Effective 06/19/25 (FY26)

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	**89.96**	94.46	98.96	**94.46**	99.18	103.90	**99.18**	104.14	109.10	**104.14**	109.35	114.56	**109.35**	114.82	120.29	**114.82**	120.56	126.30
*Operations Deputy Director	**69.20**	72.66	76.12	**72.66**	76.29	79.92	**76.29**	80.10	83.91	**80.10**	84.11	88.12	**84.11**	88.32	92.53	**88.32**	92.74	97.16
***Maintenance Manager (Inactive)	**62.91**	66.06	69.21	**66.06**	69.36	72.66	**69.36**	72.83	76.30	**72.83**	76.47	80.11	**76.47**	80.29	84.11	**80.29**	84.30	88.31
*Chief Financial Officer	**89.96**	94.46	98.96	**94.46**	99.18	103.90	**99.18**	104.14	109.10	**104.14**	109.35	114.56	**109.35**	114.82	120.29	**114.82**	120.56	126.30
**Chief Planning & Innovation Officer (previously Planning & Development Director)	**89.96**	94.46	98.96	**94.46**	99.18	103.90	**99.18**	104.14	109.10	**104.14**	109.35	114.56	**109.35**	114.82	120.29	**114.82**	120.56	126.30
**Chief Human Resources Officer (previously Human Resources Director)	**89.96**	94.46	98.96	**94.46**	99.18	103.90	**99.18**	104.14	109.10	**104.14**	109.35	114.56	**109.35**	114.82	120.29	**114.82**	120.56	126.30
*Information Technology and Intelligent Transportation Systems Director	**80.96**	85.01	89.06	**85.01**	89.26	93.51	**89.26**	93.72	98.18	**93.72**	98.41	103.10	**98.41**	103.33	108.25	**103.33**	108.50	113.67
**Chief Communications & Marketing Officer (previously Marketing & Communications Director)	**89.96**	94.46	98.96	**94.46**	99.18	103.90	**99.18**	104.14	109.10	**104.14**	109.35	114.56	**109.35**	114.82	120.29	**114.82**	120.56	126.30
****Contracts and Purchasing Deputy Director	**69.20**	72.66	76.12	**72.66**	76.29	79.92	**76.29**	80.10	83.91	**80.10**	84.11	88.12	**84.11**	88.32	92.53	**88.32**	92.74	97.16
Senior Full Stack Developer	**62.10**	65.21	68.32	**65.21**	68.47	71.73	**68.47**	71.89	75.31	**71.89**	75.48	79.07	**75.48**	79.25	83.02	**79.25**	83.21	87.17
*Finance Deputy Director	**69.20**	72.66	76.12	**72.66**	76.29	79.92	**76.29**	80.10	83.91	**80.10**	84.11	88.12	**84.11**	88.32	92.53	**88.32**	92.74	97.16
*Human Resources Deputy Director	**69.20**	72.66	76.12	**72.66**	76.29	79.92	**76.29**	80.10	83.91	**80.10**	84.11	88.12	**84.11**	88.32	92.53	**88.32**	92.74	97.16
**Fleet & Facilities Deputy Director	**69.20**	72.66	76.12	**72.66**	76.29	79.92	**76.29**	80.10	83.91	**80.10**	84.11	88.12	**84.11**	88.32	92.53	**88.32**	92.74	97.16
*Operations Manager - Fixed Route Division (Inactive)	**62.91**	66.06	69.21	**66.06**	69.36	72.66	**69.36**	72.83	76.30	**72.83**	76.47	80.11	**76.47**	80.29	84.11	**80.29**	84.30	88.31
*Operations Manager - Paratransit Division (Inactive)	**62.91**	66.06	69.21	**66.06**	69.36	72.66	**69.36**	72.83	76.30	**72.83**	76.47	80.11	**76.47**	80.29	84.11	**80.29**	84.30	88.31
*Assistant Maintenance Manager (Inactive)	**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	**66.91**	70.26	73.61
*Facilities Maintenance Manager (Inactive)	**62.91**	66.06	69.21	**66.06**	69.36	72.66	**69.36**	72.83	76.30	**72.83**	76.47	80.11	**76.47**	80.29	84.11	**80.29**	84.30	88.31
Full Stack Developer	**54.01**	56.71	59.41	**56.71**	59.55	62.39	**59.55**	62.53	65.51	**62.53**	65.66	68.79	**65.66**	68.94	72.22	**68.94**	72.39	75.84
*Safety, Security and Risk Management Director	**67.46**	70.83	74.20	**70.83**	74.37	77.91	**74.37**	78.09	81.81	**78.09**	81.99	85.89	**81.99**	86.09	90.19	**86.09**	90.39	94.69
Special Projects Manager (Inactive)	**44.03**	46.23	48.43	**46.23**	48.54	50.85	**48.54**	50.97	53.40	**50.97**	53.52	56.07	**53.52**	56.20	58.88	**56.20**	59.01	61.82
*Assistant Operations Manager - Fixed Route	**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	**66.91**	70.26	73.61
*Assistant Operations Manager - Paratransit	**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	**66.91**	70.26	73.61
Project Manager (Inactive)	**38.29**	40.20	42.11	**40.20**	42.21	44.22	**42.21**	44.32	46.43	**44.32**	46.54	48.76	**46.54**	48.87	51.20	**48.87**	51.31	53.75
**Communications & Marketing Manager (previously Customer Experience Manager)	**56.22**	59.03	61.84	**59.03**	61.98	64.93	**61.98**	65.08	68.18	**65.08**	68.33	71.58	**68.33**	71.75	75.17	**71.75**	75.34	78.93
**Deputy Director of Planning & Innovation (previously Capital Planning and Grants Programs Manager)	**69.20**	72.66	76.12	**72.66**	76.29	79.92	**76.29**	80.10	83.91	**80.10**	84.11	88.12	**84.11**	88.32	92.53	**88.32**	92.74	97.16
*Parts and Materials Manager	**52.35**	54.97	57.59	**54.97**	57.72	60.47	**57.72**	60.61	63.50	**60.61**	63.64	66.67	**63.64**	66.82	70.00	**66.82**	70.16	73.50
Business Systems Programs Manager	**55.83**	58.62	61.41	**58.62**	61.55	64.48	**61.55**	64.63	67.71	**64.63**	67.86	71.09	**67.86**	71.25	74.64	**71.25**	74.81	78.37
*Senior Executive Assistant (previously Executive Assistant)	**44.17**	46.38	48.59	**46.38**	48.70	51.02	**48.70**	51.14	53.58	**51.14**	53.70	56.26	**53.70**	56.39	59.08	**56.39**	59.21	62.03

