



**SANTA CRUZ METROPOLITAN TRANSIT DISTRICT (METRO)
PERSONNEL/HUMAN RESOURCES STANDING COMMITTEE AGENDA**

MAY 10, 2024 – 10:30 AM

HYBRID MEETING

Members of the public may attend in-person or participate remotely via Zoom.

**METRO Admin Office
110 Vernon Street
Santa Cruz, CA 95060**

**Zoom [Link](#)
Dial In: 1-669-900-9128
Meeting ID: 852 3551 8983**

The Personnel/Human Resources Standing Committee Agenda Packet can be found online at www.SCMTD.com and is available for inspection at Santa Cruz METRO's Administrative Office at 110 Vernon Street, Santa Cruz, CA.

Public comment may be submitted via email to boardinquiries@scmtd.com. Please indicate in your email the agenda item to which your comment applies. Comments submitted before the meeting will be provided to the Directors before or during the meeting. Comments submitted after the meeting is called to order will be included in the Board's correspondence that is posted online at the Board meeting packet link. Oral public comments will also be accepted during the meeting through Zoom. Each public comment is limited to three minutes or less. Board and Committee Chairs have the discretion to manage the public comment process in a manner that achieves the purpose of public communication and assures the orderly conduct of the meeting.

The Committee may take action on each item on the agenda. The action may consist of the recommended action, a related action, or no action. Staff recommendations are subject to action and/or change by the Board of Directors.

COMMITTEE ROSTER

Director Kristen Brown	City of Capitola
Director Rebecca Downing	County of Santa Cruz
Director Shebreh Kalantari-Johnson	City of Santa Cruz
Director Donna Lind	City of Scotts Valley
Director Vanessa Quiroz-Carter	City of Watsonville
Corey Aldridge	METRO CEO/General Manager
Julie Sherman	METRO General Counsel

SECTION I: OPEN SESSION

NOTE: THE COMMITTEE CHAIR MAY TAKE ITEMS OUT OF ORDER

1 CALL TO ORDER

2 SAFETY DEBRIEF

Gregory Strecker, Safety, Security & Risk Management Director

3 ROLL CALL

4 ORAL AND WRITTEN COMMUNICATIONS TO THE PERSONNEL/HR STANDING COMMITTEE

This time is set aside for Directors and members of the general public to address any item not on the agenda, which is within the subject matter jurisdiction of the Board. No action or discussion shall be taken on any item presented except that any Director may respond to statements made or questions asked or may ask questions for clarification. All matters of an administrative nature will be referred to staff. Each public comment is limited to three minutes or less. Board and Committee Chairs have the discretion to manage the public comment process in a manner that achieves the purpose of public communication and assures the orderly conduct of the meeting. When addressing the Board, the individual may, but is not required to, provide his/her name and address in an audible tone for the record.

5 ADDITIONS OR DELETIONS FROM AGENDA/ADDITIONAL DOCUMENTATION TO SUPPORT EXISTING AGENDA ITEMS

6 REVIEW REQUEST FOR AUTHORIZATION OF BUSINESS SYSTEMS PROGRAMS MANAGER POSITION IN THE INFORMATION TECHNOLOGY DEPARTMENT

Dawn Crummié, HR Director

7 ADJOURNMENT

ACCESSIBILITY FOR INDIVIDUALS WITH DISABILITIES

This document has been created with accessibility in mind. With the exception of certain third party and other attachments, it passes the Adobe Acrobat XI Accessibility Full Check. If you have any questions about the accessibility of this document, please email your inquiry to accessibility@scmtd.com. Upon request, Santa Cruz METRO will provide written agenda materials in appropriate alternative formats, or disability-related modification or accommodation, including auxiliary aids or services, to enable individuals with disabilities to participate in and provide comments at/related to public meetings. Please submit a request, including your name, phone number and/or email address, and a description of the modification, accommodation, auxiliary aid, service, or alternative format requested at least two days before the meeting. Requests should be emailed to boardinquiries@scmtd.com or submitted by phone to the Executive Assistant at 831-426-6080. Requests made by mail (sent to the Executive Assistant, Santa Cruz METRO, 110 Vernon Street, Santa Cruz, CA 95060) must be received at least two days before the meeting. Requests will be granted whenever possible and resolved in favor of accessibility.

PUBLIC COMMENT

If you wish to address the Board, please follow the directions at the top of the agenda. If you have anything that you wish distributed to the Board and included for the official record, please include it in your email. Comments that require a response may be deferred for staff reply.

Pursuant to Section 54954.2(a)(1) of the Government Code of the State of California, this agenda was posted at least 72 hours in advance of the scheduled meeting at a public place freely accessible to the public 24 hours a day. The agenda packet and materials related to an item on this agenda submitted after distribution of the agenda packet are available for public inspection in the Santa Cruz METRO Administrative Office (110 Vernon Street, Santa Cruz) during normal business hours. Such documents are also available on the Santa Cruz METRO website at www.scmtd.com subject to staff's ability to post the document before the meeting.

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DATE: May 10, 2024
TO: Personnel/Human Resources Standing Committee
FROM: Dawn Crummié, HR Director
SUBJECT: REVIEW REQUEST FOR AUTHORIZATION OF BUSINESS SYSTEMS PROGRAMS MANAGER POSITION IN THE INFORMATION TECHNOLOGY DEPARTMENT

I. RECOMMENDED ACTION

That the Personnel/Human Resources Standing Committee review the request for authorization of a Business Systems Programs Manager in the Information Technology (IT) Department and recommend approval to the full Board of Directors

II. SUMMARY

- To address the needs of the Santa Cruz Metropolitan Transit District (METRO) as it relates to our new, complex Enterprise Resource Planning (ERP) system, METRO has identified the need for a Business Systems Programs Manager position.
- METRO contracted with Koff & Associates (hereinafter “K&A”) to conduct a total classification and compensation study.
- HR staff worked with the IT Department and K&A to create a Business Systems Programs Manager position description and its wage scale.

III. DISCUSSION/BACKGROUND

The Enterprise Resource Planning (ERP) solution for METRO Phase 1 (Human Resources and Payroll) has been completed and the rollout of Phase 2 (Finance and Procurement) is underway.

Due to this undertaking, METRO has identified the need for a Business Systems Programs Manager to manage at a high level our new ERP system.

To address these needs, METRO has created a Business Systems Programs Manager position. It was created through a total classification and compensation study performed by Koff & Associates.

The study shows the need for a position that would perform a combination of duties which includes a wide range of professional business systems analysis and administration duties. The position manages complex and multi-disciplinary

systems that involve multiple stakeholder interests and requires a high level of specialized expertise. The work involves extensive problem-solving and analytical skills unique to ERP and business systems.

Upon approval, an open recruitment will be undertaken to fill the Business Systems Programs Manager position.

Staff is requesting that the Personnel/Human Resources Standing Committee recommend approval of the Business Systems Programs Manager position to the full Board of Directors at its May 17th meeting.

IV. STRATEGIC PLAN PRIORITIES ALIGNMENT

This item aligns to the following Strategic Plan Priorities:

- Service Quality and Delivery
- Employee Engagement: Attract, Retain and Develop

V. FINANCIAL CONSIDERATIONS/IMPACT

If the recommendations contained in this report are adopted, the total Labor and Fringe Benefits cost for this position will be \$197K in FY24 and \$208K in FY25 respectively.

VI. ALTERNATIVES CONSIDERED

- Doing nothing is an alternative. Staff does not recommend this option. This position meets the needs of METRO.
- Reject the suggested classification and wage survey. Staff does not recommend this action since the new class specification and its wage survey were researched and developed based on the developing needs of METRO.

VII. ATTACHMENTS

Attachment A: Business Systems Programs Manager Job Description

Attachment B: Business Systems Programs Manager Wage Scale

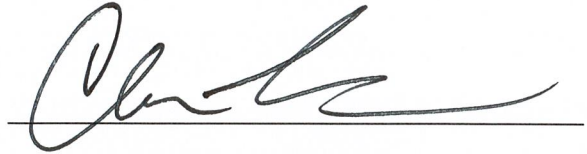
Prepared by: Isaac Holly, IT & ITS Director and
Monik Delfin, HR Deputy Director.

