

SANTA CRUZ METROPOLITAN TRANSIT DISTRICT (METRO) PERSONNEL/HUMAN RESOURCES STANDING COMMITTEE AGENDA OCTOBER 13, 2023 – 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

Dial In: 1-669-900-9128 Meeting ID: 872 6876 6614

Zoom Link

The Personnel/Human Resources Standing Committee Meeting 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.

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 Shebreh Kalantari-Johnson

Director Kristen Brown

Director Rebecca Downing

Director Donna Lind

Director Larry Pageler

City of Santa Cruz

City of Santa Cruz

City of Scotts Valley

County of Santa Cruz

Michael Tree 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 ROLL CALL

3 ORAL AND WRITTEN COMMUNICATIONS TO THE FINANCE, BUDGET & AUDIT 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.

- 4 ADDITIONS OR DELETIONS FROM AGENDA/ADDITIONAL DOCUMENTA-TION TO SUPPORT EXISTING AGENDA ITEMS
- 5 REVIEW REQUEST FOR RECLASSIFICATION RESULTS FOR FULL STACK DEVELOPER/SR. FULL STACK DEVELOPER POSITION IN THE INFORMATIONAL TECHNOLOGY DEPARTMENT Isaac Holly, IT & ITS Director
- 6 REVIEW REQUEST FOR RECLASSIFICATION RESULTS FOR PAYROLL SUPERVISOR POSITION IN THE FINANCE DEPARTMENT
 Kristina Mihaylova, Finance Deputy Director
- 7 REVIEW REQUEST FOR RECLASSIFICATION RESULTS FOR PARTS AND MATERIALS MANAGER POSITION IN THE PARTS DEPARTMENT Chuck Farmer, CFO
- 8 REVIEW REQUEST FOR AUTHORIZATION OF PAYROLL ADMINISTRATOR POSITION IN THE FINANCE DEPARTMENT
 Kristina Mihaylova, Finance Deputy Director
- 9 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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Santa Cruz Metropolitan Transit District



DATE: October 13, 2023

TO: Personnel/Human Resources Standing Committee

FROM: Isaac Holly, IT & ITS Director

SUBJECT: REVIEW REQUEST FOR RECLASSIFICATION RESULTS FOR FULL

STACK DEVELOPER/SR. FULL STACK DEVELOPER POSITION IN THE

INFORMATIONAL TECHNOLOGY DEPARTMENT

I. RECOMMENDED ACTION

That the Personnel/Human Resources Standing Committee review the request for reclassification for Full Stack Developer/Sr. Full Stack Developer in the IT Department and recommend approval to the full Board of Directors

II. SUMMARY

- In order to address the needs of the Santa Cruz Metropolitan Transit District (METRO) as it relates to large and complex Information Technology (IT) projects, we have determined the need for reclassification of the Database Administrator/Sr. Database Administrator positions to Full Stack Developer/ Sr. Full Stack Developer.
- METRO contracted with Koff & Associates (hereinafter "K&A") to conduct a total classification and compensation study in July 2023.
- HR staff worked with the IT Department to review the existing duties of the Database Administrator/Sr. Database Administrator. After reviewing the changes in technology and the need of the IT department, staff is asking to reclassify these positions to Full Stack Developer/ Sr. Full Stack Developer.
- Staff is recommending approval to reclassify the Full Stack Developer/Sr. Full Stack Developer.

III. DISCUSSION/BACKGROUND

In recent years, the need for in-house software development at METRO has increased due in part to the deployment of new systems such as the Enterprise Resource Planning (ERP) and Intelligent Transportation System (ITS). There will be an ongoing need to have the agility to write interfaces and middleware for these types of systems.

In reviewing the work required and currently being performed by personnel in the Database Administrator roles, IT has determined that the duties required and being performed were not aligned with the title of Database Administrator.

Therefore, METRO has identified the need to change the title of Database Administrator and Sr. Database Administrator.

The study shows the need for reclassifying these positions that would perform a combination of duties which include designing and developing custom software applications and system integrations; administering vendor enterprise software and underlying databases, website content, web server software, and website CMS software/database and coordinating with management, staff and vendors to identify emerging software needs and implementing solutions.

HR staff worked with the IT Department to create a new Full Stack Developer/Sr. Full Stack Developer job description (class specification). Upon approval, an open recruitment will be undertaken to fill the vacant position.

Staff is requesting that the Personnel/Human Resources Standing Committee recommend approval of the Full Stack Developer/Sr. Full Stack Developer position to the full Board of Directors at its October 27, 2023 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, funding for this position will be provided from the current authorized and funded positions in the Information Technology Department's FY24 & FY25 Operating Budget.

VI. ALTERNATIVES CONSIDERED

- Do 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: Full Stack Developer/Sr. Full Stack Developer Job

Description

Attachment B: Full Stack Developer/Sr. Full Stack Developer Wage Scale

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

Director.

VIII. APPROVALS

Dawn Crummié, HR Director

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

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Michael Tree, CEO/General Manager



Class Code: PO100 Full Stack Developer PO101 Sr. Full Stack Developer

FLSA Status: Exempt

Full Stack Developer Senior Full Stack Developer Bargaining Unit: Management

DEFINITION:

Under direction of the Information Technology and Intelligent Transportation Systems Director (IT and ITS Director), designs and develops custom software applications and system integrations; administers vendor enterprise software and underlying databases, website content, web server software, and website CMS software/database; coordinates with management, staff and vendors to identify emerging software needs and implement solutions; performs other duties as assigned.

Duties can include: custom software and database design and development, software updates, responding to support tickets from staff and public, maintaining various export/import scripts, report development, systems integration, performance tuning, development of security and backup strategies, analysis and research, process improvements, technical writing, procedure documentation, and project management.

DISTINGUISHING CHARACTERISTICS:

The Full Stack Developer is a journey-level classification responsible for independently performing software and database design and development duties. Positions at this level exercise judgment and initiative in their assigned tasks, receive only occasional instruction or assistance as new or unusual situations arise and are fully aware of the operating procedures and policies of the work unit.

The Senior Full Stack Developer is the advanced journey-level classification in the series responsible for independently managing assigned projects; supervising assigned staff; researching and developing solutions to a wide range of information technology issues; exercising independent judgment and decision-making in selecting methods and techniques for obtaining solutions; and/or serving as an expert on all Santa Cruz Metro software systems and lead for projects which are complex in nature and diverse in scope. The work involves a high-level of problem-solving requiring analysis of unique issues or increasingly complex problems without precedent and/or structure, managing multiple stakeholder interests, and formulating, presenting, and implementing strategies and recommendations for resolution. Work assignments at this level typically have significant impact on Santa Cruz Metro's information technology applications and systems and a high consequence of error, and incumbents are accountable for overall results.

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.

• Designs, develops, integrates, and maintains custom software applications, database platforms, and updates; monitors system performance and makes adjustments as necessary.



- Integrates legacy, existing, and future systems, automates tasks, and pipelines for information flow and data integration using various interfacing methodologies such as application programming interfaces (APIs), database tools, and custom software solutions.
- Configures and maintains servers to support application development, including web server configuration for front-end applications.
- Stages, tests, and deploys vendor software updates and maintains user access to software applications.
- Verifies and improves data security, fault tolerance, and backup/recovery; develops and recommends security and back up strategies.
- Creates and maintains custom reports and works with legacy reports.
- Provides training and technical assistance to staff.
- Consults with vendors to resolve technical issues.
- Prepares technical specifications for procurement.
- Provides data support related to quarterly schedule publication.
- Leads projects or portions of projects coordinating staff, consultants, and vendors.
- Generates long-term plans for database migration and data-warehousing strategies.
- Conducts research and stays current on new trends and innovative solutions for technology programs; recommends new technologies to improve the operational technology effectiveness and services.
- Performs other duties as assigned. Assist with escalated ERP configuration and development.

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In addition, the Senior Full Stack Developer:

- Supervises the work of subordinate staff; schedules, assigns, directs, and monitors work; provides staff training; evaluates employee performance; may participate in staff selection; may initiate or have significant input into disciplinary actions.
- Serves as project manager for complex and/or agency wide projects overseeing staff, consultants, and vendors.

EMPLOYMENT STANDARDS:

Knowledge of:

- Principles, methods, and techniques used in designing, developing, testing, and implementing IT and ITS software applications, systems, infrastructure, and security such as Linux, Windows, and web servers and administration.
- Principles and practices of database administration and management including SQL and No-SQL; and relational database architecture, including table structure, data types, joins, views, triggers, permissions, advanced queries, extract, transform and load (ETL), and data warehousing.
- Principles and practices of system integration for operability across diverse platforms and technologies including containerization and representational state transfer (REST) and simple object access protocol (SOAP) API methodologies.
- Front end and back end development methodologies and languages such as HTML/CSS/JavaScript coding, Go, Node, and PHP.
- Networking protocols to be able to troubleshoot and resolve issues between systems both remote and internal.
- Backup and recovery strategies as well as data validations.
- Report writing and development.
 - Full Stack Developer Sr. Full Stack Developer



- Principles and practices of technical writing and documentation.
- Distributed version control systems.
- Applicable federal, state, and local laws, codes, and ordinances relevant to area(s) of responsibility.
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and Santa Cruz METRO staff.
- The structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar.
- Modern equipment and communication tools used for business functions and program, project, and task coordination, including computers and software programs relevant to work performed.

In addition, Senior Full Stack Developer:

- Principles and practices of employee supervision, including performance evaluation and progressive discipline.
- Principles and practices of project management.

Additional Knowledge desirable, but not required:

- Crystal Reports.
- Mobile Application design basics for IOS and Android.
- Web Content Accessibility Guidelines (WCAG).

Ability to:

- Analyze complex IT and ITS problems, evaluate alternatives, and devise efficient, cost-effective, user-friendly solutions.
- Design, develop, test, and implement IT and ITS software applications, systems, databases, infrastructure, and security.
- Monitor systems operational effectiveness, reliability, and security vulnerability; implement approved measures to ensure integrity and security of data and systems.
- Integrate technology solutions across multiple platforms.
- Work with end users to develop enhanced applications for business process automation.
- Document, review, assess, improve, and implement IT and ITS processes.
- Prepare clear, concise, and accurate technical documentation, user guides, reports of work performed, and other written materials.
- Communicate complex technology issues clearly to non-technical parties.
- Understand, interpret, and apply all pertinent laws, codes, regulations, policies and procedures, and standards relevant to work performed.
- Organize work, set priorities, meet critical deadlines, and follow-up on assignments.
- 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, using appropriate English grammar and syntax.
- Use tact, initiative, prudence, and judgment within general policy, procedural, and legal guidelines.
- Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.



In addition, Senior Full Stack Developer:

- Supervise and motivate subordinate staff effectively.
- Independently manage large, complex, and/or agencywide IT and ITS projects including managing vendor/contractor relationships.

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:

Bachelor's degree from an accredited college or university in computer science, computer engineering, management information systems, or closely related field.

AND

Full Stack Developer: Four (4) years of increasingly responsible professional experience supporting a comprehensive information technology program.

Senior Full Stack Developer: Six (6) years of professional experience in designing, developing, testing, and implementing IT software applications, systems, infrastructure, and security.

LICENSES AND CERTIFICATES:

None.

SPECIAL REQUIREMENTS:

- Must be able to work extended hours as needed, often outside regular business hours as required by the CEO and the demands of the job.
- Must maintain strictest confidentiality.
- Must participate in professional development activities.
- Requires occasional travel.

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.

Physical Demands

While performing the duties of this job, the employee is regularly required to sit, walk and stand; talk and hear; use hands to finger, manipulate, handle, feel or operate objects, tools or controls; reach with hands and arms; and perform repetitive movements of hands or wrists. The employee is regularly required to bend and twist at the neck, reach with hands and arms. Occasional standing, walking, overhead reaching and lifting up to 20 pounds unaided is required. Specific visual abilities required for this job include close vision, distance vision, and the ability to adjust focus.

Mental Demands



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

Work Environment:

The employee works in an office environment where the noise level is usually quiet. May require availability to work a flexible schedule.

OTHER CONDITIONS OF EMPLOYMENT:

• Must pass requisite background check.

*Adopted: 01.26.2018 *BOD Approved: 10.27.2023 *Revised: 10.27.2023 *Job Family: Professional

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40 37.17 38.94 37.17 38.94 37.17 38.94 47.27 49.63 52.11 54.59 52.11 54.72 57.33 54.72 57.46 60.20 57.46 60.33 63.20 62 38.45 40.28 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 62 38.45 40.28 40.37 42.39 44.41 42.39 44.51 46.63 44.51 46.74 48.97 46.74 49.08 51.42 40 37.17 38.94 37.17 38.94 40.38 42.39 44.51 46.73 46.74 49.08 51.42 40 37.17 38.03 40.89 42.39 44.57 65.74 65.18 47.44 49.08 57.46 60.03 66.89 69.18 47.44 49.09 57.46 60.30 66.89 69.18 47.44 49.09 57.46 </td <td>erations Manager</td> <td>35.40</td> <td>37.17</td> <td>38.94</td> <td>37.17</td> <td>39.03</td> <td>40.89</td> <td>39.03</td> <td>40.98</td> <td>42.93</td> <td></td> <td>03</td> <td>80</td> <td></td> <td>18 47.</td> <td></td> <td>47.</td> <td></td>	erations Manager	35.40	37.17	38.94	37.17	39.03	40.89	39.03	40.98	42.93		03	80		18 47.		47.	
62 38.45 49.52 47.27 49.63 52.11 54.59 52.11 54.59 52.11 54.72 57.36 54.72 57.46 60.20 57.46 60.20 57.46 60.30 57.46 60.30 57.46 60.20 57.46 60.20 57.46 60.30 57.47 49.08 60.30 44.51 46.53 44.51 46.53 44.51 46.53 44.51 46.53 44.51 46.53 47.51 47.33 45.18 47.44 49.08 40 37.17 38.94 37.17 39.03 40.89 42.93 40.98 43.03 45.08 43.03 45.18 47.51 47.44 48.90 47.46 47.57 49.84 47.57 49.84 47.57 49.84 47.57 49.84 47.57 49.84 47.57 49.84 47.57 49.84 47.57 49.84 47.57 49.84 47.57 49.84 47.57 49.84 47.57 49.84 47.57 49.84 47.57 <td>ger</td> <td>35.40</td> <td>37.17</td> <td>38.94</td> <td>37.17</td> <td>39.03</td> <td>40.89</td> <td>39.03</td> <td>40.98</td> <td>42.93</td> <td></td> <td>03</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	ger	35.40	37.17	38.94	37.17	39.03	40.89	39.03	40.98	42.93		03						
44 38.46 40.37 42.29 40.37 42.39 44.41 42.39 44.51 46.53 44.51 46.53 46.53 46.53 46.53 46.53 46.53 46.53 46.53 46.53 46.53 46.53 46.53 46.53 46.53 46.53 46.53 46.53 46.53 46.53 47.57 49.84 47.57 49.84 47.57 49.85 65.33 49.95 52.45 44 36.16 37.97 39.78 47.77 39.87 41.86 43.85 41.86 43.95 43.95 46.04 43.95 46.15	lanager	45.02	47.27	49.52	47.27	49.63	51.99	49.63	52.11	54.59			33		46			
62 54.20 56.78 54.20 56.78 56.76 56.78 40.98 42.93 40.98 42.93 40.98 42.93 40.98 43.03 45.08 45.18 47.33 45.18 47.34 45.18 47.57 49.98 43.03 45.18 47.57 49.98 65.74 65.73 65.78 65.89 69.03 65.89 69.18 47.44 47.46 45.30 47.46 45.30 47.57 49.84 47.57 49.95 52.33 49.95 52.45 44 36.16 37.97 39.797 39.87 41.18 43.85 41.86 43.95 46.15 46.15	ervice Manager	36.62	38.45	40.28	38.45	40.37	42.29	40.37	42.39	44.41	39	51	63		74		49	
62 54.20 56.78 56.91 59.62 56.91 59.76 62.01 59.76 62.75 65.75 65.75 65.89 69.03 65.89 69.03 65.89 69.18 13 41.09 43.06 41.09 43.14 45.30 47.46 45.30 47.57 49.84 47.57 49.95 52.33 49.95 52.45 44 36.16 37.97 39.78 41.77 39.87 41.86 43.85 41.86 43.95 46.04 43.95 46.15	scount Program Manager	35.40	37.17	38.94	37.17		40.89		40.98	42.93	86		08		18 47.		47	
44 36.16 37.97 39.78 47.77 39.87 41.86 43.85 41.86 43.95 52.33 49.95 52.45	unning and Grants Programs Manager	51.62	54.20	56.78	54.20			56.91	59.76			75	74		68		.69	
44 36.16 37.88 36.16 37.97 39.78 41.77 39.87 41.86 43.85 41.86 43.95 46.04 43.95 46.15	Materials Manager	39.13	41.09	43.05	41.09		45.19	43.14	45.30			.57	84	.57	92		52	
***	istant	34.44	36.16	37.88	36.16				39.87	41.77	87		82		92			
be based only on lenath of service. ed and adopted by the Board on 11-20-2020 proposed to be added and adopted by the Board on 09-24-2021		*****	****	*	*													
	is based only on length of service. 120-2020 1 proposed to be added and addopted by the Board on 09-24-2021	-																