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

MANAGEMENT

Effective 06/19/25 (FY26)

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
*Chief Operating Officer	**187,117**	196,477	205,837	**196,477**	206,294	216,112	**206,294**	216,611	226,928	**216,611**	227,448	238,285	**227,448**	238,826	250,203	**238,826**	250,765	262,704
*Operations Deputy Director	**143,936**	151,133	158,330	**151,133**	158,683	166,234	**158,683**	166,608	174,533	**166,608**	174,949	183,290	**174,949**	183,706	192,462	**183,706**	192,899	202,093
***Maintenance Manager (Inactive)	**130,853**	137,405	143,957	**137,405**	144,269	151,133	**144,269**	151,486	158,704	**151,486**	159,058	166,629	**159,058**	167,003	174,949	**167,003**	175,344	183,685
*Chief Financial Officer	**187,117**	196,477	205,837	**196,477**	206,294	216,112	**206,294**	216,611	226,928	**216,611**	227,448	238,285	**227,448**	238,826	250,203	**238,826**	250,765	262,704
**Chief Planning & Innovation Officer (previously Planning & Development Director)	**187,117**	196,477	205,837	**196,477**	206,294	216,112	**206,294**	216,611	226,928	**216,611**	227,448	238,285	**227,448**	238,826	250,203	**238,826**	250,765	262,704
**Chief Human Resources Officer (previously Human Resources Director)	**187,117**	196,477	205,837	**196,477**	206,294	216,112	**206,294**	216,611	226,928	**216,611**	227,448	238,285	**227,448**	238,826	250,203	**238,826**	250,765	262,704
*Information Technology and Intelligent Transportation Systems Director	**168,397**	176,821	185,245	**176,821**	185,661	194,501	**185,661**	194,938	204,214	**194,938**	204,693	214,448	**204,693**	214,926	225,160	**214,926**	225,680	236,434
**Chief Communications & Marketing Officer (previously Marketing & Communications Director)	**187,117**	196,477	205,837	**196,477**	206,294	216,112	**206,294**	216,611	226,928	**216,611**	227,448	238,285	**227,448**	238,826	250,203	**238,826**	250,765	262,704
****Contracts and Purchasing Deputy Director	**143,936**	151,133	158,330	**151,133**	158,683	166,234	**158,683**	166,608	174,533	**166,608**	174,949	183,290	**174,949**	183,706	192,462	**183,706**	192,899	202,093
Senior Full Stack Developer	**129,168**	135,637	142,106	**135,637**	142,418	149,198	**142,418**	149,531	156,645	**149,531**	156,998	164,466	**156,998**	164,840	172,682	**164,840**	173,077	181,314
*Finance Deputy Director	**143,936**	151,133	158,330	**151,133**	158,683	166,234	**158,683**	166,608	174,533	**166,608**	174,949	183,290	**174,949**	183,706	192,462	**183,706**	192,899	202,093
*Human Resources Deputy Director	**143,936**	151,133	158,330	**151,133**	158,683	166,234	**158,683**	166,608	174,533	**166,608**	174,949	183,290	**174,949**	183,706	192,462	**183,706**	192,899	202,093
**Fleet & Facilities Deputy Director	**143,936**	151,133	158,330	**151,133**	158,683	166,234	**158,683**	166,608	174,533	**166,608**	174,949	183,290	**174,949**	183,706	192,462	**183,706**	192,899	202,093
*Operations Manager - Fixed Route Division (Inactive)	**130,853**	137,405	143,957	**137,405**	144,269	151,133	**144,269**	151,486	158,704	**151,486**	159,058	166,629	**159,058**	167,003	174,949	**167,003**	175,344	183,685
