

MANAGEMENT
HOURLY RATES SCHEDULE

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
CEO/General Manager	104.81	110.05	115.29	110.05	115.55	121.05	115.55	121.33	127.11	121.32	127.39	133.46	127.39	133.76	140.13	133.75	140.44	147.13
Chief Operations Officer	68.61	72.04	75.47	72.04	75.64	79.24	75.64	79.42	83.20	79.42	83.39	87.36	83.39	87.56	91.73	87.56	91.94	96.32
Maintenance Manager	53.62	56.30	58.98	56.30	59.12	61.94	59.11	62.07	65.03	62.07	65.17	68.27	65.17	68.43	71.69	68.43	71.85	75.27
Chief Financial Officer (CFO)	68.61	72.04	75.47	72.04	75.64	79.24	75.64	79.42	83.20	79.42	83.39	87.36	83.39	87.56	91.73	87.56	91.94	96.32
Planning and Development Director	58.49	61.41	64.33	61.41	64.48	67.55	64.48	67.70	70.92	67.70	71.09	74.48	71.09	74.64	78.19	74.64	78.37	82.10
Human Resources Director	64.35	67.57	70.79	67.57	70.95	74.33	70.95	74.50	78.05	74.50	78.23	81.96	78.23	82.14	86.05	82.14	86.25	90.36
Information Technology and Intelligent Transportation Systems Director	64.35	67.57	70.79	67.57	70.95	74.33	70.95	74.50	78.05	74.50	78.23	81.96	78.23	82.14	86.05	82.14	86.25	90.36
Marketing, Communications and Customer Service Director	47.06	49.41	51.76	49.41	51.88	54.35	51.88	54.47	57.06	54.47	57.19	59.91	57.19	60.05	62.91	60.05	63.05	66.05
Purchasing and Special Projects Director	47.06	49.41	51.76	49.41	51.88	54.35	51.88	54.47	57.06	54.47	57.19	59.91	57.19	60.05	62.91	60.05	63.05	66.05
Senior Database Administrator	51.29	53.85	56.41	53.85	56.54	59.23	56.54	59.37	62.20	59.37	62.34	65.31	62.34	65.46	68.58	65.46	68.73	72.00
Finance Deputy Director	51.45	54.02	56.59	54.02	56.72	59.42	56.72	59.56	62.40	59.56	62.54	65.52	62.54	65.67	68.80	65.67	68.95	72.23
Human Resources Deputy Director	48.28	50.69	53.10	50.69	53.22	55.75	53.22	55.88	58.54	55.88	58.67	61.46	58.67	61.60	64.53	61.60	64.68	67.76
Operations Manager - Fixed Route Division	42.16	44.27	46.38	44.27	46.48	48.69	46.48	48.80	51.12	48.80	51.24	53.68	51.24	53.80	56.36	53.80	56.49	59.18
Operations Manager - Paratransit Division	42.16	44.27	46.38	44.27	46.48	48.69	46.48	48.80	51.12	48.80	51.24	53.68	51.24	53.80	56.36	53.80	56.49	59.18
Assistant Maintenance Manager	40.22	42.23	44.24	42.23	44.34	46.45	44.34	46.56	48.78	46.56	48.89	51.22	48.89	51.33	53.77	51.33	53.90	56.47
Facilities Maintenance Manager	45.58	47.86	50.14	47.86	50.25	52.64	50.25	52.76	55.27	52.76	55.40	58.04	55.40	58.17	60.94	58.17	61.08	63.99
Database Administrator	44.60	46.83	49.06	46.83	49.17	51.51	49.17	51.63	54.09	51.63	54.21	56.79	54.21	56.92	59.63	56.92	59.77	62.62
Safety, Security and Risk Management Director	50.50	53.03	55.56	53.03	55.68	58.33	55.68	58.46	61.24	58.46	61.38	64.30	61.38	64.45	67.52	64.45	67.67	70.89
Assistant Operations Manager	31.62	33.20	34.78	33.20	34.86	36.52	34.86	36.60	38.34	36.60	38.43	40.26	38.43	40.35	42.27	40.35	42.37	44.39
Project Manager	31.62	33.20	34.78	33.20	34.86	36.52	34.86	36.60	38.34	36.60	38.43	40.26	38.43	40.35	42.27	40.35	42.37	44.39
Purchasing Manager	40.22	42.23	44.24	42.23	44.34	46.45	44.34	46.56	48.78	46.56	48.89	51.22	48.89	51.33	53.77	51.33	53.90	56.47
Executive Assistant	30.77	32.31	33.85	32.31	33.93	35.55	33.93	35.63	37.33	35.62	37.40	39.18	37.41	39.28	41.15	39.29	41.25	43.21

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

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Longevity Pay is based only on length of service.