VIII. APPROVALS

Dawn Crummié, HR Director



Approved as to fiscal impact:
Chuck Farmer, Chief Financial Officer



Corey Aldridge, CEO/General Manager



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Attachment A

HUMAN RESOURCES DEPARTMENT

Santa Cruz METRO

Class Code: PO221
FLSA Status: Exempt

Business Systems Programs Manager

Bargaining Unit: Management

DEFINITION:

Under general direction, the Business Systems Programs Manager conducts analysis in support of business and data needs related to operations, performance outcomes, quality improvement, and mandated reporting; analyzes, administers, and modifies enterprise systems and databases to address business and reporting needs; serves as a liaison between staff/system users, information technology staff, vendors, and service providers; provides data and business solutions to management staff to support program or system modification or implementation of new programs or systems; performs other duties as assigned.

DISTINGUISHING CHARACTERISTICS:

Business Systems Program Manager is a program management classification responsible for performing a wide range of professional business system analysis and administration duties. The position manages complex and multi-disciplinary programs that involves the ability to manage multiple stakeholder interests and requires a high level of technical expertise and acumen. The work involves a high-level of problem-solving requiring analysis of unique issues or increasingly complex problems without precedent and/or structure and formulating, presenting, and implementing strategies and recommendations for resolution. Work assignments are typically given as broad, conceptual ideas and directives and the incumbent is accountable for overall results and responsible for developing guidelines, action plans, and methods to provide deliverables and services on time and within budget. This classification is distinguished from the Full Stack Developer class series in the latter designs and develops custom software applications and system integrations; whereas the Business Systems Programs Manager modifies enterprise systems and databases to meet business and reporting needs.

EXAMPLES OF DUTIES AND RESPONSIBILITIES:

The duties listed below represent the various types of work that may be performed. The omission of specific statements of duties does not exclude them if the work is related or a logical assignment to this class.

- Develops and implements data quality training program, standards, policies, and procedures to ensure data accuracy, consistency, and completeness; provides guidance and training to staff on data quality standards.
- Performs regular data audits and validation checks to identify and rectify discrepancies, anomalies, and errors in various data sets.
- Administers, maintains, and supports critical business systems such as ERP (Enterprise Resource Planning), EAM (Enterprise Asset Management), CRM (Customer Relationship Management), HRIS (Human Resources Information System), and other custom or off-the-shelf software applications. These are some examples and subject to change as systems and software change.
- Implements and enforces security measures, including user access management, data encryption, and vulnerability assessments, to safeguard sensitive data and ensure compliance with industry regulations.



Attachment A

HUMAN RESOURCES DEPARTMENT

Santa Cruz METRO

- Collaborates and participates on a variety of cross-functional teams, including third party vendors, to design, implement, and maintain system optimization and data integration strategies and solutions in response to user needs and business process, operational, and/or regulatory and reporting changes affecting data requirements and other related issues.
- Manages integration or data exchanges from various systems, including IFS (Incremental File System), through open application programming interfaces (APIs), batch loads, and manual data entry.
- Utilizes data analysis tools and techniques and generates and presents regular ERP system reports to identify areas of concern and opportunities and provide actionable insights and recommendations for data-driven decision-making.
- Monitors the performance and efficiency of data systems by identifying bottlenecks and making recommendations for system improvements and enhancements.
- Manages or coordinates the implementation of system enhancements to improve the performance and reliability of the system; researches, recommends, tests, and implements upgrades and fixes as needed.
- Works with other Information Technology staff and relevant stakeholders to resolve data-related performance issues.
- Maintains comprehensive documentation of data integration processes, data flow, and data quality standards.
- Attends and participates in a variety of meetings with staff, management, and executive leadership to understand their business and data needs; determines methodology and reporting requirements necessary to meet those needs.
- Stays up to date with industry best practices and emerging technologies related to data quality, integration, and analytics.
- May Drive a Santa Cruz METRO vehicle to perform assignments.
- Performs related work as required.

EMPLOYMENT STANDARDS:

Knowledge of:

- Principles and practices of program management including planning, development, implementation, and evaluation.
- Data quality standards and reporting methods, techniques, and procedures.
- Principles of relational database structures and management and systems development and integration.
- Techniques related to administering and troubleshooting business systems such as ERP, EAM, CRM, and HRIS.
- Cloud computing platforms.
- Security and monitoring devices and procedures necessary to maintain the integrity and security of data.
- Uses and outputs of databases.
- Industry best practices related to business system and information technology administration.
- Advanced methods of researching and resolving data issues.
- Methods of prioritizing, planning, and organizing work.
- Customer service techniques.



Attachment A

HUMAN RESOURCES DEPARTMENT

Santa Cruz METRO

- The effective use of modern office equipment, personal computers, and standard business software.

Ability to:

- Analyze complex issues and implement effective solutions.
- Effectively manage, administer, and troubleshoot business systems such as ERP, EAM, CRM, and HRIS.
- Apply and modify a variety of data management techniques and procedures to ensure data accuracy, consistency, and completeness.
- Identify, understand, and translate business and data needs into system or reporting requirements.
- Effectively collaborate with cross-functional teams and communicate technical concepts to non-technical stakeholders.
- Learn and apply emerging technologies.
- Maintain confidentiality in handling and processing confidential information and data.
- Work independently.
- Balance multiple projects and assignments simultaneously and effectively.
- Effectively use computer systems, software applications, and modern business equipment to perform a variety of work tasks.
- Communicate clearly and concisely, both orally and in writing.
- Establish and maintain effective working relationships within the department and with other divisions, departments, agencies, suppliers, vendors, and the public.

MINIMUM QUALIFICATIONS:

Any combination of experience and education that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education, Training, and Experience:

Equivalent to a bachelor's degree from an accredited college or university with major coursework in data science, information systems, business or public administration, or a related field.

AND

Three (3) years of experience of analyzing business needs and developing or modifying systems and/or databases to address business and reporting needs.

LICENSES AND CERTIFICATES:

A valid Driver's License will be required at the time of appointment and throughout employment.

Must be able to obtain and maintain a current, valid Class "C" Driver's License.

PHYSICAL AND MENTAL DEMANDS:

The physical and mental demands described here are representative of those that must be met by employees to successfully perform the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.



Attachment A

HUMAN RESOURCES DEPARTMENT

Santa Cruz METRO

Physical Demands

While performing the duties of this job, the employee is frequently required to reach with hands and arms; walk, sit and stand; use finger dexterity; talk and hear, and use a keyboard. Work often requires stooping at the waist and the repetitive use of both hands to grasp and feel objects. Work may require lifting up to 20 pounds unaided. Specific visual abilities required for this job include close vision, distance vision, the ability to see colors and shades, and the ability to perceive depth.

Mental Demands

While performing the duties of this job, an employee uses written and oral communication skills; reads and interprets data, information and documents; solves problems; uses math and mathematical reasoning; performs detailed work; deals with multiple concurrent tasks; and interacts with others encountered in the course of work.

Work Environment:

The employee typically works in a standard office environment where the noise level is moderate.

OTHER CONDITIONS OF EMPLOYMENT:

- Must pass a requisite background check.
- Must maintain strict confidentiality of work-related information.
- May occasionally work extended hours or hours outside of the regular schedule.