13.00 13.0	Effective 06/22/23 (FY24) / Adopted by the Board as of August 11, 2023								MONTH	MANAGEMENT LY SALARY SCH	MANAGEMENT MONTHLY SALARY SCHEDUL	DULE							
447 1 978 1 6.375 4478 1 6.375 4478 1 6.345 14,409 1 6.346 16,449 1 6,449 1	Title	Step 1	Step 1 L	Step 1 LL		_	tep 2 LL		-1	Step 3 LL						=	\Box		tep 6 LL
1,50,000, 1,50	Chief Operating Officer	13,312	13,978	14,643	13,978	14,676	15,375	14,676	15,409	16,143	15,409		16,952			17,800	16,990	17,840	18,689
13,109 13,704 14,670 15,370 14,470 15,141 14,445 15,181 15,180 17,800 16,900 17,800 15,900 1	Maintenance Manager	10,404	10,924	11,444	10,924	11,470	12,016	11,470	12,043	12,617	12,043		13,246	12,645	13,277	13,910	13,277	13,941	14,605
1,1,100 1,3,104 1,4,105 1,3,104 1,4,105 1,4,	Chief Financial Officer (CFO)	13,312	13,978	14,643	13,978	14,676	15,375	14,676	15,409	16,143	15,409		16,952			17,800	16,990	17,840	18,689
13. 13.104 13.734 14.420 13.734 14.453 15.141 14.453 15.15 15.809 15.15 15.15 15.809 15.15 15.15 15.809 15.15 15.15 15.809 15.15 15.15 15.809 15.15 15.15 15.15 15.809 15.15 15.15 15.809 15.15 1	Planning and Development Director	11,348	11,915	12,482	11,915	12,511	13,108	12,511	13,137	13,763	13,137		14,451			15,174	14,484	15,208	15,933
1,1,100 1,3,744 1,4,745 1,4,745 1,4,745 1,4,475 1,5,189 1,4,785 1,5,189 1,4,875 1,5,189 1,4,875 1,5,189 1,4,875 1,5,189 1,4,875 1,5,189 1,4,875 1,5,189 1,4,875 1,5,189 1,4,875 1,5,189 1,4,875 1,5,189 1,4,875 1,5,189 1,4,875 1,5,189 1,4,875 1,5,189 1,4,875 1,5,189 1,4,875 1,5,189 1,4,875 1,5,189 1,4,875 1,4,	Human Resources Director	12,485	13,109	13,733	13,109	13,764	14,420	13,764	14,453	15,141	14,453		15,898			16,694	15,935	16,732	17,529
9.267 10.067 10.547 10.070 11.073 10.570 11.089 11.627 11.089 11.627 11.089 11.627 11.089 11.627 11.089 11.627 11.089 11.627 11.089 11.627 11.683 12.208 12.208 12.688 12.303 12.688 12.4143 12.688 12.4143 12.4143 12.4143 12.4143 12.4143 12.4143 1	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		15,898			16,694	15,935	16,732	17,529
1,000 1,00	Marketing, Communications and Customer Service Director	9,131	9,587	10,043	9,587	10,067	10,547	10,067	10,570	11,073			11,627			12,208	11,653	12,236	12,818
1,0,0,0,0,0,0,0,0,0,0,0,0,0,0,0,0,0,0,0	rchasing and Special Projects Director	9,131	9,587	10,043	9,587	10,067	10,547	10,067	10,570	11,073		-	11,627			12,208	11,653	12,236	12,818
1,000 1,00	**Senior Full Stack Developer	9,951	10,449	10,946	10,449	10,970	11,492	10,970	11,518	12,066	11,518		12,669			13,303	12,698	13,333	13,967
98 8,589 9,019 9,448 9,019 9,469 9,020 9,469 9,942 10,416 9,942 10,440 10,937 10,440 10,982 11,483 11,988 8,589 9,019 9,448 9,019 9,469 9,920 9,469 9,942 10,416 9,942 10,440 10,937 10,440 10,982 11,483 18,889 9,019 9,448 9,019 9,469 9,920 9,469 9,942 10,416 9,942 10,440 10,937 10,440 10,982 11,483 18,889 9,019 9,448 9,019 9,469 9,922 10,416 9,942 10,440 10,937 10,440 10,982 11,483 18,928 9,288 9,288 9,019 9,448 9,019 9,469 9,942 10,416 9,942 10,440 10,937 10,440 10,982 11,483 11,483 11,483 11,483 11,483 11,483 11,483 11,483 11,484 11,444 11,4	ance Deputy Director	9,981	10,480	10,979	10,480	11,003	11,527	11,003	11,553	12,102	11,553		12,707	12,130	_	13,343	12,737	13,373	14,009
86 6,588 9,019 9,448 9,029 9,426 9,920 10,416 9,942 10,416 9,942 10,416 9,942 10,416 9,942 10,410 10,987 10,440 10,987 10,440 10,982 11,483 84 8,588 9,019 9,448 9,022 9,469 9,922 10,416 10,487 10,440 10,987 10,440 10,987 10,440 10,987 11,483 184 8,588 9,012 8,603 9,022 9,462 9,032 10,416 10,487 10,440 10,987 10,440 10,987 10,440 10,987 10,440 10,987 10,440 10,987 10,440 10,982 10,482 10,099 10,487 10,440 10,982 10,482 10,099 10,487 10,488 10,488 10,488 10,488 10,488 10,488 10,488 10,488 10,488 10,488 10,488 10,488 10,488 10,488 10,488 10,488 10,488 10	man Resources Deputy Director	9,367	9,835	10,303	9,835	10,327	10,820	10,327	10,844	11,360			11,929			12,523	11,955	12,553	13,151
884 8,588 9,019 9,488 9,942 10,416 9,942 10,440 10,937 10,440 10,937 10,440 10,937 10,440 10,937 10,443 11,853 11,286 11,485 11,485 11,485 11,485 11,286 11,246 10,435 9,980 10,435 9,980 10,445 11,246 10,213 10,724 10,237 10,748 11,260 11,286 11,286 11,246 11,286 11,246 11,246 11,345 11,246 11,345 11,345 11,345 11,345 11,345 11,346	erations Manager - Fixed Route Division	8,180	8,589	8,998	8,589	9,019	9,448	9,019	9,469	9,920	9,469	942	10,416			10,937	10,440	10,962	11,483
84 8,194 8,603 9,012 8,603 9,022 9,485 9,932 9,485 9,932 9,485 9,032 9,485 9,032 9,485 9,032 9,485 9,032 9,485 9,032 9,485 9,032 1,1286 11,286 11,286 11,286 11,286 11,286 11,286 11,286 11,286 11,286 11,286 11,286 11,286 11,245 11,245 11,286 11,286 11,286 11,249 11,249 11,249 11,249 11,249 11,249 11,249 11,249 11,249 11,249 11,249 11,249 11,249 </td <td>erations Manager - Paratransit Division</td> <td>8,180</td> <td>8,589</td> <td>8,998</td> <td>8,589</td> <td>9,019</td> <td>9,448</td> <td>9,019</td> <td>9,469</td> <td>9,920</td> <td>9,469</td> <td>\perp</td> <td>10,416</td> <td></td> <td></td> <td>10,937</td> <td>10,440</td> <td>10,962</td> <td></td>	erations Manager - Paratransit Division	8,180	8,589	8,998	8,589	9,019	9,448	9,019	9,469	9,920	9,469	\perp	10,416			10,937	10,440	10,962	
10,288 9,542 9,986 9,542 10,019 10,486 10,049 10,0	sistant 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		10,435	9,960	10,457	
10,289 10,604 11,319 10,804 11,345 11,886 11,345 11,912 12,478 11,912 12,508 13,104 12,508 13,104 13,759 13,104 1	ilities Maintenance Manager	8,844	9,286	9,728	9,286	9,750	10,215	9,750	10,237	10,724	10,237		11,260			11,823	11,286	11,851	12,416
Fig. 10,804 11,319 10,804 11,345 11,846 11,345 11,912 12,476 11,912 12,508 13,104 12,508 13,134 13,139 13,	Full Stack Developer	8,655	9,088	9,521	9,088	9,542	966'6	9,542	10,019	10,495	10,019	520	11,021			11,570	11,045	11,598	
'50 6,443 6,765 7,103 7,441 7,103 7,459 7,814 7,459 7,831 8,204 7,831 8,223 8,615 '50 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 '84 8,194 8,603 9,012 8,603 9,032 9,482 9,937 9,485 9,960 10,435 9,960 10,435 9,960 84 8,194 8,603 9,012 8,603 7,441 7,458 7,715 8,083 7,814 7,459 7,814 8,204 7,831 8,223 8,615 80 6,656 6,986 6,786 7,441 7,438 7,814 7,459 7,814 8,204 7,831 8,223 8,615 80 8,666 6,986 6,786 7,441 7,439 7,814 7,459 7,814 7,459 7,814 7,459 <td>ety, Security and Risk Management Director</td> <td>6,799</td> <td>10,289</td> <td>10,780</td> <td>10,289</td> <td>10,804</td> <td>11,319</td> <td>10,804</td> <td>11,345</td> <td>11,886</td> <td></td> <td></td> <td>12,478</td> <td></td> <td>208</td> <td>13,104</td> <td>12,508</td> <td>13,134</td> <td></td>	ety, Security and Risk Management Director	6,799	10,289	10,780	10,289	10,804	11,319	10,804	11,345	11,886			12,478		208	13,104	12,508	13,134	
56 6,443 6,765 7,103 7,441 7,103 7,459 7,814 7,459 7,831 8,204 7,831 8,613 9,012 9,485 9,032 9,485 9,037 9,485 9,937 9,485 9,980 10,435 9,990 10,435 10,955 182 6,665 6,665 6,998 7,348 7,348 7,715 8,083 7,715 8,102 8,486 10,457 10,955 182 6,443 6,765 7,086 6,765 7,414 7,103 7,459 7,814 7,459 7,814 7,459 7,814 7,459 7,814 7,459 7,814 7,459 7,814 8,604 7,831 8,223 8,615 8,615 8,615 8,615 11,421 11,991 12,562 8,615 11,421 11,991 12,562 12,562 12,618 7,618 7,618 7,618 7,618 7,618 7,618 7,618 7,618 7,618 7,618 7,618 7,618 7	istant Operations 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	
84. 8,194 8,603 9,012 8,603 9,032 9,462 9,032 9,465 9,937 9,485 9,937 10,435 0,960 10,435 9,960 10,457 10,455 10,988 7,348 7,548 7,715 8,083 7,715 8,102 8,488 8,102 8,507 10,457 10,435 10,877 11,429 11,421 11,965 11,421 11,991 10,878 10,878 10,878 10,878 10,877 11,395 10,877 11,421 11,965 11,421 11,991 10,878	ject Manager	6,136	6,443	6,750	6,443	6,765	7,088	6,765	7,103	7,441	7,103		7,814	7,459	7,831	8,204	7,831	8,223	
5.66 6,566 6,998 7,330 6,998 7,346 7,441 7,103 7,459 7,814 7,459 7,814 7,459 7,814 7,459 7,814 7,459 7,814 7,831 8,203 8,223 8,395 9,864 10,334 9,864 10,356 10,852 10,852 10,877 11,395 10,877 11,421 11,965 11,421 11,991	chasing 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	_	10,435	096'6	10,457	10,955
'50 6,443 6,765 7,088 6,765 7,103 7,441 7,103 7,459 7,814 7,459 7,814 7,459 7,814 7,459 7,814 7,459 7,814 7,459 7,814 7,459 7,814 7	stomer Service Manager	6,348	6,665	6,982	6,665	6,998	7,330	866'9	7,348	7,698	7,348	7,715	8,083	7,715	8,102	8,488	8,102	8,507	8,913
162 7,122 7,478 7,835 10,852 10,358 10,877 11,395 10,877 11,421 11,965 11,421 11,991 162 7,122 7,478 7,833 7,478 7,852 8,226 7,839 8,246 8,658 9,071 8,658 9,071 166 6,268 6,582 6,582 6,911 7,240 6,911 7,256 7,601 7,518 7,980 7,618 7,980	evenue 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
62 7,122 7,478 7,852 8,226 7,862 8,246 8,639 8,246 8,639 8,246 9,071 8,688 9,071 8,688 9,091 566 6,268 6,582 6,582 6,911 7,240 6,911 7,256 7,601 7,256 7,618 7,980 7,618 7,999	Capital Planning and Grants Programs Manager	8,948	9,395	9,842	9,395	9,864	10,334	9,864	10,358	10,852			11,395			11,965	11,421	11,991	12,562
66 6,268 6,582 6,895 6,817 7,240 6,911 7,256 7,601 7,256 7,618 7,980 7,618 7,999	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
	Executive Assistant	5,970	6,268	995'9	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
gevity Pay is based only on lenath of service. Osition added and adopted by the Board on 09-24-2021 ew position proposed to be added and adopted by the Brand on 09-24-2021	10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)	*****	****																
	gevity Pay is based only on lenath of service. Usition added and adopted by the Board on 11-20-2020 W position proposed to be added and adopted by the Board on 09-24-202	Σ.																	

		1	99	25	99	45	02	S	16	16	90	90	0			ac	h	m	er	۱ t	$B_{_{\!\!\!\varrho}}$	92	4	9,	<u></u>	99	80		
		Step 6 LL	224,266	175,261	224,266	191,194	210,350	210,350	153,816	153,816	167,606	168,106	157,810	137,800	137,800	131,456	148,990	145,80	165,11	103,376	103,376	131,456	106,954	103,376	150,738	114,296	100,568		
		Step 6 L	214,074	167,294	214,074	182,499	200,782	200,782	146,827	146,827	159,994	160,472	150,634	131,539	131,539	125,486	142,210	139,173	157,602	98,675	98,675	125,486	102,086	98,675	143,894	109,096	95,992		
		Step 6	203,882	159,328	203,882	173,805	191,214	191,214	139,838	139,838	152,381	152,838	143,458	125,278	125,278	119,517	135,429	132,538	150,093	93,974	93,974	119,517	97,219	93,974	137,051	103,896	91,416		
		Step 5 LL	213,595	166,920	213,595	182,083	200,325	200,325	146,494	146,494	159,640	160,118	150,280	131,248	131,248	125,216	141,877	138,840	157,248	98,446	98,446	125,216	101,858	98,446	143,582	108,846	95,763		
		Step 5 L	203,882	159,328	203,882	173,805	191,214	191,214	139,838	139,838	152,381	152,838	143,458	125,278	125,278	119,517	135,429	132,538	150,093	93,974	93,974	119,517	97,219	93,974	137,051	103,896	91,416		
		Step 5	194,168	151,736	194,168	165,526	182,104	182,104	133,182	133,182	145,122	145,558	136,635	119,309	119,309	113,818	128,981	126,235	142,938	89,502	89,502	113,818	92,581	89,502	130,520	98,946	87,069		
		Step 4 LL	203,424	158,954	203,424	173,410	190,778	190,778	139,526	139,526	152,027	152,485	143,146	124,987	124,987	119,246	135,117	132,246	149,739	93,766	93,766	119,246	066'96	93,766	136,739	103,667	91,208		
	ULE	Step 4 L St	194,168 2	151,736 1	194,168 2	165,526 1	182,104	182,104	133,182 1	133,182 1	145,122 1	145,558 1	136,635 1	119,309	119,309 1	113,818 1	128,981	126,235 1	142,938 1	89,502	89,502	113,818 1	92,581	89,502	130,520 1	98,946 1	87,069		
ΛΕΝΤ	SCHED	Step 4 St	184,912	144,518 1	184,912	157,643 10	173,430 18	173,430 18	126,838 13	126,838 13	138,216 1	138,632 1	130,125 13	113,630 1	113,630 1	108,389 1	122,845 13	120,224 13	136,136 14	85,238	85,238	108,389 1	88,171	85,238	124,301 13	94,224	82,930		
MANAGEMENT	SALARY	Step 3 LL S	193,710	151,403 1	193,710	165,152	181,688 1	181,688 1	132,870 1	132,870 1	144,789	145,226 1:	136,323	119,038	119,038 1	113,547 1	128,690 13	125,944 1:	142,626 1:	89,294	89,294	113,547 10	92,373	89,294	130,229 1:	98,717	86,882		
2	YEARLY SALARY SCHEDULE	Step 3 L Ste	184,912 19	144,518 15	184,912 19	157,643 16	173,430 18	173,430 18	126,838 13	126,838 13	138,216 14	138,632 14	130,125 13	113,630 11	113,630 11	108,389 11	122,845 12	120,224 12	136,136 14	85,238 8	85,238 8	108,389 11	88,171 9	85,238 8	124,301 13	94,224 8	82,930 8		
		Step 3 St	176,114 18	137,634 14	176,114 18	150,134 15	165,173 17	165,173 17	120,806 12	120,806 12	131,643 13	132,038 13	123,926 13	108,222 11	108,222 11	103,230 10	117,000 12	114,504 12	129,646 13	81,182	81,182	103,230 10	83,970	81,182	118,373 12	89,731	8,978		
		Step 2 LL S	184,496 1.	144,186 1:	184,496 1.	157,290 1	173,035 10	173,035 10	126,568 13	126,568 13	137,904 1:	138,320 1:	129,834 13	113,381 10	113,381 10	108,139 10	122,574 1	119,954 1	135,824 13	85,051	85,051	108,139 10	87,963	85,051	124,010 1	93,995	82,742		
		Step 2 L Ste	176,114 18	634	176,114 18	150,134 15	165,173 17	165,173 17	120,806 12	120,806 12	131,643 13	132,038 13	123,926 12	108,222 11	108,222 11	103,230 10	117,000 12	114,504 11	129,646 13	81,182 8	81,182 8	103,230 10	83,970 8	81,182 8	118,373 12	89,731	8 876,87		
		Step 2 Ste	167,731 17	131,082 137,	167,731	142,979 15	157,310 16	157,310 16	115,045 12	115,045 12	125,382 13	125,757 13	118,019 12	103,064 10	103,064 10	98,322 10	111,426 11	109,054 11.	123,469 12	77,314 8	77,314 8	98,322 10	8 976,87	77,314 8	112,736 11	85,467 8	75,213 7		
		Step 1 LL St	175,718 16	137,322 13	175,718 16	149,781	164,798 15	164,798 15	120,515 11	120,515 11	131,352 12	131,747 12	123,635 11	107,973 10:	107,973 10:	103,002	116,730 11	114,254 10	129,355 12:	80,995	80,995	103,002	83,782 7:	80,995	118,102 11:	89,544 8:	78,790	***	2
		Step 1 L Step	167,731 175	131,082 137	167,731 175	142,979 149	157,310 164	157,310 164	115,045 120	115,045 120	125,382 131	125,757 131	118,019 123	103,064 107	103,064 107	98,322 103	111,426 116	109,054 114	123,469 129	77,314 80	77,314 80	98,322 103	79,976 83	77,314 80	112,736 118	85,467 89	75,213 78	****	03-25-202
			-			++		-		-		++		98,155 103	98,155 103	93,642 98,	-	-	-	73,632 77,	73,632 77,	93,642 98	76,170 79,	73,632 77,	-	81,390 85,	71,635 75,	**	Board on
		Step 1	159,744	124,842	159,744	136,178	149,822	149,822	109,574	109,574	119,413	119,766	112,403	98,	98,	93,	106,122	103,854	117,582	73,	73,	93,	76,	73,	107,370	81,	71,	****	2021 ppted by the
METRO	Effective 06/22/23 (FY24) / Adopted by the Board as of August 11, 2023	<u>Title.</u>	Chief Operating Officer	Maintenance Manager	Chief Financial Officer (CFO)	Planning and Development Director	Human Resources Director	Information Technology and Intelligent Transportation Systems Director	Marketing, Communications and Customer Service Director	Purchasing and Special Projects Director	*****Senior Full Stack Developer	Finance Deputy Director	Human Resources Deputy Director	Operations Manager - Fixed Route Division	Operations Manager - Paratransit Division	Assistant Maintenance Manager	Facilities Maintenance Manager	*****Full Stack Developer	Safety, Security and Risk Management Director	Assistant Operations Manager	Project Manager	Purchasing Manager	*Customer Service Manager	**Revenue Account Program Manager	*** Capital Planning and Grants Programs Manager	****Parts and Materials Manager	Executive Assistant	L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)	* 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

Attachment B

METRO Effective 06/20/24 (FY25) / Adopted by the Board as of August 11, 2023								HOURL	MANAGEMENT Y RATES SCHI	MANAGEMENT HOURLY RATES SCHEDUL	OULE							
<u>Trite</u>	Step 1	Step 1L S	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	4	Step 4 LL	Step 5	Step 5 L St	Step 5 LL	Step 6	Step 6 L	Step 6 LL
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	106.77	101.92	107.02	112.12
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	83.45	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	106.77	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	91.03	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	100.16	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	100.16	95.61	100.39	105.17
Marketing, Communications and Customer Service Director	54.79	57.53	60.27	57.53	60.41	63.29	60.41	63.43	66.45	63.43	09.99	22.69	09.99	69.93	73.26	69.93	73.43	76.93
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	09.99	69.77	09.99	69.93	73.26	69.93	73.43	76.93
*****Senior Full Stack Developer	59.71	62.70	69.69	62.70	65.84	68.98	65.84	69.13	72.42	69.13	72.59	76.05	72.59	76.22	79.85	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	80.06	76.42	80.24	84.06
Human Resources Deputy Director	56.20	59.01	61.82	59.01	61.96	64.91	61.96	90.29	68.16	65.06	68.31	71.56	68.31	71.73	75.15	71.73	75.32	78.91
Operations Manager - Fixed Route Division	49.08	51.53	53.98	51.53	54.11	56.69	54.11	56.82	59.53	56.82	59.66	62.50	59.66	62.64	65.62	62.64	65.77	68.90
Operations Manager - Paratransit Division	49.08	51.53	53.98	51.53	54.11	56.69	54.11	56.82	59.53	56.82	59.66	62.50	59.66	62.64	65.62	62.64	65.77	68.90
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	62.61	59.76	62.75	65.74
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	96.07	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	69.45	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	90.89	71.30	68.06	71.46	74.86	71.46	75.03	78.60	75.03	78.78	82.53
Assistant Operations 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	49.23	46.99	49.34	51.69
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	49.23	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	62.61	59.76	62.75	65.74
*Customer Service Manager	38.08	39.98	41.88	39.98	41.98	43.98	41.98	44.08	46.18	44.08	46.28	48.48	46.28	48.59	50.90	48.59	51.02	53.45
**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	49.23	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	71.77	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	54.42	51.95	54.55	57.15
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	47.89	45.71	48.00	50.29
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																		

Effective 06/20/24 (FY25) / Adopted by the Board as of August 11, 2023								MONTHL	MANAGEMENT Y SALARY SCH	MANAGEMENT MONTHLY SALARY SCHEDUL	ULE	*					
Title	Step 1	Step 1 L	Step 1 LL	Step 2	Step 2 L SI	Step 2 LL	Step 3	Step 3 L SI	Step 3 LL	Step 4 Ste	Step 4 L Step	Step 4 LL St	Step 5 Step 5 L	5 L Step 5 LL	Step 6	Step 6 L	Step 6 LL
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	17,626	16,826 17	17,666 18,507	207 17,666	66 18,550	19,434
Maintenance Manager	10,820	11,360	11,901	11,360	11,929	12,497	11,929	12,525	13,121	12,525 1	13,151 13	13,777	13,151 13	13,808 14,465	13,808		
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	17,626	16,826 17	17,666 18,507			
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	15,026	14,343 15	15,061 15,779	779 15,061	61 15,813	
Human Resources Director	12,984	13,634	14,284	13,634	14,316	14,997	14,316	15,032	15,747	15,032	15,784 16	16,536	15,784 16,	16,572 17,361			
Information Technology and Intelligent Transportation Systems Director	12,984	13,634	14,284	13,634	14,316	14,997	14,316	15,032	15,747	15,032	15,784 16	16,536	15,784 16,	16,572 17,361	361 16,572		18,230
Marketing, Communications and Customer Service Director	9,497	9,972	10,447	9,972	10,471	10,970	10,471	10,995	11,518	10,995	11,544 12	12,094	11,544 12,	12,121 12,698	12,121		13,335
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 1	11,544 12	12,094	11,544 12,	12,121 12,698	12,121	21 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	13,182	12,582 13,	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	12,014	12,586	12,014	12,615 13	13,217	12,615 13,	13,246 13,877	377 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 1	11,840 12	12,404	11,840 12,	12,433 13,026	12,433	33 13,056	
Operations Manager - Fixed Route Division	8,507	8,932	9,357	8,932	9,379	9,826	9,379	9,849	10,319	9,849 1	10,341 10	10,833	10,341 10,	10,858 11,374	10,858	11,400	11,943
Operations Manager - Paratransit Division	8,507	8,932	9,357	8,932	9,379	9,826	9,379	9,849	10,319	9,849	10,341 10	10,833	10,341 10,	10,858 11,374	374 10,858	11,400	11,943
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	10,334	9,864 10,	10,358 10,852		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	10,648	11,180 11	11,712	11,180 11,	11,740 12,300	11,740	12,328	12,915
*****Full Stack Developer	9,001	9,452	9,903	9,452	9,925	10,398	9,925	10,421	10,917	10,421	10,943 11	11,464	10,943 11,	11,490 12,038	11,490	30 12,064	
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	12,976 1	12,386 13,	13,005 13,624		13,655	14,305
Assistant Operations Manager	6,382	6,701	7,020	6,701	7,036	7,370	7,036	7,388	7,739	7,388	7,757 8	8,126	7,757 8,	8,145 8,5	8,533 8,145	8,552	8,960
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	8,126	7,757 8,	8,145 8,5	8,533 8,145		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	10,334	9,864 10,	10,358 10,852	10,358	10,877	11,395
*Customer Service Manager	6,601	6,930	7,259	6,930	7,277	7,623	7,277	7,641	8,005	7,641	8,022 8	8,403	8,022 8,	8,422 8,8	8,823 8,422	8,844	9,265
**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	8,126	7,757 8,	8,145 8,533	33 8,145		8,960
*** Capital Planning and Grants Programs Manager	9,305	9,769	10,234	692'6	10,258	10,747	10,258	10,771	11,284	10,771	11,310 11,	11,849	11,310 11,87	875 12,440	40 11,875		13,064
****Parts and Materials Manager	7,055	7,408	7,762	7,408	7,779	8,150	7,779	8,168	8,556	8,168	8,577 8,	8,986	8,577 9,	9,005 9,433	33 9,005	9,455	906'6
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,	7,904	7,545 7,	7,923 8,301			8,717
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 * Naw position proposed to be added and adopted by the Board on 09-24-2021 * Individe Carberdian Professional Manage Boating serviced in the second of the second in the second of the seco			Con														

