



**MANAGEMENT  
HOURLY RATES SCHEDULE**

Effective 06/23/22 (FY23) / Adopted by the Board as of May 20, 2022

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	73.14	76.80	80.46	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
Maintenance Manager	57.16	60.02	62.88	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
Chief Financial Officer (CFO)	73.14	76.80	80.46	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
Planning and Development Director	62.35	65.47	68.59	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
Human Resources Director	68.60	72.03	75.46	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
Information Technology and Intelligent Transportation Systems Director	68.60	72.03	75.46	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
Marketing, Communications and Customer Service Director	50.17	52.68	55.19	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
Purchasing and Special Projects Director	50.17	52.68	55.19	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
Senior Database Administrator	54.68	57.41	60.14	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
Finance Deputy Director	54.84	57.58	60.32	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
Human Resources Deputy Director	51.47	54.04	56.61	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
Operations Manager - Fixed Route Division	44.94	47.19	49.44	47.19	49.55	51.91	49.55	52.03	54.51	52.03	54.63	57.23	54.63	57.36	60.09	57.36	60.23	63.10
Operations Manager - Paratransit Division	44.94	47.19	49.44	47.19	49.55	51.91	49.55	52.03	54.51	52.03	54.63	57.23	54.63	57.36	60.09	57.36	60.23	63.10
Assistant Maintenance Manager	42.88	45.02	47.16	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
Facilities Maintenance Manager	48.59	51.02	53.45	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
Database Administrator	47.55	49.93	52.31	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
Safety, Security and Risk Management Director	53.84	56.53	59.22	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
Assistant Operations Manager	33.71	35.40	37.09	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
Project Manager	33.71	35.40	37.09	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
Purchasing Manager	42.88	45.02	47.16	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
*Customer Service Manager	34.88	36.62	38.36	36.62	38.45	40.28	38.45	40.37	42.29	40.37	42.39	44.41	42.39	44.51	46.63	44.51	46.74	48.97
**Revenue Account Program Manager	33.71	35.40	37.09	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
*** Capital Planning and Grants Programs Manager	49.16	51.62	54.08	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
Executive Assistant	32.80	34.44	36.08	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
L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)																		
*****																		
<b>Longevity Pay is based only on length of service.</b>																		
* 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																		
* 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																		