	75.44	79.21	82.98	79.21	83.17	87.13	83.17	87.33	91.49	87.33	91.70	96.07
Maintenance Manager	64.92	68.17	71.42	68.17	71.58	74.99	71.58	75.16	78.74	75.16	78.92	82.68	78.92	82.87	86.82	82.87	87.01	91.15
Chief Financial Officer (CFO)	83.06	87.21	91.36	87.21	91.57	95.93	91.57	96.15	100.73	96.15	100.96	105.77	100.96	106.01	111.06	106.01	111.31	116.61
Planning and Development Director	70.81	74.35	77.89	74.35	78.07	81.79	78.07	81.97	85.87	81.97	86.07	90.17	86.07	90.37	94.67	90.37	94.89	99.41
Human Resources Director	77.91	81.81	85.71	81.81	85.90	89.99	85.90	90.20	94.50	90.20	94.71	99.22	94.71	99.45	104.19	99.45	104.42	109.39
Information Technology and Intelligent Transportation Systems Director	77.91	81.81	85.71	81.81	85.90	89.99	85.90	90.20	94.50	90.20	94.71	99.22	94.71	99.45	104.19	99.45	104.42	109.39
^^ Marketing and Communications Director	68.38	71.80	75.22	71.80	75.39	78.98	75.39	79.16	82.93	79.16	83.12	87.08	83.12	87.28	91.44	87.28	91.64	96.00
Purchasing and Special Projects Director	56.98	59.83	62.68	59.83	62.82	65.81	62.82	65.96	69.10	65.96	69.26	72.56	69.26	72.72	76.18	72.72	76.36	80.00
*****Senior Full Stack Developer	62.10	65.21	68.32	65.21	68.47	71.73	68.47	71.89	75.31	71.89	75.48	79.07	75.48	79.25	83.02	79.25	83.21	87.17
Finance Deputy Director	62.28	65.39	68.50	65.39	68.66	71.93	68.66	72.09	75.52	72.09	75.69	79.29	75.69	79.47	83.25	79.47	83.44	87.41
Human Resources Deputy Director	58.45	61.37	64.29	61.37	64.44	67.51	64.44	67.66	70.88	67.66	71.04	74.42	71.04	74.59	78.14	74.59	78.32	82.05
^^^ Operations Manager - Fixed Route Division	54.74	57.48	60.22	57.48	60.35	63.22	60.35	63.37	66.39	63.37	66.54	69.71	66.54	69.87	73.20	69.87	73.36	76.85
^^^ Operations Manager - Paratransit Division	51.33	53.90	56.47	53.90	56.60	59.30	56.60	59.43	62.26	59.43	62.40	65.37	62.40	65.52	68.64	65.52	68.80	72.08
Assistant Maintenance Manager	48.69	51.12	53.55	51.12	53.68	56.24	53.68	56.36	59.04	56.36	59.18	62.00	59.18	62.14	65.10	62.14	65.25	68.36
Facilities Maintenance Manager	55.18	57.94	60.70	57.94	60.84	63.74	60.84	63.88	66.92	63.88	67.07	70.26	67.07	70.42	73.77	70.42	73.94	77.46
****Full Stack Developer	54.01	56.71	59.41	56.71	59.55	62.39	59.55	62.53	65.51	62.53	65.66	68.79	65.66	68.94	72.22	68.94	72.39	75.84
Safety, Security and Risk Management Director	61.14	64.20	67.26	64.20	67.41	70.62	67.41	70.78	74.15	70.78	74.32	77.86	74.32	78.04	81.76	78.04	81.94	85.84
**** Special Projects Manager	44.03	46.23	48.43	46.23	48.54	50.85	48.54	50.97	53.40	50.97	53.52	56.07	53.52	56.20	58.88	56.20	59.01	61.82
^^^ Assistant Operations Manager Fixed Route	46.54	48.87	51.20	48.87	51.31	53.75	51.31	53.88	56.45	53.88	56.57	59.26	56.57	59.40	62.23	59.40	62.37	65.34
^^^ Assistant Operations Manager Paratransit	43.63	45.81	47.99	45.81	48.10	50.39	48.10	50.51	52.92	50.51	53.04	55.57	53.04	55.69	58.34	55.69	58.47	61.25
Project Manager	38.29	40.20	42.11	40.20	42.21	44.22	42.21	44.32	46.43	44.32	46.54	48.76	46.54	48.87	51.20	48.87	51.31	53.75
Purchasing Manager	48.69	51.12	53.55	51.12	53.68	56.24	53.68	56.36	59.04	56.36	59.18	62.00	59.18	62.14	65.10	62.14	65.25	68.36
*Customer Experience Manager	48.69	51.12	53.55	51.12	53.68	56.24	53.68	56.36	59.04	56.36	59.18	62.00	59.18	62.14	65.10	62.14	65.25	68.36
**Revenue Account Program Manager	38.29	40.20	42.11	40.20	42.21	44.22	42.21	44.32	46.43	44.32	46.54	48.76	46.54	48.87	51.20	48.87	51.31	53.75
*** Capital Planning and Grants Programs Manager	55.83	58.62	61.41	58.62	61.55	64.48	61.55	64.63	67.71	64.63	67.86	71.09	67.86	71.25	74.64	71.25	74.81	78.37
****Parts and Materials Manager	42.33	44.45	46.57	44.45	46.67	48.89	46.67	49.00	51.33	49.00	51.45	53.90	51.45	54.02	56.59	54.02	56.72	59.42
**** Business Systems Programs Manager	55.83	58.62	61.41	58.62	61.55	64.48	61.55	64.63	67.71	64.63	67.86	71.09	67.86	71.25	74.64	71.25	74.81	78.37
Executive Assistant	37.25	39.11	40.97	39.11	41.07	43.03	41.07	43.12	45.17	43.12	45.28	47.44	45.28	47.54	49.80	47.54	49.92	52.30