187.444 191.689 143,144 192.286 201,446 192.286 201,906 211,515 201,906 211,516 211,516 211,								YEARL	MANAGEMENT YEARLY SALARY SCHEDUL	MENT Y SCHED	ULE						
19, 19, 22, 22, 21, 29, 21,	Step 1 Step 1 L	1.6	Step 1 LL	Step 2	+	step 2 LL	Step 3		tep 3 LL								-
14,642 19,144 19,146 14,146 1	166,130 174,429	59	182,728	174,429	183,144	191,859	183,144										
14.6689 196,144 191,859 183,444 192,258 191,450 192,259 191,450 191,515 191,450 191,515 191,450 191,	129,834 136,323	23	142,813	136,323	-	149,968	143,146	+	\perp	-	-			+		-	++
148, 148,	166,130 174	174,429	182,728	174,429		191,859	183,144	-		-	\rightarrow		_				-
17.4.10 163,613 171,727 179,82 131,624 125,625 131,524 132,01 132,92 145,125 136,22 145,424 162,301 146,424 162,424 16	141,627 148	148,699	155,771	148,699	-	163,550	156,125	_		-	-		-			-	
11, 14,	155,813 16	163,613		++	-	179,962	171,787	_		-	_					-	\rightarrow
926 119,682 145,122 158,528 145,122 158,528 145,454 152,381 146,454 146,454 162,381 146,454 152,381 147,381 146,454 146,454 146,454 146,454 147,381 146,454 147,381 146,454 147,381 146,454 147,381 146,454 147,381 146,454 147,381 14	155,813 16	163,613	171,413	163,613	+	179,962	171,787	-		++	++		-				+
10,0416 136,847 143,478 143,790 190,847 143,790 190,847 158,184 150,387 166,588 146,478 158,184 150,387 166,588 146,478 158,184 150,387 166,588 146,478 144,185 144,	113,963 119	9,662	125,362	-	+	131,643	125,653	++	1	+++			+			\rightarrow	
100,716 136,947 143,718 143,720 140,053 144,165 151,020 144,165 151,020 144,165 151,020 144,165 151,020 144,165 151,020 144,165 151,020 144,165 151,020 144,165 151,020 144,165 151,020 144,165 151,020 144,165 151,020 144,165 145,020 145,	113,963 118	9,662	125,362	119,662	125,653	131,643	125,653	-		-			+				
102,743 128,877 138,013 128,877 136,235 141,773 135,325 142,085 148,485 142,085 149,196 156,312 149,196 149,	124,197 130	,416	136,635	130,416	136,947	143,478	136,947			-			-				-
206 122,741 128,677 135,013 128,877 135,025 141,085 148,845 142,085 148,186 152,49 142,085 148,845 142,085 148,186 152,49 142,085 112,549 112,549 112,549 112,549 112,549 112,549 112,549 112,549 112,549 112,549 112,549 112,549 112,549 112,549 112,549 136,021 146,031 146,	124,550 130	0,770	136,989	130,770	++	143,832	137,301				\rightarrow	44		-			
788 107,182 117,546 117,546 116,166 123,622 118,186 124,083 130,000 124,083 130,291 136,490 130,291 136,802 143,312 788 107,182 117,546 117,916 112,469 117,916 112,164 118,166 123,622 118,166 123,602 118,166 123,622 118,166 130,000 124,033 130,291 136,490 130,291 136,802 143,312 100 102,253 107,370 112,736 118,166 122,400 130,000 144,616 140,671 <	116,896 122,	741	128,586	122,741		135,013	-			-			-	-		\rightarrow	-
116, 112, 112, 114, 114, 114, 114, 114, 114	102,086 107,	182	112,278		++	117,915		\rightarrow								-	
10, 12, 12, 13, 17, 17, 14, 16, 107, 370 112,736 118,102 112,736 118,373 124,010 118,373 124,301 130,229 124,301 130,520 136,739 1	102,086 107,	182	112,278	107,182	-	117,915	112,549	-		-			_			\rightarrow	
896 115,687 121,680 127,483 127,774 133,689 127,774 134,160 140,546 134,160 140,587 144,160 140,546 134,160 140,587 144,687 147,589 147,980 151,683 330 113,422 119,101 124,779 119,101 125,080 131,310 137,571 148,637 144,687 144,686 144,788	97,386 102,2	253	107,120	-		112,486				-				+		-	
30 113,422 119,101 124,779 119,101 125,050 130,998 125,060 131,310 137,883 144,456 143,683 144,456 144,768 141,665 148,637 155,709 148,637 156,709 144,456 144,768 141,665 148,637 155,709 148,637 156,709 144,456 144,456 175,10 93,080 97,510 93,080 97,739 102,398 97,739 107,615 240 80,413 84,427 88,650 92,872 88,650 93,080 97,510 93,080 97,739 102,398 97,739 107,615 240 80,413 84,427 88,650 92,872 88,650 93,080 97,510 93,080 97,739 107,516 107,516 240 80,413 84,427 88,650 96,642 91,686 96,262 100,838 96,262 101,067 105,739 107,516 107,516 240 80,413 84,427 88,660 92,872 88,660 97,51	110,365 115,	877	121,389	+++	-	127,483	121,680	+		-	+		\rightarrow			_	
514 128,388 134,826 141,565 148,304 141,665 148,637 155,709 148,637 156,062 166,062 165,062 163,488 156,062 166,062 166,062 166,062 166,062 166,062 166,062 1738 171,665 171,675 171,665 171,675 171,675 171,675 171,675 171,675 171,675 171,675 171,675 171,675 171,675 171,675 171,675 171,675 171,675 171,675 171,675 171,675 171,775 171,775 171,675 171,775 171,775 171,675 171,775 171,775 171,775 171,675 171,775 171,775 172,978 172,575 172,575 172,575 172,575 172,575 172,575 172,575 172,5	108,014 113	,422	118,830	+		124,779	119,101										
240 80,413 84,427 88,426 92,872 88,650 93,080 97,510 93,080 97,739 102,398 97,739 102,627 107,515 240 80,413 84,427 88,4650 92,872 88,650 93,080 97,510 93,080 97,739 102,398 97,739 102,627 107,515 120 102,253 107,370 112,736 118,102 112,736 118,373 124,010 118,373 124,301 130,229 124,301 107,515 140 83,158 87,318 91,686 96,054 91,686 96,282 101,067 105,872 101,067 105,872 107,117 240 80,413 84,427 86,426 92,872 86,282 100,838 96,282 101,067 105,872 101,067 107,516 240 80,413 84,427 86,560 92,872 86,282 100,838 96,282 101,087 102,873 102,627 107,487 107,487 107,487	122,283 128	128,398	134,514			141,253	134,826			+			-			\rightarrow	
240 80,442 84,427 88,650 92,872 88,650 93,080 97,510 97,739 102,398 97,739 102,627 107,516 120 102,253 107,370 112,486 107,370 112,736 118,102 118,737 124,010 118,373 124,301 130,229 124,301 130,520 136,739 110 83,158 87,318 91,686 96,054 91,686 96,262 100,838 96,262 101,067 105,872 101,067 105,872 101,176 240 80,413 84,427 88,680 92,872 88,680 97,739 102,872 107,615 111,176 240 80,413 84,427 88,680 92,872 88,680 97,739 102,872 107,617 107,617 107,617 107,617 250 417,229 123,094 129,251 135,720 142,189 138,720 142,501 149,282 142,601 149,638 113,464 108,632 106,542 96,617 96,617	76,586	80,413	84,240	80,413	84,427	88,442	84,427	88,650	92,872	88,650		97,510					107
100 83,158 87,318 81,478 87,318 91,686 96,054 91,686 96,262 100,838 96,262 101,067 105,972 101,067 106,122 106,122 102,138 81,427 88,442 84,427 88,650 92,872 88,650 93,080 97,510 93,080 97,739 102,398 97,739 102,627 101,067 105,672 101,067 105,072 102,08	76,586 8	80,413	84,240	80,413	84,427	88,442	84,427	88,650	92,872	88,650		97,510		_		_	\rightarrow
10 10 10 10 10 10 10 10	97,386 10	102,253	107,120			112,486	107,370	-	\perp								-
803 117,229 123,084 128,960 123,084 129,251 135,408 129,251 135,720 142,189 135,720 142,501 149,282 142,501 149,635 102,627 149,635 102,627 139,889 93,350 97,802 93,350 82,139 86,050 82,139 86,237 90,334 86,237 90,542 94,848 90,542 95,077 99,611 95,077 99,840 113,194 108,056 113,464 113,194 108,056 113,464 113,194 108,056 113,464 113,194 108,056 113,194 108,056 113,464 113,194 108,056 113,464 113,194 108,056 113,194 108,056 113,464 113,194 108,056 113,194 108,056 113,464 113,464 11	79,206 8	83,158	87,110	83,158	87,318	91,478	87,318	91,686	96,054	91,686		968'00		++		-	-
142 88,899 93,350 97,802 93,350 98,010 102,669 98,010 102,918 107,827 102,918 108,056 113,194 149,635 113,464	76,586	80,413	84,240	80,413	84,427	88,442	84,427	88,650	92,872	88,650	1	17,510					
142 88,899 93,350 97,802 98,010 102,669 98,010 102,918 107,827 102,918 108,056 113,194 108,057 90,074 90,074 90,074 90,074 90,074 90,074 90,074 90,074 90,074 90,074 90,074 90,074 90,074	111,654 11	117,229	122,803	-	-	128,960	123,094				-						-
352 78,229 82,139 86,050 82,139 86,237 90,334 86,237 90,542 94,848 90,542 95,077 99,611 95,077 99,840	84,656 8	88,899	93,142	88,899	93,350	97,802	93,350		102,669					-			
	74,506 78	78,229	81,952	78,229	82,139	86,050	82,139	86,237	90,334	86,237		14,848	-		611	66	-
	******	**	****	*									\parallel		+		
	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																

Attachment B

METRO Effective 06/19/25 (FY26) / Adopted by the Board as of August 11, 2023								HOURE	MANAGEMENT .Y RATES SCHI	MANAGEMENT HOURLY RATES SCHEDUL	ULE							
<u>Title</u>	Step 1	Step 1 L	Step 1 LL	Step 2	Step 2 L Si	Step 2 LL	Step 3	Step 3 L S	Step 3 LL	Step 4	Step 4 L St	Step 4 LL	Step 5 Ste	Step 5 L Step	Step 5 LL St	Step 6 Step	J 9	Step 6 LL
Chief Operating Officer	83.06	87.21	91.36	87.21	91.57	95.93	91.57	96.15	100.73	96.15	100.96	105.77	100.96	106.01	111.06	106.01	111.31	116.61
Maintenance Manager	64.92	68.17	71.42	68.17	71.58	74.99	71.58	75.16	78.74	75.16	78.92	82.68	78.92	82.87	86.82	82.87	87.01	91.15
Chief Financial Officer (CFO)	83.06	87.21	91.36	87.21	91.57	95.93	91.57	96.15	100.73	96.15	100.96	105.77	100.96	106.01	111.06	106.01	111.31	116.61
Planning and Development Director	70.81	74.35	77.89	74.35	78.07	81.79	78.07	81.97	85.87	81.97	86.07	90.17	86.07	90.37	94.67	90.37	94.89	99.41
Human Resources Director	77.91	81.81	85.71	81.81	85.90	89.99	85.90	90.20	94.50	90.20	94.71	99.22	94.71	99.45	104.19	99.45	104.42	109.39
Information Technology and Intelligent Transportation Systems Director	77.91	81.81	85.71	81.81	85.90	89.99	85.90	90.20	94.50	90.20	94.71	99.22	94.71	99.45	104.19	99.45	104.42	109.39
Marketing, Communications and Customer Service Director	56.98	59.83	62.68	59.83	62.82	65.81	62.82	96.39	69.10	96.59	69.26	72.56	69.26	72.72	76.18	72.72	36	80.00
Purchasing and Special Projects Director	56.98	59.83	62.68	59.83	62.82	65.81	62.82	65.96	69.10	65.96	69.26	72.56	69.26	72.72	76.18	72.72	76.36	80.00
*****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	62.28	65.39	68.50	62.39	68.66	71.93	99.89	72.09	75.52	72.09	75.69	79.29	75.69	79.47	83.25	79.47	83.44	87.41
Human Resources Deputy Director	58.45	61.37	64.29	61.37	64.44	67.51	64.44	99'.29	70.88	99'29	71.04	74.42	71.04	74.59	78.14	74.59	78.32	82.05
Operations Manager - Fixed Route Division	51.04	53.59	56.14	53.59	56.27	58.95	56.27	59.08	61.89	59.08	62.03	64.98	62.03	65.13	68.23	65.13	68.39	71.65
Operations Manager - Paratransit Division	51.04	53.59	56.14	53.59	56.27	58.95	56.27	59.08	61.89	59.08	62.03	64.98	62.03	65.13	68.23	65.13	68.39	71.65
Assistant Maintenance Manager	48.69	51.12	53.55	51.12	53.68	56.24	53.68	56.36	59.04	56.36	59.18	62.00	59.18	62.14	65.10	62.14	65.25	68.36
Facilities Maintenance Manager	55.18	57.94	60.70	57.94	60.84	63.74	60.84	63.88	66.92	63.88	67.07	70.26	67.07	70.42	73.77	70.42	73.94	77.46
*****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	61.14	64.20	67.26	64.20	67.41	70.62	67.41	70.78	74.15	70.78	74.32	77.86	74.32	78.04	81.76	78.04	81.94	85.84
Assistant Operations 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
Project 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
Purchasing Manager	48.69	51.12	53.55	51.12	53.68	56.24	53.68	56.36	59.04	56.36	59.18	62.00	59.18	62.14	65.10	62.14	65.25	68.36
*Customer Service Manager	39.60	41.58	43.56	41.58	43.66	45.74	43.66	45.84	48.02	45.84	48.13	50.42	48.13	50.54	52.95	50.54	53.07	55.60
**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
*** Capital Planning and Grants 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
****Parts and Materials Manager	42.33	44.45	46.57	44.45	46.67	48.89	46.67	49.00	51.33	49.00	51.45	53.90	51.45	54.02	56.59	54.02	56.72	59.42
Executive Assistant	37.25	39.11	40.97	39.11	41.07	43.03	41.07	43.12	45.17	43.12	45.28	47.44	45.28	47.54	49.80	47.54	49.92	52.30
L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)	*****	***	****	**														
Loncevity Poy is based only on length of service. Lonewith Poy is based only on length of service. * Naumoreiling promoted and adopted and adopted by the Done on 11-20-2020. * Naumoreiling promoted to the added and adopted by the Done on 0.0.00.00.00.00.00.00.00.00.00.00.00.00	7																	
* Updated Schedule : CEO/General Manager Position removed, to be adopted	d by the Boa	JC 20 00 7	0000															