*Adopted: 00-00-0000

*BOD Approved: 00-00-0000

*Revised:00-00-0000

*Job Family: Business Systems Programs

*Job Series: N/A

*Job Series Level: N/A

*Confidential: Yes

MANAGEMENT HOURLY RATES SCHEDULE																		
	Step 1	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 LL	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	
Effective 06/22/23 (FY24) / Adopted by the Board as of August 11, 2023																		
Chief Operating Officer	76.80	80.64	84.48	88.32	92.16	96.00	99.84	103.68	107.52	111.36	115.20	119.04	122.88	126.72	130.56	134.40	138.24	142.08
Operations Deputy Director	63.27	66.43	69.59	72.75	75.91	79.07	82.23	85.39	88.55	91.71	94.87	98.03	101.19	104.35	107.51	110.67	113.83	116.99
Maintenance Manager	60.02	63.02	66.02	69.02	72.02	75.02	78.02	81.02	84.02	87.02	90.02	93.02	96.02	99.02	102.02	105.02	108.02	111.02
Chief Financial Officer (CFO)	76.80	80.64	84.48	88.32	92.16	96.00	99.84	103.68	107.52	111.36	115.20	119.04	122.88	126.72	130.56	134.40	138.24	142.08
Planning and Development Director	65.47	68.74	72.01	75.28	78.55	81.82	85.09	88.36	91.63	94.90	98.17	101.44	104.71	107.98	111.25	114.52	117.79	121.06
Human Resources Director	72.03	75.63	79.23	82.83	86.43	90.03	93.63	97.23	100.83	104.43	108.03	111.63	115.23	118.83	122.43	126.03	129.63	133.23
Information Technology and Intelligent Transportation Systems Director	72.03	75.63	79.23	82.83	86.43	90.03	93.63	97.23	100.83	104.43	108.03	111.63	115.23	118.83	122.43	126.03	129.63	133.23
Marketing and Communications Director	63.22	66.38	69.54	72.70	75.86	79.02	82.18	85.34	88.50	91.66	94.82	97.98	101.14	104.30	107.46	110.62	113.78	116.94
Purchasing and Special Projects Director	52.68	55.31	57.94	60.57	63.20	65.83	68.46	71.09	73.72	76.35	78.98	81.61	84.24	86.87	89.50	92.13	94.76	97.39
Senior Full Stack Developer	57.41	60.28	63.15	66.02	68.89	71.76	74.63	77.50	80.37	83.24	86.11	88.98	91.85	94.72	97.59	100.46	103.33	106.20
Finance Deputy Director	57.58	60.46	63.34	66.22	69.10	71.98	74.86	77.74	80.62	83.50	86.38	89.26	92.14	95.02	97.90	100.78	103.66	106.54
Human Resources Deputy Director	54.04	56.74	59.44	62.14	64.84	67.54	70.24	72.94	75.64	78.34	81.04	83.74	86.44	89.14	91.84	94.54	97.24	99.94
Operations Manager - Fixed Route Division	50.61	53.14	55.67	58.20	60.73	63.26	65.79	68.32	70.85	73.38	75.91	78.44	80.97	83.50	86.03	88.56	91.09	93.62
Operations Manager - Paratransit Division	47.46	49.83	52.20	54.57	56.94	59.31	61.68	64.05	66.42	68.79	71.16	73.53	75.90	78.27	80.64	83.01	85.38	87.75
Assistant Maintenance Manager	45.02	47.27	49.52	51.77	54.02	56.27	58.52	60.77	63.02	65.27	67.52	69.77	72.02	74.27	76.52	78.77	81.02	83.27
Facilities Maintenance Manager	51.02	53.57	56.12	58.67	61.22	63.77	66.32	68.87	71.42	73.97	76.52	79.07	81.62	84.17	86.72	89.27	91.82	94.37
Full Stack Developer	49.93	52.43	54.93	57.43	59.93	62.43	64.93	67.43	69.93	72.43	74.93	77.43	79.93	82.43	84.93	87.43	89.93	92.43
Safety, Security and Risk Management Director	56.53	59.36	62.19	65.02	67.85	70.68	73.51	76.34	79.17	82.00	84.83	87.66	90.49	93.32	96.15	98.98	101.81	104.64
Special Projects Manager	40.71	42.75	44.79	46.83	48.87	50.91	52.95	54.99	57.03	59.07	61.11	63.15	65.19	67.23	69.27	71.31	73.35	75.39
Assistant Operations Manager Fixed Route	43.03	45.18	47.33	49.48	51.63	53.78	55.93	58.08	60.23	62.38	64.53	66.68	68.83	70.98	73.13	75.28	77.43	79.58
Assistant Operations Manager Paratransit	40.34	42.36	44.38	46.40	48.42	50.44	52.46	54.48	56.50	58.52	60.54	62.56	64.58	66.60	68.62	70.64	72.66	74.68
Project Manager	35.40	37.17	38.94	40.71	42.48	44.25	46.02	47.79	49.56	51.33	53.10	54.87	56.64	58.41	60.18	61.95	63.72	65.49
Purchasing Manager	45.02	47.27	49.52	51.77	54.02	56.27	58.52	60.77	63.02	65.27	67.52	69.77	72.02	74.27	76.52	78.77	81.02	83.27
Customer Experience Manager	45.02	47.27	49.52	51.77	54.02	56.27	58.52	60.77	63.02	65.27	67.52	69.77	72.02	74.27	76.52	78.77	81.02	83.27
Revenue Account Program Manager	35.40	37.17	38.94	40.71	42.48	44.25	46.02	47.79	49.56	51.33	53.10	54.87	56.64	58.41	60.18	61.95	63.72	65.49
Capital Planning and Grants Programs Manager	51.62	54.20	56.78	59.36	61.94	64.52	67.10	69.68	72.26	74.84	77.42	80.00	82.58	85.16	87.74	90.32	92.90	95.48
Parts and Materials Manager	39.13	41.09	43.05	45.01	46.97	48.93	50.89	52.85	54.81	56.77	58.73	60.69	62.65	64.61	66.57	68.53	70.49	72.45
Business Systems Programs Manager	51.62	54.20	56.78	59.36	61.94	64.52	67.10	69.68	72.26	74.84	77.42	80.00	82.58	85.16	87.74	90.32	92.90	95.48
Executive Assistant	34.44	36.16	37.88	39.60	41.32	43.04	44.76	46.48	48.20	49.92	51.64	53.36	55.08	56.80	58.52	60.24	61.96	63.68
L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)																		
Longevity Pay is based only on length of service.																		
* Position added and adopted by the Board on 11-20-2020; Title and wage changes adopted by the Board on 12/15/2023																		
** New position proposed to be added and adopted by the Board on 09-24-2021																		
*** New position added and adopted by the Board on 05-20-2022																		
**** New position to be added and adopted by the Board on 10-27-2023																		
***** Title Change to be added and adopted by the Board on 10-27-2023																		
A New position and wage proposed to be added and adopted by the Board on 12-15-2023																		
AA Title change and updated wage proposed to be added and adopted by the Board on 12-15-2023																		
AAA New position and wages proposed to be added and adopted by the Board on 12-15-2023																		
AAAA New position and wages proposed to be added and adopted by the Board on 2-23-2024																		
AAAAA New position and wages proposed to be added and adopted by the Board on 5-17-2024																		

