

Title	HOURLY RATES SCHEDULE																Step 6 L	Step 6 LL
	Step 1	Step 1 LL	Step 1 LL	Step 2	Step 2 LL	Step 2 LL	Step 3	Step 3 LL	Step 3 LL	Step 4	Step 4 LL	Step 4 LL	Step 5	Step 5 LL	Step 5 LL	Step 6		
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
Purchasing and Special Projects Director (Inactive)	72.99	76.64	80.29	76.64	80.47	84.30	80.47	84.49	88.51	84.49	88.71	92.93	88.71	93.15	97.59	93.15	97.81	102.47
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	38.86	40.50	38.86	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	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
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
Revenue Account Program Manager	36.82	38.86	40.50	38.86	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
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																		

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MANAGEMENT MONTHLY SALARY SCHEDULE																
Effective FY25	Step 1	Step 1 LL	Step 2	Step 2 LL	Step 3	Step 3 LL	Step 3 LL	Step 4	Step 4 LL	Step 5	Step 5 LL	Step 6	Step 6 LL	Step 6 LL	Step 6 LL	Step 6 LL
	14,993	15,744	16,494	17,244	17,994	18,744	19,494	20,244	21,000	21,750	22,500	23,250	24,000	24,750	25,500	26,250
Chief Operating Officer	14,993	15,744	16,494	17,244	17,994	18,744	19,494	20,244	21,000	21,750	22,500	23,250	24,000	24,750	25,500	26,250
Operations Deputy Director	11,534	12,111	12,688	13,265	13,842	14,419	14,996	15,573	16,150	16,727	17,304	17,881	18,458	19,035	19,612	20,189
Maintenance Manager (Inactive)	10,485	11,008	11,532	12,055	12,579	13,102	13,626	14,149	14,673	15,196	15,719	16,243	16,766	17,289	17,812	18,335
Chief Financial Officer	14,993	15,744	16,494	17,244	17,994	18,744	19,494	20,244	21,000	21,750	22,500	23,250	24,000	24,750	25,500	26,250
Chief Planning & Innovation Officer (previously Planning & Development Director)	14,993	15,744	16,494	17,244	17,994	18,744	19,494	20,244	21,000	21,750	22,500	23,250	24,000	24,750	25,500	26,250
Chief Human Resources Officer (previously Human Resources Director)	14,993	15,744	16,494	17,244	17,994	18,744	19,494	20,244	21,000	21,750	22,500	23,250	24,000	24,750	25,500	26,250
Information Technology and Intelligent Transportation Systems Director	13,494	14,168	14,843	15,517	16,191	16,865	17,539	18,213	18,887	19,561	20,235	20,909	21,583	22,257	22,931	23,605
Chief Communications & Marketing Officer (previously Marketing & Communications Director)	14,993	15,744	16,494	17,244	17,994	18,744	19,494	20,244	21,000	21,750	22,500	23,250	24,000	24,750	25,500	26,250
Purchasing and Special Projects Director (Inactive)	12,652	13,284	13,917	14,549	15,182	15,814	16,447	17,079	17,712	18,344	18,977	19,609	20,242	20,874	21,507	22,139
Senior Full Stack Developer	10,350	10,868	11,386	11,904	12,422	12,940	13,458	13,976	14,494	15,012	15,530	16,048	16,566	17,084	17,602	18,120
Finance Deputy Director	11,534	12,111	12,688	13,265	13,842	14,419	14,996	15,573	16,150	16,727	17,304	17,881	18,458	19,035	19,612	20,189
Human Resources Deputy Director	11,534	12,111	12,688	13,265	13,842	14,419	14,996	15,573	16,150	16,727	17,304	17,881	18,458	19,035	19,612	20,189
Fleet & Facilities Deputy Director	11,534	12,111	12,688	13,265	13,842	14,419	14,996	15,573	16,150	16,727	17,304	17,881	18,458	19,035	19,612	20,189
Operations Manager - Fixed Route Division (Inactive)	10,485	11,008	11,532	12,055	12,579	13,102	13,626	14,149	14,673	15,196	15,719	16,243	16,766	17,289	17,812	18,335
Operations Manager - Paratransit Division (Inactive)	10,485	11,008	11,532	12,055	12,579	13,102	13,626	14,149	14,673	15,196	15,719	16,243	16,766	17,289	17,812	18,335
Assistant Maintenance Manager (Inactive)	8,738	9,175	9,611	10,048	10,485	10,922	11,359	11,796	12,233	12,670	13,107	13,544	13,981	14,418	14,855	15,292
Facilities Maintenance Manager (Inactive)	10,485	11,008	11,532	12,055	12,579	13,102	13,626	14,149	14,673	15,196	15,719	16,243	16,766	17,289	17,812	18,335
Full Stack Developer	9,001	9,452	9,903	10,354	10,805	11,256	11,707	12,158	12,609	13,060	13,511	13,962	14,413	14,864	15,315	15,766
Safety, Security and Risk Management Director	11,244	11,806	12,367	12,929	13,490	14,051	14,612	15,173	15,734	16,295	16,856	17,417	17,978	18,539	19,100	19,661
Special Projects Manager (Inactive)	7,339	7,706	8,074	8,441	8,809	9,176	9,543	9,910	10,277	10,644	11,011	11,378	11,745	12,112	12,479	12,846
Assistant Operations Manager - Fixed Route	8,738	9,175	9,611	10,048	10,485	10,922	11,359	11,796	12,233	12,670	13,107	13,544	13,981	14,418	14,855	15,292
Assistant Operations Manager - Paratransit	8,738	9,175	9,611	10,048	10,485	10,922	11,359	11,796	12,233	12,670	13,107	13,544	13,981	14,418	14,855	15,292
Project Manager (Inactive)	6,382	6,701	7,020	7,339	7,658	7,977	8,296	8,615	8,934	9,253	9,572	9,891	10,210	10,529	10,848	11,167
Purchasing Manager	8,726	9,162	9,599	10,036	10,473	10,910	11,347	11,784	12,221	12,658	13,095	13,532	13,969	14,406	14,843	15,280
Communications & Marketing Manager (previously Customer Experience Manager)	9,370	9,838	10,306	10,774	11,242	11,710	12,178	12,646	13,114	13,582	14,050	14,518	14,986	15,454	15,922	16,390
Revenue Account Program Manager	6,382	6,701	7,020	7,339	7,658	7,977	8,296	8,615	8,934	9,253	9,572	9,891	10,210	10,529	10,848	11,167
Deputy Director of Planning & Innovation (previously Capital Planning and Grants Programs Manager)	11,534	12,111	12,688	13,265	13,842	14,419	14,996	15,573	16,150	16,727	17,304	17,881	18,458	19,035	19,612	20,189
Parts and Materials Manager	8,726	9,162	9,599	10,036	10,473	10,910	11,347	11,784	12,221	12,658	13,095	13,532	13,969	14,406	14,843	15,280
Business Systems Programs Manager	9,305	9,769	10,234	10,698	11,163	11,627	12,092	12,556	13,021	13,485	13,950	14,414	14,879	15,343	15,808	16,272
Senior Executive Assistant (previously Executive Assistant)	7,362	7,729	8,096	8,463	8,830	9,197	9,564	9,931	10,298	10,665	11,032	11,399	11,766	12,133	12,500	12,867
LL = 10 Years Longevity (5%), LL = 15 Years Longevity (5%+5%)																
Longevity Pay is based only on length of service.																
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