

MANAGEMENT  
HOURLY RATES SCHEDULE

Effective 06/15/17 (FY18)  
 Revised as of 01/22/2016 for District Counsel  
 Revised as of 09/01/2016 for Human Resources Manager  
 Revised as of 10/28/2016 for Assistant Finance Manager  
 Revised as of 06/23/2017 for Maintenance Superintendent (new position)  
 Revised as of 06/23/2017 for CEO/General Manager (retro)

<u>Title</u>	<u>Step 1</u>	<u>Step 1 L</u>	<u>Step 1 LL</u>	<u>Step 2</u>	<u>Step 2 L</u>	<u>Step 2 LL</u>	<u>Step 3</u>	<u>Step 3 L</u>	<u>Step 3 LL</u>	<u>Step 4</u>	<u>Step 4 L</u>	<u>Step 4 LL</u>	<u>Step 5</u>	<u>Step 5 L</u>	<u>Step 5 LL</u>	<u>Step 6</u>	<u>Step 6 L</u>	<u>Step 6 LL</u>
CEO/General Manager	<b>104.81</b>	110.05	115.29	<b>110.05</b>	115.55	121.05	<b>115.55</b>	121.33	127.11	<b>121.32</b>	127.39	133.46	<b>127.39</b>	133.76	140.13	<b>133.75</b>	140.44	147.13
District Counsel*	<b>78.64</b>	82.57	86.50	<b>82.57</b>	86.70	90.83	<b>86.70</b>	91.04	95.38	<b>91.03</b>	95.58	100.13	<b>95.58</b>	100.36	105.14	<b>100.37</b>	105.39	110.41
Chief Operations Officer	<b>57.46</b>	60.33	63.20	<b>60.33</b>	63.35	66.37	<b>63.35</b>	66.52	69.69	<b>66.52</b>	69.85	73.18	<b>69.85</b>	73.34	76.83	<b>73.35</b>	77.02	80.69
Operations Manager	<b>52.23</b>	54.84	57.45	<b>54.85</b>	57.59	60.33	<b>57.60</b>	60.48	63.36	<b>60.48</b>	63.50	66.52	<b>63.51</b>	66.69	69.87	<b>66.68</b>	70.01	73.34
Maintenance Manager	<b>52.23</b>	54.84	57.45	<b>54.85</b>	57.59	60.33	<b>57.60</b>	60.48	63.36	<b>60.48</b>	63.50	66.52	<b>63.51</b>	66.69	69.87	<b>66.68</b>	70.01	73.34
Finance Manager	<b>52.23</b>	54.84	57.45	<b>54.85</b>	57.59	60.33	<b>57.60</b>	60.48	63.36	<b>60.48</b>	63.50	66.52	<b>63.51</b>	66.69	69.87	<b>66.68</b>	70.01	73.34
Planning and Development Manager	<b>52.23</b>	54.84	57.45	<b>54.85</b>	57.59	60.33	<b>57.60</b>	60.48	63.36	<b>60.48</b>	63.50	66.52	<b>63.51</b>	66.69	69.87	<b>66.68</b>	70.01	73.34
Human Resources Manager	<b>52.23</b>	54.84	57.45	<b>54.85</b>	57.59	60.33	<b>57.60</b>	60.48	63.36	<b>60.48</b>	63.50	66.52	<b>63.51</b>	66.69	69.87	<b>66.68</b>	70.01	73.34
Information Technology Manager	<b>47.05</b>	49.40	51.75	<b>49.40</b>	51.87	54.34	<b>51.88</b>	54.47	57.06	<b>54.48</b>	57.20	59.92	<b>57.19</b>	60.05	62.91	<b>60.05</b>	63.05	66.05
Marketing, Communications and Customer Service Manager	<b>47.05</b>	49.40	51.75	<b>49.40</b>	51.87	54.34	<b>51.88</b>	54.47	57.06	<b>54.48</b>	57.20	59.92	<b>57.19</b>	60.05	62.91	<b>60.05</b>	63.05	66.05
