



**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%)																		
*****																		
<b>Longevity Pay is based only on length of service.</b>																		
* 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%)

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**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.5

Attachment B



**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

9.7B.6

Attachment B