L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)

Longevity Pay is based only on length of service.

* Position added and adopted by the Board on 11-20-2020; Title and wage changes adopted by the Board on 12/15/2023

** New position proposed to be added and adopted by the Board on 09-24-2021

* Updated Schedule : CEO/General Manager Position removed, to be adopted by the Board on 03-25-2022

*** New position added and adopted by the Board on 05-20-2022

**** New position to be added and adopted by the Board on 10-27-2023

**** Title Change to be added and adopted by the Board on 10-27-2023

^ New position and wage proposed to be added and adopted by the Board on 12-15-2023

^^ Title change and updated wage proposed to be added and adopted by the Board on 12-15-2023

^^^ New position and wages proposed to be added and adopted by the Board on 12-15-2023

**** New position and wages proposed to be added and adopted by the Board on 2-23-2024

**** New position and wages proposed to be added and adopted by the Board on 5-17-2024



**MANAGEMENT
YEARLY SALARY SCHEDULE**

Effective 06/19/25 (FY26) / Adopted by the Board as of August 11, 2023

Title	Step 1	Step 1 L	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	Step 4 L	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 6	Step 6 L	Step 6 LL
Chief Operating Officer	172,765	181,397	190,029	181,397	190,466	199,534	190,466	199,992	209,518	199,992	209,997	220,002	209,997	220,501	231,005	220,501	231,525	242,549
^ Operations Deputy Director	142,334	149,448	156,562	149,448	156,915	164,382	156,915	164,757	172,598	164,757	172,994	181,230	172,994	181,646	190,299	181,646	190,736	199,826
Maintenance Manager	135,034	141,794	148,554	141,794	148,886	155,979	148,886	156,333	163,779	156,333	164,154	171,974	164,154	172,370	180,586	172,370	180,981	189,592
Chief Financial Officer (CFO)	172,765	181,397	190,029	181,397	190,466	199,534	190,466	199,992	209,518	199,992	209,997	220,002	209,997	220,501	231,005	220,501	231,525	242,549
Planning and Development Director	147,285	154,648	162,011	154,648	162,386	170,123	162,386	170,498	178,610	170,498	179,026	187,554	179,026	187,970	196,914	187,970	197,371	206,773
Human Resources Director	162,053	170,165	178,277	170,165	178,672	187,179	178,672	187,616	196,560	187,616	196,997	206,378	196,997	206,856	216,715	206,856	217,194	227,531
Information Technology and Intelligent Transportation Systems Director	162,053	170,165	178,277	170,165	178,672	187,179	178,672	187,616	196,560	187,616	196,997	206,378	196,997	206,856	216,715	206,856	217,194	227,531
^^ Marketing and Communications Director	142,230	149,344	156,458	149,344	156,811	164,278	156,811	164,653	172,494	164,653	172,890	181,126	172,890	181,542	190,195	181,542	190,611	199,680
Purchasing and Special Projects Director	118,518	124,446	130,374	124,446	130,666	136,885	130,666	137,197	143,728	137,197	144,061	150,925	144,061	151,258	158,454	151,258	158,829	166,400
****Senior Full Stack Developer	129,168	135,637	142,106	135,637	142,418	149,198	142,418	149,531	156,645	149,531	156,998	164,466	156,998	164,840	172,682	164,840	173,077	181,314
Finance Deputy Director	129,542	136,011	142,480	136,011	142,813	149,614	142,813	149,947	157,082	149,947	157,435	164,923	157,435	165,298	173,160	165,298	173,555	181,813
