



Effective FY25

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
*Chief Operating Officer	86.50	90.83	95.16	90.82	95.36	99.90	95.36	100.13	104.90	100.13	105.14	110.15	105.14	110.40	115.66	110.40	115.92	121.44
*Operations Deputy Director	66.54	69.87	73.20	69.87	73.36	76.85	73.36	77.03	80.70	77.03	80.88	84.73	80.88	84.92	88.96	84.92	89.17	93.42
***Maintenance Manager (Inactive)	60.49	63.51	66.53	63.51	66.69	69.87	66.69	70.02	73.35	70.02	73.52	77.02	73.52	77.20	80.88	77.20	81.06	84.92
*Chief Financial Officer (CFO)	86.50	90.83	95.16	90.82	95.36	99.90	95.36	100.13	104.90	100.13	105.14	110.15	105.14	110.40	115.66	110.40	115.92	121.44
**Chief Planning & Innovation Officer (previously Planning & Development Director)	86.50	90.83	95.16	90.82	95.36	99.90	95.36	100.13	104.90	100.13	105.14	110.15	105.14	110.40	115.66	110.40	115.92	121.44
**Chief Human Resources Officer (previously Human Resources Director)	86.50	90.83	95.16	90.82	95.36	99.90	95.36	100.13	104.90	100.13	105.14	110.15	105.14	110.40	115.66	110.40	115.92	121.44
*Information Technology and Intelligent Transportation Systems Director	77.85	81.74	85.63	81.74	85.83	89.92	85.83	90.12	94.41	90.12	94.63	99.14	94.63	99.36	104.09	99.36	104.33	109.30
**Chief Communications & Marketing Officer (previously Marketing & Communications Director)	86.50	90.83	95.16	90.82	95.36	99.90	95.36	100.13	104.90	100.13	105.14	110.15	105.14	110.40	115.66	110.40	115.92	121.44
****Contracts and Purchasing Deputy Director	66.54	69.87	73.20	69.87	73.36	76.85	73.36	77.03	80.70	77.03	80.88	84.73	80.88	84.92	88.96	84.92	89.17	93.42
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	66.54	69.87	73.20	69.87	73.36	76.85	73.36	77.03	80.70	77.03	80.88	84.73	80.88	84.92	88.96	84.92	89.17	93.42
*Human Resources Deputy Director	66.54	69.87	73.20	69.87	73.36	76.85	73.36	77.03	80.70	77.03	80.88	84.73	80.88	84.92	88.96	84.92	89.17	93.42
**Fleet & Facilities Deputy Director	66.54	69.87	73.20	69.87	73.36	76.85	73.36	77.03	80.70	77.03	80.88	84.73	80.88	84.92	88.96	84.92	89.17	93.42
*Operations Manager - Fixed Route Division (Inactive)	60.49	63.51	66.53	63.51	66.69	69.87	66.69	70.02	73.35	70.02	73.52	77.02	73.52	77.20	80.88	77.20	81.06	84.92
*Operations Manager - Paratransit Division (Inactive)	60.49	63.51	66.53	63.51	66.69	69.87	66.69	70.02	73.35	70.02	73.52	77.02	73.52	77.20	80.88	77.20	81.06	84.92
*Assistant Maintenance Manager (Inactive)	50.41	52.93	55.45	52.93	55.58	58.23	55.58	58.36	61.14	58.36	61.28	64.20	61.28	64.34	67.40	64.34	67.56	70.78
*Facilities Maintenance Manager (Inactive)	60.49	63.51	66.53	63.51	66.69	69.87	66.69	70.02	73.35	70.02	73.52	77.02	73.52	77.20	80.88	77.20	81.06	84.92
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	64.87	68.11	71.35	68.11	71.52	74.93	71.52	75.10	78.68	75.10	78.86	82.62	78.86	82.80	86.74	82.80	86.94	91.08
Special Projects Manager (Inactive)	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	50.41	52.93	55.45	52.93	55.58	58.23	55.58	58.36	61.14	58.36	61.28	64.20	61.28	64.34	67.40	64.34	67.56	70.78
*Assistant Operations Manager Paratransit	50.41	52.93	55.45	52.93	55.58	58.23	55.58	58.36	61.14	58.36	61.28	64.20	61.28	64.34	67.40	64.34	67.56	70.78
Project Manager (Inactive)	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
**Communications & Marketing Manager (previously Customer Experience Manager)	54.06	56.76	59.46	56.76	59.60	62.44	59.60	62.58	65.56	62.58	65.71	68.84	65.71	69.00	72.29	69.00	72.45	75.90
**Deputy Director of Planning & Innovation (previously Capital Planning and Grants Programs Manager)	66.54	69.87	73.20	69.87	73.36	76.85	73.36	77.03	80.70	77.03	80.88	84.73	80.88	84.92	88.96	84.92	89.17	93.42
*Parts and Materials Manager	50.34	52.86	55.38	52.86	55.50	58.14	55.50	58.28	61.06	58.27	61.18	64.09	61.18	64.24	67.30	64.24	67.45	70.66
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
*Senior Executive Assistant (previously Executive Assistant)	42.47	44.59	46.71	44.59	46.82	49.05	46.82	49.16	51.50	49.16	51.62	54.08	51.62	54.20	56.78	54.20	56.91	59.62
L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)																		

Longevity Pay is based only on length of service.																		
* Updated Wage Schedule - BOD 09/27/2024																		
** Updated Title & Wage Schedule - BOD 09/27/2024																		
***New Wage Schedule is not in effect for positions filled as of 09/27/2024																		
****Updated Title & Wage Schedule - BOD 04/25/2025																		



Attachment B



Attachment B