Attachment B

MANAGEMENT YEARLY SALARY SCHEDULE																	
	Step 1	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
Effective 06/22/23 (FY24) / Adopted by the Board as of August 11, 2023																	
Chief Operating Officer	159,744	167,731	175,718	176,114	184,496	176,114	184,812	193,710	184,912	194,168	203,424	194,168	203,882	213,596	203,882	214,074	224,266
Operations Deputy Director	131,602	138,174	144,747	138,174	145,080	151,986	145,080	152,339	159,598	159,952	167,565	159,952	167,960	175,968	167,960	176,363	184,766
Maintenance Manager	124,642	131,082	137,322	137,634	144,186	137,634	144,518	151,403	144,518	151,736	158,954	151,736	159,328	166,920	159,328	167,294	175,261
Chief Financial Officer (CFO)	159,744	167,731	175,718	176,114	184,496	176,114	184,812	193,710	184,912	194,168	203,424	194,168	203,882	213,596	203,882	214,074	224,266
Planning and Development Director	136,178	142,979	149,781	150,134	157,290	150,134	157,643	165,152	157,643	165,526	173,410	165,526	173,805	182,083	173,805	182,499	191,194
Human Resources Director	149,822	157,310	164,798	165,173	173,035	165,173	173,430	181,688	173,430	182,104	190,778	182,104	191,214	200,325	191,214	200,782	210,350
Information Technology and Intelligent Transportation Systems Director	149,822	157,310	164,798	165,173	173,035	165,173	173,430	181,688	173,430	182,104	190,778	182,104	191,214	200,325	191,214	200,782	210,350
Marketing and Communications Director	131,498	138,070	144,643	144,976	151,882	144,976	152,235	159,494	152,235	159,827	167,440	159,827	167,814	175,802	167,814	176,197	184,579
Purchasing and Special Projects Director	109,574	115,045	120,515	120,806	126,568	120,806	126,838	132,870	126,838	133,182	139,526	133,182	139,838	146,494	139,838	146,827	153,816
Senior Full Stack Developer	119,413	125,382	131,352	131,643	137,904	131,643	138,216	144,789	138,216	145,122	152,027	145,122	152,381	159,640	152,381	159,994	167,606
Finance Deputy Director	119,766	125,757	131,747	132,038	138,320	132,038	138,632	145,226	138,632	145,558	152,485	145,558	152,838	160,118	152,838	160,472	168,106
Human Resources Deputy Director	112,403	118,019	123,635	118,019	123,926	129,834	123,926	130,125	136,323	130,125	136,635	143,146	136,635	143,458	150,280	143,458	150,634
Operations Manager - Fixed Route Division	105,269	110,531	115,794	116,064	121,597	116,064	121,867	127,670	121,867	127,962	134,056	127,962	134,368	140,774	134,368	141,086	147,805
Operations Manager - Paratransit Division	98,717	103,646	108,576	108,826	114,005	108,826	114,275	119,725	114,275	119,995	125,715	119,995	125,986	131,976	125,986	132,288	138,590
Assistant Maintenance Manager	93,642	98,322	103,002	103,230	108,139	103,230	108,389	113,547	108,389	113,818	119,246	113,818	119,517	125,216	119,517	125,486	131,456
Facilities Maintenance Manager	106,122	111,426	116,730	117,000	122,574	117,000	122,845	128,690	122,845	128,981	135,117	128,981	135,429	141,877	135,429	142,210	148,990
Full Stack Developer	103,854	109,054	114,254	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
Safety, Security and Risk Management Director	117,582	123,469	129,355	129,646	135,824	129,646	136,136	142,626	136,136	142,938	149,739	142,938	150,093	157,248	150,093	157,602	165,110
Special Projects Manager	84,677	88,920	93,163	93,371	97,822	93,371	98,030	102,690	98,030	102,939	107,848	102,939	108,077	113,214	108,077	113,485	118,893
Assistant Operations Manager Fixed Route	89,502	93,974	98,446	98,675	103,376	98,675	103,605	108,534	103,605	108,784	113,963	108,784	114,234	119,683	114,234	119,933	125,653
Assistant Operations Manager Paratransit	83,807	88,109	92,310	92,518	96,928	92,518	97,136	101,754	97,136	102,003	106,870	102,003	107,078	112,174	107,078	112,424	117,770
Project Manager	73,632	77,314	80,995	81,182	85,051	81,182	85,238	89,294	85,238	89,502	93,766	89,502	93,974	98,446	93,974	98,675	103,376
Purchasing Manager	93,642	98,322	103,002	103,230	108,139	103,230	108,389	113,547	108,389	113,818	119,246	113,818	119,517	125,216	119,517	125,486	131,456
Customer Experience Manager	93,642	98,322	103,002	103,230	108,139	103,230	108,389	113,547	108,389	113,818	119,246	113,818	119,517	125,216	119,517	125,486	131,456
Revenue Account Program Manager	73,632	77,314	80,995	81,182	85,051	81,182	85,238	89,294	85,238	89,502	93,766	89,502	93,974	98,446	93,974	98,675	103,376
Capital Planning and Grants Programs Manager	107,370	112,736	118,102	118,373	124,010	118,373	124,301	130,229	124,301	130,520	136,739	130,520	137,051	143,562	137,051	143,894	150,738
Parts and Materials Manager	81,390	85,467	89,544	89,731	93,995	89,731	94,224	98,717	94,224	98,946	103,667	98,946	103,896	108,846	103,896	109,086	114,296
Business Systems Programs Manager	107,370	112,736	118,102	118,373	124,010	118,373	124,301	130,229	124,301	130,520	136,739	130,520	137,051	143,562	137,051	143,894	150,738
Executive Assistant	71,635	75,213	78,790	78,978	82,742	78,978	82,930	86,882	82,930	87,069	91,208	87,069	91,416	95,763	91,416	95,992	100,568
L= 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)																	
Longevity Pay is based only on length of service.																	
* Position added and adopted by the Board on 11-20-2020; Title and wage changes adopted by the Board on 12/15/2023																	
** New position proposed to be added and adopted by the Board on 09-24-2021																	
*** Updated Schedule : CEO/General Manager Position removed, to be adopted by the Board on 03-25-2022																	
**** New position added and adopted by the Board on 05-20-2022																	
***** Title Change to be added and adopted by the Board on 10-27-2023																	
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***** New position and wage proposed to be added and adopted by the Board on 12-15-2023																	
***** Title change and updated wage proposed to be added and adopted by the Board on 12-15-2023																	
***** New position and wages proposed to be added and adopted by the Board on 12-15-2023																	
***** New position and wages proposed to be added and adopted by the Board on 2-23-2024																	
***** New position and wages proposed to be added and adopted by the Board on 5-17-2024																	

MANAGEMENT MONTHLY SALARY SCHEDULE																		
	Step 1	Step 1 LL	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
Chief Operating Officer	13,312	13,978	14,643	13,978	14,676	15,375	14,676	15,409	16,143	15,409	16,181	16,952	16,181	16,980	17,800	16,990	17,840	18,689
Operations Deputy Director	10,967	11,515	12,062	11,515	12,090	12,666	12,090	12,695	13,300	12,695	13,329	13,964	13,329	13,997	14,664	13,997	14,697	15,397
Maintenance Manager	10,404	10,924	11,444	10,924	11,470	12,016	11,470	12,043	12,617	12,043	12,645	13,246	12,645	13,277	13,910	13,277	13,941	14,605
Chief Financial Officer (CFO)	13,312	13,978	14,643	13,978	14,676	15,375	14,676	15,409	16,143	15,409	16,181	16,952	16,181	16,980	17,800	16,990	17,840	18,689
Planning and Development Director	11,348	11,915	12,482	11,915	12,511	13,108	12,511	13,137	13,763	13,137	13,794	14,451	13,794	14,484	15,174	14,484	15,208	15,933
Human Resources Director	12,485	13,109	13,733	13,109	13,764	14,420	13,764	14,453	15,141	14,453	15,175	15,888	15,175	15,935	16,694	15,935	16,732	17,529
Information Technology and Intelligent Transportation Systems Director	12,485	13,109	13,733	13,109	13,764	14,420	13,764	14,453	15,141	14,453	15,175	15,888	15,175	15,935	16,694	15,935	16,732	17,529
Marketing and Communications Director	10,958	11,506	12,054	11,506	12,081	12,657	12,081	12,686	13,291	12,686	13,319	13,953	13,319	13,985	14,650	13,985	14,683	15,382
Purchasing and Special Projects Director	9,131	9,587	10,043	9,587	10,067	10,547	10,067	10,570	11,073	10,570	11,099	11,627	11,099	11,653	12,208	11,653	12,236	12,818
Senior Full Stack Developer	9,951	10,449	10,946	10,449	10,970	11,492	10,970	11,518	12,066	11,518	12,094	12,669	12,094	12,698	13,303	12,698	13,333	13,967
Finance Deputy Director	9,981	10,480	10,979	10,480	11,003	11,527	11,003	11,553	12,102	11,553	12,130	12,707	12,130	12,737	13,343	12,737	13,373	14,009
Human Resources Deputy Director	9,367	9,835	10,303	9,835	10,327	10,820	10,327	10,844	11,360	10,844	11,386	11,929	11,386	11,955	12,523	11,955	12,553	13,151
Operations Manager - Fixed Route Division	8,772	9,211	9,650	9,211	9,672	10,133	9,672	10,156	10,639	10,156	10,664	11,171	10,664	11,197	11,731	11,197	11,757	12,317
Operations Manager - Paratransit Division	8,226	8,637	9,048	8,637	9,069	9,500	9,069	9,523	9,977	9,523	10,000	10,476	10,000	10,499	10,998	10,499	11,024	11,549
Assistant Maintenance Manager	7,804	8,194	8,584	8,194	8,603	9,012	8,603	9,032	9,462	9,032	9,485	9,937	9,485	9,960	10,435	9,960	10,457	10,955
Facilities Maintenance Manager	8,844	9,286	9,728	9,286	9,750	10,215	9,750	10,237	10,724	10,237	10,748	11,260	10,748	11,286	11,823	11,286	11,851	12,416
Full Stack Developer	8,655	9,088	9,521	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
Safety, Security and Risk Management Director	9,799	10,289	10,780	10,289	10,804	11,319	10,804	11,345	11,886	11,345	11,912	12,478	11,912	12,508	13,104	12,508	13,134	13,759
Special Projects Manager	7,056	7,410	7,764	7,410	7,781	8,152	7,781	8,169	8,558	8,169	8,578	8,987	8,578	9,006	9,435	9,006	9,457	9,908
Assistant Operations Manager Fixed Route	7,459	7,831	8,204	7,831	8,223	8,615	8,223	8,634	9,045	8,634	9,065	9,497	9,065	9,520	9,974	9,518	9,994	10,471
Assistant Operations Manager Paratransit	6,992	7,342	7,693	7,342	7,710	8,077	7,710	8,095	8,480	8,095	8,500	8,906	8,500	8,923	9,348	8,923	9,369	9,814
Project Manager	6,136	6,443	6,750	6,443	6,765	7,088	6,765	7,103	7,441	7,103	7,459	7,814	7,459	7,831	8,204	7,831	8,223	8,615
Purchasing Manager	7,804	8,194	8,584	8,194	8,603	9,012	8,603	9,032	9,462	9,032	9,485	9,937	9,485	9,960	10,435	9,960	10,457	10,955
Customer Experience Manager	7,804	8,194	8,584	8,194	8,603	9,012	8,603	9,032	9,462	9,032	9,485	9,937	9,485	9,960	10,435	9,960	10,457	10,955
Revenue Account Program Manager	6,136	6,443	6,750	6,443	6,765	7,088	6,765	7,103	7,441	7,103	7,459	7,814	7,459	7,831	8,204	7,831	8,223	8,615
Capital Planning and Grants Programs Manager	8,948	9,395	9,842	9,395	9,864	10,334	9,864	10,358	10,852	10,358	10,877	11,395	10,877	11,421	11,965	11,421	11,991	12,562
Parts and Materials Manager	6,783	7,122	7,462	7,122	7,478	7,833	7,478	7,852	8,226	7,852	8,246	8,639	8,246	8,658	9,071	8,658	9,091	9,525
Business Systems Programs Manager	8,948	9,395	9,842	9,395	9,864	10,334	9,864	10,358	10,852	10,358	10,877	11,395	10,877	11,421	11,965	11,421	11,991	12,562
Executive Assistant	5,970	6,268	6,566	6,268	6,582	6,895	6,582	6,911	7,240	6,911	7,256	7,601	7,256	7,618	7,980	7,618	7,999	8,381
L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)																		

