

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
CEO/General Manager	107.95	113.35	118.75	113.35	119.02	124.69	119.02	124.97	130.92	124.97	131.22	137.47	131.22	137.78	144.34	137.78	144.67	151.56
Chief Operating Officer	70.67	74.20	77.73	74.20	77.91	81.62	77.91	81.81	85.71	81.81	85.90	89.99	85.90	90.20	94.50	90.20	94.71	99.22
Maintenance Manager	55.23	57.99	60.75	57.99	60.89	63.79	60.89	63.93	66.97	63.93	67.13	70.33	67.13	70.49	73.85	70.49	74.01	77.53
Chief Financial Officer (CFO)	70.67	74.20	77.73	74.20	77.91	81.62	77.91	81.81	85.71	81.81	85.90	89.99	85.90	90.20	94.50	90.20	94.71	99.22
Planning and Development Director	60.24	63.25	66.26	63.25	66.41	69.57	66.41	69.73	73.05	69.73	73.22	76.71	73.22	76.88	80.54	76.88	80.72	84.56
Human Resources Director	66.28	69.59	72.90	69.59	73.07	76.55	73.07	76.72	80.37	76.72	80.56	84.40	80.56	84.59	88.62	84.59	88.82	93.05
Information Technology and Intelligent Transportation Systems Director	66.28	69.59	72.90	69.59	73.07	76.55	73.07	76.72	80.37	76.72	80.56	84.40	80.56	84.59	88.62	84.59	88.82	93.05
Marketing, Communications and Customer Service Director	48.47	50.89	53.31	50.89	53.43	55.97	53.43	56.10	58.77	56.10	58.91	61.72	58.91	61.86	64.81	61.86	64.95	68.04
Purchasing and Special Projects Director	48.47	50.89	53.31	50.89	53.43	55.97	53.43	56.10	58.77	56.10	58.91	61.72	58.91	61.86	64.81	61.86	64.95	68.04
Senior Database Administrator	52.83	55.47	58.11	55.47	58.24	61.01	58.24	61.15	64.06	61.15	64.21	67.27	64.21	67.42	70.63	67.42	70.79	74.16
Finance Deputy Director	52.99	55.64	58.29	55.64	58.42	61.20	58.42	61.34	64.26	61.34	64.41	67.48	64.41	67.63	70.85	67.63	71.01	74.39
Human Resources Deputy Director	49.73	52.22	54.71	52.22	54.83	57.44	54.83	57.57	60.31	57.57	60.45	63.33	60.45	63.47	66.49	63.47	66.64	69.81
Operations Manager - Fixed Route Division	43.42	45.59	47.76	45.59	47.87	50.15	47.87	50.26	52.65	50.26	52.77	55.28	52.77	55.41	58.05	55.41	58.18	60.95
Operations Manager - Paratransit Division	43.42	45.59	47.76	45.59	47.87	50.15	47.87	50.26	52.65	50.26	52.77	55.28	52.77	55.41	58.05	55.41	58.18	60.95
Assistant Maintenance Manager	41.43	43.50	45.57	43.50	45.68	47.86	45.68	47.96	50.24	47.96	50.36	52.76	50.36	52.88	55.40	52.88	55.52	58.16
Facilities Maintenance Manager	46.95	49.30	51.65	49.30	51.77	54.24	51.77	54.36	56.95	54.36	57.08	59.80	57.08	59.93	62.78	59.93	62.93	65.93
Database Administrator	45.94	48.24	50.54	48.24	50.65	53.06	50.65	53.18	55.71	53.18	55.84	58.50	55.84	58.63	61.42	58.63	61.56	64.49
Safety, Security and Risk Management Director	52.02	54.62	57.22	54.62	57.35	60.08	57.35	60.22	63.09	60.22	63.23	66.24	63.23	66.39	69.55	66.39	69.71	73.03
Assistant Operations Manager	32.57	34.20	35.83	34.20	35.91	37.62	35.91	37.71	39.51	37.71	39.60	41.49	39.60	41.58	43.56	41.58	43.66	45.74
Project Manager	32.57	34.20	35.83	34.20	35.91	37.62	35.91	37.71	39.51	37.71	39.60	41.49	39.60	41.58	43.56	41.58	43.66	45.74
Purchasing Manager	41.43	43.50	45.57	43.50	45.68	47.86	45.68	47.96	50.24	47.96	50.36	52.76	50.36	52.88	55.40	52.88	55.52	58.16
*Customer Service Manager	33.70	35.39	37.08	35.39	37.16	38.93	37.16	39.02	40.88	39.02	40.97	42.92	40.97	43.02	45.07	43.02	45.17	47.32
**Revenue Account Program Manager	32.57	34.20	35.83	34.20	35.91	37.62	35.91	37.71	39.51	37.71	39.60	41.49	39.60	41.58	43.56	41.58	43.66	45.74
Executive Assistant	31.69	33.27	34.85	33.27	34.93	36.59	34.93	36.68	38.43	36.68	38.51	40.34	38.51	40.44	42.37	40.44	42.46	44.48