Human Resources Deputy Director	121,576	127,650	133,723	127,650	134,035	140,421	134,035	140,733	147,430	140,733	147,763	154,794	147,763	155,147	162,531	155,147	162,906	170,664
^^^ Operations Manager - Fixed Route Division	113,859	119,558	125,258	119,558	125,528	131,498	125,528	131,810	138,091	131,810	138,403	144,997	138,403	145,330	152,256	145,330	152,589	159,848
^^^ Operations Manager - Paratransit Division	106,766	112,112	117,458	112,112	117,728	123,344	117,728	123,614	129,501	123,614	129,792	135,970	129,792	136,282	142,771	136,282	143,104	149,926
Assistant Maintenance Manager	101,275	106,330	111,384	106,330	111,654	116,979	111,654	117,229	122,803	117,229	123,094	128,960	123,094	129,251	135,408	129,251	135,720	142,189
Facilities Maintenance Manager	114,774	120,515	126,256	120,515	126,547	132,579	126,547	132,870	139,194	132,870	139,506	146,141	139,506	146,474	153,442	146,474	153,795	161,117
****Full Stack Developer	112,341	117,957	123,573	117,957	123,864	129,771	123,864	130,062	136,261	130,062	136,573	143,083	136,573	143,395	150,218	143,395	150,571	157,747
Safety, Security and Risk Management Director	127,171	133,536	139,901	133,536	140,213	146,890	140,213	147,222	154,232	147,222	154,586	161,949	154,586	162,323	170,061	162,323	170,435	178,547
^^^ Special Projects Manager	91,582	96,158	100,734	96,158	100,963	105,768	100,963	106,018	111,072	106,018	111,322	116,626	111,322	116,896	122,470	116,896	122,741	128,586
^^ Assistant Operations Manager Fixed Route	96,803	101,650	106,496	101,650	106,725	111,800	106,725	112,070	117,416	112,070	117,666	123,261	117,666	123,552	129,438	123,552	129,730	135,907
^^ Assistant Operations Manager Paratransit	90,750	95,285	99,819	95,285	100,048	104,811	100,048	105,061	110,074	105,061	110,323	115,586	110,323	115,835	121,347	115,835	121,618	127,400
Project Manager	79,643	83,616	87,589	83,616	87,797	91,978	87,797	92,186	96,574	92,186	96,803	101,421	96,803	101,650	106,496	101,650	106,725	111,800
Purchasing Manager	101,275	106,330	111,384	106,330	111,654	116,979	111,654	117,229	122,803	117,229	123,094	128,960	123,094	129,251	135,408	129,251	135,720	142,189
*Customer Experience Manager	101,275	106,330	111,384	106,330	111,654	116,979	111,654	117,229	122,803	117,229	123,094	128,960	123,094	129,251	135,408	129,251	135,720	142,189
**Revenue Account Program Manager	79,643	83,616	87,589	83,616	87,797	91,978	87,797	92,186	96,574	92,186	96,803	101,421	96,803	101,650	106,496	101,650	106,725	111,800
*** Capital Planning and Grants Programs Manager	116,126	121,930	127,733	121,930	128,024	134,118	128,024	134,430	140,837	134,430	141,149	147,867	141,149	148,200	155,251	148,200	155,605	163,010
****Parts and Materials Manager	88,046	92,456	96,866	92,456	97,074	101,691	97,074	101,920	106,766	101,920	107,016	112,112	107,016	112,362	117,707	112,362	117,978	123,594
^^^ Business Systems Programs Manager	116,126	121,930	127,733	121,930	128,024	134,118	128,024	134,430	140,837	134,430	141,149	147,867	141,149	148,200	155,251	148,200	155,605	163,010
Executive Assistant	77,480	81,349	85,218	81,349	85,426	89,502	85,426	89,690	93,954	89,690	94,182	98,675	94,182	98,883	103,584	98,883	103,834	108,784