Purchasing Manager	<b>47.05</b>	49.40	51.75	<b>49.40</b>	51.87	54.34	<b>51.88</b>	54.47	57.06	<b>54.48</b>	57.20	59.92	<b>57.19</b>	60.05	62.91	<b>60.05</b>	63.05	66.05
Senior Database Administrator	<b>42.06</b>	44.16	46.26	<b>44.18</b>	46.39	48.60	<b>46.38</b>	48.70	51.02	<b>48.71</b>	51.15	53.59	<b>51.12</b>	53.68	56.24	<b>53.68</b>	56.36	59.04
Asst. Manager of Information Technology	<b>42.06</b>	44.16	46.26	<b>44.18</b>	46.39	48.60	<b>46.38</b>	48.70	51.02	<b>48.71</b>	51.15	53.59	<b>51.12</b>	53.68	56.24	<b>53.68</b>	56.36	59.04
Assistant Finance Manager	<b>45.44</b>	47.71	49.98	<b>47.72</b>	50.11	52.50	<b>50.10</b>	52.61	55.12	<b>52.61</b>	55.24	57.87	<b>55.24</b>	58.00	60.76	<b>58.01</b>	60.91	63.81
Assistant HR Manager	<b>39.31</b>	41.28	43.25	<b>41.27</b>	43.33	45.39	<b>43.33</b>	45.50	47.67	<b>45.49</b>	47.76	50.03	<b>47.78</b>	50.17	52.56	<b>50.16</b>	52.67	55.18
Fixed Route Superintendent	<b>39.31</b>	41.28	43.25	<b>41.27</b>	43.33	45.39	<b>43.33</b>	45.50	47.67	<b>45.49</b>	47.76	50.03	<b>47.78</b>	50.17	52.56	<b>50.16</b>	52.67	55.18
Paratransit Superintendent	<b>39.31</b>	41.28	43.25	<b>41.27</b>	43.33	45.39	<b>43.33</b>	45.50	47.67	<b>45.49</b>	47.76	50.03	<b>47.78</b>	50.17	52.56	<b>50.16</b>	52.67	55.18
Project Manager	<b>39.31</b>	41.28	43.25	<b>41.27</b>	43.33	45.39	<b>43.33</b>	45.50	47.67	<b>45.49</b>	47.76	50.03	<b>47.78</b>	50.17	52.56	<b>50.16</b>	52.67	55.18
Maintenance Superintendent	<b>39.31</b>	41.28	43.25	<b>41.27</b>	43.33	45.39	<b>43.33</b>	45.50	47.67	<b>45.49</b>	47.76	50.03	<b>47.78</b>	50.17	52.56	<b>50.16</b>	52.67	55.18
Facilities Maintenance Manager	<b>38.20</b>	40.11	42.02	<b>40.12</b>	42.13	44.14	<b>42.12</b>	44.23	46.34	<b>44.22</b>	46.43	48.64	<b>46.44</b>	48.76	51.08	<b>48.76</b>	51.20	53.64
Database Administrator	<b>36.33</b>	38.15	39.97	<b>38.16</b>	40.07	41.98	<b>40.07</b>	42.07	44.07	<b>42.06</b>	44.16	46.26	<b>44.18</b>	46.39	48.60	<b>46.38</b>	48.70	51.02
Safety, Security and Risk Manager	<b>36.33</b>	38.15	39.97	<b>38.16</b>	40.07	41.98	<b>40.07</b>	42.07	44.07	<b>42.06</b>	44.16	46.26	<b>44.18</b>	46.39	48.60	<b>46.38</b>	48.70	51.02
Assistant Superintendent	<b>32.84</b>	34.48	36.12	<b>34.49</b>	36.21	37.93	<b>36.21</b>	38.02	39.83	<b>38.03</b>	39.93	41.83	<b>39.92</b>	41.92	43.92	<b>41.92</b>	44.02	46.12
Executive Assistant	<b>30.77</b>	32.31	33.85	<b>32.31</b>	33.93	35.55	<b>33.93</b>	35.63	37.33	<b>35.62</b>	37.40	39.18	<b>37.41</b>	39.28	41.15	<b>39.29</b>	41.25	43.21