MANAGEMENT
YEARLY SALARY SCHEDULE

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
CEO/General Manager	218,005	228,904	239,803	228,904	240,344	251,784	240,344	252,366	264,389	252,346	264,971	277,597	264,971	278,221	291,470	278,200	292,115	306,030
Chief Operations Officer	142,709	149,843	156,978	149,843	157,331	164,819	157,331	165,194	173,056	165,194	173,451	181,709	173,451	182,125	190,798	182,125	191,235	200,346
Maintenance Manager	111,530	117,104	122,678	117,104	122,970	128,835	122,949	129,106	135,262	129,106	135,554	142,002	135,554	142,334	149,115	142,334	149,448	156,562
Chief Financial Officer (CFO)	142,709	149,843	156,978	149,843	157,331	164,819	157,331	165,194	173,056	165,194	173,451	181,709	173,451	182,125	190,798	182,125	191,235	200,346
Planning and Development Director	121,659	127,733	133,806	127,733	134,118	140,504	134,118	140,816	147,514	140,816	147,867	154,918	147,867	155,251	162,635	155,251	163,010	170,768
Human Resources Director	133,848	140,546	147,243	140,546	147,576	154,606	147,576	154,960	162,344	154,960	162,718	170,477	162,718	170,851	178,984	170,851	179,400	187,949
Information Technology and Intelligent Transportation Systems Director	133,848	140,546	147,243	140,546	147,576	154,606	147,576	154,960	162,344	154,960	162,718	170,477	162,718	170,851	178,984	170,851	179,400	187,949
Marketing, Communications and Customer Service Director	97,885	102,773	107,661	102,773	107,910	113,048	107,910	113,298	118,685	113,298	118,955	124,613	118,955	124,904	130,853	124,904	131,144	137,384
Purchasing and Special Projects Director	97,885	102,773	107,661	102,773	107,910	113,048	107,910	113,298	118,685	113,298	118,955	124,613	118,955	124,904	130,853	124,904	131,144	137,384
Senior Database Administrator	106,683	112,008	117,333	112,008	117,603	123,198	117,603	123,490	129,376	123,490	129,667	135,845	129,667	136,157	142,646	136,157	142,958	149,760
Finance Deputy Director	107,016	112,362	117,707	112,362	117,978	123,594	117,978	123,885	129,792	123,885	130,083	136,282	130,083	136,594	143,104	136,594	143,416	150,238
Human Resources Deputy Director	100,422	105,435	110,448	105,435	110,698	115,960	110,698	116,230	121,763	116,230	122,034	127,837	122,034	128,128	134,222	128,128	134,534	140,941
Operations Manager - Fixed Route Division	87,693	92,082	96,470	92,082	96,678	101,275	96,678	101,504	106,330	101,504	106,579	111,654	106,579	111,904	117,229	111,904	117,499	123,094
Operations Manager - Paratransit Division	87,693	92,082	96,470	92,082	96,678	101,275	96,678	101,504	106,330	101,504	106,579	111,654	106,579	111,904	117,229	111,904	117,499	123,094
Assistant Maintenance Manager	83,658	87,838	92,019	87,838	92,227	96,616	92,227	96,845	101,462	96,845	101,691	106,538	101,691	106,766	111,842	106,766	112,112	117,458
Facilities Maintenance Manager	94,806	99,549	104,291	99,549	104,520	109,491	104,520	109,741	114,962	109,741	115,232	120,723	115,232	120,994	126,755	120,994	127,046	133,099
Database Administrator	92,768	97,406	102,045	97,406	102,274	107,141	102,274	107,390	112,507	107,390	112,757	118,123	112,757	118,394	124,030	118,394	124,322	130,250
Safety, Security and Risk Management Director	105,040	110,302	115,565	110,302	115,814	121,326	115,814	121,597	127,379	121,597	127,670	133,744	127,670	134,056	140,442	134,056	140,754	147,451
Assistant Operations Manager	65,770	69,056	72,342	69,056	72,509	75,962	72,509	76,128	79,747	76,128	79,934	83,741	79,934	83,928	87,922	83,928	88,130	92,331
Project Manager	65,770	69,056	72,342	69,056	72,509	75,962	72,509	76,128	79,747	76,128	79,934	83,741	79,934	83,928	87,922	83,928	88,130	92,331
Purchasing Manager	83,658	87,838	92,019	87,838	92,227	96,616	92,227	96,845	101,462	96,845	101,691	106,538	101,691	106,766	111,842	106,766	112,112	117,458
Executive Assistant	64,002	67,205	70,408	67,205	70,574	73,944	70,574	74,110	77,646	74,090	77,792	81,494	77,813	81,702	85,592	81,723	85,800	89,877

Longevity Pay is based only on length of service.

