

Effective 06/19/25 (FY26)

	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
	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 Operating Officer																		
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
Purchasing and Special Projects Director (Inactive)	75.91	79.71	83.51	79.71	83.70	87.69	83.70	87.89	92.08	87.89	92.28	96.67	92.28	96.89	101.50	96.89	101.73	106.57
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
Purchasing 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
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	78.63
Revenue Account Program Manager	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
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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	Step 1		Step 1 L		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	
	Step 1	Step 1 L	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 2 L	Step 2 LL	Step 2 LL	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 3 L	Step 3 LL	Step 3 LL	Step 4	Step 4 L	Step 4 LL	Step 4 L	Step 4 LL	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 5 L	Step 5 LL	Step 5 LL	Step 6	Step 6 L	Step 6 LL	Step 6 L	Step 6 LL	

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MONTHLY SALARY SCHEDULE																		
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	
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