Part	METRO								•										
The continue of the continue o	Effective 06/19/25 (FY26) / Adopted by the Board as of August 11, 2023								MONTHL	MANAGE Y SALAR	MENI Y SCHEE	ULE							
1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,	Title	Step 1	Step 1 L	Step 1 LL			Step 2 LL			1			4				++-		TT 9 da
1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,	Chief Operating Officer	14,397	15,116	15,836	15,116	15,872	16,628	15,872											20,212
1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,	Maintenance Manager	11,253	11,816	12,380	11,816	12,407	12,998	12,407	44	\perp							·		5,799
14,180 14,282 14,177 13,522 14,208 14,894 14,208 14,804 14,189 14,809 15,589 14,889 15,589 14,889 15,589 14,889 15,589 14,889 15,589 14,889 15,589 14,889 15,589 14,889 15,589 14,889 15,589 14,889 15,589 14,889 15,589 14,889 15,589 14,889 15,589 14,889 15,589 14,889 15,589 14,889 14,889 14,889 14,899 1	Chief Financial Officer (CFO)	14,397	15,116	15,836	15,116	15,872	16,628	15,872	-	\perp									20,212
14,100 14,800 15,500 14,800 15,500 14,800 15,500 14,800 15,500 14,800 14,800 14,800 14,800 14,800 15,500 14,800 12,800 12,800 12,900 1	Planning and Development Director	12,274	12,887	13,501	12,887	13,532	14,177	13,532			\perp								7,231
1,4,100 14,899 15,659 14,489 15,639	Human Resources Director	13,504	14,180	14,856	14,180	14,889	15,598	14,889											8,961
10,000 11,407 10,000 11,407 10,000 11,407 11,400 11,407 11,400 1	Information Technology and Intelligent Transportation Systems Director	13,504	14,180	14,856	14,180	14,889	15,598	14,889											8,961
1,1,2,2,1,1,2,2,2,2,3,3,4,4,4,7,7,7,4,4,3,3,4,4,7,7,4,4,3,4,4,3,4,4,4,4	Marketing, Communications and Customer Service Director	9,877	10,371	10,865	10,371	10,889	11,407	10,889											3,867
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Purchasing and Special Projects Director	9,877	10,371	10,865	10,371	10,889	11,407	10,889											3,867
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	*****Senior Full Stack Developer	10,764	11,303	11,842	11,303	11,868	12,433	11,868	4	1	44			44			1		5,110
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Finance Deputy Director	10,795	11,334	11,873	11,334	11,901	12,468	11,901			1								5,151
3.289 9,754 10,218 9,754 10,241 10,722 10,241 10,722 11,263 11,263 11,263 11,264 11,264 11,264 11,264 11,264 11,264 11,264 11,264 11,264 11,264 11,264 11,264 11,265 11,2	n Resources Deputy Director	10,131	10,638	11,144	10,638	11,170	11,702	11,170											4,222
3.886 3.786 10.246 10.246 10.244 10.728 10.241 10.752 11.263 11.264 11.264 11.264 12.416 11.846 12.416 12.	tions Manager - Fixed Route Division	8,847	9,289	9,731	9,289	9,754	10,218	9,754	4		-			\perp					
10,043 10,546 1,148 10,546 1,148 1	tions Manager - Paratransit Division	8,847	9,289	9,731	9,289	9,754	10,218	9,754							\perp			4	
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	ant Maintenance Manager	8,440	8,861	9,282	8,861	9,305	9,748	9,305	-	10,234							-		
198 9,830 10,322 10,814 10,322 10,839 11,365 10,839 11,381 11,924 11,924 11,924 11,926 12,518 11,950 12,548 13,146 12,882 12,882 13,496 12,882 13,465 12,882 13,465 12,882 13,465 13,471 13,811 11,924 14,172 13,527 14,172 13,527 14,172 13,148 13,14	es Maintenance Manager	9,565	10,043	10,521	10,043	10,546	11,048	10,546	1										
58 11,128 11,684 12,269	III Stack Developer	9,362	9,830	10,298	9,830	10,322	10,814	10,322											
182 6,968 7,316 7,682 8,048 7,682 8,067 8,452 8,067 8,471 8,875 8,471 8,894 9,317 182 6,968 7,316 7,682 8,048 7,682 8,067 8,452 8,067 8,471 8,875 8,471 8,894 9,317 182 8,661 9,305 9,769 10,234 9,769 10,288 10,747 11,284 10,771 11,304 </td <td>, Security and Risk Management Director</td> <td>10,598</td> <td>11,128</td> <td>11,658</td> <td>11,128</td> <td>11,684</td> <td>12,241</td> <td>11,684</td> <td>44</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>1</td> <td></td> <td>4.4</td> <td>44</td> <td>_</td>	, Security and Risk Management Director	10,598	11,128	11,658	11,128	11,684	12,241	11,684	44						1		4.4	44	_
189 6,968 7,316 7,682 8,048 7,682 8,067 8,452 8,067 8,471 8,875 8,471 8,894 9,317 180 8,861 9,305 9,769 10,234 9,769 10,258 10,771 11,294 10,771 11,310 11,849 150 7,207 7,568 7,946 8,324 7,946 8,343 8,740 8,343 8,760 9,178 8,760 9,199 9,637 150 7,207 7,568 7,346 8,324 7,946 8,342 8,740 8,343 8,760 9,178 8,760 9,199 9,637 190 6,968 7,316 7,682 8,067 8,452 8,067 8,471 8,876 9,199 9,637 144 10,161 10,669 11,203 11,782 11,762 12,350 12,350 12,356 12,367 13,584 170 7,164 8,090 8,493 8,918 9,343 8,918 <	ant Operations Manager	6,637	6,968	7,299	6,968	7,316	7,665	7,316	7,682	8,048			8,452						
182 8,861 9,305 9,748 7,926 10,234 9,769 10,256 10,747 10,258 10,771 11,284 10,771 11,310 183 1,305 1,305 1,305 1,316 1,324 1,324 1,346 1,345 1,345 1,345 1,345 1,345 1,345 1,345 1,345 1,345 184 10,161 10,669 11,177 10,669 11,203 11,736 11,736 11,732 11,762 12,352 11,762 12,350 12,350 12,350 185 1,175 1,419 1,415 1,419 1,414	t Manager	6,637	6,968	7,299	896'9	7,316	7,665	7,316	7,682	8,048			8,452						
50 7,207 7,568 7,928 7,568 7,946 8,324 7,946 8,343 8,740 8,343 8,740 9,178 8,760 9,199 50 6,968 7,316 7,662 7,316 7,682 8,067 8,452 8,067 8,452 8,067 8,471 8,894 44 10,161 10,669 11,177 10,669 11,203 11,736 11,762 12,322 11,762 12,350 12,350 12,350 12,350 50 6,779 7,119 7,459 7,119 7,474 7,830 7,474 7,849 8,223 7,849 8,223 7,849 8,240 8,632 8,240 8,653 50 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 50 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 50 7,119 7,459 7,119 7,474 7,849 8,223 7,849 8,240 8,632 8,240 8,653 50 7,119 7,459 7,419 7,474 7,849 8,223 7,849 8,240 8,632 8,240 8,653 50 7,119 7,459 7,419 7,474 7,849 8,223 7,849 8,240 8,632 8,240 8,653 50 7,119 7,459 7,419 7,849 7,849 8,223 7,849 8,240 8,632 8,240 8,633 50 7,119 7,459 7,419 7,849 7,849 8,223 7,849 8,240 8,632 8,240 8,653 50 7,119 7,459 7,419 7,849 7,849 8,249 8,240 8,632 8,240 8,633 50 7,119 7,459 7,419 7,849 7,849 8,249 8,240 8,632 8,240 8,633 50 7,119 7,474 7,849 7,849 8,249 8,240 8,632 8,240 8,633 50 7,119 7,474 7,849 7,849 8,249 8,240 8,633 8,240 8,633 50 7,119 7,474 7,849 7,849 8,249 8,240 8,633 8,240 8,633 50 7,119 7,474 7,849 7,849 8,249 8,240 8,633 8,240 50 7,119 7,474 7,849 7,849 8,249 8,240 8,643 8,240 50 7,119 7,474 7,849 8,249 8,249 8,240 8,633 8,240 50 7,119 7,474 7,849 7,849 8,249 8,240 8,643 8,240 50 7,119 7,419 7,419 7,419 7,419 7,849 8,249 8,240 8,240 8,240 50 7,119 7,119 7,419 7,419 7,419 7,849 8,240 8,240 8,240	ssing Manager	8,440	8,861	9,282	8,861	9,305	9,748	9,305		10,234					_		4		1,849
139 6,968 7,316 7,682 8,048 7,682 8,067 8,452 8,067 8,471 8,875 8,471 8,894 144 10,161 10,669 11,177 10,669 11,703 11,762 12,322 11,762 12,350 12,967 12,967 172 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 9,809 02 6,779 7,119 7,459 7,474 7,849 8,223 7,849 8,240 8,653	mer Service Manager	6,864	7,207	7,550	7,207	7,568	7,928	7,568	7,946	8,324			8,740						9,637
744 10,161 10,669 11,177 10,669 11,203 11,736 11,762 12,322 11,762 12,350 12,350 12,350 12,360 12,967 77,705 8,090 8,473 8,493 8,493 8,918 9,343 8,918 9,364 9,809 9,364 9,802 02 6,779 7,119 7,459 7,474 7,830 7,474 7,849 8,223 7,849 8,240 8,632 8,240 8,653	enue Account Program Manager	6,637	6,968	7,299	896'9	7,316	7,665	7,316	7,682	8,048			8,452						9,317
7.2 7,705 8,090 8,474 8,090 8,493 8,897 8,493 8,916 9,343 8,918 9,344 9,809 9,364 9,809 9,364 9,832 0.2 6,779 7,119 7,459 7,474 7,830 7,474 7,849 8,223 7,849 8,240 8,632 8,240 8,653 0.3 6,779 7,119 7,459 7,419 7,849 8,223 7,849 8,240 8,632 8,240 8,653 0.4 6,653 8,240 8,240 8,	pital Planning and Grants Programs Manager	9,677	10,161	10,644	10,161	10,669	11,177	10,669											3,584
02 6,779 7,119 7,459 7,474 7,830 7,474 7,849 8,223 7,849 8,240 8,632 8,240 8,653	****Parts and Materials Manager	7,337	7,705	8,072	7,705	8,090	8,474	8,090	8,493	8,897			9,343						0,300
Years Longevity (5%); LL = 15 Years Longevity (5%+5%) 'ity Pav is based only on length of service. 6 ion added and adopted by the Board on 01-20-2020 6 position proposed to be added and adopted by the Board on 09-24-2021 6	tive Assistant	6,457	6,779	7,102	6,779	7,119	7,459	7,119	7,474	7,830		849	8,223			632	8,240	8,653	9,065
in adopted and adopted by the Board on 11-20-2020 position proposed to be added and adopted by the Board on 09-24-2021	Years Longevily (5%); LL = 15 Years Longevily (5%+5%)	****	****	****	*														
	ity Pay is based only on lenath of service. In added and adopted by the Board on 11-20-2020 position proposed to be added and adopted by the Board on 09-24-2021	:																	

METRO								2	MANAGEMENT	MENT								
Effective 06/19/25 (FY26) / Adopted by the Board as of August 11, 2023								YEARLY	YEARLY SALARY SCHEDULE	SCHED	JLE							
Title	Step 1	Step 1 L	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L Ste	Step 3 LL S	Step 4 St	Step 4 L Ste	Step 4 LL S	Step 5 Ste	Step 5 L Step	Step 5 LL St	Step 6 Step 6 L		Step 6 LL
Chief Operating Officer	172,765	181,397	190,029	181,397	190,466	199,534	190,466	199,992 20	209,518 19	199,992 20	209,997 22	220,002	209,997 22	220,501 231	231,005 22	220,501 231	231,525 242	242,549
Maintenance Manager	135,034	141,794	148,554	141,794	148,886	155,979	148,886	156,333 16	163,779 1	156,333 16	164,154 17	171,974	164,154 17	172,370 180				189,592
Chief Financial Officer (CFO)	172,765	181,397	190,029	181,397	190,466	199,534	190,466	199,992 20	209,518 19	199,992 20	209,997 22	220,002	209,997 22	220,501 231	231,005 22	220,501 231	231,525 242	242,549
Planning and Development Director	147,285	154,648	162,011	154,648	162,386	170,123	162,386	170,498 17	178,610 17	170,498 17	179,026 18			187,970 196			-	206,773
Human Resources Director	162,053	170,165	178,277	170,165	178,672	187,179	178,672 1	187,616 19	196,560 18	187,616 19				-				227,531
Information Technology and Intelligent Transportation Systems Director	162,053	170,165	178,277	170,165	178,672	187,179	178,672 1	187,616 19	196,560 18	187,616 19	196,997 20	206,378 1	196,997 20	206,856 216	216,715 20	206,856 217,194		227,531
Marketing, Communications and Customer Service Director	118,518	124,446	130,374	124,446	130,666	136,885	130,666 1	137,197 14	143,728 13	137,197 14	144,061 15	150,925 1	144,061 15	151,258 158	158,454	151,258 158	158,829 166	166,400
Purchasing and Special Projects Director	118,518	124,446	130,374	124,446	130,666	136,885	130,666 1	137,197 14	143,728 13	137,197 14	144,061 15	150,925 1	144,061 15	151,258 158	158,454	151,258 158	158,829 166	166,400
*****Senior Full Stack Developer	129,168	135,637	142,106	135,637	142,418	149,198	142,418	149,531 15	156,645 14	149,531 15	156,998 16	164,466 1	156,998 16	164,840 172	172,682 16	164,840 173,077	-	181,314
Finance Deputy Director	129,542	136,011	142,480	136,011	142,813	149,614	142,813	149,947 15	157,082	149,947 15	157,435 16	164,923 1	157,435 16	165,298 173	173,160 16	165,298 173,555	-	181,813
Human Resources Deputy Director	121,576	127,650	133,723	127,650	134,035	140,421	134,035	140,733 14	147,430 14	140,733 14	147,763 15	154,794	147,763 15	155,147 162	162,531 15	155,147 162	162,906 170	170,664
Operations Manager - Fixed Route Division	106,163	111,467	116,771	111,467	117,042	122,616	117,042 1	122,886 12	128,731 12	122,886 12	129,022 13	135,158 1	129,022 13	135,470 141	141,918 13	135,470 142,251		149,032
Operations Manager - Paratransit Division	106,163	111,467	116,771	111,467	117,042	122,616	117,042 1	122,886 12	128,731	122,886 12	129,022 13	135,158 1	129,022 13	135,470 141	141,918 13	135,470 142	142,251 148	149,032
Assistant Maintenance Manager	101,275	106,330	111,384	106,330	111,654	116,979	111,654 1	117,229 12	122,803 11	117,229 12	123,094 12	128,960 1	123,094 12	129,251 135	135,408 12	129,251 135,720		142,189
Facilities Maintenance Manager	114,774	120,515	126,256	120,515	126,547	132,579	126,547	132,870 13	139,194 13	132,870 13	139,506 14	146,141	139,506 14	146,474 153	153,442 14	146,474 153	153,795 161	161,117
*****Full Stack Developer	112,341	117,957	123,573	117,957	123,864	129,771	123,864 1	130,062 13	136,261 13	130,062 13	136,573 14	143,083 1	136,573 14	143,395 150	150,218 14	143,395 150,571	_	157,747
Safety, Security and Risk Management Director	127,171	133,536	139,901	133,536	140,213	146,890	140,213 1	147,222 15	154,232 14	147,222 15	154,586 16	161,949 1	154,586 16	162,323 170	170,061 16	162,323 170	170,435 178	178,547
Assistant Operations Manager	79,643	83,616	87,589	83,616	87,797	91,978	87,797	92,186	96,574	92,186 9	96,803 10	101,421	96,803 10	101,650 106	106,496 10	101,650 106	106,725 111	111,800
Project Manager	79,643	83,616	87,589	83,616	87,797	91,978	87,797	92,186 9	96,574	92,186 9	96,803 10	101,421	96,803 10	101,650 106	106,496 10	101,650 106	106,725 111	B 008,111
Purchasing Manager	101,275	106,330	111,384	106,330	111,654	116,979	111,654 1	117,229 12	122,803 11	117,229 12	123,094 12	128,960 1	123,094 12	129,251 135	135,408 12	129,251 135,720		142,189
*Customer Service Manager	82,368	86,486	90,605	86,486	90,813	95,139	90,813	95,347 9	99,882	95,347 10	100,110 10	104,874	100,110 10	105,123 110	110,136 10	105,123 110,386	-	115,648
**Revenue Account Program Manager	79,643	83,616	87,589	83,616	87,797	91,978	87,797	92,186 9	96,574	92,186 9	96,803 10	101,421	96,803 10	101,650 106	106,496 10	101,650 106,725		111,800
*** Capital Planning and Grants Programs Manager	116,126	121,930	127,733	121,930	128,024	134,118	128,024 1:	134,430 14	140,837 13	134,430 14	141,149 14	147,867	141,149 14	148,200 155	155,251 14	148,200 155,605	-	163,010
****Parts and Materials Manager	88,046	92,456	998'96	92,456	97,074	101,691	97,074	101,920 10	106,766 10	101,920 10	107,016	112,112	107,016 11:	112,362 117	117,707 11	112,362 117,978	-	123,594
Executive Assistant	77,480	81,349	85,218	81,349	85,426	89,502	85,426	6 069'68	93,954 8	6 069'68	94,182 9	98,675	94,182 9	98,883 103	103,584 9	98,883 103,834		108,784
L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)	****		****															
Lonaevity Pay is based only on lenath 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 * Updated Schedule: CEC/Oeneral 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	1 d by the Boa	rd on 03-25	-2022															

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Santa Cruz Metropolitan Transit District



DATE: October 13, 2023

TO: Personnel/Human Resources Standing Committee

FROM: Kristina Mihaylova, Finance Deputy Director

SUBJECT: REVIEW REQUEST FOR RECLASSIFICATION RESULTS FOR PAY-

ROLL SUPERVISOR POSITION IN THE FINANCE DEPARTMENT

I. RECOMMENDED ACTION

That the Personnel/Human Resources Standing Committee review the request for reclassification of the Sr. Payroll Specialist to Payroll Supervisor in the Finance Department and recommend approval to the full Board of Directors

II. SUMMARY

- In order to address the needs of the Santa Cruz Metropolitan Transit District (METRO) as it relates to Payroll, we have determined the need for reclassification of the Sr. Payroll Specialist to Payroll Supervisor.
- In May 2023, Service Employees International Union Local 521 (SEIU) and Human Resources (HR) staff agreed to the creation of Payroll Supervisor position to better address the needs of METRO.
- METRO contracted with Koff & Associates (hereinafter "K&A") to conduct a total classification and compensation study in May 2023.
- HR staff worked with the Finance Department to review the existing duties of the Sr. Payroll Specialist. After reviewing the new duties for the position, changes in our business processes related to the implementation of METRO's new ERP – Workday, as well as the evolving needs of the Finance Department, staff is asking to reclassify the position to Payroll Supervisor.
- HR staff presented the classification and compensation study to SEIU. SEIU is in agreement with the findings and this recommendation.
- Staff is recommending approval to reclassify the Sr. Payroll Specialist to Payroll Supervisor.

III. DISCUSSION/BACKGROUND

In order to address the needs of METRO as it relates to Payroll, we have determined the need for reclassification of the Sr. Payroll Specialist to Payroll Supervisor.

Additionally, over the last couple of months, the duties and responsibilities of the Sr. Payroll Specialist have significantly evolved because of METRO's need to bring payroll in-house and process payroll for the entire organization. The implementation of METRO's new ERP would allow us to handle all steps of the process. The complexity of the new system, as well as the intricacies of payroll processing, would require new competencies and duties in the Finance Department.

To that end, METRO has identified the need to reclassify the Sr. Payroll Specialist to Payroll Supervisor and contracted with Koff & Associates to conduct a total classification and compensation study in May 2023.

The study confirms the need to reclassify the position and create a new Payroll Supervisor position, which will oversee and process payroll for METRO, in accordance with union contracts, legal requirements, system modifications and updates.

HR staff worked with the Finance Department to create a new Payroll Supervisor job description (class specification). Upon approval, the current incumbent in the Sr. Payroll Specialist role will be reclassified to Payroll Supervisor.

Staff is requesting that the Personnel/Human Resources Standing Committee recommend to the full Board of Directors at its October 27, 2023 meeting to approve the reclassification of the Sr. Payroll Specialist to Payroll Supervisor.

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

The adoption of the recommendation contained in this report will require defunding and eliminating the Sr. Payroll Specialist position description.

Funding for this position will require an additional \$17K/year. The need for this additional finding was anticipated and is offset by budget savings in the Finance Department already incorporated in the FY24 & FY25 Operating Budget.

VI. ALTERNATIVES CONSIDERED

- Do 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: Payroll Supervisor Job Description

Attachment B: Payroll Supervisor Wage Scale

Prepared by: Kristina Mihaylova, Deputy Finance Director and

Monik Delfin, HR Deputy Director.

Personnel/Human Resources Standing Committee October 13, 2023 Page 4 of 4

VIII. APPROVALS

Dawn Crummié, HR Director

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

Michael Tree, CEO/General Manager



Class Code: OA209 FLSA Status: Exempt

Payroll Supervisor Bargaining Unit: PSA

DEFINITION:

Under direction, a Payroll Supervisor plans, organizes, coordinates, monitors, audits, and participates in the processing of payroll; supervises assigned staff and daily payroll operations; analyzes, develops, and recommends improvements to the payroll system; ensures accurate disbursements for funds for payment of salaries and benefits; prepares and updates payroll procedure manuals in accordance with collective bargaining agreements, legal requirements, and system modifications and updates; and performs related work as required.

DISTINGUISHING CHARACTERISTICS:

Payroll Supervisor is the supervisor level class in the series. An incumbent in this class performs work that ensures the day-to-day payroll functions are performed in an effective manner by directing, overseeing, and performing full cycle payroll administration duties. This class is distinguished from the lower level class of Payroll Administrator because an incumbent in the latter class performs journey level payroll administration duties.

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.

- Supervises subordinate staff; assigns, directs, and monitors work; provides staff training; evaluates employee performance; initiates or has significant input into disciplinary actions.
- Participates in the recruitment, selection, and on-boarding process of new departmental employees.
- Supervises the planning, coordination, and processing of the District-wide biweekly payroll; performs and oversees accurate and timely payroll reconciliations and audits; balances payroll reconciliation and all payroll related accounts; reconciles payroll bank account; and troubleshoots any issues that arise.
- Ensures compliance with federal and state regulations and guidelines and adherence to payroll standards, District policies, internal controls, and collective bargaining agreement requirements.
- Implements processes to ensure proper and accurate determination and reporting of payroll liabilities such as employee and employer federal and state income taxes, Medicare taxes, unemployment insurance, state mandated garnishments, insurance deductions, union dues for represented staff, retirement contributions, and/or loan payments.
- Oversees the reconciliation and processing of payments made to payroll vendors and benefit providers.
- Supervises and participates in the preparation, reconciliation, and balancing of various payroll
 reports including quarterly and annual federal and state tax reports, earnings, deductions, wage
 garnishments, California Public Employees Retirement System (CalPERS) retirement, and related

SANTA CRUZ METRO

Attachment A HUMAN RESOURCES DEPARTMENT Santa Cruz METRO

reports; reviews payroll reports and documents for accuracy; supervises the preparation and distribution of W-2 forms to employees.

- Supervises the administration of the timekeeping and payroll systems; ensures system integrity and security and quality control of data.
- Supervises and participates in the identification, development, recommendation, implementation, and testing of payroll system improvements; works with Information Technology staff to maintain system integrity, troubleshoot technical issues, and test system upgrades and/or configuration changes.
- Ensures accurate accounting and reporting on all payroll related feeds to Finance.
- Supervises and leads the response to audit requests; serves as point of contract for auditors.
- Develops and maintains system user procedures and training guidelines and implements procedures to provide adequate guidance and documentation for assigned staff and District staff and management; provides training to staff and management.
- Responds to inquiries, researches and provides information, and resolves complaints and issues
 regarding payroll requiring the interpretation and application of policies, rules, collective
 bargaining agreements, and procedures.
- Continuously monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; identifies and recommends opportunities for improvement; upon approval, implements improvements; assists in developing payroll policies and procedures.
- Researches, analyzes, and compiles data from various sources; verifies accuracy of information, researches discrepancies, and records information.
- Supervises the maintenance of accurate and detailed databases, spreadsheets, files, and records; ensures adherence with established records retention and information security procedures.
- Composes and edits a variety of documents, including correspondence, letters, memos, forms, and reports.
- Answers telephones, greet visitors, and provides information to employees and the public.
- Operates standard office equipment; utilizes standard business computer software in performing
 job tasks; may utilize specialized Santa Cruz METRO software.
- Stays abreast of current payroll laws and regulations; interprets and complies with a variety of labor and tax laws which pertain to public employers.
- Provides assistance with other accounting activities and projects as needed.
- Drives a Santa Cruz METRO vehicle to perform assignments.
- Performs related work as required.

EMPLOYMENT STANDARDS:

Knowledge of:

- Principles and practices of employee supervision, including performance evaluation and progressive discipline.
- Advanced principles and practices of payroll administration including payroll processing, record keeping, and reporting.
- Principles and practices of governmental accounting, auditing, and financial reporting.
- Methods and techniques of analyzing, auditing, and recording payroll transactions.
- Requirements of payroll reporting for internal and external purposes.
- Computerized financial systems and software applications related to processing payroll.
- Taxable and non-taxable compensation principles.