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

* New position proposed to be added and adopted by the Board on 09-24-2021

MANAGEMENT
YEARLY SALARY SCHEDULE

<u>Title</u>	<u>Step 1</u>	<u>Step 1 L</u>	<u>Step 1 LL</u>	<u>Step 2</u>	<u>Step 2 L</u>	<u>Step 2 LL</u>	<u>Step 3</u>	<u>Step 3 L</u>	<u>Step 3 LL</u>	<u>Step 4</u>	<u>Step 4 L</u>	<u>Step 4 LL</u>	<u>Step 5</u>	<u>Step 5 L</u>	<u>Step 5 LL</u>	<u>Step 6</u>	<u>Step 6 L</u>	<u>Step 6 LL</u>
CEO/General Manager	224,536	235,768	247,000	235,768	247,562	259,355	247,562	259,938	272,314	259,938	272,938	285,938	272,938	286,582	300,227	286,582	300,914	315,245
Chief Operating Officer	146,994	154,336	161,678	154,336	162,053	169,770	162,053	170,165	178,277	170,165	178,672	187,179	178,672	187,616	196,560	187,616	196,997	206,378
Maintenance Manager	114,878	120,619	126,360	120,619	126,651	132,683	126,651	132,974	139,298	132,974	139,630	146,286	139,630	146,619	153,608	146,619	153,941	161,262
Chief Financial Officer (CFO)	146,994	154,336	161,678	154,336	162,053	169,770	162,053	170,165	178,277	170,165	178,672	187,179	178,672	187,616	196,560	187,616	196,997	206,378
Planning and Development Director	125,299	131,560	137,821	131,560	138,133	144,706	138,133	145,038	151,944	145,038	152,298	159,557	152,298	159,910	167,523	159,910	167,898	175,885
Human Resources Director	137,862	144,747	151,632	144,747	151,986	159,224	151,986	159,578	167,170	159,578	167,565	175,552	167,565	175,947	184,330	175,947	184,746	193,544
Information Technology and Intelligent Transportation Systems Director	137,862	144,747	151,632	144,747	151,986	159,224	151,986	159,578	167,170	159,578	167,565	175,552	167,565	175,947	184,330	175,947	184,746	193,544
Marketing, Communications and Customer Service Director	100,818	105,851	110,885	105,851	111,134	116,418	111,134	116,688	122,242	116,688	122,533	128,378	122,533	128,669	134,805	128,669	135,096	141,523
Purchasing and Special Projects Director	100,818	105,851	110,885	105,851	111,134	116,418	111,134	116,688	122,242	116,688	122,533	128,378	122,533	128,669	134,805	128,669	135,096	141,523
Senior Database Administrator	109,886	115,378	120,869	115,378	121,139	126,901	121,139	127,192	133,245	127,192	133,557	139,922	133,557	140,234	146,910	140,234	147,243	154,253
