



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

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^^^ 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																		

9.7B.8

Attachment B



**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

9.7B.9

Attachment B