SANTA CRUZE METRO

Attachment A HUMAN RESOURCES DEPARTMENT Santa Cruz METRO

- Tax liabilities, withholding requirements, and penalties for non-compliance.
- Applicable federal, state, and local laws, codes, and wage orders, District policies and procedures, and collective bargaining agreement provisions relevant to area(s) of responsibility.
- Advanced methods of researching and resolving payroll issues.
- Modern office practices, procedures, and equipment.
- Business correspondence, formatting, and report writing.
- Methods of maintaining information in digital or hard copy files.
- Technical methods of researching, gathering, organizing, analyzing, and reporting data.
- Methods of prioritizing, planning, and organizing work.
- Time management techniques.
- Customer service techniques.
- Basic mathematics, including percentages and basic statistics.
- Telephone techniques and etiquette.
- The effective use of modern office equipment, personal computers, and standard business software.

Ability to:

- Supervise and motivate subordinate staff effectively.
- Interpret, explain, and apply payroll-related policies, procedures, and regulations.
- Interpret and apply collective bargaining agreement provisions relating to payroll and benefits.
- Supervise and perform detailed payroll processing work accurately and in a timely manner.
- Audit and reconcile a variety of financial and payroll documents, transactions, and reports.
- Assist in developing and implementing policies, procedures, and work standards.
- Research, analyze, and evaluate new service delivery methods, procedures, and techniques.
- Review payroll and other financial documents for completeness and accuracy.
- Maintain confidentiality in handling and processing confidential information and data.
- Understand, interpret, explain, and apply all pertinent laws, codes, and wage orders, District
 policies, procedures, and internal controls, collective bargaining agreements, and standards
 relevant to work performed.
- Research, gather, organize, analyze, and summarize data in a variety of formats.
- Maintain records and control systems with accuracy and attention to detail.
- Design, prepare, and compile reports and information.
- Adhere to established work schedules and timelines.
- Maintain a calm demeanor in stressful situations.
- Work independently.
- Balance multiple assignments simultaneously and effectively.
- Perform mathematical calculations quickly and accurately.
- Utilize standard office equipment and computer software and learn to use specialized Santa Cruz METRO software if assigned.
- Communicate clearly and effectively in both oral and written form.
- Establish and maintain effective working relationships within the department and with other divisions, departments, agencies, suppliers, vendors, and the public.

MINIMUM QUALIFICATIONS:

SANTA CRUZ METRO

Attachment A HUMAN RESOURCES DEPARTMENT Santa Cruz METRO

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:

Bachelor's Degree in accounting, finance, business administration, or related field.

AND

Five (5) years of experience performing technical bookkeeping, payroll accounting, and financial clerical or related work, preferably in a public agency, including two (2) years of experience administering departmental or agency wide payroll activities in a lead or supervisory role.

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.

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: 10-27-2023 *BOD Approved: 10-27-2023

*Revised: 00-00-00
*Job Family: Payroll
*Job Series: Payroll Series
*Job Series Level:Supervisor I