*Operations Manager - Paratransit Division (Inactive)	**130,853**	137,405	143,957	**137,405**	144,269	151,133	**144,269**	151,486	158,704	**151,486**	159,058	166,629	**159,058**	167,003	174,949	**167,003**	175,344	183,685
*Assistant Maintenance Manager (Inactive)	**109,054**	114,504	119,954	**114,504**	120,224	125,944	**120,224**	126,235	132,246	**126,235**	132,538	138,840	**132,538**	139,173	145,808	**139,173**	146,141	153,109
*Facilities Maintenance Manager (Inactive)	**130,853**	137,405	143,957	**137,405**	144,269	151,133	**144,269**	151,486	158,704	**151,486**	159,058	166,629	**159,058**	167,003	174,949	**167,003**	175,344	183,685
Full Stack Developer	**112,341**	117,957	123,573	**117,957**	123,864	129,771	**123,864**	130,062	136,261	**130,062**	136,573	143,083	**136,573**	143,395	150,218	**143,395**	150,571	157,747
*Safety, Security and Risk Management Director	**140,317**	147,326	154,336	**147,326**	154,690	162,053	**154,690**	162,427	170,165	**162,427**	170,539	178,651	**170,539**	179,067	187,595	**179,067**	188,011	196,955
Special Projects Manager (Inactive)	**91,582**	96,158	100,734	**96,158**	100,963	105,768	**100,963**	106,018	111,072	**106,018**	111,322	116,626	**111,322**	116,896	122,470	**116,896**	122,741	128,586
*Assistant Operations Manager - Fixed Route	**109,054**	114,504	119,954	**114,504**	120,224	125,944	**120,224**	126,235	132,246	**126,235**	132,538	138,840	**132,538**	139,173	145,808	**139,173**	146,141	153,109
*Assistant Operations Manager - Paratransit	**109,054**	114,504	119,954	**114,504**	120,224	125,944	**120,224**	126,235	132,246	**126,235**	132,538	138,840	**132,538**	139,173	145,808	**139,173**	146,141	153,109
Project Manager (Inactive)	**79,643**	83,616	87,589	**83,616**	87,797	91,978	**87,797**	92,186	96,574	**92,186**	96,803	101,421	**96,803**	101,650	106,496	**101,650**	106,725	111,800
**Communications & Marketing Manager (previously Customer Experience Manager)	**116,938**	122,782	128,627	**122,782**	128,918	135,054	**128,918**	135,366	141,814	**135,366**	142,126	148,886	**142,126**	149,240	156,354	**149,240**	156,707	164,174
**Deputy Director of Planning & Innovation (previously Capital Planning and Grants Programs Manager)	**143,936**	151,133	158,330	**151,133**	158,683	166,234	**158,683**	166,608	174,533	**166,608**	174,949	183,290	**174,949**	183,706	192,462	**183,706**	192,899	202,093
*Parts and Materials Manager	**108,888**	114,338	119,787	**114,338**	120,058	125,778	**120,058**	126,069	132,080	**126,069**	132,371	138,674	**132,371**	138,986	145,600	**138,986**	145,933	152,880
Business Systems Programs Manager	**116,126**	121,930	127,733	**121,930**	128,024	134,118	**128,024**	134,430	140,837	**134,430**	141,149	147,867	**141,149**	148,200	155,251	**148,200**	155,605	163,010
*Senior Executive Assistant (previously Executive Assistant)	**91,874**	96,470	101,067	**96,470**	101,296	106,122	**101,296**	106,371	111,446	**106,371**	111,696	117,021	**111,696**	117,291	122,886	**117,291**	123,157	129,022

