



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
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, Communications and Customer Service 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
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	47.19	49.55	51.91	49.55	52.03	54.51	52.03	54.63	57.23	54.63	57.36	60.09	57.36	60.23	63.10	60.23	63.24	66.25
Operations Manager - Paratransit Division	47.19	49.55	51.91	49.55	52.03	54.51	52.03	54.63	57.23	54.63	57.36	60.09	57.36	60.23	63.10	60.23	63.24	66.25
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
Assistant Operations 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
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 Service Manager	36.62	38.45	40.28	38.45	40.37	42.29	40.37	42.39	44.41	42.39	44.51	46.63	44.51	46.74	48.97	46.74	49.08	51.42
**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
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%)																		

<i>Longevity Pay is based only on length of service.</i>																		
* Position added and adopted by the Board on 11-20-2020																		
* 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																		