MANAGEMENT
MONTHLY SALARY SCHEDULE

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
CEO/General Manager	18,167	19,075	19,984	19,075	20,029	20,982	20,029	21,031	22,032	21,029	22,081	23,133	22,081	23,185	24,289	23,183	24,343	25,503
Chief Operations Officer	11,892	12,487	13,082	12,487	13,111	13,735	13,111	13,766	14,421	13,766	14,454	15,142	14,454	15,177	15,900	15,177	15,936	16,696
Maintenance Manager	9,294	9,759	10,223	9,759	10,248	10,736	10,246	10,759	11,272	10,759	11,296	11,834	11,296	11,861	12,426	11,861	12,454	13,047
Chief Financial Officer (CFO)	11,892	12,487	13,082	12,487	13,111	13,735	13,111	13,766	14,421	13,766	14,454	15,142	14,454	15,177	15,900	15,177	15,936	16,696
Planning and Development Director	10,138	10,644	11,151	10,644	11,177	11,709	11,177	11,735	12,293	11,735	12,322	12,910	12,322	12,938	13,553	12,938	13,584	14,231
Human Resources Director	11,154	11,712	12,270	11,712	12,298	12,884	12,298	12,913	13,529	12,913	13,560	14,206	13,560	14,238	14,915	14,238	14,950	15,662
Information Technology and Intelligent Transportation Systems Director	11,154	11,712	12,270	11,712	12,298	12,884	12,298	12,913	13,529	12,913	13,560	14,206	13,560	14,238	14,915	14,238	14,950	15,662
Marketing, Communications and Customer Service Director	8,157	8,564	8,972	8,564	8,993	9,421	8,993	9,442	9,890	9,442	9,913	10,384	9,913	10,409	10,904	10,409	10,929	11,449
Purchasing and Special Projects Director	8,157	8,564	8,972	8,564	8,993	9,421	8,993	9,442	9,890	9,442	9,913	10,384	9,913	10,409	10,904	10,409	10,929	11,449
Senior Database Administrator	8,890	9,334	9,778	9,334	9,800	10,267	9,800	10,291	10,781	10,291	10,806	11,320	10,806	11,346	11,887	11,346	11,913	12,480
Finance Deputy Director	8,918	9,364	9,809	9,364	9,832	10,300	9,832	10,324	10,816	10,324	10,840	11,357	10,840	11,383	11,925	11,383	11,951	12,520
Human Resources Deputy Director	8,369	8,786	9,204	8,786	9,225	9,663	9,225	9,686	10,147	9,686	10,170	10,653	10,170	10,677	11,185	10,677	11,211	11,745
Operations Manager - Fixed Route Division	7,308	7,674	8,039	7,674	8,057	8,440	8,057	8,459	8,861	8,459	8,882	9,305	8,882	9,325	9,769	9,325	9,792	10,258
Operations Manager - Paratransit Division	7,308	7,674	8,039	7,674	8,057	8,440	8,057	8,459	8,861	8,459	8,882	9,305	8,882	9,325	9,769	9,325	9,792	10,258
Assistant Maintenance Manager	6,972	7,320	7,668	7,320	7,686	8,051	7,686	8,070	8,455	8,070	8,474	8,878	8,474	8,897	9,320	8,897	9,343	9,788
Facilities Maintenance Manager	7,901	8,296	8,691	8,296	8,710	9,124	8,710	9,145	9,580	9,145	9,603	10,060	9,603	10,083	10,563	10,083	10,587	11,092
Database Administrator	7,731	8,117	8,504	8,117	8,523	8,928	8,523	8,949	9,376	8,949	9,396	9,844	9,396	9,866	10,336	9,866	10,360	10,854
Safety, Security and Risk Management Director	8,753	9,192	9,630	9,192	9,651	10,111	9,651	10,133	10,615	10,133	10,639	11,145	10,639	11,171	11,704	11,171	11,730	12,288
Assistant Operations Manager	5,481	5,755	6,029	5,755	6,042	6,330	6,042	6,344	6,646	6,344	6,661	6,978	6,661	6,994	7,327	6,994	7,344	7,694
Project Manager	5,481	5,755	6,029	5,755	6,042	6,330	6,042	6,344	6,646	6,344	6,661	6,978	6,661	6,994	7,327	6,994	7,344	7,694
Purchasing Manager	6,972	7,320	7,668	7,320	7,686	8,051	7,686	8,070	8,455	8,070	8,474	8,878	8,474	8,897	9,320	8,897	9,343	9,788
Executive Assistant	5,334	5,600	5,867	5,600	5,881	6,162	5,881	6,176	6,471	6,176	6,483	6,791	6,484	6,809	7,133	6,810	7,150	7,490

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