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**** New position to be added and adopted by the Board on 10-27-2023

***** Title Change to be added and adopted by the Board on 10-27-2023

^ New position and wage proposed to be added and adopted by the Board on 12-15-2023

^^ Title change and updated wage proposed to be added and adopted by the Board on 12-15-2023

^^^ New position and wages proposed to be added and adopted by the Board on 12-15-2023

**** New position and wages proposed to be added and adopted by the Board on 2-23-2024

***** New position and wages proposed to be added and adopted by the Board on 5-17-2024



**MANAGEMENT
MONTHLY SALARY SCHEDULE**

Effective 06/19/25 (FY26) / Adopted by the Board as of August 11, 2023

Title	Step 1	Step 1 L	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	Step 4 L	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 6	Step 6 L	Step 6 LL
Chief Operating Officer	14,397	15,116	15,836	15,116	15,872	16,628	15,872	16,666	17,460	16,666	17,500	18,334	17,500	18,375	19,250	18,375	19,294	20,212
^ Operations Deputy Director	11,861	12,454	13,047	12,454	13,076	13,699	13,076	13,730	14,383	13,730	14,416	15,103	14,416	15,137	15,858	15,137	15,895	16,652
Maintenance Manager	11,253	11,816	12,380	11,816	12,407	12,998	12,407	13,028	13,648	13,028	13,680	14,331	13,680	14,364	15,049	14,364	15,082	15,799
Chief Financial Officer (CFO)	14,397	15,116	15,836	15,116	15,872	16,628	15,872	16,666	17,460	16,666	17,500	18,334	17,500	18,375	19,250	18,375	19,294	20,212
Planning and Development Director	12,274	12,887	13,501	12,887	13,532	14,177	13,532	14,208	14,884	14,208	14,919	15,630	14,919	15,664	16,410	15,664	16,448	17,231
Human Resources Director	13,504	14,180	14,856	14,180	14,889	15,598	14,889	15,635	16,380	15,635	16,416	17,198	16,416	17,238	18,060	17,238	18,100	18,961
Information Technology and Intelligent Transportation Systems Director	13,504	14,180	14,856	14,180	14,889	15,598	14,889	15,635	16,380	15,635	16,416	17,198	16,416	17,238	18,060	17,238	18,100	18,961
^^ Marketing and Communications Director	11,853	12,445	13,038	12,445	13,068	13,690	13,068	13,721	14,375	13,721	14,408	15,094	14,408	15,129	15,850	15,129	15,884	16,640
Purchasing and Special Projects Director	9,877	10,371	10,865	10,371	10,889	11,407	10,889	11,433	11,977	11,433	12,005	12,577	12,005	12,605	13,205	12,605	13,236	13,867
*****Senior Full Stack Developer	10,764	11,303	11,842	11,303	11,868	12,433	11,868	12,461	13,054	12,461	13,083	13,706	13,083	13,737	14,390	13,737	14,423	15,110
Finance Deputy Director	10,795	11,334	11,873	11,334	11,901	12,468	11,901	12,496	13,090	12,496	13,120	13,744	13,120	13,775	14,430	13,775	14,463	15,151
Human Resources Deputy Director	10,131	10,638	11,144	10,638	11,170	11,702	11,170	11,728	12,286	11,728	12,314	12,900	12,314	12,929	13,544	12,929	13,576	14,222
^^^ Operations Manager - Fixed Route Division	9,488	9,963	10,438	9,963	10,461	10,958	10,461	10,984	11,508	10,984	11,534	12,083	11,534	12,111	12,688	12,111	12,716	13,321
^^^ Operations Manager - Paratransit Division	8,897	9,343	9,788	9,343	9,811	10,279	9,811	10,301	10,792	10,301	10,816	11,331	10,816	11,357	11,898	11,357	11,925	12,494