Longevity Pay is based only on length of service.																		
* Position added and adopted by the Board on 11-20-2020; Title and wage changes adopted by the Board on 12/15/2023																		
** New position proposed to be added and adopted by the Board on 09-24-2021																		
*** Updated Schedule : CEO/General Manager Position removed, to be adopted by the Board on 03-25-2022																		
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***** Title Change to be added and adopted by the Board on 10-27-2023																		
***** Title Change to be added and adopted by the Board on 10-27-2023																		
***** New position and wage proposed to be added and adopted by the Board on 12-15-2023																		
***** Title change and updated wage proposed to be added and adopted by the Board on 12-15-2023																		
***** New position and wages proposed to be added and adopted by the Board on 12-15-2023																		
***** New position and wages proposed to be added and adopted by the Board on 2-23-2024																		
***** New position and wages proposed to be added and adopted by the Board on 5-17-2024																		

MANAGEMENT HOURLY RATES SCHEDULE																	
	Step 1	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
Effective 06/20/2024 (FY25) / Adopted by the Board as of August 11, 2023																	
Chief Operating Officer	79.87	83.86	87.85	83.86	88.05	92.24	88.05	92.45	96.85	92.45	97.07	101.69	97.07	101.92	101.92	107.02	112.12
Operations Deputy Director	65.80	69.09	72.38	69.09	72.54	75.99	72.54	76.17	79.80	76.17	79.98	83.79	79.98	83.98	83.98	88.18	92.38
Maintenance Manager	62.42	65.54	68.66	65.54	68.82	72.10	68.82	72.26	75.70	72.26	75.87	79.48	75.87	79.66	79.66	83.64	87.62
Chief Financial Officer (CFO)	79.87	83.86	87.85	83.86	88.05	92.24	88.05	92.45	96.85	92.45	97.07	101.69	97.07	101.92	101.92	107.02	112.12
Planning and Development Director	68.09	71.49	74.89	71.49	75.06	78.63	75.06	78.81	82.56	78.81	82.75	86.69	82.75	86.89	86.89	91.23	95.57
Human Resources Director	74.91	78.66	82.41	78.66	82.59	86.52	82.59	86.72	90.85	86.72	91.06	95.40	91.06	95.61	95.61	100.39	105.17
Information Technology and Intelligent Transportation Systems Director	74.91	78.66	82.41	78.66	82.59	86.52	82.59	86.72	90.85	86.72	91.06	95.40	91.06	95.61	95.61	100.39	105.17
Marketing and Communications Director	65.75	69.04	72.33	69.04	72.49	75.94	72.49	76.11	79.73	76.11	79.92	83.73	79.92	83.92	83.92	88.12	92.32
Purchasing and Special Projects Director	54.79	57.53	60.27	57.53	60.41	63.29	60.41	63.43	66.45	63.43	66.60	69.77	66.60	69.93	69.93	73.43	76.93
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	76.22	80.03	83.84
Finance Deputy Director	59.88	62.87	65.86	62.87	66.01	69.15	66.01	69.31	72.61	69.31	72.78	76.25	72.78	76.42	76.42	80.24	84.06
Human Resources Deputy Director	55.20	59.01	61.82	59.01	61.96	64.91	61.96	65.06	68.16	65.06	68.31	71.56	68.31	71.73	71.73	75.32	78.91
Operations Manager - Fixed Route Division	52.63	55.26	57.89	55.26	58.02	60.78	58.02	60.92	63.82	60.92	63.97	67.02	63.97	67.17	67.17	70.53	73.89
Operations Manager - Paratransit Division	49.36	51.83	54.30	51.83	54.42	57.01	54.42	57.14	59.86	57.14	60.00	62.86	60.00	63.00	63.00	66.15	69.30
Assistant Maintenance Manager	46.82	49.16	51.50	49.16	51.62	54.08	51.62	54.20	56.78	54.20	56.91	59.62	56.91	59.76	59.76	62.75	66.74
Facilities Maintenance Manager	53.06	55.71	58.36	55.71	58.50	61.29	58.50	61.43	64.36	61.43	64.50	67.57	64.50	67.73	67.73	71.12	74.51
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	66.29	69.60	72.91
Safety, Security and Risk Management Director	58.79	61.73	64.67	61.73	64.82	67.91	64.82	68.06	71.30	68.06	71.46	74.86	71.46	75.03	75.03	78.78	82.53
Special Projects Manager	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	54.03	56.73	59.43
Assistant Operations Manager Fixed Route	44.75	46.99	49.23	46.99	49.34	51.69	49.34	51.81	54.28	51.81	54.40	56.99	54.40	57.12	57.12	59.98	62.84
Assistant Operations Manager Paratransit	41.95	44.05	46.15	44.05	46.25	48.45	46.25	48.56	50.87	48.56	50.99	53.42	50.99	53.54	53.54	56.22	58.90
Project Manager	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	46.99	49.34	51.69
Purchasing Manager	46.82	49.16	51.50	49.16	51.62	54.08	51.62	54.20	56.78	54.20	56.91	59.62	56.91	59.76	59.76	62.75	66.74
Customer Experience Manager	46.82	49.16	51.50	49.16	51.62	54.08	51.62	54.20	56.78	54.20	56.91	59.62	56.91	59.76	59.76	62.75	66.74
Revenue Account Program Manager	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	46.99	49.34	51.69
Capital Planning and Grants 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	68.51	71.94	75.37
Parts and Materials Manager	40.70	42.74	44.78	42.74	44.88	47.02	44.88	47.12	49.36	47.12	49.48	51.84	49.48	51.95	51.95	54.55	57.15
Business Systems Programs Manager	55.68	58.36	61.04	58.36	61.18	64.00	61.18	64.14	67.00	64.14	67.12	70.00	67.12	70.17	70.17	73.12	76.07
Executive Assistant	35.82	37.61	39.40	37.61	39.49	41.37	39.49	41.46	43.43	41.46	43.53	45.60	43.53	45.71	45.71	48.00	50.29
L = 10 Years Longevity (6%); LL = 15 Years Longevity (6%+5%)																	
Longevity Pay is based only on length of service.																	
* Position added and adopted by the Board on 11-20-2020; Title and wage changes adopted by the Board on 12/15/2023																	
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*** New position and wages proposed to be added and adopted by the Board on 2-23-2024																	
**** New position and wages proposed to be added and adopted by the Board on 5-17-2024																	