Finance Deputy Director	110,219	115,731	121,243	115,731	121,514	127,296	121,514	127,587	133,661	127,587	133,973	140,358	133,973	140,670	147,368	140,670	147,701	154,731
Human Resources Deputy Director	103,438	108,618	113,797	108,618	114,046	119,475	114,046	119,746	125,445	119,746	125,736	131,726	125,736	132,018	138,299	132,018	138,611	145,205
Operations Manager - Fixed Route Division	90,314	94,827	99,341	94,827	99,570	104,312	99,570	104,541	109,512	104,541	109,762	114,982	109,762	115,253	120,744	115,253	121,014	126,776
Operations Manager - Paratransit Division	90,314	94,827	99,341	94,827	99,570	104,312	99,570	104,541	109,512	104,541	109,762	114,982	109,762	115,253	120,744	115,253	121,014	126,776
Assistant Maintenance Manager	86,174	90,480	94,786	90,480	95,014	99,549	95,014	99,757	104,499	99,757	104,749	109,741	104,749	109,990	115,232	109,990	115,482	120,973
Facilities Maintenance Manager	97,656	102,544	107,432	102,544	107,682	112,819	107,682	113,069	118,456	113,069	118,726	124,384	118,726	124,654	130,582	124,654	130,894	137,134
Database Administrator	95,555	100,339	105,123	100,339	105,352	110,365	105,352	110,614	115,877	110,614	116,147	121,680	116,147	121,950	127,754	121,950	128,045	134,139
Safety, Security and Risk Management Director	108,202	113,610	119,018	113,610	119,288	124,966	119,288	125,258	131,227	125,258	131,518	137,779	131,518	138,091	144,664	138,091	144,997	151,902
Assistant Operations Manager	67,746	71,136	74,526	71,136	74,693	78,250	74,693	78,437	82,181	78,437	82,368	86,299	82,368	86,486	90,605	86,486	90,813	95,139
Project Manager	67,746	71,136	74,526	71,136	74,693	78,250	74,693	78,437	82,181	78,437	82,368	86,299	82,368	86,486	90,605	86,486	90,813	95,139
Purchasing Manager	86,174	90,480	94,786	90,480	95,014	99,549	95,014	99,757	104,499	99,757	104,749	109,741	104,749	109,990	115,232	109,990	115,482	120,973
*Customer Service Manager	70,096	73,611	77,126	73,611	77,293	80,974	77,293	81,162	85,030	81,162	85,218	89,274	85,218	89,482	93,746	89,482	93,954	98,426
**Revenue Account Program Manager	67,746	71,136	74,526	71,136	74,693	78,250	74,693	78,437	82,181	78,437	82,368	86,299	82,368	86,486	90,605	86,486	90,813	95,139
Executive Assistant	65,915	69,202	72,488	69,202	72,654	76,107	72,654	76,294	79,934	76,294	80,101	83,907	80,101	84,115	88,130	84,115	88,317	92,518