Assistant Maintenance Manager	8,440	8,861	9,282	8,861	9,305	9,748	9,305	9,769	10,234	9,769	10,258	10,747	10,258	10,771	11,284	10,771	11,310	11,849
Facilities Maintenance Manager	9,565	10,043	10,521	10,043	10,546	11,048	10,546	11,073	11,600	11,073	11,626	12,178	11,626	12,206	12,787	12,206	12,816	13,426
*****Full Stack Developer	9,362	9,830	10,298	9,830	10,322	10,814	10,322	10,839	11,355	10,839	11,381	11,924	11,381	11,950	12,518	11,950	12,548	13,146
Safety, Security and Risk Management Director	10,598	11,128	11,658	11,128	11,684	12,241	11,684	12,269	12,853	12,269	12,882	13,496	12,882	13,527	14,172	13,527	14,203	14,879
^^^ Special Projects Manager	7,632	8,013	8,395	8,013	8,414	8,814	8,414	8,835	9,256	8,835	9,277	9,719	9,277	9,741	10,206	9,741	10,228	10,716
^^^ Assistant Operations Manager Fixed Route	8,067	8,471	8,875	8,471	8,894	9,317	8,894	9,339	9,785	9,339	9,806	10,272	9,806	10,296	10,787	10,296	10,811	11,326
^^^ Assistant Operations Manager Paratransit	7,563	7,940	8,318	7,940	8,337	8,734	8,337	8,755	9,173	8,755	9,194	9,632	9,194	9,653	10,112	9,653	10,135	10,617
Project Manager	6,637	6,968	7,299	6,968	7,316	7,665	7,316	7,682	8,048	7,682	8,067	8,452	8,067	8,471	8,875	8,471	8,894	9,317
Purchasing Manager	8,440	8,861	9,282	8,861	9,305	9,748	9,305	9,769	10,234	9,769	10,258	10,747	10,258	10,771	11,284	10,771	11,310	11,849
*Customer Experience Manager	8,440	8,861	9,282	8,861	9,305	9,748	9,305	9,769	10,234	9,769	10,258	10,747	10,258	10,771	11,284	10,771	11,310	11,849
**Revenue Account Program Manager	6,637	6,968	7,299	6,968	7,316	7,665	7,316	7,682	8,048	7,682	8,067	8,452	8,067	8,471	8,875	8,471	8,894	9,317
*** Capital Planning and Grants Programs Manager	9,677	10,161	10,644	10,161	10,669	11,177	10,669	11,203	11,736	11,203	11,762	12,322	11,762	12,350	12,938	12,350	12,967	13,584
****Parts and Materials Manager	7,337	7,705	8,072	7,705	8,090	8,474	8,090	8,493	8,897	8,493	8,918	9,343	8,918	9,364	9,809	9,364	9,832	10,300
^^^^ Business Systems Programs Manager	9,677	10,161	10,644	10,161	10,669	11,177	10,669	11,203	11,736	11,203	11,762	12,322	11,762	12,350	12,938	12,350	12,967	13,584
Executive Assistant	6,457	6,779	7,102	6,779	7,119	7,459	7,119	7,474	7,830	7,474	7,849	8,223	7,849	8,240	8,632	8,240	8,653	9,065

L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)

Longevity Pay is based only on length of service.

* Position added and adopted by the Board on 11-20-2020; Title and wage changes adopted by the Board on 12/15/2023

** New position proposed to be added and adopted by the Board on 09-24-2021

* Updated Schedule : CEO/General Manager Position removed, to be adopted by the Board on 03-25-2022

*** New position added and adopted by the Board on 05-20-2022

**** New position to be added and adopted by the Board on 10-27-2023

***** Title Change to be added and adopted by the Board on 10-27-2023

^ New position and wage proposed to be added and adopted by the Board on 12-15-2023

^^ Title change and updated wage proposed to be added and adopted by the Board on 12-15-2023

^^^ New position and wages proposed to be added and adopted by the Board on 12-15-2023

^^^^ New position and wages proposed to be added and adopted by the Board on 2-23-2024

^^^^^ New position and wages proposed to be added and adopted by the Board on 5-17-2024