Attachment B

MANAGEMENT YEARLY SALARY SCHEDULE																
	Step 1	Step 1 LL	Step 2	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 6	Step 6 L	Step 6 LL	
Effective 06/20/24 (FY25) / Adopted by the Board as of August 11, 2023																
Chief Operating Officer	166,130	174,429	182,728	174,429	183,144	191,859	183,144	192,296	201,906	211,515	201,906	211,994	222,082	211,994	222,602	233,210
Operations Deputy Director	136,864	143,707	150,550	143,707	150,883	158,059	150,883	158,434	166,358	174,283	166,358	174,678	182,998	174,678	183,414	192,150
Maintenance Manager	129,834	136,323	142,813	136,323	143,146	149,968	143,146	150,301	157,456	165,318	157,456	165,693	173,576	165,693	173,971	182,250
Chief Financial Officer (CFO)	166,130	174,429	182,728	174,429	183,144	191,859	183,144	192,296	201,906	211,515	201,906	211,994	222,082	211,994	222,602	233,210
Planning and Development Director	141,827	148,689	156,771	148,689	156,125	163,925	156,125	163,925	171,725	180,315	171,725	180,731	189,342	180,731	189,758	198,786
Human Resources Director	155,813	163,613	171,413	163,613	171,787	179,962	171,787	180,378	188,968	198,405	188,968	198,869	208,333	198,869	208,811	218,754
Information Technology and Intelligent Transportation Systems Director	155,813	163,613	171,413	163,613	171,787	179,962	171,787	180,378	188,968	198,405	188,968	198,869	208,333	198,869	208,811	218,754
Marketing and Communications Director	136,760	143,603	150,446	143,603	150,779	157,955	150,779	158,309	165,838	174,158	165,838	174,554	182,874	174,554	183,290	192,026
Purchasing and Special Projects Director	113,963	119,662	125,362	119,662	125,653	131,643	125,653	131,934	138,216	145,122	138,216	145,454	152,381	145,454	152,734	160,014
Senior Full Stack Developer	124,197	130,416	136,635	130,416	136,947	143,478	136,947	143,790	150,634	158,184	150,634	158,538	166,088	158,538	166,462	174,387
Finance Deputy Director	124,550	130,770	136,989	130,770	137,301	143,832	137,301	144,165	151,029	158,600	151,029	158,954	166,525	158,954	166,899	174,845
Human Resources Deputy Director	116,896	122,741	128,586	122,741	128,877	135,013	128,877	135,325	141,773	148,845	141,773	149,198	156,312	149,198	156,686	164,133
Operations Manager - Fixed Route Division	109,470	114,941	120,411	114,941	120,682	126,422	120,682	126,714	132,746	139,402	132,746	139,714	146,370	139,714	146,702	153,691
Operations Manager - Paratransit Division	102,669	107,806	112,944	107,806	113,194	118,581	113,194	118,851	124,509	130,749	124,509	131,040	137,280	131,040	137,592	144,144
Assistant Maintenance Manager	97,386	102,253	107,120	102,253	107,370	112,486	107,370	112,736	118,102	123,616	118,102	123,972	129,486	123,972	129,990	136,739
Facilities Maintenance Manager	110,365	115,877	121,389	115,877	121,680	127,483	121,680	127,774	133,869	140,546	133,869	140,878	147,597	140,878	147,930	154,981
Full Stack Developer	108,014	113,422	118,830	113,422	119,101	124,779	119,101	125,050	130,998	137,571	130,998	137,883	144,456	137,883	144,768	151,653
Safety, Security and Risk Management Director	122,283	128,398	134,514	128,398	134,826	141,253	134,826	141,565	148,304	155,709	148,304	155,962	163,488	155,962	163,862	171,662
Special Projects Manager	88,067	92,477	96,886	92,477	97,094	101,712	97,094	101,941	106,787	112,133	106,787	112,382	117,728	112,382	117,998	123,614
Assistant Operations Manager Fixed Route	93,080	97,739	102,388	97,739	102,627	107,515	102,627	107,765	112,902	118,539	112,902	118,810	124,467	118,810	124,758	130,707
Assistant Operations Manager Paratransit	87,256	91,624	95,992	91,624	96,200	100,776	96,200	101,005	105,810	111,114	105,810	111,363	116,667	111,363	116,938	122,512
Project Manager	76,586	80,413	84,240	80,413	84,427	88,442	84,427	88,650	92,872	97,510	92,872	97,739	102,398	97,739	102,627	107,515
Purchasing Manager	97,386	102,253	107,120	102,253	107,370	112,486	107,370	112,736	118,102	123,616	118,102	123,972	129,486	123,972	129,990	136,739
Customer Experience Manager	97,386	102,253	107,120	102,253	107,370	112,486	107,370	112,736	118,102	123,616	118,102	123,972	129,486	123,972	129,990	136,739
Revenue Account Program Manager	76,586	80,413	84,240	80,413	84,427	88,442	84,427	88,650	92,872	97,510	92,872	97,739	102,398	97,739	102,627	107,515
Capital Planning and Grants Programs Manager	111,654	117,229	122,803	117,229	123,094	128,960	123,094	129,251	135,408	142,189	135,408	142,501	149,282	142,501	149,635	156,770
Parts and Materials Manager	84,656	88,889	93,142	88,889	93,350	97,802	93,350	98,010	102,669	107,827	102,669	108,056	113,194	108,056	113,464	118,672
Business Systems Programs Manager	111,654	117,229	122,803	117,229	123,094	128,960	123,094	129,251	135,408	142,189	135,408	142,501	149,282	142,501	149,635	156,770
Executive Assistant	74,506	78,229	81,952	78,229	82,139	86,050	82,139	86,237	90,334	94,848	90,334	95,077	99,611	95,077	99,840	104,603
L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)																
Longevity Pay is based only on length of service.																
* Position added and adopted by the Board on 11-20-2020; Title and wage changes adopted by the Board on 12/15/2023																
** New position proposed to be added and adopted by the Board on 09-24-2021																
*** Updated Schedule : CEO/General Manager Position removed, to be adopted by the Board on 03-25-2022																
**** New position added and adopted by the Board on 05-20-2022																
***** Title Change to be added and adopted by the Board on 10-27-2023																
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***** New position and wage proposed to be added and adopted by the Board on 12-15-2023																
***** Title change and updated wage proposed to be added and adopted by the Board on 12-15-2023																
***** New position and wages proposed to be added and adopted by the Board on 12-15-2023																
***** New position and wages proposed to be added and adopted by the Board on 2-23-2024																
***** New position and wages proposed to be added and adopted by the Board on 5-17-2024																