*Confidential: Yes

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36.29 38.10 39.91 38.10 40.01 25.78 27.07 28.36 27.07 28.42 30.38 31.90 33.42 34.20 33.50 30.38 31.90 33.43 35.01 33.60 36.29 38.03 31.90 33.43 45.66 36.29 38.03 35.73 33.01 35.01 36.20 38.03 37.43 36.03 37.52 38.62 40.55 42.48 40.55 42.89 42.86 38.62 40.51 38.10 40.01 39.17 41.10 40.01 38.62 40.55 42.48 40.55 42.89 42.58 42.80 38.62 40.53 38.63 38.73 37.43 38.75 38.75 38.10 38.24 41.00 39.14 41.10 44.84 42.60 40.67 42.70 44.73 42.70 44.84 42.70 44.84 21.32 38.68	Administrative	Supervisor	33.23	34.89	36.55	34.89	36.63	38.37	36.63	38.46	40.29	38.46	40.38	42.30	40.38	42.40	44.42	42.40	44.52	46.64
25.78 27.07 28.56 27.07 28.46 27.07 28.46 27.07 28.46 27.07 28.46 27.07 28.45 27.07 28.45 27.09 33.50 33.40 33.40 33.40 33.40 33.50 33.40 34.50 33.40 45.66 43.49 45.66 43.49 45.66 43.49 45.66 43.49 45.66 43.49 45.66 43.49 45.66 42.58 42.89 38.10 39.17 39.17 39.17 39.17 39.17 39.17 39.17 39.17 39.17 39.17 39.17 39.17 39.18 43.28 <th< td=""><td>ant Safety & Tra</td><td>ining Coordinator</td><td>36.29</td><td>38.10</td><td>39.91</td><td>38.10</td><td>40.01</td><td>41.92</td><td>40.01</td><td>42.01</td><td>44.01</td><td>42.01</td><td>44.11</td><td>46.21</td><td>44.11</td><td>46.32</td><td>48.53</td><td>46.32</td><td>48.64</td><td>50.96</td></th<>	ant Safety & Tra	ining Coordinator	36.29	38.10	39.91	38.10	40.01	41.92	40.01	42.01	44.01	42.01	44.11	46.21	44.11	46.32	48.53	46.32	48.64	50.96
30.38 31.90 33.42 31.90 33.50 41.6.2 37.20 37.30 37.30 39.00 37.30 39.00 41.6.2 43.49 45.56 37.30 39.10 37.30 39.17 36.20 38.10 39.21 38.10 40.01 40.01 36.21 38.74 38.73 37.52 42.68 40.01 38.62 40.53 42.48 40.55 42.58 40.01 28.69 30.12 31.55 30.12 31.63 37.77 35.56 38.77 39.23 41.19 43.15 41.10 43.75 44.84 42.00 44.84 40.67 42.70 44.73 42.00 37.31 28.86 36.29 38.77 21.33 35.58 37.27 35.58 37.27 35.56 38.73 22.60 23.43 30.29 34.43 36.11 44.84 22.50 23.63 34.33 36.11 36.20	Custodial Su	pervisor	25.78	27.07	28.36	27.07	28.42	29.77	28.42	29.84	31.26	29.84	31.33	32.82	31.33	32.90	34.47	32.90	34 55	36.20
35.52 37.30 39.08 37.30 39.17 41.42 45.56 43.49 45.56 43.49 45.56 43.49 45.56 43.49 45.56 43.49 45.56 43.49 45.56 43.49 45.56 43.49 45.56 43.49 45.56 43.49 45.56 43.49 45.56 43.49 45.56 40.52 38.73 37.52 37.52 37.52 37.52 37.52 37.52 37.52 37.52 37.52 37.52 38.77 37.52 38.77 38.73 37.52 38.77 38.73 37.52 38.77 38.73 37.52 38.77 38.73 37.52 38.77 38.73 37.52 38.73 37.52 38.73 37.52 38.73 37.52 38.73 37.52 38.73 38.73 38.73 38.73 38.73 38.73 38.73 38.73 38.73 38.73 38.73 38.73 38.73 38.73 38.73 38.73 38.73 38.73 38.73 38.	Sustomer Servic	e Supervisor	30.38	31.90	33.42	31.90	33.50	35.10	33.50	35.18	36.86	35.18	36.94	38.70	36.94	38.79	40.64	38.79	40.73	42.67
41,42 43,49 45,56 43,49 45,66 43,60 43,60 43,60 43,60 43,60 43,60 43,60 43,60 43,60 43,60 43,60 43,60 43,60 43,60 43,60 43,60 43,60 43,60 42,60 <th< td=""><td>ilities Maintena</td><td>nce Supervisor</td><td>35.52</td><td>37.30</td><td>39.08</td><td>37.30</td><td>39.17</td><td>41.04</td><td>39.17</td><td>41.13</td><td>43.09</td><td>41.13</td><td>43.19</td><td>45.25</td><td>43.19</td><td>45.35</td><td>47.51</td><td>45.35</td><td>47.62</td><td>49.89</td></th<>	ilities Maintena	nce Supervisor	35.52	37.30	39.08	37.30	39.17	41.04	39.17	41.13	43.09	41.13	43.19	45.25	43.19	45.35	47.51	45.35	47.62	49.89
36.29 38.10 39.91 38.10 40.01 36.29 38.10 39.51 38.10 40.01 38.62 40.55 42.48 35.73 37.52 38.62 40.55 42.48 40.55 36.23 37.23 37.52 39.23 44.19 43.15 41.19 43.15 41.10 43.25 39.14 36.31 36.88 37.27 38.68 37.72 36.03 37.28 37.29 36.47 35.30 56.47 44.10 44.10 40.67 42.70 44.73 42.70 44.84 41.10 40.67 42.70 44.73 42.70 44.84 20.88 35.58 37.27 34.81 36.03 20.89 28.72 30.03 34.81 36.04 20.80 28.73 30.73 32.85 36.73 20.80 28.73 30.03 30.14 30.16 20.80 28.73 30.03 30.14	eet Maintenand	ce Supervisor	41.42	43.49	45.56	43.49	45.66	47.83	45.66	47.94	50.22	47.94	50.34	52.74	50.34	52,86	55.38	52.86	55.50	58 14
34.03 35.7.4 35.73 37.42 35.73 38.62 40.248 40.55 42.48 40.55 42.88 28.69 30.12 31.55 40.13 41.19 43.15 41.19 43.25 39.23 41.19 43.15 41.10 43.25 38.77 43.25 37.26 38.77 31.83 35.58 37.27 35.58 37.26 44.10 44.10 44.10 31.28 35.58 37.27 35.58 37.26 48.71 48.11 31.28 35.58 37.27 35.38 36.11 43.25 32.78 36.03 34.39 36.03 34.39 36.11 22.50 23.63 24.76 24.73 42.81 25.87 24.44 25.66 26.36 27.38 28.62 26.34 26.48 25.60 26.32 36.24 26.34 26.41 26.41 26.48 26.80 26.32 36.24 26.32	Maintenance	Trainer	36.29	38.10	39.91	38.10	40.01	41.92	40.01	42.01	44.01	42.01	44.11	46.21	44.11	46.32	48.53	46.32	48.64	50.96
38.62 40.55 42.48 40.55 40.58 40.59 40.50 <th< td=""><td>arts and Materiz</td><td>als Supervisor</td><td>34.03</td><td>35.73</td><td>37.43</td><td>35.73</td><td>37.52</td><td>39.31</td><td>37.52</td><td>39.40</td><td>41.28</td><td>39.40</td><td>41.37</td><td>43.34</td><td>41.37</td><td>43.44</td><td>45.51</td><td>43.44</td><td>45.61</td><td>47.78</td></th<>	arts and Materiz	als Supervisor	34.03	35.73	37.43	35.73	37.52	39.31	37.52	39.40	41.28	39.40	41.37	43.34	41.37	43.44	45.51	43.44	45.61	47.78
28.69 30.12 31.55 30.12 31.63 39.32 41.19 43.15 41.19 43.15 35.16 36.23 38.68 36.29 36.60 37.12 36.29 36.60 36.60 37.28 37.27 35.58 37.27 35.58 37.29 35.26 37.27 35.26 24.10 40.67 42.70 44.73 42.70 44.84 26.80 23.48 36.39 36.60 24.81 26.80 23.48 36.39 36.48 36.11 26.80 23.49 36.49 36.41 41.00 26.80 28.47 28.48 28.68 28.72 26.80 27.38 28.72 30.16 37.51 26.80 27.38 28.75 30.16 37.51 27.90 29.39 30.79 29.39 30.86 27.12 28.62 28.72 30.16 27.13 28.72 30.16	Payroll Sup	ervisor	38.62	40.55	42.48	40.55	42.58	44.61	42.58	44.71	46.84	44.71	46.95	49.19	46.95	49.30	51 65	49 30	51 77	5/17
39.23 41.15 43.15 41.19 43.25 43.87 43.25 38.77 31.36 35.20 36.27 38.28 36.29 38.77 31.37 35.58 35.50 38.77 35.58 37.27 31.28 35.58 37.27 35.58 37.36 37.26 40.67 42.70 44.73 42.70 44.84 44.10 40.67 42.70 44.73 42.70 36.33 37.37 26.80 28.44 44.73 42.70 34.81 38.73 26.80 28.43 28.68 27.38 28.87 26.80 28.73 28.87 28.73 28.75 26.80 28.74 36.03 34.81 28.85 27.32 28.87 28.73 28.75 27.33 28.72 30.09 31.66 27.34 28.81 24.81 24.81 27.32 28.82 27.33 28.75 27.44 25.66 <td>evenue Collectic</td> <td>on Supervisor</td> <td>28.69</td> <td>30.12</td> <td>31.55</td> <td>30.12</td> <td>31.63</td> <td>33.14</td> <td>31.63</td> <td>33.21</td> <td>34.79</td> <td>33.21</td> <td>34.87</td> <td>36.53</td> <td>34.87</td> <td>36.61</td> <td>38.35</td> <td>36.61</td> <td>38.44</td> <td>40.27</td>	evenue Collectic	on Supervisor	28.69	30.12	31.55	30.12	31.63	33.14	31.63	33.21	34.79	33.21	34.87	36.53	34.87	36.61	38.35	36.61	38.44	40.27
35.16 36.92 38.68 36.92 38.77 51.33 55.50 56.47 53.90 56.60 33.89 35.58 37.27 35.58 37.36 37.28 39.14 41.00 39.14 41.10 27.25 23.63 24.73 42.81 41.10 27.26 23.63 24.73 42.81 41.10 27.27 24.39 36.03 34.39 36.11 26.80 27.34 22.48 28.75 36.11 26.80 27.34 22.48 28.75 36.11 27.35 28.72 36.39 36.11 27.34 22.48 28.75 36.11 27.35 28.87 30.09 28.75 36.11 27.35 28.87 30.09 28.75 36.11 27.36 27.38 27.87 27.34 28.75 27.44 25.66 27.38 28.75 28.75 27.44 27.46 27.38	afety & Training	Coordinator	39.23	41.19	43.15	41.19	43.25	45.31	43.25	45.41	47.57	45.41	47.68	49.95	47.68	50.06	52.44	50.05	52.55	55.05
51.33 55.90 56.47 53.90 56.60 33.89 35.58 37.27 35.58 37.26 37.28 39.14 41.00 39.14 41.10 40.67 42.70 44.73 42.70 44.84 40.67 23.43 36.03 34.36 36.11 26.80 23.43 36.03 34.36 36.11 26.80 27.38 28.84 28.87 28.14 26.80 27.38 28.84 28.87 28.75 26.80 27.38 28.84 29.39 30.08 27.99 28.74 25.86 20.79 30.09 27.90 28.73 28.87 28.87 28.87 27.91 29.39 30.79 28.83 28.81 27.92 20.09 28.76 28.93 30.16 27.12 20.44 21.10 20.14 21.15 27.13 28.62 28.48 26.10 28.25 27.84	Transit Sup	ervisor	35.16	36.92	38.68	36.92	38.77	40.62	38.77	40.71	42.65	40.71	42.75	44.79	42.75	44.89	47.03	44 89	47.13	75.00
33.89 35.58 37.27 35.58 37.26 37.28 35.58 37.27 35.58 37.36 40.67 42.70 44.73 42.70 44.84 22.50 23.63 36.33 36.33 36.31 41.10 26.80 28.14 29.48 23.43 36.11 26.80 27.38 28.68 27.38 28.73 26.80 27.38 28.68 27.38 28.73 27.99 29.39 30.09 29.39 30.08 27.44 25.66 28.87 30.16 27.29 27.95 29.39 30.79 29.39 30.86 27.15 28.61 28.81 28.75 30.16 27.16 28.62 28.83 28.65 28.17 27.18 20.14 21.10 20.14 21.15 27.18 28.62 28.63 24.81 26.10 28.26 28.26 28.26 28.27 29.26	sportation Plan	ning Supervisor	51.33	53.90	56.47	53.90	56.60	59.30	26.60	59.43	62.26	59.43	62.40	65.37	62.40	65.52	68.64	65.52	68.80	72.08
37.28 37.27 35.58 37.24 37.36 40.67 42.70 44.79 35.58 37.37 35.58 37.36 40.67 42.70 44.79 42.70 44.84 44.10 40.67 42.70 44.79 42.70 44.84 44.84 22.50 23.63 24.76 23.63 24.83 36.11 26.80 25.81 28.84 25.83 28.13 28.75 26.80 27.38 28.68 27.38 28.75 28.75 26.80 27.38 28.83 28.75 30.16 30.16 27.32 28.87 30.09 29.39 30.16 30.16 27.32 28.87 30.09 28.75 30.16 30.16 27.44 25.66 28.68 25.66 26.94 27.53 28.62 27.33 28.75 28.01 29.24 27.64 28.95 27.64 28.02 28.02 27.24 28.62					1	1														
37.28 39.14 41.00 39.14 41.10 40.67 42.70 44.73 42.70 44.84 22.50 23.63 24.75 24.81 42.10 44.84 22.50 23.63 24.75 24.81 24.81 24.81 24.81 26.80 27.34 28.84 28.14 29.53 36.11 26.58 26.06 27.34 28.68 27.38 28.87 30.16 27.87 27.35 28.72 30.09 28.77 30.16 29.94 27.43 25.66 26.88 25.69 26.94 28.72 30.16 27.43 28.56 26.88 25.86 26.94 28.72 30.16 28.72 27.43 28.56 28.86 27.38 28.87 28.72 30.16 20.94 27.44 25.61 26.04 24.86 26.04 24.86 26.04 28.62 27.38 28.86 27.38 28.72 30.74 <	Account	anti	33.89	35.58	37.27	35.58	37.36	39.14	37.36	39.23	41.10	39.23	41.19	43.15	41.19	43.25	45.31	43.25	45.41	47.57
40.67 44.73 42.70 44.84 42.70 44.48 42.70 44.84 42.70 44.84 42.70 44.84 42.86 23.63 24.86 23.63 24.81 25.83 28.13 26.81 22.86 28.73 28.87 28.73 28.74 28.74 28.74 28.74 28.74 28.74 28.74 28.74 28.74 28.74 28.74 28.74 28.74 28.74 28.74 28.74 28.74 28.74 28.74 28.75 28.72 <th< td=""><td>Accounts</td><td>ant II</td><td>37.28</td><td>39.14</td><td>41.00</td><td>39.14</td><td>41.10</td><td>43.06</td><td>41.10</td><td>43.16</td><td>45.22</td><td>43.16</td><td>45.32</td><td>47.48</td><td>45.32</td><td>47.59</td><td>49.86</td><td>47.59</td><td>49.97</td><td>52.35</td></th<>	Accounts	ant II	37.28	39.14	41.00	39.14	41.10	43.06	41.10	43.16	45.22	43.16	45.32	47.48	45.32	47.59	49.86	47.59	49.97	52.35
22.50 23.63 24.76 23.63 24.81 24.86 24.89 36.11 26.80 28.14 29.48 29.59 36.11 36.81 29.55 26.80 28.14 29.48 29.53 28.13 28.73 28.73 26.80 27.38 28.81 24.64 25.81 24.64 25.87 27.39 29.39 30.09 28.73 30.06 30.66 26.44 27.49 29.39 30.79 29.39 30.86 26.56 26.94 27.44 25.81 28.66 26.94 27.86 26.66 26.94 27.15 28.51 28.87 28.66 26.94 28.66 26.94 27.16 28.69 28.56 28.56 26.94 28.75 20.06 27.36 27.46 28.96 27.38 28.75 20.02 28.72 28.60 27.34 28.64 28.86 26.10 28.72 20.02 28.51 <	Accounta	ant III	40.67	42.70	44.73	42.70	44.84	46.98	44.84	47.08	49.32	47.08	49.43	51.78	49.43	51.90	54.37	51.90	54.50	57.10
32.75 34.39 36.03 34.39 36.01 36.11 36.11 26.24 26.44 26.44 26.44 26.44 26.44 26.35 27.38 26.57 26.54 26.57 26.54 26.58 26.58 26.54 26.58 26.58 26.54 26.58 26.54 26.58 26.54 <th< td=""><td>Accounting</td><td>g Clerk</td><td>22.50</td><td>23.63</td><td>24.76</td><td>23.63</td><td>24.81</td><td>25.99</td><td>24.81</td><td>26.05</td><td>27.29</td><td>26.05</td><td>27.35</td><td>28.65</td><td>27.35</td><td>28.72</td><td>30.09</td><td>28.72</td><td>30.16</td><td>31.60</td></th<>	Accounting	g Clerk	22.50	23.63	24.76	23.63	24.81	25.99	24.81	26.05	27.29	26.05	27.35	28.65	27.35	28.72	30.09	28.72	30.16	31.60
26.80 28.14 25.48 28.14 25.54 25.48 28.14 25.55 26.08 27.38 28.68 27.38 28.68 27.38 28.75 28.65 30.08 31.51 30.09 28.72 30.16 27.39 29.39 30.79 29.39 30.16 27.44 25.66 28.87 28.71 20.16 27.15 28.51 29.87 28.51 29.94 27.15 28.51 29.87 28.71 29.94 27.15 28.51 29.87 28.71 29.94 27.16 27.38 25.68 27.38 28.75 26.08 27.38 28.68 28.73 28.75 26.08 27.48 26.04 24.86 26.10 26.37 27.64 28.56 27.38 28.72 38.07 39.91 44.61 39.91 44.91 38.19 33.56 35.16 35.74 37.21 26.02 <td>Accounting S</td> <td>pecialist</td> <td>32.75</td> <td>34.39</td> <td>36.03</td> <td>34.39</td> <td>36.11</td> <td>37.83</td> <td>36.11</td> <td>37.92</td> <td>39.73</td> <td>37.92</td> <td>39.82</td> <td>41.72</td> <td>39.82</td> <td>41.81</td> <td>43.80</td> <td>41.81</td> <td>43.90</td> <td>45.99</td>	Accounting S	pecialist	32.75	34.39	36.03	34.39	36.11	37.83	36.11	37.92	39.73	37.92	39.82	41.72	39.82	41.81	43.80	41.81	43.90	45.99
26.08 27.38 28.68 27.38 28.75 23.47 24.64 25.81 24.64 25.87 28.65 30.08 31.51 30.08 31.58 27.39 29.39 30.79 29.39 30.86 27.44 25.66 26.88 25.66 20.94 27.15 28.51 28.85 25.66 20.94 27.15 28.61 28.83 28.61 29.94 27.15 28.61 28.88 28.61 29.94 27.15 28.81 28.62 28.75 29.94 27.16 27.10 20.14 21.10 20.14 21.15 26.02 27.38 28.62 28.73 28.75 26.32 27.64 28.96 27.64 29.02 26.32 27.64 28.96 27.64 29.02 38.01 39.91 41.81 33.54 37.21 37.28 27.26 27.38 28.72 30.16	Accounting Te	echnician	26.80	28.14	29.48	28.14	29.55	30.96	29.55	31.03	32,51	31.03	32.58	34.13	32.58	34.21	35.84	34.21	35.92	37.63
23.47 24.64 25.81 24.64 25.81 24.64 25.81 24.64 25.87 30.08 31.51 30.08 31.51 30.08 31.58 31.51 30.08 31.51 30.08 31.51 30.08 31.51 30.16 31.58 30.16 25.56 26.88 25.66 26.94 20.16 20.14 21.10 20.14 21.10 20.14 21.10 20.14 21.15 20.20 20.34 21.15 20.20 20.20 20.34 21.15 20.14 21.10 20.14 21.10 20.14 21.10 20.14 21.10 20.14 21.15 20.20 20.34 20.20 20.34 20.20 <th< td=""><td>Administrative</td><td>- Assistant</td><td>26.08</td><td>27.38</td><td>28.68</td><td>27.38</td><td>28.75</td><td>30.12</td><td>28.75</td><td>30.19</td><td>31.63</td><td>30.19</td><td>31.70</td><td>33.21</td><td>31.70</td><td>33.29</td><td>34.88</td><td>33.29</td><td>34.95</td><td>36.61</td></th<>	Administrative	- Assistant	26.08	27.38	28.68	27.38	28.75	30.12	28.75	30.19	31.63	30.19	31.70	33.21	31.70	33.29	34.88	33.29	34.95	36.61
28.65 30.08 31.51 30.08 31.51 27.35 28.51 29.09 28.72 30.06 27.44 25.66 26.88 25.66 26.94 27.15 28.51 29.87 28.51 29.94 27.15 28.51 20.87 28.51 29.94 27.50 23.63 24.76 23.63 24.81 26.94 25.60 27.38 28.68 27.38 28.73 28.71 26.08 27.38 28.60 24.86 26.00 24.81 26.10 26.32 27.48 26.04 24.86 26.00 24.86 26.10 26.32 27.64 28.96 27.64 28.96 27.64 28.72 31.96 33.56 33.16 33.56 33.56 35.74 37.21 26.05 27.35 28.62 27.35 28.72 30.16 27.55 28.72 30.09 28.72 30.16 27.35 28.72	Administrati	ve Clerk	23.47	24.64	25.81	24.64	25.87	27.10	25.87	27.16	28.45	27.16	28.52	29.88	28.52	29.95	31.38	29.95	31.45	32.95
27.35 28.72 30.09 28.72 30.10 27.39 29.39 30.79 29.39 30.16 24.44 25.66 26.88 25.66 26.94 27.15 28.51 29.39 30.79 29.39 22.50 23.63 24.76 23.63 28.71 26.08 27.38 28.66 27.38 28.73 28.73 26.09 27.38 28.66 27.38 28.73 28.73 26.37 27.64 28.96 27.64 29.02 4102 43.07 45.12 43.07 41.91 38.01 39.91 41.81 39.91 41.91 31.96 33.56 33.69 38.77 38.72 26.05 27.35 28.65 27.35 28.72 27.63 29.01 41.91 39.01 41.91 39.75 35.44 37.13 35.44 37.21 27.63 29.01 37.32 34.80	Administrative	Specialist	28.65	30.08	31.51	30.08	31.58	33.08	31.58	33.16	34.74	33.16	34.82	36.48	34.82	36.56	38.30	36.56	38.39	40.22
27.99 29.39 30.79 29.39 30.86 24.44 25.66 25.88 25.66 26.94 27.15 28.51 28.51 29.94 19.18 20.14 21.10 20.14 21.15 26.08 27.36 28.51 28.51 28.75 26.09 27.36 27.38 28.75 26.37 27.38 28.75 28.75 27.36 27.38 28.75 28.75 26.37 27.38 28.68 26.10 26.37 27.64 28.96 27.64 29.02 38.01 39.91 41.81 39.91 41.91 31.96 33.56 35.16 38.76 35.24 31.96 33.56 35.16 38.76 35.24 31.97 36.92 28.02 27.35 28.72 26.05 27.35 28.62 27.35 28.72 27.63 29.01 39.44 37.13 35.44	Benefits Tec	hnician	27.35	28.72	30.09	28.72	30.16	31.60	30.16	31.67	33.18	31.67	33.25	34.83	33.25	34.91	36.57	34.91	36.66	38.41
2444 25.66 25.68 25.66 25.94 2715 28.51 29.87 28.51 29.94 1918 20.14 21.10 20.14 21.15 22.50 23.63 24.76 23.63 24.81 23.68 24.86 27.84 28.75 26.32 27.64 28.86 27.84 28.75 26.32 27.64 28.86 27.64 28.02 26.32 27.64 28.96 27.64 28.02 30.10 39.21 41.81 39.91 45.21 31.96 33.56 38.68 36.92 38.74 31.96 36.92 38.68 36.92 38.74 31.96 36.92 28.69 26.92 28.72 26.04 24.86 26.04 24.86 26.10 26.05 27.35 28.62 27.35 28.72 27.35 28.62 27.35 20.16 30.68 32.41 37.41	Buye		27.99	29.39	30.79	29.39	30.86	32.33	30.86	32.40	33.94	32.40	34.02	35.64	34.02	35.72	37.42	35.72	37.51	39.30
27.15 28.51 29.87 28.51 29.94 19.18 20.14 21.10 20.14 21.15 22.50 23.63 24.76 23.63 24.81 24.81 26.08 27.38 24.86 27.38 28.75 26.32 27.64 28.96 27.38 28.75 26.32 27.64 28.96 27.64 28.90 38.01 39.91 41.81 39.91 41.91 31.96 33.56 35.16 33.56 35.24 31.86 24.86 26.04 24.86 26.00 26.05 27.35 28.63 36.20 38.72 26.05 27.35 28.67 27.35 28.72 26.05 27.35 28.67 27.35 28.72 27.63 29.01 30.39 29.01 30.46 27.63 29.01 33.22 34.80 26.04 27.63 29.01 33.44 34.20 33.61	Claims Tech	nicían í	24.44	25.66	26.88	25.66	26.94	28.22	26.94	28.29	29.64	28.29	29.70	31.11	29.70	31.19	32.68	31.19	32.75	34.31
19.18 20.14 21.10 20.14 21.11 22.50 23.63 24.76 23.63 24.81 26.08 27.38 28.65 27.38 28.73 26.08 27.64 28.95 27.38 28.75 26.37 27.64 28.96 27.64 29.02 41.02 43.07 45.12 43.07 44.91 38.01 39.91 41.81 39.91 41.91 31.96 33.56 35.16 33.56 38.77 26.05 27.35 28.65 27.35 28.72 26.05 27.35 28.65 27.35 28.72 27.36 28.72 30.09 28.72 30.16 27.35 28.07 30.14 37.21 37.63 29.01 30.39 29.01 30.46 27.63 29.01 33.82 32.01 33.82 27.63 29.01 33.82 33.24 34.80 28.66 27.27	Claims Tech	nician II	27.15	28.51	29.87	28.51	29.94	31.37	29.94	31.44	32.94	31.44	33.01	34.58	33.01	34.66	36.31	34.66	36.39	38.12
22.50 23.63 24.76 23.63 24.81 26.08 27.38 28.68 27.38 28.17 23.68 27.38 28.68 27.38 28.10 26.32 27.64 28.96 27.64 29.02 38.01 39.91 44.81 44.91 31.96 33.56 35.16 39.91 44.91 31.96 33.56 35.16 33.56 38.77 26.02 27.35 28.63 28.72 30.16 26.03 27.35 28.63 27.35 30.16 27.35 28.72 30.09 28.72 30.16 37.73 28.62 27.32 30.16 37.73 28.62 27.32 30.16 37.73 28.72 30.09 28.72 30.16 37.84 37.13 35.44 37.21 33.82 27.22 24.07 25.22 24.07 25.27 27.23 24.07 25.22 24.07	Custodial Servi	ce Worker	19.18	20.14	21.10	20.14	21.15	22.16	21.15	22.21	23.27	22.21	23.32	24.43	23.32	24.49	25.66	24.49	25.71	26.93
26.08 27.38 28.68 27.33 28.75 23.68 27.38 28.06 27.64 28.76 20.01 26.32 27.64 28.96 27.64 28.76 20.02 41.02 43.07 45.12 43.07 45.22 38.01 39.91 41.81 39.91 41.91 38.16 33.56 33.56 35.24 35.24 35.16 36.24 24.86 26.10 26.10 26.05 27.35 28.72 30.09 28.72 30.16 27.35 28.72 30.09 28.72 30.16 37.63 35.44 37.13 35.44 37.13 30.68 32.01 30.39 28.01 30.46 30.68 32.21 33.74 32.21 33.82 30.69 33.14 34.72 33.24 34.80 30.38 31.90 33.42 31.90 33.50 30.38 35.58 37.27 35.88 <td>tomer Service F</td> <td>Representative</td> <td>22.50</td> <td>23.63</td> <td>24.76</td> <td>23.63</td> <td>24.81</td> <td>25.99</td> <td>24.81</td> <td>26.05</td> <td>27.29</td> <td>26.05</td> <td>27.35</td> <td>28.65</td> <td>27.35</td> <td>28.72</td> <td>30.09</td> <td>28.72</td> <td>30.16</td> <td>31.60</td>	tomer Service F	Representative	22.50	23.63	24.76	23.63	24.81	25.99	24.81	26.05	27.29	26.05	27.35	28.65	27.35	28.72	30.09	28.72	30.16	31.60
23.68 24.86 25.04 24.86 26.01 23.63 27.84 28.96 27.64 20.02 41.02 43.07 45.12 43.07 45.12 41.02 43.07 45.12 43.07 45.22 38.01 39.91 41.81 39.91 41.91 31.96 33.56 33.16 33.56 35.24 23.68 24.86 26.02 28.72 30.16 26.05 27.35 28.67 27.35 28.72 31.56 35.44 37.13 35.44 37.13 31.69 32.21 33.74 32.21 33.82 27.62 29.01 30.39 29.01 37.61 27.63 27.14 33.74 32.21 33.82 28.60 24.86 26.04 37.13 33.61 27.63 29.01 33.74 32.21 33.80 39.36 37.27 33.50 33.50 30.38 31.50	ustomer Servic	e Assistant	26.08	27.38	28.68	27.38	28.75	30.12	28.75	30.19	31.63	30.19	31.70	33.21	31.70	33.29	34.88	33.29	34.95	36.61
26.32 27.64 28.96 27.64 28.90 41.02 43.07 45.12 43.07 45.22 38.01 39.91 41.81 39.91 44.91 31.96 33.56 35.16 33.56 35.24 23.68 24.86 26.92 38.77 26.05 27.35 28.65 27.35 28.72 27.35 28.72 30.09 28.72 30.16 33.75 35.44 37.13 35.44 37.21 27.63 29.01 30.39 29.01 30.46 30.68 32.21 33.74 32.21 33.82 27.35 24.07 25.22 24.07 25.27 28.66 24.07 25.22 24.07 25.27 28.67 24.07 25.22 24.07 25.27 28.68 24.87 33.48 33.56 33.56 39.38 35.58 37.27 34.86 33.56 39.38 35.58	Clittles Mainten	ance Worker	23.68	24.86	26.04	24.86	26.10	27.34	26.10	27.41	28.72	27.41	28.78	30.15	28.78	30.22	31.66	30.22	31.73	33.24
41.02 45.12 43.07 45.12 41.02 45.12 43.07 45.12 41.02 45.12 43.07 45.12 41.02 43.26 35.16 35.16 35.24 41.02 24.02 26.04 24.86 26.10 27.35 28.65 27.35 28.73 27.35 28.72 30.09 28.72 27.35 28.72 30.09 28.72 27.35 29.01 30.39 29.01 33.75 35.44 37.13 35.44 37.21 27.63 29.01 30.39 29.01 30.46 30.68 32.21 33.74 33.21 33.82 22.22 24.07 25.22 24.07 25.27 23.68 24.86 26.04 24.86 26.10 30.38 31.90 33.42 33.50 33.89 35.58 37.27 35.58 37.36 33.80 35.82 37.27 35.38 33.80 31.82 33.42 33.43 33.81 31.82 33.43 33.82 33.54 33.82 33.41 33.83 33.54 33.82 33.41 33.89 33.54 33.82 33.41 33.89 33.54 33.82 33.41 33.80 33.84 33.82 33.41 33.81 33.82 33.34 33.82 33.84 33.82 33.41 33.83 33.84 33.82 33.41 33.84 33.84 33.82 33.41 33.84 33.84 33.82 33.41 33.85 33.84 33.87 33.41 33.85 33.84 33.87 33.41 33.80 33.84 33.82 33.41 33.81 33.82 33.34 33.82 33.84 33.82 33.41 33.84 33.84 33.85 33.84 33.84 33.82 33.41 33.85 33.84 33.85 33.84 33.84 33.85 33.84 33.84 33.85 33.84 33.84 33.85 33.84 33.84 33.85 33.84 33.84 33.84 33.84 33.84 33.85 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.85 33.84 33.84 33.85 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.84 33.8	ilities Maintena	ance Worker II	26.32	27.64	28.96	27.64	29.02	30.40	29.02	30.47	31.92	30.47	31.99	33.51	31.99	33.59	35.19	33.59	35.27	36.95
3.00 3.55 3.56 3.57 4.18.1 35.51 4.13.1 31.96 33.56 33.56 33.56 33.57 35.24 35.16 36.92 38.68 36.92 38.77 26.05 27.38 26.04 24.86 26.10 27.35 28.72 30.09 28.72 30.16 33.75 35.44 37.13 35.44 37.21 30.68 32.21 33.74 37.21 38.22 30.68 32.11 33.74 34.87 33.41 31.56 33.14 34.72 33.14 34.80 30.38 31.50 33.42 33.50 33.50 30.38 31.50 33.42 33.50 33.50 30.38 31.50 33.42 33.50 33.50 30.38 31.50 33.42 33.50 33.50 30.38 31.50 33.42 33.50 33.50 30.38 35.28 37.27 35.58	Financial A	inalyst	41.02	43.07	45.12	43.07	45.22	47.37	45.22	47.48	49.74	47.48	49.85	52.22	49.85	52.34	54.83	52.34	54.96	57.58
35.16 35.26 35.16 35.26 35.26 35.16 36.92 38.62 35.76 23.68 24.86 26.04 24.86 26.10 26.05 27.35 28.72 30.09 28.72 30.16 37.73 35.44 37.13 35.44 30.11 30.46 30.41 30.46 30.68 32.21 33.74 32.21 33.82 29.01 30.46 22.97 24.07 25.22 24.07 25.27 24.80 25.27 31.56 33.14 34.72 33.14 34.72 33.14 34.80 30.38 31.90 33.42 31.90 33.50 33.50 33.28 35.58 37.27 35.58 37.36 37.36 37.28 35.58 37.27 35.58 37.36 37.36 37.29 33.24 31.80 33.58 37.37 33.41	Jenis/Legisial	ive Alialyst	30.01	33.31	41.81	33.51	41.91	43.91	41.91	44.01	46.11	44.01	46.21	48.41	46.21	48.52	50.83	48.52	50.95	53.38
23.68 24.86 26.05 27.32 26.10 26.05 27.35 28.65 27.35 28.72 33.75 35.47 37.13 35.44 37.13 27.62 29.01 38.74 37.21 30.46 37.63 29.01 38.74 32.21 33.04 30.68 32.21 33.74 32.21 33.82 22.92 24.07 25.22 24.07 25.27 23.68 24.07 25.22 24.07 25.27 30.38 31.50 33.42 31.90 33.50 33.89 35.58 37.27 35.58 37.36 33.89 35.58 37.27 35.58 37.36 30.30 31.82 33.48 31.82 33.41	HR Analy	1361	35.76	36.07	33.10	26.02	35.24	35.32	35.24	37.00	38.76	37.00	38.85	40.70	38.85	40.79	42.73	40.79	42.83	44.87
26.05 27.35 28.65 27.35 28.72 27.35 28.72 30.09 28.72 30.16 27.35 28.72 30.09 28.72 30.16 27.63 29.04 37.13 35.44 37.21 30.68 32.21 33.74 32.21 33.82 22.92 24.07 25.22 24.07 25.27 23.68 24.67 25.22 24.07 25.27 23.68 24.87 25.04 34.80 30.38 31.50 33.42 31.90 33.50 37.28 37.27 35.58 37.27 35.58 37.36 37.28 35.28 37.27 35.58 37.36 37.26 38.38 35.58 37.27 35.58 37.36 33.41 30.30 31.82 33.34 33.41 33.41	Human Resour	rces Clerk	23.68	24.86	26.04	24.86	26.10	27.04	26.10	27.71	76 77	27.61	20.70	44.79	20.75	44.89	47.03	44.89	47.13	49.37
27.35 28.72 30.09 28.72 30.16 33.75 35.44 37.13 35.44 37.21 27.63 29.01 30.39 29.01 30.46 30.68 32.21 33.74 32.21 33.82 22.92 24.07 25.22 24.07 25.27 31.56 33.14 34.72 33.14 34.80 30.38 31.90 33.42 31.90 33.50 30.38 35.58 37.27 35.58 37.36 37.28 35.44 41.10 39.14 41.10 37.28 35.44 37.82 33.41 34.80 37.28 35.27 35.58 37.36 37.36 37.28 35.24 31.82 33.41 34.10	uman Resource	as Specialist	26.05	27.35	28.65	77.35	28.72	30.00	28.73	20.12	21.02	20.42	21.07	27.70	07.07	30.22	31.00	30.77	31./3	33.24
33.75 35.44 37.13 35.44 37.21 27.63 29.01 30.39 29.01 30.46 30.68 32.21 33.74 32.21 33.82 22.92 24.07 25.22 24.07 25.27 23.68 33.14 34.72 24.07 25.27 23.68 24.86 26.04 24.86 26.10 30.38 31.90 33.42 31.90 33.50 33.89 35.58 37.27 35.58 37.36 37.28 35.58 37.27 35.58 37.36 37.89 35.58 37.27 35.58 37.36 37.89 35.58 37.27 35.58 37.37 37.80 35.58 37.27 35.58 37.37 37.80 33.41 41.10 39.14 41.10	uman Resource:	s Technician	27.35	28.72	30.09	28.72	30.16	31.60	30.16	31.67	33.18	31.67	33 75	34.83	33.75	27.07	26.67	27.00	15.45	30.5/
1 27.63 29.01 30.39 29.01 30.46 30.46 32.21 33.74 32.21 33.82 32.22 24.07 25.22 24.07 25.22 24.07 25.22 24.07 25.22 24.07 25.22 24.07 25.22 24.07 25.22 24.07 25.22 24.07 25.22 24.07 25.27 24.06 26.10 30.38 31.90 33.42 31.90 33.58 37.28 37.28 37.28 37.28 33.48 33.89 35.58 37.28 33.48 33.89 35.58 37.28 33.41 33.49 33.48	n Technology Pr	roject Coordinator	33.75	35.44	37.13	35.44	37.21	38.98	37.21	39.07	40.93	39.07	41.02	42 97	41.02	43.07	75.17	74.37	30.00	19.00
30.68 32.21 33.74 32.21 33.82 31.82 31.56 33.14 34.72 33.14 35.27 32.82 32.82 32.82 32.82 32.82 32.82 32.82 32.82 32.82 32.82 32.82 32.82 32.82 32.82 32.82 33.84 33.8	tion Technology	y Support Analyst i	27.63	29.01	30.39	29.01	30.46	31.91	30.46	31.98	33.50	31.98	33.58	35.18	33.58	35.76	36 96	35.75	37.07	20 70
22.92 24.07 25.22 24.07 25.27 31.6 33.14 34.72 33.14 34.80 23.68 24.86 26.04 24.86 33.60 30.38 31.90 33.42 31.90 33.50 33.89 35.56 37.27 35.58 37.36 37.28 39.14 41.00 39.14 41.10 30.30 31.82 33.89 37.27 35.58 37.36 30.30 31.82 33.41 31.82 33.41 33.41	tion Technology	' Support Analyst II	30.68	32.21	33.74	32.21	33.82	35.43	33.82	35.51	37.20	35.51	37.29	39.07	37.29	39.15	41.01	39.15	41 11	43.07
31.56 33.14 34.72 33.14 34.80 23.68 24.86 25.04 24.86 25.10 30.38 31.90 334.8 33.50 37.28 35.58 37.27 35.58 37.36 37.28 35.44 41.00 35.84 41.10 30.30 31.82 33.89 35.88 37.27 35.88 33.38	ad Custodial Sei	rvice Worker	22.92	24.07	25.22	24.07	25.27	26.47	25.27	26.53	27.79	26.53	27.86	29.19	27.86	29.25	30.64	29.25	30.71	32.17
23.68 24.86 26.04 24.86 26.10 30.38 31.90 33.42 31.90 33.50 37.28 37.27 35.58 37.36 33.89 35.58 37.27 35.58 37.36 33.89 35.58 37.27 35.58 37.36 33.89 31.82 33.41 33.41	Facilities Maint	enance Worker	31.56	33.14	34.72	33.14	34.80	36.46	34.80	36.54	38.28	36.54	38.37	40.20	38.37	40.29	42.21	40.29	42.30	44.31
30.38 31.90 33.42 31.90 33.50 33.89 35.58 37.27 35.58 37.36 37.28 39.24 41.00 39.14 41.10 33.89 35.58 37.27 35.58 37.36 30.30 31.82 33.44 33.41 33.41	Legal Secn	etary	23.68	24.86	26.04	24.86	26.10	27.34	26.10	27.41	28.72	27.41	28.78	30.15	28.78	30.22	31.66	30.22	31.73	33.24
33.89 35.58 37.27 35.58 37.36 37.28 39.44 41.00 39.14 41.10 38.89 35.58 37.27 35.58 37.36 30.30 31.82 33.34 31.82 33.41	obility Training	Coordinator	30.38	31.90	33.42	31.90	33.50	35.10	33.50	35.18	36.86	35.18	36.94	38.70	36.94	38.79	40.64	38.79	40.73	42.67
37.28 39.14 41.00 39.14 41.10 33.89 35.58 37.27 35.58 37.36 30.30 31.82 33.34 31.82 33.41	Paralego	al l	33.89	35.58	37.27	35.58	37.36	39.14	37.36	39.23	41.10	39.23	41.19	43.15	41.19	43.25	45.31	43.25	45.41	47.57
33.89 35.58 37.27 35.58 37.36 30.30 31.82 33.34 31.82 33.41	Paralega	11.18	37.28	39.14	41.00	39.14	41.10	43.06	41.10	43.16	45.22	43.16	45.32	47.48	45.32	47.59	49.86	47.59	49.97	52.35
30.30 31.82 33.34 31.82 33.41	atransit Eligibilit	y Coordinator	33.89	35.58	37.27	35.58	37.36	39.14	37.36	39.23	41.10	39.23	41.19	43.15	41.19	43.25	45.31	43.25	45.41	47.57
	Payroll Admir	nistrator	30.30	31.82	33.34	31.82	33.41	35.00	33.41	35.08	36.75	32.08	36.83	38.58	36.83	38.67	40.51	38.67	40.60	42.53
30.16	Payroll Spe	cialist	27.35	28.72	30.09	28.72	30.16	31.60	30.16	31.67	33.18	31.67	33.25	34.83	33.25	34.91	36.57	34.91	36.66	38.41