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

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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

Effective 06/19/25 (FY26)

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
*Chief Operating Officer	**15,593**	16,373	17,153	**16,373**	17,191	18,009	**17,191**	18,051	18,911	**18,051**	18,954	19,857	**18,954**	19,902	20,850	**19,902**	20,897	21,892
*Operations Deputy Director	**11,995**	12,594	13,194	**12,594**	13,224	13,853	**13,224**	13,884	14,544	**13,884**	14,579	15,274	**14,579**	15,309	16,039	**15,309**	16,075	16,841
***Maintenance Manager (Inactive)	**10,904**	11,450	11,996	**11,450**	12,022	12,594	**12,022**	12,624	13,225	**12,624**	13,255	13,886	**13,255**	13,917	14,579	**13,917**	14,612	15,307
*Chief Financial Officer	**15,593**	16,373	17,153	**16,373**	17,191	18,009	**17,191**	18,051	18,911	**18,051**	18,954	19,857	**18,954**	19,902	20,850	**19,902**	20,897	21,892
**Chief Planning & Innovation Officer (previously Planning & Development Director)	**15,593**	16,373	17,153	**16,373**	17,191	18,009	**17,191**	18,051	18,911	**18,051**	18,954	19,857	**18,954**	19,902	20,850	**19,902**	20,897	21,892
**Chief Human Resources Officer (previously Human Resources Director)	**15,593**	16,373	17,153	**16,373**	17,191	18,009	**17,191**	18,051	18,911	**18,051**	18,954	19,857	**18,954**	19,902	20,850	**19,902**	20,897	21,892
*Information Technology and Intelligent Transportation Systems Director	**14,033**	14,735	15,437	**14,735**	15,472	16,208	**15,472**	16,245	17,018	**16,245**	17,058	17,871	**17,058**	17,911	18,763	**17,911**	18,807	19,703
**Chief Communications & Marketing Officer (previously Marketing & Communications Director)	**15,593**	16,373	17,153	**16,373**	17,191	18,009	**17,191**	18,051	18,911	**18,051**	18,954	19,857	**18,954**	19,902	20,850	**19,902**	20,897	21,892
****Contracts and Purchasing Deputy Director	**11,995**	12,594	13,194	**12,594**	13,224	13,853	**13,224**	13,884	14,544	**13,884**	14,579	15,274	**14,579**	15,309	16,039	**15,309**	16,075	16,841
Senior Full Stack Developer	**10,764**	11,303	11,842	**11,303**	11,868	12,433	**11,868**	12,461	13,054	**12,461**	13,083	13,706	**13,083**	13,737	14,390	**13,737**	14,423	15,110
*Finance Deputy Director	**11,995**	12,594	13,194	**12,594**	13,224	13,853	**13,224**	13,884	14,544	**13,884**	14,579	15,274	**14,579**	15,309	16,039	**15,309**	16,075	16,841
*Human Resources Deputy Director	**11,995**	12,594	13,194	**12,594**	13,224	13,853	**13,224**	13,884	14,544	**13,884**	14,579	15,274	**14,579**	15,309	16,039	**15,309**	16,075	16,841
**Fleet & Facilities Deputy Director	**11,995**	12,594	13,194	**12,594**	13,224	13,853	**13,224**	13,884	14,544	**13,884**	14,579	15,274	**14,579**	15,309	16,039	**15,309**	16,075	16,841
*Operations Manager - Fixed Route Division (Inactive)	**10,904**	11,450	11,996	**11,450**	12,022	12,594	**12,022**	12,624	13,225	**12,624**	13,255	13,886	**13,255**	13,917	14,579	**13,917**	14,612	15,307
