



1.05

**MANAGEMENT  
HOURLY RATES SCHEDULE**

Effective 06/22/23 (FY24) / Adopted by the Board as of August 11, 2023

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	76.80	80.64	84.48	80.64	84.67	88.70	84.67	88.90	93.13	88.90	93.35	97.80	93.35	98.02	102.69	98.02	102.92	107.82
^ Operations Deputy Director	63.27	66.43	69.59	66.43	69.75	73.07	69.75	73.24	76.73	73.24	76.90	80.56	76.90	80.75	84.60	80.75	84.79	88.83
Maintenance Manager	60.02	63.02	66.02	63.02	66.17	69.32	66.17	69.48	72.79	69.48	72.95	76.42	72.95	76.60	80.25	76.60	80.43	84.26
Chief Financial Officer (CFO)	76.80	80.64	84.48	80.64	84.67	88.70	84.67	88.90	93.13	88.90	93.35	97.80	93.35	98.02	102.69	98.02	102.92	107.82
Planning and Development Director	65.47	68.74	72.01	68.74	72.18	75.62	72.18	75.79	79.40	75.79	79.58	83.37	79.58	83.56	87.54	83.56	87.74	91.92
Human Resources Director	72.03	75.63	79.23	75.63	79.41	83.19	79.41	83.38	87.35	83.38	87.55	91.72	87.55	91.93	96.31	91.93	96.53	101.13
Information Technology and Intelligent Transportation Systems Director	72.03	75.63	79.23	75.63	79.41	83.19	79.41	83.38	87.35	83.38	87.55	91.72	87.55	91.93	96.31	91.93	96.53	101.13
^^ Marketing and Communications Director	63.22	66.38	69.54	66.38	69.70	73.02	69.70	73.19	76.68	73.18	76.84	80.50	76.84	80.68	84.52	80.68	84.71	88.74
Purchasing and Special Projects Director	52.68	55.31	57.94	55.31	58.08	60.85	58.08	60.98	63.88	60.98	64.03	67.08	64.03	67.23	70.43	67.23	70.59	73.95
****Senior Full Stack Developer	57.41	60.28	63.15	60.28	63.29	66.30	63.29	66.45	69.61	66.45	69.77	73.09	69.77	73.26	76.75	73.26	76.92	80.58
Finance Deputy Director	57.58	60.46	63.34	60.46	63.48	66.50	63.48	66.65	69.82	66.65	69.98	73.31	69.98	73.48	76.98	73.48	77.15	80.82
Human Resources Deputy Director	54.04	56.74	59.44	56.74	59.58	62.42	59.58	62.56	65.54	62.56	65.69	68.82	65.69	68.97	72.25	68.97	72.42	75.87
^^^ Operations Manager - Fixed Route Division	50.61	53.14	55.67	53.14	55.80	58.46	55.80	58.59	61.38	58.59	61.52	64.45	61.52	64.60	67.68	64.60	67.83	71.06
^^^ Operations Manager - Paratransit Division	47.46	49.83	52.20	49.83	52.32	54.81	52.32	54.94	57.56	54.94	57.69	60.44	57.69	60.57	63.45	60.57	63.60	66.63
Assistant Maintenance Manager	45.02	47.27	49.52	47.27	49.63	51.99	49.63	52.11	54.59	52.11	54.72	57.33	54.72	57.46	60.20	57.46	60.33	63.20
Facilities Maintenance Manager	51.02	53.57	56.12	53.57	56.25	58.93	56.25	59.06	61.87	59.06	62.01	64.96	62.01	65.11	68.21	65.11	68.37	71.63
****Full Stack Developer	49.93	52.43	54.93	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
Safety, Security and Risk Management Director	56.53	59.36	62.19	59.36	62.33	65.30	62.33	65.45	68.57	65.45	68.72	71.99	68.72	72.16	75.60	72.16	75.77	79.38
^^^ Assistant Operations Manager Fixed Route	43.03	45.18	47.33	45.18	47.44	49.70	47.44	49.81	52.18	49.81	52.30	54.79	52.30	54.92	57.54	54.91	57.66	60.41
^^^ Assistant Operations Manager Paratransit	40.34	42.36	44.38	42.36	44.48	46.60	44.48	46.70	48.92	46.70	49.04	51.38	49.03	51.48	53.93	51.48	54.05	56.62
Project Manager	35.40	37.17	38.94	37.17	39.03	40.89	39.03	40.98	42.93	40.98	43.03	45.08	43.03	45.18	47.33	45.18	47.44	49.70
Purchasing Manager	45.02	47.27	49.52	47.27	49.63	51.99	49.63	52.11	54.59	52.11	54.72	57.33	54.72	57.46	60.20	57.46	60.33	63.20
*Customer Experience Manager	45.02	47.27	49.52	47.27	49.63	51.99	49.63	52.11	54.59	52.11	54.72	57.33	54.72	57.46	60.20	57.46	60.33	63.20
**Revenue Account Program Manager	35.40	37.17	38.94	37.17	39.03	40.89	39.03	40.98	42.93	40.98	43.03	45.08	43.03	45.18	47.33	45.18	47.44	49.70
*** Capital Planning and Grants Programs Manager	51.62	54.20	56.78	54.20	56.91	59.62	56.91	59.76	62.61	59.76	62.75	65.74	62.75	65.89	69.03	65.89	69.18	72.47
****Parts and Materials Manager	39.13	41.09	43.05	41.09	43.14	45.19	43.14	45.30	47.46	45.30	47.57	49.84	47.57	49.95	52.33	49.95	52.45	54.95
Executive Assistant	34.44	36.16	37.88	36.16	37.97	39.78	37.97	39.87	41.77	39.87	41.86	43.85	41.86	43.95	46.04	43.95	46.15	48.35
L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)																		
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<b>Longevity Pay is based only on length of service.</b>																		
* 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																		
^ 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																		