Attachment B

				FY24: 5% w	age increas	e, effective	June 22, 20	FY24: 5% wage increase, effective June 22, 2023/Adopted by the Board as of August 11, 2023	d by the Boa	ard as of Au	gust 11, 20.	23							
			•	;		ī	ē	Ç	Ĝ	100	,		•	y not	ū	ū	6400 6	ũ	ū
NOINO		Step 1	11	77.	Step 2	77	777	Step 3	31	31.	Step 4	1+1	114	e date	70 55	30.00	37.00	70.72	1000
SES	Planning Aide	21.83	22.92	24.01	22.92	24.07	25.22	24.07	25.27	26.47	25.27	26.53	6/./2	26.53	77.86	73.19	98./7	57.67	30.64
SES	Planning Data Analyst	33.89	35.58	37.27	35.58	37.36	39.14	37.36	39.23	41.10	39.23	41.19	43.15	41.19	43.25	45.31	43.25	45.41	47.57
SES	Purchasing Agent	33.59	35.27	36.95	35.27	37.03	38.79	37.03	38.88	40.73	38.88	40.82	42.76	40.82	42.86	44.90	42.86	45.00	47.14
SES	Purchasing Assistant	30.80	32.34	33.88	32.34	33.96	35.58	33.96	35.66	37.36	35.66	37.44	39.22	37.44	39.31	41.18	39.31	41.28	43.25
SES	Revenue Account Coordinator	23.61	24.79	25.97	24.79	26.03	72.72	26.03	27.33	28.63	27.33	28.70	30.07	28.70	30.14	31.58	30.14	31.65	33.16
SES	Revenue Collection Clerk	21.24	22.30	23.36	22.30	23.42	24.54	23.42	24.59	25.76	24.59	25.82	27.05	25.82	27.11	28.40	27.11	28.47	29.83
SES	Safety and Training Program Specialist I	39.55	41.53	43.51	41.53	43.61	45.69	43.61	45.79	47.97	45.79	48.08	50.37	48.08	50.48	52.88	50.48	53.00	55.52
SES	Safety and Training Program Specialist II	43.98	46.18	48.38	46.18	48.49	50.80	48.49	50.91	53.33	50.91	53.46	56.01	53.46	56.13	58.80	56.13	58.94	61.75
SES	Scheduling Analyst	33.89	35.58	37.27	35.58	37.36	39.14	37.36	39.23	41.10	39.23	41.19	43.15	41.19	43.25	45.31	43.25	45.41	47.57
SES	Senior Accounting Technician	29.79	31.28	32.77	31.28	32.84	34.40	32.84	34.48	36.12	34.48	36.20	37.92	36.20	38.01	39.82	38.01	39.91	41.81
SES	Senior Customer Service Representative	27.01	28.36	29.71	28.36	29.78	31.20	29.78	31.27	32.76	31.27	32.83	34.39	32.83	34.47	36.11	34.47	36.19	37.91
SES	Senior Financial Analyst	45.11	47.37	49.63	47.37	49.74	52.11	49.74	52.23	54.72	52.23	54.84	57.45	54.84	57.58	60.32	57.58	60.46	63.34
SES	Senior Systems Administrator	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	64.95	68.20	71.45
SES	Senior Transportation Planner	45.63	47.91	50.19	47.91	50.31	52.71	50.31	52.83	55.35	52.83	55.47	58.11	55.47	58.24	61.01	58.24	61.15	64.06
SES	Systems Administrator	46.25	48.56	50.87	48.56	50.99	53.42	50.99	53.54	56.09	53.54	56.22	58.90	56.22	59.03	61.84	59.03	61.98	64.93
SES	Transportation Planner I	34.22	35.93	37,64	35.93	37.73	39.53	37.73	39.62	41.51	39.62	41.60	43.58	41.60	43.68	45.76	43.68	45.86	48.04
SES	Transportation Planner II	38.01	39.91	41.81	39.91	41.91	43.91	41.91	44.01	46.11	44.01	46.21	48.41	46.21	48.52	50.83	48.52	50.95	53.38
SEV	Electronic Technician	35.16	36.92	38.68	36.92	38.77	40.62	38.77	40.71	42.65	40.71	42.75	44.79	42.75	44.89	47.03	44.89	47.13	49.37
SEV	Lead Mechanic	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	49.23	46.99	49.34	51.69
SEV	Lead Parts and Materials Clerk	30.24	31.75	33.26	31.75	33.34	34.93	33.34	35.01	36.68	35.01	36.76	38.51	36.76	38.60	40.44	38.60	40.53	42.46
SEV	Lead Vehicle Service Worker	25.32	26.59	27.86	26.59	27.92	29.25	27.92	29.32	30.72	29.32	30.79	32.26	30.79	32.33	33.87	32.33	33.95	35.57
SEV	Mechanic I	27.61	28.99	30.37	28.99	30.44	31.89	30.44	31.96	33.48	31.96	33.56	35.16	33.56	35.24	36.92	35.24	37.00	38.76
SEV	Mechanic II	30.68	32.21	33.74	32.21	33.82	35.43	33.82	35.51	37.20	35.51	37.29	39.07	37.29	39.15	41.01	39.15	41.11	43.07
SEV	Mechanic III	33.75	35.44	37.13	35.44	37.21	38.98	37.21	39.07	40.93	39.07	41.02	42.97	41.02	43.07	45.12	43.07	45.22	47.37
SEV	Parts and Materials Clerk	25.21	26.47	27.73	26.47	27.79	29.11	27.79	29.18	30.57	29.18	30.64	32.10	30.64	32.17	33.70	32.17	33.78	35.39
SEV	Upholsterer l	25.32	26.59	27.86	26.59	27.92	29.25	27.92	29.32	30.72	29.32	30.79	32.26	30.79	32.33	33.87	32.33	33.95	35.57
SEV	Upholsterer II	27.84	29.23	30.62	29.23	30.69	32.15	30.69	32.22	33.75	32.22	33.83	35.44	33.83	35.52	37.21	35.52	37.30	39.08
SEV	Vehicle Body Repair Mechanic	27.84	29.23	30.62	29.23	30.69	32.15	30.69	32.22	33.75	32.22	33.83	35.44	33.83	35.52	37.21	35.52	37.30	39.08
SEV	Vehicle Service Detailer	23.18	24.34	25.50	24.34	25.56	26.78	25.56	26.84	28.12	26.84	28.18	29.52	28.18	29.59	31.00	29.59	31.07	32.55
SEV	Vehicle Service Worker I	18.97	19.92	20.87	19.92	20.92	21.92	20.92	21.97	23.02	21.97	23.07	24.17	23.07	24.22	25.37	24.22	25.43	26.64
SEV	Vehicle Service Worker II	21.15	L	23.27	22.21	23.32	24.43	23.32	24.49	25.66	24.49	25.71	26.93	25.71	27.00	28.29	27.00	28.35	29.70

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Special	

Special Handi	ling - filled positions as of 10/26/2019																		
NOINO	шш	Step 1	11	1T	Step 2	21	211	Step 3	31	311	Step 4	4	4LL	Step 5	5.	SLL	Step 6	19	917
SES	Planning Data Analyst	34.35	34.35 36.07	37.79	36.07	37.87	39.67	37.87	39.76	41.65	39.76	41.75	43.74	41.75	43.84	45.93	43.84	46.03	48.22
SEV	Mechanic	28.07	28.07 29.47	30.87	29.47	30.94	32,41	30.94	32.49	34.04	32.49	34.11	35.73	34.11	35.82	37.53	35.82	37.61	39.40
SEV	Vehicle Service Worker I	19.20	19.20 20.16	21.12	20.16	21.17	22.18	21.17		23.29	22.23	23.34	24.45	23.34	24.51	25.68	24.51	25.74	26.97
Longevity Pa	ngevity Pay is based only on length of service.																		

Notes: * Adding Customer Service Assistant to the SEA Chapter. Position and wage approved on BOD 66.26.2020. Adding HR Analyst I to the SEA Chapter. Position and wage approved on BOD 03.25.2022. Adding Mobility Training Coordinator. Position and wage approved on BOD 66.24.2022. Adding Accountant III. Position and wage approved on BOD 09.23.2022. Adding Maintenance Trainer. Position and wage approved on BOD 10.27.2022. Adding Payroll Administrator and Payroll Supervisor. Positions and wages approved on BOD 10.27.2023.

56.37 41.89 57.27 51.34 74.94 62.30 52.98 54.43 54.43 39.12 39.12 39.12 39.12 39.12 39.14 6L 46.32 50.57 35.93 42.35 49.52 59.47 50.57 47.43 53.81 53.81 53.81 63.99 53.67 56.64 48.16 45.17 51.25 51.25 38.09 52.07 46.68 59.34 50.45 47.32 53.69 39.90 54.55 52.86 26.68 48.90 5L 44.11 48.16 34.22 40.33 47.16 56.64 48.16 45.17 51.25 38.09 52.07 46.68 5kep 5 42.01 45.87 32.59 38.41 44.91 53.94 45.87 43.02 48.81 36.28 49.59 44.46 64.88 41.40 33.87 36.21 36.21 37.54 37.54 37.54 37.54 37.54 37.54 37.54 48.06 40.40 40.24 47.05 56.51 48.05 45.07 51.13 4L 42.01 45.87 32.59 38.41 44.91 43.02 48.81 49.59 44.46 33.87 32.97 36.21 36.21 36.21 34.57 38.40 38.99 38.97 29.94 40.40 40.40 40.40 42.67 2024/Adopted by the Board as of August 11, 2023 Step 4 40.01 43.69 31.04 36.58 36.58 42.77 51.37 40.97 40.97 46.49 34.55 47.23 47.23 49.38 45.77 38.48 42.34 28.51 31.35 32.92 40.64 32.52 38.32 44.81 53.82 45.77 42.92 48.70 36.20 49.48 44.36 31.04 36.58 42.77 51.37 43.69 40.97 47.23 42.34 61.79 29.42 32.69 23.10 27.09 31.40 28.51 34.55 49.38 45.77 38.48 42.34 28.51 31.35 32.92 32.90 44.98 40.32 58.85 June 20, 3 211 39.91 43.59 30.97 36.50 42.67 42.67 43.59 40.88 46.39 47.12 47.12 47.24 61.65 32.90 44.98 40.32 58.85 28.15 28.15 33.18 38.79 46.59 39.63 37.16 42.17 42.17 42.84 42.84 42.84 38.40 56.05 25.74 37.46 30.65 29.84 26.85 32.78 31.28 32.03 32.03 32.03 32.03 32.03 32.03 32.03 32.03 32.03 32.03 32.03 32.03 32.03 32.03 29.49 34.76 40.64 48.81 41.52 38.93 32.82 44.18 40.23 58.72 27.09 30.11 46.92 43.49 36.56 40.23 27.09 28.15 33.18 38.79 46.59 39.63 37.16 42.17 31.33 38.40 56.05 34.56 37.74 25.81 25.81 31.60 31.60 31.60 31.60 35.39 40.16 40.16 35.39 40.16 35.39 36.57 38.73 38.77 38.74 34.06 34.06 34.06 37.78 information Technology Project Coordinator Information Technology Support Analyst I Information Technology Support Analyst II Lead Custodial Service Worker Assistant Safety & Training Coordinator Claims Technician I Claims Technician II Claims Iechnician II Custodial Service Worker Customer Service Representative Safety & Training Coordinator Transit Supervisor Transportation Planning Superviso Lead Facilities Maintenance Worker Customer Service Supervisor Facilities Maintenance Supervisor Fleet Maintenance Supervisor Paratransit Eligibility Coordinator Payroll Administrator Payroll Specialist Parts and Materials Supervisor Revenue Collection Supervisor Facilities Maintenance Worker I Financial Analyst Grants/Legislative Analyst HR Analyst I Facilities Maintenance Worker Human Resources Specialist Mobility Training Coordinator Accounting Specialist Accounting Technician Administrative Assistant Customer Service Assistant Administrative Specialist Human Resources Clerk Maintenance Trainer Administrative Clerk Benefits Technician Payroll Supervisor Legal Secretary Accountant ii Accountant III HR Analyst II Accountant i Paralegal II Paralegal

				FY25: 4% w	FY25: 4% wage increase, effective June 20, 2024/Adopted by the Board as of August 11, 2023	e, effective	June 20, 20	24/Adopte	d by the Boo	ard as of Au	gust 11, 20	23							
NOINO	TITLE	Step 1	11	111.	Step 2	2L	7T	Step 3	JE	3.1	Step 4	4L	411	Step 5	51	2IT	Step 6	19	9
SES	Planning Aide	22.70	23.84	24.98	23.84	25.03	26.22	25.03	26.28	27.53	26.28	27.59	28.90	27.59	28.97	30.35	28.97	30.42	31.87
SES	Planning Data Analyst	35.25	37.01	38.77	37.01	38.86	40.71	38.86	40.80	42.74	40.80	45.84	44.88	42.84	44.98	47.12	44.98	47.23	49.48
SES	Purchasing Agent	34.93	36.68	38.43	36.68	38.51	40.34	38.51	40.44	42.37	40.44	42.46	44.48	42.46	44.58	46.70	44.58	46.81	49.04
SES	Purchasing Assistant	32.03	33.63	35.23	33.63	35.31	36.99	35.31	37.08	38.85	37.08	38.93	40.78	38.93	40.88	42.83	40.88	42.92	44.96
SES	Revenue Account Coordinator	24.55	25.78	27.01	25.78	27.07	28.36	27.07	28.42	29.77	28.42	29.84	31.26	29.84	31.33	32.82	31.33	32.90	34.47
SES	Revenue Collection Clerk	22.09	23.19	24.29	23.19	24.35	25.51	24.35	25.57	26.79	25.57	26.85	28.13	26.85	28.19	29.53	28.19	29.60	31.01
SES	Safety and Training Program Specialist I	41.13	43.19	45.25	43.19	45.35	47.51	45.35	47.62	49.89	47.62	50.00	52.38	50.00	52.50	55.00	52.50	55.13	57.76
SES	Safety and Training Program Specialist II	45.74	48.03	50.32	48.03	50.43	52.83	50.43	52.95	55.47	52.95	55.60	58.25	55.60	58.38	61.16	58.38	61.30	64.22
SES	Scheduling Analyst	35.25	37.01	38.77	37.01	38.86	40.71	38.86	40.80	42.74	40.80	45.84	44.88	42.84	44.98	47.12	44.98	47.23	49.48
SES	Senior Accounting Technician	30.98	32.53	34.08	32.53	34.16	35.79	34.16	35.87	37.58	35.87	37.66	39.45	37.66	39.54	41.42	39.54	41.52	43.50
SES	Senior Customer Service Representative	28.09	29.49	30.89	29.49	30.96	32.43	30.96	32.51	34.06	32.51	34.14	35.77	34.14	35.85	37.56	35.85	37.64	39.43
SES	Senior Financial Analyst	46.91	49.26	51.61	49.26	51.72	54.18	51.72	54.31	56.90	54.31	57.03	59.75	57.03	59.88	62.73	59.88	62.87	65.86
SES	Senior Systems Administrator	52.93	55.58	58.23	55.58	58.36	61.14	58.36	61.28	64.20	61.28	64.34	67.40	64.34	67.56	70.78	67.56	70.94	74.32
SES	Senior Transportation Planner	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
SES	Systems Administrator	48.10	50.51	52.92	50.51	53.04	55.57	53.04	55.69	58.34	55.69	58.47	61.25	58.47	61.39	64.31	61.39	64.46	67.53
SES	Transportation Planner I	35.59	37.37	39.15	37.37	39.24	41.11	39.24	41.20	43.16	41.20	43.26	45.32	43.26	45.42	47.58	45.42	47.69	49.96
SES	Transportation Planner II	39.53	41.51	43.49	41.51	43.59	45.67	43.59	45.77	47.95	45.77	48.06	50.35	48.06	50.46	52.86	50.46	52.98	55.50
																		-	
SEV	Electronic Technician	36.57	38.40	40.23	38.40	40.32	42.24	40.32	42.34	44.36	45.34	44.46	46.58	44.46	46.68	48.90	46.68	49.01	51.34
SEV	Lead Mechanic	39.44	41.41	43.38	41.41	43.48	45.55	43.48	45.65	47.82	45.65	47.93	50.21	47.93	50.33	52.73	50.33	52.85	55.37
SEV	Lead Parts and Materials Clerk	31.45	33.02	34.59	33.02	34.67	36.32	34.67	36.40	38.13	36.40	38.22	40.04	38.22	40.13	45.04	40.13	42.14	44.15
SEV	Lead Vehicle Service Worker	26.33	27.65	28.97	27.65	29.03	30.41	29.03	30.48	31.93	30.48	32.00	33.52	32.00	33.60	35.20	33.60	35.28	36.96
SEV	Mechanic I	29.58	31.06	32.54	31.06	32.61	34.16	32.61	34.24	35.87	34.24	35.95	37.66	35.95	37.75	39.55	37.75	39.64	41.53
SEV	Mechanic II	32.87	34.51	36.15	34.51	36.24	37.97	36.24	38.05	39.86	38.05	39.95	41.85	39.95	41.95	43.95	41.95	44.05	46.15
SEV	Mechanic III	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	46.15	48.46	50.77
SEV	Parts and Materials Clerk	26.22	27.53	28.84	27.53	28.91	30.29	28.91	30.36	31.81	30.36	31.88	33.40	31.88	33.47	35.06	33.47	35.14	36.81
SEV	Uphoisterer I	26.33	27.65	28.97	27.65	29.03	30.41	29.03	30.48	31.93	30.48	32.00	33.52	32.00	33.60	35.20	33.60	35.28	36.96
SEV	Upholsterer II	28.95	30.40	31.85	30.40	31.92	33.44	31.92	33.52	35.12	33.52	35.20	36.88	35.20	36.96	38.72	36.96	38.81	40.66
SEV	Vehicle Body Repair Mechanic	28.95	30.40	31.85	30.40	31.92	33.44	31.92	33,52	35.12	33.52	35.20	36.88	35.20	36.96	38.72	36.96	38.81	40.66
SEV	Vehicle Service Detailer	24.11	25.32	26.53	25.32	26.59	27.86	26.59	27.92	29.25	27.92	29.32	30.72	29.32	30.79	32.26	30.79	32.33	33.87
SEV	Vehicle Service Worker I	19.73	20.72	21.71	20.72	21.76	22.80	21.76	22.85	23.94	22.85	23.99	25.13	23.99	25.19	26.39	25.19	26.45	27.71
SEV	Vehicle Service Worker II	22.00	23.10	24.20	23.10	24.26	25.42	24.26	25.47	26.68	25.47	26.74	28.01	26.74	28.08	29.42	28.08	29.48	30.88

Special Handling - filled positions as of 10/26/2019

ONION	TITLE	Step 1	7	Ħ	Step 2	21	2LL	Step 3	31	311	Step 4	4L	4LL	Step 5	5L	5LL	Step 6	91	917
SES	Planning Data Analyst	35.72	37.51	39.30	37.51	39.39	41.27	39.39	41.36	43.33	41.36	43.43	45.50	43.43	45.60	47.77	45.60	47.88	50.16
SEV	Mechanic I	30.07	31.57	33.07	31.57	33.15	34.73	33.15	34.81	36.47	34.81	36.55	38.29	36.55	38.38	40.21	38.38	40.30	42.22
SEV	Vehicle Service Worker I	19.97	20.97	21.97	20.97	22.02	23.07	22.02	23.12	24.22	23.12	24.28	25.44	24.28	25.49	26.70	25.49	26.76	28.03
Longevity	ingevity Pay is based only on length of service.																		