MANAGEMENT MONTHLY SALARY SCHEDULE																			
	Step 1	Step 1 LL	Step 1 L	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	Step 4 LL	Step 4 L	Step 5	Step 5 LL	Step 5 L	Step 6	Step 6 L	Step 6 LL	
Effective 06/20/2024 (FY25) / Adopted by the Board as of August 11, 2023																			
Chief Operating Officer	13,844	14,536	15,227	14,536	15,262	15,988	15,262	16,025	16,787	16,025	16,826	17,626	16,826	17,666	18,507	17,666	18,550	19,434	
Operations Deputy Director	11,405	11,976	12,546	11,976	12,574	13,172	12,574	13,203	13,832	13,203	13,863	14,524	13,863	14,557	15,250	14,557	15,285	16,013	
Maintenance Manager	10,820	11,360	11,901	11,360	11,929	12,497	11,929	12,525	13,121	12,525	13,151	13,777	13,151	13,808	14,465	13,808	14,498	15,188	
Chief Financial Officer (CFO)	13,844	14,536	15,227	14,536	15,262	15,988	15,262	16,025	16,787	16,025	16,826	17,626	16,826	17,666	18,507	17,666	18,550	19,434	
Planning and Development Director	11,802	12,392	12,981	12,392	13,010	13,629	13,010	13,660	14,310	13,660	14,343	15,026	14,343	15,061	15,779	15,061	15,813	16,566	
Human Resources Director	12,984	13,634	14,284	13,634	14,316	14,997	14,316	14,997	15,747	15,032	15,784	16,556	15,784	16,572	17,361	16,572	17,401	18,230	
Information Technology and Intelligent Transportation Systems Director	12,984	13,634	14,284	13,634	14,316	14,997	14,316	14,997	15,747	15,032	15,784	16,556	15,784	16,572	17,361	16,572	17,401	18,230	
Marketing and Communications Director	11,397	11,967	12,537	11,967	12,565	13,163	12,565	13,192	13,820	13,192	13,853	14,513	13,853	14,546	15,240	14,546	15,274	16,002	
Purchasing and Special Projects Director	9,497	9,972	10,447	9,972	10,471	10,970	10,471	10,995	11,518	10,995	11,544	12,094	11,544	12,121	12,698	12,121	12,728	13,335	
Senior Full Stack Developer	10,350	10,868	11,386	10,868	11,412	11,957	11,412	11,983	12,553	11,983	12,582	13,182	12,582	13,212	13,841	13,212	13,872	14,532	
Finance Deputy Director	10,379	10,898	11,416	10,898	11,442	11,986	11,442	11,986	12,586	12,014	12,615	13,217	12,615	13,246	13,877	13,246	13,908	14,570	
Human Resources Deputy Director	9,741	10,228	10,716	10,228	10,740	11,251	10,740	11,277	11,814	11,277	11,840	12,404	11,840	12,433	13,026	12,433	13,056	13,678	
Operations Manager - Fixed Route Division	9,123	9,578	10,034	9,578	10,057	10,535	10,057	10,560	11,062	10,560	11,088	11,617	11,088	11,643	12,198	11,643	12,225	12,808	
Operations Manager - Paratransit Division	8,556	8,984	9,412	8,984	9,433	9,882	9,433	9,904	10,376	9,904	10,400	10,896	10,400	10,920	11,440	10,920	11,466	12,012	
Assistant Maintenance Manager	8,116	8,521	8,927	8,521	8,948	9,374	8,948	9,395	9,842	9,395	9,864	10,334	9,864	10,358	10,852	10,358	10,877	11,395	
Facilities Maintenance Manager	9,197	9,656	10,116	9,656	10,140	10,624	10,140	10,648	11,156	11,156	11,680	12,212	11,680	12,240	12,800	12,240	12,828	13,415	
Full Stack Developer	9,001	9,462	9,903	9,462	9,925	10,398	9,925	10,421	10,917	10,421	10,943	11,464	10,943	11,490	12,038	11,490	12,064	12,638	
Safety, Security and Risk Management Director	10,190	10,700	11,210	10,700	11,236	11,771	11,236	11,797	12,359	11,797	12,386	12,976	12,386	13,005	13,624	13,005	13,655	14,305	
Special Projects Manager	7,339	7,706	8,074	7,706	8,091	8,476	8,091	8,495	8,899	8,495	8,920	9,344	8,920	9,365	9,811	9,365	9,833	10,301	
Assistant Operations Manager Fixed Route	7,757	8,145	8,533	8,145	8,552	8,960	8,552	8,980	9,409	8,980	9,429	9,878	9,429	9,901	10,372	9,901	10,397	10,892	
Assistant Operations Manager Paratransit	7,271	7,635	7,999	7,635	8,017	8,398	8,017	8,417	8,818	8,417	8,838	9,260	8,838	9,280	9,722	9,280	9,745	10,209	
Project Manager	6,382	6,701	7,020	6,701	7,036	7,370	7,036	7,388	7,739	7,388	7,757	8,126	7,757	8,145	8,533	8,145	8,552	8,960	
Purchasing Manager	8,116	8,521	8,927	8,521	8,948	9,374	8,948	9,395	9,842	9,395	9,864	10,334	9,864	10,358	10,852	10,358	10,877	11,395	
Customer Experience Manager	8,116	8,521	8,927	8,521	8,948	9,374	8,948	9,395	9,842	9,395	9,864	10,334	9,864	10,358	10,852	10,358	10,877	11,395	
Revenue Account Program Manager	6,382	6,701	7,020	6,701	7,036	7,370	7,036	7,388	7,739	7,388	7,757	8,126	7,757	8,145	8,533	8,145	8,552	8,960	
Capital Planning and Grants Programs Manager	9,305	9,769	10,234	9,769	10,258	10,747	10,258	10,771	11,284	10,771	11,310	11,849	11,310	11,875	12,440	11,875	12,470	13,064	
Parts and Materials Manager	7,955	7,408	7,762	7,408	7,779	8,150	7,779	8,168	8,556	8,168	8,577	8,986	8,577	9,005	9,433	9,005	9,455	9,906	
Business Systems Programs Manager	9,305	9,769	10,234	9,769	10,258	10,747	10,258	10,771	11,284	10,771	11,310	11,849	11,310	11,875	12,440	11,875	12,470	13,064	
Executive Assistant	6,209	6,519	6,829	6,519	6,845	7,171	6,845	7,186	7,528	7,186	7,545	7,904	7,545	7,923	8,301	7,923	8,320	8,717	
L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)																			

Longevity Pay is based only on length of service.																			
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***** New position and wages proposed to be added and adopted by the Board on 5-17-2024																			