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

\* See Contract

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YEARLY SALARY SCHEDULE

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<u>Title</u>	<u>Step 1</u>	<u>Step 1 L</u>	<u>Step 1 LL</u>	<u>Step 2</u>	<u>Step 2 L</u>	<u>Step 2 LL</u>	<u>Step 3</u>	<u>Step 3 L</u>	<u>Step 3 LL</u>	<u>Step 4</u>	<u>Step 4 L</u>	<u>Step 4 LL</u>	<u>Step 5</u>	<u>Step 5 L</u>	<u>Step 5 LL</u>	<u>Step 6</u>	<u>Step 6 L</u>	<u>Step 6 LL</u>
CEO/General Manager	<b>218,005</b>	228,904	239,803	<b>228,904</b>	240,344	251,784	<b>240,344</b>	252,366	264,389	<b>252,366</b>	264,971	277,597	<b>264,971</b>	278,221	291,470	<b>278,200</b>	292,115	306,030
District Counsel*	<b>163,571</b>	171,746	179,920	<b>171,746</b>	180,336	188,926	<b>180,336</b>	189,363	198,390	<b>189,342</b>	198,806	208,270	<b>198,806</b>	208,749	218,691	<b>208,770</b>	219,211	229,653
Chief Operations Officer	<b>119,517</b>	125,486	131,456	<b>125,486</b>	131,768	138,050	<b>131,768</b>	138,362	144,955	<b>138,362</b>	145,288	152,214	<b>145,288</b>	152,547	159,806	<b>152,568</b>	160,202	167,835
Operations Manager	<b>108,638</b>	114,067	119,496	<b>114,088</b>	119,787	125,486	<b>119,808</b>	125,798	131,789	<b>125,798</b>	132,080	138,362	<b>132,101</b>	138,715	145,330	<b>138,694</b>	145,621	152,547
Maintenance Manager	<b>108,638</b>	114,067	119,496	<b>114,088</b>	119,787	125,486	<b>119,808</b>	125,798	131,789	<b>125,798</b>	132,080	138,362	<b>132,101</b>	138,715	145,330	<b>138,694</b>	145,621	152,547
Finance Manager	<b>108,638</b>	114,067	119,496	<b>114,088</b>	119,787	125,486	<b>119,808</b>	125,798	131,789	<b>125,798</b>	132,080	138,362	<b>132,101</b>	138,715	145,330	<b>138,694</b>	145,621	152,547
Planning and Development Manager	<b>108,638</b>	114,067	119,496	<b>114,088</b>	119,787	125,486	<b>119,808</b>	125,798	131,789	<b>125,798</b>	132,080	138,362	<b>132,101</b>	138,715	145,330	<b>138,694</b>	145,621	152,547
Human Resources Manager	<b>108,638</b>	114,067	119,496	<b>114,088</b>	119,787	125,486	<b>119,808</b>	125,798	131,789	<b>125,798</b>	132,080	138,362	<b>132,101</b>	138,715	145,330	<b>138,694</b>	145,621	152,547
Information Technology Manager	<b>97,864</b>	102,752	107,640	<b>102,752</b>	107,890	113,027	<b>107,910</b>	113,298	118,685	<b>113,318</b>	118,976	124,634	<b>118,955</b>	124,904	130,853	<b>124,904</b>	131,144	137,384
Marketing, Communications and Customer Service Manager	<b>97,864</b>	102,752	107,640	<b>102,752</b>	107,890	113,027	<b>107,910</b>	113,298	118,685	<b>113,318</b>	118,976	124,634	<b>118,955</b>	124,904	130,853	<b>124,904</b>	131,144	137,384