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Longevity Pay is based only on length of service.

* Position added and adopted by the Board on 11-20-2020

* New position proposed to be added and adopted by the Board on 09-24-2021

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
CEO/General Manager	18,711	19,647	20,583	19,647	20,630	21,613	20,630	21,662	22,693	21,662	22,745	23,828	22,745	23,882	25,019	23,882	25,076	26,270
Chief Operating Officer	12,250	12,861	13,473	12,861	13,504	14,148	13,504	14,180	14,856	14,180	14,889	15,598	14,889	15,635	16,380	15,635	16,416	17,198
Maintenance Manager	9,573	10,052	10,530	10,052	10,554	11,057	10,554	11,081	11,608	11,081	11,636	12,191	11,636	12,218	12,801	12,218	12,828	13,439
Chief Financial Officer (CFO)	12,250	12,861	13,473	12,861	13,504	14,148	13,504	14,180	14,856	14,180	14,889	15,598	14,889	15,635	16,380	15,635	16,416	17,198
Planning and Development Director	10,442	10,963	11,485	10,963	11,511	12,059	11,511	12,087	12,662	12,087	12,692	13,296	12,692	13,326	13,960	13,326	13,992	14,657
Human Resources Director	11,489	12,062	12,636	12,062	12,666	13,269	12,666	13,298	13,931	13,298	13,964	14,629	13,964	14,662	15,361	14,662	15,396	16,129
Information Technology and Intelligent Transportation Systems Director	11,489	12,062	12,636	12,062	12,666	13,269	12,666	13,298	13,931	13,298	13,964	14,629	13,964	14,662	15,361	14,662	15,396	16,129
Marketing, Communications and Customer Service Director	8,402	8,821	9,240	8,821	9,261	9,702	9,261	9,724	10,187	9,724	10,211	10,698	10,211	10,722	11,234	10,722	11,258	11,794
Purchasing and Special Projects Director	8,402	8,821	9,240	8,821	9,261	9,702	9,261	9,724	10,187	9,724	10,211	10,698	10,211	10,722	11,234	10,722	11,258	11,794
Senior Database Administrator	9,157	9,615	10,072	9,615	10,095	10,575	10,095	10,599	11,104	10,599	11,130	11,660	11,130	11,686	12,243	11,686	12,270	12,854
Finance Deputy Director	9,185	9,644	10,104	9,644	10,126	10,608	10,126	10,632	11,138	10,632	11,164	11,697	11,164	11,723	12,281	11,723	12,308	12,894
Human Resources Deputy Director	8,620	9,052	9,483	9,052	9,504	9,956	9,504	9,979	10,454	9,979	10,478	10,977	10,478	11,002	11,525	11,002	11,551	12,100
Operations Manager - Fixed Route Division	7,526	7,902	8,278	7,902	8,298	8,693	8,298	8,712	9,126	8,712	9,147	9,582	9,147	9,604	10,062	9,604	10,085	10,565
Operations Manager - Paratransit Division	7,526	7,902	8,278	7,902	8,298	8,693	8,298	8,712	9,126	8,712	9,147	9,582	9,147	9,604	10,062	9,604	10,085	10,565
Assistant Maintenance Manager	7,181	7,540	7,899	7,540	7,918	8,296	7,918	8,313	8,708	8,313	8,729	9,145	8,729	9,166	9,603	9,166	9,624	10,081
Facilities Maintenance Manager	8,138	8,545	8,953	8,545	8,974	9,402	8,974	9,422	9,871	9,422	9,894	10,365	9,894	10,388	10,882	10,388	10,908	11,428
Database Administrator	7,963	8,362	8,760	8,362	8,779	9,197	8,779	9,218	9,656	9,218	9,679	10,140	9,679	10,163	10,646	10,163	10,670	11,178
Safety, Security and Risk Management Director	9,017	9,468	9,918	9,468	9,941	10,414	9,941	10,438	10,936	10,438	10,960	11,482	10,960	11,508	12,055	11,508	12,083	12,659
Assistant Operations Manager	5,646	5,928	6,211	5,928	6,224	6,521	6,224	6,536	6,848	6,536	6,864	7,192	6,864	7,207	7,550	7,207	7,568	7,928
Project Manager	5,646	5,928	6,211	5,928	6,224	6,521	6,224	6,536	6,848	6,536	6,864	7,192	6,864	7,207	7,550	7,207	7,568	7,928
Purchasing Manager	7,181	7,540	7,899	7,540	7,918	8,296	7,918	8,313	8,708	8,313	8,729	9,145	8,729	9,166	9,603	9,166	9,624	10,081
*Customer Service Manager	5,841	6,134	6,427	6,134	6,441	6,748	6,441	6,764	7,086	6,764	7,102	7,440	7,102	7,457	7,812	7,457	7,830	8,202
**Revenue Account Program Manager	5,646	5,928	6,211	5,928	6,224	6,521	6,224	6,536	6,848	6,536	6,864	7,192	6,864	7,207	7,550	7,207	7,568	7,928
Executive Assistant	5,493	5,767	6,041	5,767	6,055	6,342	6,055	6,358	6,661	6,358	6,675	6,992	6,675	7,010	7,344	7,010	7,360	7,710

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Longevity Pay is based only on length of service.

* Position added and adopted by the Board on 11-20-2020

* New position proposed to be added and adopted by the Board on 09-24-2021