*Operations Manager - Paratransit Division (Inactive)	**10,904**	11,450	11,996	**11,450**	12,022	12,594	**12,022**	12,624	13,225	**12,624**	13,255	13,886	**13,255**	13,917	14,579	**13,917**	14,612	15,307
*Assistant Maintenance Manager (Inactive)	**9,088**	9,542	9,996	**9,542**	10,019	10,495	**10,019**	10,520	11,021	**10,520**	11,045	11,570	**11,045**	11,598	12,151	**11,598**	12,178	12,759
*Facilities Maintenance Manager (Inactive)	**10,904**	11,450	11,996	**11,450**	12,022	12,594	**12,022**	12,624	13,225	**12,624**	13,255	13,886	**13,255**	13,917	14,579	**13,917**	14,612	15,307
Full Stack Developer	**9,362**	9,830	10,298	**9,830**	10,322	10,814	**10,322**	10,839	11,355	**10,839**	11,381	11,924	**11,381**	11,950	12,518	**11,950**	12,548	13,146
*Safety, Security and Risk Management Director	**11,693**	12,277	12,861	**12,277**	12,891	13,504	**12,891**	13,536	14,180	**13,536**	14,212	14,888	**14,212**	14,922	15,633	**14,922**	15,668	16,413
Special Projects Manager (Inactive)	**7,632**	8,013	8,395	**8,013**	8,414	8,814	**8,414**	8,835	9,256	**8,835**	9,277	9,719	**9,277**	9,741	10,206	**9,741**	10,228	10,716
*Assistant Operations Manager - Fixed Route	**9,088**	9,542	9,996	**9,542**	10,019	10,495	**10,019**	10,520	11,021	**10,520**	11,045	11,570	**11,045**	11,598	12,151	**11,598**	12,178	12,759
*Assistant Operations Manager - Paratransit	**9,088**	9,542	9,996	**9,542**	10,019	10,495	**10,019**	10,520	11,021	**10,520**	11,045	11,570	**11,045**	11,598	12,151	**11,598**	12,178	12,759
Project Manager (Inactive)	**6,637**	6,968	7,299	**6,968**	7,316	7,665	**7,316**	7,682	8,048	**7,682**	8,067	8,452	**8,067**	8,471	8,875	**8,471**	8,894	9,317
**Communications & Marketing Manager (previously Customer Experience Manager)	**9,745**	10,232	10,719	**10,232**	10,743	11,255	**10,743**	11,281	11,818	**11,281**	11,844	12,407	**11,844**	12,437	13,030	**12,437**	13,059	13,681
**Deputy Director of Planning & Innovation (previously Capital Planning and Grants Programs Manager)	**11,995**	12,594	13,194	**12,594**	13,224	13,853	**13,224**	13,884	14,544	**13,884**	14,579	15,274	**14,579**	15,309	16,039	**15,309**	16,075	16,841
*Parts and Materials Manager	**9,074**	9,528	9,982	**9,528**	10,005	10,482	**10,005**	10,506	11,007	**10,506**	11,031	11,556	**11,031**	11,582	12,133	**11,582**	12,161	12,740
Business Systems Programs Manager	**9,677**	10,161	10,644	**10,161**	10,669	11,177	**10,669**	11,203	11,736	**11,203**	11,762	12,322	**11,762**	12,350	12,938	**12,350**	12,967	13,584
*Senior Executive Assistant (previously Executive Assistant)	**7,656**	8,039	8,422	**8,039**	8,441	8,844	**8,441**	8,864	9,287	**8,864**	9,308	9,752	**9,308**	9,774	10,241	**9,774**	10,263	10,752

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

9.9B.6