Purchasing Manager	<b>97,864</b>	102,752	107,640	<b>102,752</b>	107,890	113,027	<b>107,910</b>	113,298	118,685	<b>113,318</b>	118,976	124,634	<b>118,955</b>	124,904	130,853	<b>124,904</b>	131,144	137,384
Senior Database Administrator	<b>87,485</b>	91,853	96,221	<b>91,894</b>	96,491	101,088	<b>96,470</b>	101,296	106,122	<b>101,317</b>	106,392	111,467	<b>106,330</b>	111,654	116,979	<b>111,654</b>	117,229	122,803
Asst. Manager of Information Technology	<b>87,485</b>	91,853	96,221	<b>91,894</b>	96,491	101,088	<b>96,470</b>	101,296	106,122	<b>101,317</b>	106,392	111,467	<b>106,330</b>	111,654	116,979	<b>111,654</b>	117,229	122,803
Assistant Finance Manager	<b>94,515</b>	99,237	103,958	<b>99,258</b>	104,229	109,200	<b>104,208</b>	109,429	114,650	<b>109,429</b>	114,899	120,370	<b>114,899</b>	120,640	126,381	<b>120,661</b>	126,693	132,725
Assistant HR Manager	<b>81,765</b>	85,862	89,960	<b>85,842</b>	90,126	94,411	<b>90,126</b>	94,640	99,154	<b>94,619</b>	99,341	104,062	<b>99,382</b>	104,354	109,325	<b>104,333</b>	109,554	114,774
Fixed Route Superintendent	<b>81,765</b>	85,862	89,960	<b>85,842</b>	90,126	94,411	<b>90,126</b>	94,640	99,154	<b>94,619</b>	99,341	104,062	<b>99,382</b>	104,354	109,325	<b>104,333</b>	109,554	114,774
Paratransit Superintendent	<b>81,765</b>	85,862	89,960	<b>85,842</b>	90,126	94,411	<b>90,126</b>	94,640	99,154	<b>94,619</b>	99,341	104,062	<b>99,382</b>	104,354	109,325	<b>104,333</b>	109,554	114,774
Project Manager	<b>81,765</b>	85,862	89,960	<b>85,842</b>	90,126	94,411	<b>90,126</b>	94,640	99,154	<b>94,619</b>	99,341	104,062	<b>99,382</b>	104,354	109,325	<b>104,333</b>	109,554	114,774
Maintenance Superintendent	<b>81,765</b>	85,862	89,960	<b>85,842</b>	90,126	94,411	<b>90,126</b>	94,640	99,154	<b>94,619</b>	99,341	104,062	<b>99,382</b>	104,354	109,325	<b>104,333</b>	109,554	114,774
Facilities Maintenance Manager	<b>79,456</b>	83,429	87,402	<b>83,450</b>	87,630	91,811	<b>87,610</b>	91,998	96,387	<b>91,978</b>	96,574	101,171	<b>96,595</b>	101,421	106,246	<b>101,421</b>	106,496	111,571
Database Administrator	<b>75,566</b>	79,352	83,138	<b>79,373</b>	83,346	87,318	<b>83,346</b>	87,506	91,666	<b>87,485</b>	91,853	96,221	<b>91,894</b>	96,491	101,088	<b>96,470</b>	101,296	106,122
Safety, Security and Risk Manager	<b>75,566</b>	79,352	83,138	<b>79,373</b>	83,346	87,318	<b>83,346</b>	87,506	91,666	<b>87,485</b>	91,853	96,221	<b>91,894</b>	96,491	101,088	<b>96,470</b>	101,296	106,122
Assistant Superintendent	<b>68,307</b>	71,718	75,130	<b>71,739</b>	75,317	78,894	<b>75,317</b>	79,082	82,846	<b>79,102</b>	83,054	87,006	<b>83,034</b>	87,194	91,354	<b>87,194</b>	91,562	95,930
Executive Assistant	<b>64,002</b>	67,205	70,408	<b>67,205</b>	70,574	73,944	<b>70,574</b>	74,110	77,646	<b>74,090</b>	77,792	81,494	<b>77,813</b>	81,702	85,592	<b>81,723</b>	85,800	89,877