Attachment B

MANAGEMENT													
HOURLY RATES SCHEDULE													
Step 1	Step 1 LL	Step 2	Step 2 LL	Step 3	Step 3 LL	Step 4	Step 4 LL	Step 5	Step 5 LL	Step 6	Step 6 LL	Step 7	Step 7 LL
Effective 06/19/25 (FY26) / Adopted by the Board as of August 11, 2023													
Chief Operating Officer	83.06	87.21	91.36	95.51	99.66	103.81	107.96	112.11	116.26	120.41	124.56	128.71	132.86
Operations Deputy Director	68.43	71.85	75.27	78.69	82.11	85.53	88.95	92.37	95.79	99.21	102.63	106.05	109.47
Maintenance Manager	64.92	68.17	71.42	74.67	77.92	81.17	84.42	87.67	90.92	94.17	97.42	100.67	103.92
Chief Financial Officer (CFO)	83.06	87.21	91.36	95.51	99.66	103.81	107.96	112.11	116.26	120.41	124.56	128.71	132.86
Planning and Development Director	70.81	74.35	77.89	81.43	84.97	88.51	92.05	95.59	99.13	102.67	106.21	109.75	113.29
Human Resources Director	77.91	81.81	85.71	89.61	93.51	97.41	101.31	105.21	109.11	113.01	116.91	120.81	124.71
Information Technology and Intelligent Transportation Systems Director	77.91	81.81	85.71	89.61	93.51	97.41	101.31	105.21	109.11	113.01	116.91	120.81	124.71
Marketing and Communications Director	68.38	71.80	75.22	78.64	82.06	85.48	88.90	92.32	95.74	99.16	102.58	106.00	109.42
Purchasing and Special Projects Director	58.98	59.83	62.88	65.81	68.74	71.67	74.60	77.53	80.46	83.39	86.32	89.25	92.18
Senior Full Stack Developer	62.10	65.21	68.32	71.43	74.54	77.65	80.76	83.87	86.98	90.09	93.20	96.31	99.42
Finance Deputy Director	62.28	65.39	68.50	71.61	74.72	77.83	80.94	84.05	87.16	90.27	93.38	96.49	99.60
Human Resources Deputy Director	58.45	61.37	64.29	67.21	70.13	73.05	75.97	78.89	81.81	84.73	87.65	90.57	93.49
Operations Manager - Fixed Route Division	54.74	57.48	60.22	62.96	65.70	68.44	71.18	73.92	76.66	79.40	82.14	84.88	87.62
Operations Manager - Paratransit Division	51.33	53.90	56.47	59.04	61.61	64.18	66.75	69.32	71.89	74.46	77.03	79.60	82.17
Assistant Maintenance Manager	48.69	51.12	53.55	55.98	58.41	60.84	63.27	65.70	68.13	70.56	72.99	75.42	77.85
Facilities Maintenance Manager	55.18	57.94	60.70	63.46	66.22	68.98	71.74	74.50	77.26	80.02	82.78	85.54	88.30
Full Stack Developer	54.01	56.71	59.41	62.11	64.81	67.51	70.21	72.91	75.61	78.31	81.01	83.71	86.41
Safety, Security and Risk Management Director	61.14	64.20	67.26	70.32	73.38	76.44	79.50	82.56	85.62	88.68	91.74	94.80	97.86
Special Projects Manager	44.03	46.23	48.43	50.63	52.83	55.03	57.23	59.43	61.63	63.83	66.03	68.23	70.43
Assistant Operations Manager Fixed Route	46.54	48.87	51.20	53.53	55.86	58.19	60.52	62.85	65.18	67.51	69.84	72.17	74.50
Assistant Operations Manager Paratransit	43.63	45.81	47.99	50.17	52.35	54.53	56.71	58.89	61.07	63.25	65.43	67.61	69.79
Project Manager	38.29	40.20	42.11	44.02	45.93	47.84	49.75	51.66	53.57	55.48	57.39	59.30	61.21
Purchasing Manager	48.69	51.12	53.55	55.98	58.41	60.84	63.27	65.70	68.13	70.56	72.99	75.42	77.85
Customer Experience Manager	48.69	51.12	53.55	55.98	58.41	60.84	63.27	65.70	68.13	70.56	72.99	75.42	77.85
Revenue Account Program Manager	38.29	40.20	42.11	44.02	45.93	47.84	49.75	51.66	53.57	55.48	57.39	59.30	61.21
Capital Planning and Grants Programs Manager	55.83	58.62	61.41	64.20	66.99	69.78	72.57	75.36	78.15	80.94	83.73	86.52	89.31
Parts and Materials Manager	42.33	44.45	46.57	48.69	50.81	52.93	55.05	57.17	59.29	61.41	63.53	65.65	67.77
Business Systems Programs Manager	55.83	58.62	61.41	64.20	66.99	69.78	72.57	75.36	78.15	80.94	83.73	86.52	89.31
Executive Assistant	37.25	39.11	40.97	42.83	44.69	46.55	48.41	50.27	52.13	53.99	55.85	57.71	59.57
L = 10 Years Longevity (6%); LL = 15 Years Longevity (6%+5%)													
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MANAGEMENT MONTHLY SALARY SCHEDULE																			
	Step 1	Step 1 LL	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	
Effective 06/19/25 (FY26) / Adopted by the Board as of August 11, 2023																			
Chief Operating Officer	14,397	15,116	15,836	15,116	15,872	16,628	15,872	16,666	17,460	16,666	17,500	18,334	17,500	18,375	19,250	18,375	19,294	20,212	
Operations Deputy Director	11,861	12,454	13,047	12,454	13,076	13,699	13,076	13,730	14,383	13,730	14,416	15,103	14,416	15,137	15,858	15,137	15,895	16,652	
Maintenance Manager	11,253	11,816	12,380	11,816	12,407	12,998	12,407	13,028	13,648	13,028	13,660	14,331	13,660	14,364	15,049	14,364	15,082	15,799	
Chief Financial Officer (CFO)	14,397	15,116	15,836	15,116	15,872	16,628	15,872	16,666	17,460	16,666	17,500	18,334	17,500	18,375	19,250	18,375	19,294	20,212	
Planning and Development Director	12,274	12,887	13,501	12,887	13,532	14,177	13,532	14,208	14,884	14,208	14,919	15,630	14,919	15,664	16,410	15,664	16,448	17,231	
Human Resources Director	13,504	14,180	14,856	14,180	14,889	15,598	14,889	15,635	16,380	15,635	16,416	17,198	16,416	17,238	18,060	17,238	18,100	18,961	
Information Technology and Intelligent Transportation Systems Director	13,504	14,180	14,856	14,180	14,889	15,598	14,889	15,635	16,380	15,635	16,416	17,198	16,416	17,238	18,060	17,238	18,100	18,961	
Marketing and Communications Director	11,853	12,445	13,038	12,445	13,068	13,690	13,068	13,721	14,375	13,721	14,408	15,094	14,408	15,129	15,850	15,129	15,884	16,640	
Purchasing and Special Projects Director	9,877	10,371	10,865	10,371	10,889	11,407	10,889	11,433	11,977	11,433	12,005	12,577	12,005	12,605	13,205	12,605	13,236	13,867	
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	10,795	11,334	11,873	11,334	11,901	12,466	11,901	12,466	13,090	12,466	13,120	13,744	13,120	13,775	14,430	13,775	14,463	15,151	
Human Resources Deputy Director	10,131	10,638	11,144	10,638	11,170	11,702	11,170	11,728	12,286	11,728	12,314	12,900	12,314	12,929	13,544	12,929	13,576	14,222	
Operations Manager - Fixed Route Division	9,488	9,963	10,438	9,963	10,461	10,958	10,461	10,984	11,508	10,984	11,534	12,083	11,534	12,111	12,688	12,111	12,716	13,321	
Operations Manager - Paratransit Division	8,897	9,343	9,788	9,343	9,811	10,279	9,811	10,301	10,792	10,301	10,816	11,331	10,816	11,357	11,898	11,357	11,925	12,494	
Assistant Maintenance Manager	8,440	8,861	9,282	8,861	9,305	9,748	9,305	9,769	10,234	9,769	10,258	10,747	10,258	10,771	11,284	10,771	11,310	11,849	
Facilities Maintenance Manager	9,565	10,043	10,521	10,043	10,546	11,048	10,546	11,073	11,600	11,073	11,626	12,178	11,626	12,206	12,767	12,206	12,816	13,426	
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	10,998	11,128	11,658	11,128	11,684	12,241	11,684	12,269	12,853	12,269	12,882	13,486	12,882	13,527	14,172	13,527	14,203	14,879	
Special Projects Manager	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	8,067	8,471	8,875	8,471	8,894	9,317	8,894	9,339	9,785	9,339	9,806	10,272	9,806	10,296	10,787	10,296	10,811	11,326	
Assistant Operations Manager Paratransit	7,963	7,940	8,318	7,940	8,337	8,734	8,337	8,755	9,173	8,755	9,194	9,632	9,194	9,653	10,112	9,653	10,135	10,617	
Project Manager	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	
Purchasing Manager	8,440	8,861	9,282	8,861	9,305	9,748	9,305	9,769	10,234	9,769	10,258	10,747	10,258	10,771	11,284	10,771	11,310	11,849	
Customer Experience Manager	8,440	8,861	9,282	8,861	9,305	9,748	9,305	9,769	10,234	9,769	10,258	10,747	10,258	10,771	11,284	10,771	11,310	11,849	
Revenue Account Program Manager	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	
Capital Planning and Grants 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	
Parts and Materials Manager	7,937	7,705	8,072	7,705	8,090	8,474	8,090	8,493	8,897	8,493	8,918	9,343	8,918	9,364	9,809	9,364	9,832	10,300	
Business Systems Programs Manager	9,877	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	
Executive Assistant	6,457	6,779	7,102	6,779	7,119	7,459	7,119	7,474	7,830	7,474	7,849	8,223	7,849	8,240	8,632	8,240	8,653	9,065	
L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)																			

Longevity Pay is based only on length of service.																			
* Position added and adopted by the Board on 11-20-2020; Title and wage changes adopted by the Board on 12/15/2023																			
** New position proposed to be added and adopted by the Board on 09-24-2021																			
*** Updated Schedule : CEO/General Manager Position removed, to be adopted by the Board on 03-25-2022																			
**** New position added and adopted by the Board on 05-20-2022																			
***** Title Change to be added and adopted by the Board on 10-27-2023																			
***** Title Change to be added and adopted by the Board on 10-27-2023																			
***** New position and wage proposed to be added and adopted by the Board on 12-15-2023																			
***** Title change and updated wage proposed to be added and adopted by the Board on 12-15-2023																			
***** New position and wages proposed to be added and adopted by the Board on 12-15-2023																			
***** New position and wages proposed to be added and adopted by the Board on 2-23-2024																			
***** New position and wages proposed to be added and adopted by the Board on 5-17-2024																			

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