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CEO/General Manager	<b>18,167</b>	19,075	19,984	<b>19,075</b>	20,029	20,982	<b>20,029</b>	21,031	22,032	<b>21,029</b>	22,081	23,133	<b>22,081</b>	23,185	24,289	<b>23,183</b>	24,343	25,503
District Counsel*	<b>13,631</b>	14,312	14,993	<b>14,312</b>	15,028	15,744	<b>15,028</b>	15,780	16,533	<b>15,779</b>	16,567	17,356	<b>16,567</b>	17,396	18,224	<b>17,398</b>	18,268	19,138
Chief Operations Officer	<b>9,960</b>	10,457	10,955	<b>10,457</b>	10,981	11,504	<b>10,981</b>	11,530	12,080	<b>11,530</b>	12,107	12,685	<b>12,107</b>	12,712	13,317	<b>12,714</b>	13,350	13,986
Operations Manager	<b>9,053</b>	9,506	9,958	<b>9,507</b>	9,982	10,457	<b>9,984</b>	10,483	10,982	<b>10,483</b>	11,007	11,530	<b>11,008</b>	11,560	12,111	<b>11,558</b>	12,135	12,712
Maintenance Manager	<b>9,053</b>	9,506	9,958	<b>9,507</b>	9,982	10,457	<b>9,984</b>	10,483	10,982	<b>10,483</b>	11,007	11,530	<b>11,008</b>	11,560	12,111	<b>11,558</b>	12,135	12,712
Finance Manager	<b>9,053</b>	9,506	9,958	<b>9,507</b>	9,982	10,457	<b>9,984</b>	10,483	10,982	<b>10,483</b>	11,007	11,530	<b>11,008</b>	11,560	12,111	<b>11,558</b>	12,135	12,712
Planning and Development Manager	<b>9,053</b>	9,506	9,958	<b>9,507</b>	9,982	10,457	<b>9,984</b>	10,483	10,982	<b>10,483</b>	11,007	11,530	<b>11,008</b>	11,560	12,111	<b>11,558</b>	12,135	12,712
Human Resources Manager	<b>9,053</b>	9,506	9,958	<b>9,507</b>	9,982	10,457	<b>9,984</b>	10,483	10,982	<b>10,483</b>	11,007	11,530	<b>11,008</b>	11,560	12,111	<b>11,558</b>	12,135	12,712
Information Technology Manager	<b>8,155</b>	8,563	8,970	<b>8,563</b>	8,991	9,419	<b>8,993</b>	9,442	9,890	<b>9,443</b>	9,915	10,386	<b>9,913</b>	10,409	10,904	<b>10,409</b>	10,929	11,449
Marketing, Communications and Customer Service Manager	<b>8,155</b>	8,563	8,970	<b>8,563</b>	8,991	9,419	<b>8,993</b>	9,442	9,890	<b>9,443</b>	9,915	10,386	<b>9,913</b>	10,409	10,904	<b>10,409</b>	10,929	11,449
Purchasing Manager	<b>8,155</b>	8,563	8,970	<b>8,563</b>	8,991	9,419	<b>8,993</b>	9,442	9,890	<b>9,443</b>	9,915	10,386	<b>9,913</b>	10,409	10,904	<b>10,409</b>	10,929	11,449
Senior Database Administrator	<b>7,290</b>	7,654	8,018	<b>7,658</b>	8,041	8,424	<b>8,039</b>	8,441	8,844	<b>8,443</b>	8,866	9,289	<b>8,861</b>	9,305	9,748	<b>9,305</b>	9,769	10,234
Asst. Manager of Information Technology	<b>7,290</b>	7,654	8,018	<b>7,658</b>	8,041	8,424	<b>8,039</b>	8,441	8,844	<b>8,443</b>	8,866	9,289	<b>8,861</b>	9,305	9,748	<b>9,305</b>	9,769	10,234
Assistant Finance Manager	<b>7,876</b>	8,270	8,663	<b>8,272</b>	8,686	9,100	<b>8,684</b>	9,119	9,554	<b>9,119</b>	9,575	10,031	<b>9,575</b>	10,053	10,532	<b>10,055</b>	10,558	11,060
Assistant HR Manager	<b>6,814</b>	7,155	7,497	<b>7,154</b>	7,511	7,868	<b>7,511</b>	7,887	8,263	<b>7,885</b>	8,278	8,672	<b>8,282</b>	8,696	9,110	<b>8,694</b>	9,130	9,565
Fixed Route Superintendent	<b>6,814</b>	7,155	7,497	<b>7,154</b>	7,511	7,868	<b>7,511</b>	7,887	8,263	<b>7,885</b>	8,278	8,672	<b>8,282</b>	8,696	9,110	<b>8,694</b>	9,130	9,565
Paratransit Superintendent	<b>6,814</b>	7,155	7,497	<b>7,154</b>	7,511	7,868	<b>7,511</b>	7,887	8,263	<b>7,885</b>	8,278	8,672	<b>8,282</b>	8,696	9,110	<b>8,694</b>	9,130	9,565
Project Manager	<b>6,814</b>	7,155	7,497	<b>7,154</b>	7,511	7,868	<b>7,511</b>	7,887	8,263	<b>7,885</b>	8,278	8,672	<b>8,282</b>	8,696	9,110	<b>8,694</b>	9,130	9,565
Maintenance Superintendent	<b>6,814</b>	7,155	7,497	<b>7,154</b>	7,511	7,868	<b>7,511</b>	7,887	8,263	<b>7,885</b>	8,278	8,672	<b>8,282</b>	8,696	9,110	<b>8,694</b>	9,130	9,565
Facilities Maintenance Manager	<b>6,621</b>	6,952	7,284	<b>6,954</b>	7,303	7,651	<b>7,301</b>	7,667	8,032	<b>7,665</b>	8,048	8,431	<b>8,050</b>	8,452	8,854	<b>8,452</b>	8,875	9,298
Database Administrator	<b>6,297</b>	6,613	6,928	<b>6,614</b>	6,946	7,277	<b>6,946</b>	7,292	7,639	<b>7,290</b>	7,654	8,018	<b>7,658</b>	8,041	8,424	<b>8,039</b>	8,441	8,844
Safety, Security and Risk Manager	<b>6,297</b>	6,613	6,928	<b>6,614</b>	6,946	7,277	<b>6,946</b>	7,292	7,639	<b>7,290</b>	7,654	8,018	<b>7,658</b>	8,041	8,424	<b>8,039</b>	8,441	8,844
Assistant Superintendent	<b>5,692</b>	5,977	6,261	<b>5,978</b>	6,276	6,575	<b>6,276</b>	6,590	6,904	<b>6,592</b>	6,921	7,251	<b>6,920</b>	7,266	7,613	<b>7,266</b>	7,630	7,994
Executive Assistant	<b>5,334</b>	5,600	5,867	<b>5,600</b>	5,881	6,162	<b>5,881</b>	6,176	6,471	<b>6,174</b>	6,483	6,791	<b>6,484</b>	6,809	7,133	<b>6,810</b>	7,150	7,490

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 \* See Contract