Notes: * Adding Customer Service Assistant to the SEA Chapter. Position and wage approved on BOD 06.26.2020. Adding HR Analyst I to the SEA Chapter. Position and wage approved on BOD 06.24.2022. Adding Maintenance Trainer. Position and wage approved on BOD 06.24.2022. Adding Accountant III. Position and wage approved on BOD 09.23.2022. Adding Maintenance Trainer. Position and wage approved on BOD 10.27.2023. Adding Payroll Administrator and Payroll Supervisor. Positions and wages approved on BOD 10.27.2023.

1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	UNION	TITLE	Step 1	11	111	Step 2	77	211	Step 3	3[311	Step 4	41	41.	Step 5	5.	311	Step 6	79	119
2.2.18 3.3.2. 4.3.1 4.3.2 <		Administrative Supervisor	35.94	37.74	39.54	37.74	39.63	41.52	39.63	41.61	43.59	41.61	43.69	45.77	43.69	45.87	48.05	45.87	48.16	50.45
		Assistant Safety & Training Coordinator	39.25	41.21	43.17	41.21	43.27	45.33	43.27	45.43	47.59	45.43	47.70	49.97	47.70	50.09	52.48	50.09	52.59	55.09
		Custodial Supervisor	27.88	29.27	30.66	29.27	30.73	32.19	30.73	32.27	33.81	32.27	33.88	35.49	33.88	35.57	37.26	35.57	37.35	39.13
48.24 68.64 68.67 <th< td=""><td></td><td>Customer Service Supervisor</td><td>32.86</td><td>34.50</td><td>36.14</td><td>34.50</td><td>36.23</td><td>37.96</td><td>36.23</td><td>38.04</td><td>39.85</td><td>38.04</td><td>39.94</td><td>41.84</td><td>39.94</td><td>41.94</td><td>43.94</td><td>41.94</td><td>44.04</td><td>46.14</td></th<>		Customer Service Supervisor	32.86	34.50	36.14	34.50	36.23	37.96	36.23	38.04	39.85	38.04	39.94	41.84	39.94	41.94	43.94	41.94	44.04	46.14
84.64 68.64 <th< td=""><td></td><td>Facilities Maintenance Supervisor</td><td>38.42</td><td>40.34</td><td>42.26</td><td>40.34</td><td>42.36</td><td>44.38</td><td>42.36</td><td>44.48</td><td>46.60</td><td>44.48</td><td>46.70</td><td>48.92</td><td>46.70</td><td>49.04</td><td>51.38</td><td>49.04</td><td>51,49</td><td>53.94</td></th<>		Facilities Maintenance Supervisor	38.42	40.34	42.26	40.34	42.36	44.38	42.36	44.48	46.60	44.48	46.70	48.92	46.70	49.04	51.38	49.04	51,49	53.94
35.2 41.2 <th< td=""><td></td><td>Fleet Maintenance Supervisor</td><td>46.14</td><td>48,45</td><td>50.76</td><td>48.45</td><td>50.87</td><td>53.29</td><td>50.87</td><td>53.41</td><td>55.95</td><td>53.41</td><td>56.08</td><td>58.75</td><td>56.08</td><td>58.88</td><td>61.68</td><td>58.88</td><td>61.82</td><td>64.76</td></th<>		Fleet Maintenance Supervisor	46.14	48,45	50.76	48.45	50.87	53.29	50.87	53.41	55.95	53.41	56.08	58.75	56.08	58.88	61.68	58.88	61.82	64.76
3.6.5 4.6.5 <th< td=""><td></td><td>Maintenance Trainer</td><td>39.25</td><td>41.21</td><td>43.17</td><td>41.21</td><td>43.27</td><td>45.33</td><td>43.27</td><td>45.43</td><td>47.59</td><td>45.43</td><td>47.70</td><td>49.97</td><td>47.70</td><td>50.09</td><td>52.48</td><td>50.09</td><td>52.59</td><td>55.09</td></th<>		Maintenance Trainer	39.25	41.21	43.17	41.21	43.27	45.33	43.27	45.43	47.59	45.43	47.70	49.97	47.70	50.09	52.48	50.09	52.59	55.09
44.77 45.86 45.86 44.89 48.90 89.50 48.90 79.70 39.70 39.51 55.50 39.11 39.11 <th< td=""><td></td><td>Parts and Materials Supervisor</td><td>36.81</td><td>38.65</td><td>40.49</td><td>38.65</td><td>40.58</td><td>42.51</td><td>40.58</td><td>42.61</td><td>44.64</td><td>42.61</td><td>44.74</td><td>46.87</td><td>44.74</td><td>46.98</td><td>49.22</td><td>46.98</td><td>49.33</td><td>51.68</td></th<>		Parts and Materials Supervisor	36.81	38.65	40.49	38.65	40.58	42.51	40.58	42.61	44.64	42.61	44.74	46.87	44.74	46.98	49.22	46.98	49.33	51.68
4.1.4. 4.1.5.<		Payroli Supervisor	41.77	43.86	45.95	43.86	46.05	48.24	46.05	48.35	50.65	48.35	50.77	53.19	50.77	53.31	55.85	53.31	55.98	58.65
4.0.4.3 4.6.2.4 4.0.2.4 <t< td=""><td></td><td>Revenue Collection Supervisor</td><td>31.03</td><td>32.58</td><td>34.13</td><td>32.58</td><td>34.21</td><td>35.84</td><td>34.21</td><td>35.92</td><td>37.63</td><td>35.92</td><td>37.72</td><td>39.52</td><td>37.72</td><td>39.61</td><td>41.50</td><td>39.61</td><td>41.59</td><td>43.57</td></t<>		Revenue Collection Supervisor	31.03	32.58	34.13	32.58	34.21	35.84	34.21	35.92	37.63	35.92	37.72	39.52	37.72	39.61	41.50	39.61	41.59	43.57
38.61 38.93 41.58 44.93 <th< td=""><td>1</td><td>Safety & Training Coordinator</td><td>42.43</td><td>44.55</td><td>46.67</td><td>44.55</td><td>46.78</td><td>49.01</td><td>46.78</td><td>49.12</td><td>51.46</td><td>49.12</td><td>51.58</td><td>54.04</td><td>51.58</td><td>54.16</td><td>56.74</td><td>54.16</td><td>56.87</td><td>59.58</td></th<>	1	Safety & Training Coordinator	42.43	44.55	46.67	44.55	46.78	49.01	46.78	49.12	51.46	49.12	51.58	54.04	51.58	54.16	56.74	54.16	56.87	59.58
55.52 55.20 65.00 <th< td=""><td>1</td><td>Transit Supervisor</td><td>38.03</td><td>39.93</td><td>41.83</td><td>39.93</td><td>41.93</td><td>43.93</td><td>41.93</td><td>44.03</td><td>46.13</td><td>44.03</td><td>46.23</td><td>48.43</td><td>46.23</td><td>48.54</td><td>50.85</td><td>48.54</td><td>50.97</td><td>53.40</td></th<>	1	Transit Supervisor	38.03	39.93	41.83	39.93	41.93	43.93	41.93	44.03	46.13	44.03	46.23	48.43	46.23	48.54	50.85	48.54	50.97	53.40
46.56 38.49 40.32 38.49 40.41 42.39 40.44 42.43 44.56 44.56 46.56 44.56 <th< td=""><td></td><td>Transportation Planning Supervisor</td><td>55.52</td><td>58.30</td><td>61.08</td><td>58.30</td><td>61.22</td><td>64.14</td><td>61.22</td><td>64.28</td><td>67.34</td><td>64.28</td><td>67.49</td><td>70.70</td><td>67.49</td><td>70.86</td><td>74.23</td><td>70.86</td><td>74.40</td><td>77.94</td></th<>		Transportation Planning Supervisor	55.52	58.30	61.08	58.30	61.22	64.14	61.22	64.28	67.34	64.28	67.49	70.70	67.49	70.86	74.23	70.86	74.40	77.94
40.30 40.50 <th< td=""><td>1</td><td>450000</td><td>,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,</td><td>2, 0,</td><td>25.07</td><td>15</td><td>;</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></th<>	1	450000	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	2, 0,	25.07	15	;													
4.3.4 4.2.4 <th< td=""><td>T</td><td>Accountant</td><td>30.00</td><td>38.49</td><td>40.32</td><td>38.49</td><td>40.41</td><td>42.33</td><td>40.41</td><td>42.43</td><td>44.45</td><td>42.43</td><td>44.55</td><td>46.67</td><td>44.55</td><td>46.78</td><td>49.01</td><td>46.78</td><td>49.12</td><td>51.46</td></th<>	T	Accountant	30.00	38.49	40.32	38.49	40.41	42.33	40.41	42.43	44.45	42.43	44.55	46.67	44.55	46.78	49.01	46.78	49.12	51.46
44.39 75.47 75.27 75.28 75.29 75.28 75.29 75.28 75.29 75.28 75.29 75.28 75.29 75.28 75.29 75.28 75.29 75.28 75.29 75.28 75.29 <th< td=""><td>1</td><td>Accountant II</td><td>40.32</td><td>42.34</td><td>44.36</td><td>42.34</td><td>44.46</td><td>46.58</td><td>44.46</td><td>46.68</td><td>48.90</td><td>46.68</td><td>49.01</td><td>51.34</td><td>49.01</td><td>51.46</td><td>53.91</td><td>51.46</td><td>54.03</td><td>56.60</td></th<>	1	Accountant II	40.32	42.34	44.36	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	56.60
4.4.4 7.5.56 7.5.76 </td <td>\dagger</td> <td>Accountant III</td> <td>43.99</td> <td>46.19</td> <td>48.39</td> <td>46.19</td> <td>48.50</td> <td>50.81</td> <td>48.50</td> <td>50.93</td> <td>53.36</td> <td>50.93</td> <td>53.48</td> <td>56.03</td> <td>53.48</td> <td>56.15</td> <td>58.82</td> <td>56.15</td> <td>58.96</td> <td>61.77</td>	\dagger	Accountant III	43.99	46.19	48.39	46.19	48.50	50.81	48.50	50.93	53.36	50.93	53.48	56.03	53.48	56.15	58.82	56.15	58.96	61.77
28.94 31.75 31.60 40.25 40.40 43.00 43.00 40.50 47.50 47.50 40.50 40.50 47.50 40.50 40.50 40.50 40.50 40.50 40.50 40.50 40.50 40.50 40.50 40.50 40.50 40.50 40.50 40.50 40.50 40.50 30.40 31.80 31.00 32.50 31.00 32.50 31.00 32.50 31.50 32.50 31.50 32.50 31.50 32.50 <th< td=""><td>1</td><td>Accounting Clerk</td><td>24.34</td><td>25.56</td><td>26.78</td><td>25.56</td><td>26.84</td><td>28.12</td><td>26.84</td><td>28.18</td><td>29.52</td><td>28.18</td><td>29.59</td><td>31.00</td><td>29.59</td><td>31.07</td><td>32.55</td><td>31.07</td><td>32.62</td><td>34.17</td></th<>	1	Accounting Clerk	24.34	25.56	26.78	25.56	26.84	28.12	26.84	28.18	29.52	28.18	29.59	31.00	29.59	31.07	32.55	31.07	32.62	34.17
28.29 36.64 31.28 33.45 31.26 31.25 31.26 <th< td=""><td>1</td><td>Accounting Specialist</td><td>35.42</td><td>37.19</td><td>38.96</td><td>37.19</td><td>39.05</td><td>40.91</td><td>39.02</td><td>41.00</td><td>42.95</td><td>41.00</td><td>43.05</td><td>45.10</td><td>43.05</td><td>45.20</td><td>47.35</td><td>45.20</td><td>47.46</td><td>49.72</td></th<>	1	Accounting Specialist	35.42	37.19	38.96	37.19	39.05	40.91	39.02	41.00	42.95	41.00	43.05	45.10	43.05	45.20	47.35	45.20	47.46	49.72
28.20 28.51 38.20 38.56 31.00 38.56 31.00 38.66 31.00 38.66 31.00 38.66 31.00 38.66 31.00 38.66 31.00 38.66 31.00 38.66 31.00 38.66 31.00 38.66 31.00 38.66 31.00 38.66 31.00 38.66 31.00 38.67 34.00 38.26 31.00 38.61 31.00 38.61 31.00 38.61 31.00 38.61 31.00 38.61 31.00 38.61 31.00 38.61 31.00 38.61 38.62 31.00 38.61 38.62 <th< td=""><td>T</td><td>Accounting Technician</td><td>28.98</td><td>30.43</td><td>31.88</td><td>30.43</td><td>31.95</td><td>33.47</td><td>31.95</td><td>33.55</td><td>35.15</td><td>33.55</td><td>35.23</td><td>36.91</td><td>35.23</td><td>36.99</td><td>38.75</td><td>36.99</td><td>38.84</td><td>40.69</td></th<>	T	Accounting Technician	28.98	30.43	31.88	30.43	31.95	33.47	31.95	33.55	35.15	33.55	35.23	36.91	35.23	36.99	38.75	36.99	38.84	40.69
75.39 3.54 3.24 <t< td=""><td>1</td><td>Administrative Assistant</td><td>28.20</td><td>29.61</td><td>31.02</td><td>29.61</td><td>31.09</td><td>32.57</td><td>31.09</td><td>32.64</td><td>34.19</td><td>32.64</td><td>34.27</td><td>35.90</td><td>34.27</td><td>35.98</td><td>37.69</td><td>35.98</td><td>37.78</td><td>39.58</td></t<>	1	Administrative Assistant	28.20	29.61	31.02	29.61	31.09	32.57	31.09	32.64	34.19	32.64	34.27	35.90	34.27	35.98	37.69	35.98	37.78	39.58
29.24 3.1.06 3.2.5.4 3.4.1 3.5.8.0 3.4.1 3.5.8 3.4.1 3.5.8 3.4.1 3.5.8 3.4.1 3.5.8 3.4.1 3.5.8 3.4.1 3.5.8 3.4.1 3.5.8 3.4.1 3.5.8 3.4.1 3.5.8 3.4.1 3.5.8 3.4.1 3.5.8 3.4.1 3.5.8 3.4.1 3.5.4 3.4.0 3.5.4 3.4.0 3.5.4 3.5.4 3.5.7 3.5.8 3.5.7 3.5.4 3.5.8 3.5.7 3.5.4 3.5.5 3.5.4 3.5.7 3.5.4 3.5.7 3.5.7 3.5.7 3.5.7 3.5.7 3.5.7 3.5.7 3.5.7 3.5.7 3.5.7 3.5.7 3.5.7 3.5.8 3.5.7 3.5.7 3.5.7 3.5.8 3.5.7 3.5.7 3.5.8 3.5.7 3.5.7 3.5.8 3.5.7 3.5.8 3.5.7 3.5.8 3.5.7 3.5.8 3.5.7 3.5.8 3.5.8 3.5.7 3.5.8 3.5.8 3.5.8 3.5.8 3.5.8 3.5.8 3.5.8 3.5.8	Ì	Administrative Clerk	25.39	26.66	27.93	26.66	27.99	29.32	27.99	29.39	30.79	29.39	30.86	32.33	30.86	32.40	33.94	32.40	34.02	35,64
24.58 31.06 32.54 31.06 32.54 31.06 32.54 31.06 32.54 31.06 32.54 31.06 32.54 31.06 32.54 31.06 32.54 31.06 32.54 31.06 32.54 31.06 32.54 32.76 32.64 32.76 32.54 32.76 32.64 32.76 32.64 32.76 32.64 32.76 32.54 <th< td=""><td>ľ</td><td>Administrative Specialist</td><td>30.99</td><td>32.54</td><td>34.09</td><td>32.54</td><td>34.17</td><td>35.80</td><td>34.17</td><td>35.88</td><td>37.59</td><td>35.88</td><td>37.67</td><td>39.46</td><td>37.67</td><td>39.55</td><td>41.43</td><td>39.55</td><td>41.53</td><td>43.51</td></th<>	ľ	Administrative Specialist	30.99	32.54	34.09	32.54	34.17	35.80	34.17	35.88	37.59	35.88	37.67	39.46	37.67	39.55	41.43	39.55	41.53	43.51
58.47 31.78 33.29 31.78 33.27 31.78 33.29 31.78 33.27 31.78 33.29 31.78 33.29 31.78 33.29 31.78 33.29 31.78 33.29 31.78 33.29 31.78 33.29 31.78 33.29 31.78 33.29 31.78 33.29 31.78 32.28 32.09 31.79 32.70 32.74 32.70 32.74 32.82 32.70 32.82 32.70 32.82 <th< td=""><td>T</td><td>Benefits lechnician</td><td>29.58</td><td>31.06</td><td>32.54</td><td>31.06</td><td>32.61</td><td>34.16</td><td>32.61</td><td>34.24</td><td>35.87</td><td>34.24</td><td>35.95</td><td>37.66</td><td>35.95</td><td>37.75</td><td>39.55</td><td>37.75</td><td>39.64</td><td>41,53</td></th<>	T	Benefits lechnician	29.58	31.06	32.54	31.06	32.61	34.16	32.61	34.24	35.87	34.24	35.95	37.66	35.95	37.75	39.55	37.75	39.64	41,53
26.44 31.77 39.08 37.75 39.08 37.76 39.08 37.76 39.08 37.77 39.04 37.77 39.08 37.77 39.08 37.77 39.08 37.77 39.08 37.77 39.08 37.77 39.08 37.77 39.08 37.77 39.08 37.77 39.08 39.77 39.08 39.77 39.08 39.79 39.78 39.79 39.78 39.79 39.78 39.79 39.78 39.79 39.78 39.79 <th< td=""><td>1</td><td>Buyer</td><td>30.27</td><td>31.78</td><td>33.29</td><td>31.78</td><td>33.37</td><td>34.96</td><td>33.37</td><td>35.04</td><td>36.71</td><td>35.04</td><td>36.79</td><td>38.54</td><td>36.79</td><td>38.63</td><td>40.47</td><td>38.63</td><td>40.56</td><td>42.49</td></th<>	1	Buyer	30.27	31.78	33.29	31.78	33.37	34.96	33.37	35.04	36.71	35.04	36.79	38.54	36.79	38.63	40.47	38.63	40.56	42.49
23.47 31.84 32.31 33.94 32.31 30.64 32.31 30.64 32.31 30.64 32.31 30.64 32.31 30.64 32.31 30.64 32.31 30.64 32.31 30.64 32.31 30.64 32.31 30.64 32.32 31.07 20.64 20.52 20.64 20.52 20.64 32.50 31.00 35.64 31.00 30.64 30.60 30.64 30.64 30.64 30.64 30.64 30.64 30.64 30.64 30.64 30.64 30.64 30.64 30.64 <th< td=""><td>Ì</td><td>Claims Technician I</td><td>26.44</td><td>27.76</td><td>29.08</td><td>27.76</td><td>29.15</td><td>30.54</td><td>29.15</td><td>30.61</td><td>32.07</td><td>30.61</td><td>32.14</td><td>33.67</td><td>32.14</td><td>33.75</td><td>35.36</td><td>33.75</td><td>35.44</td><td>37.13</td></th<>	Ì	Claims Technician I	26.44	27.76	29.08	27.76	29.15	30.54	29.15	30.61	32.07	30.61	32.14	33.67	32.14	33.75	35.36	33.75	35.44	37.13
20.75 21.79 22.88 21.99 22.80 24.02 25.12 26.42 25.22 26.42 25.22 26.42 25.22 26.42 25.22 26.42 25.22 26.40 25.22 26.40 28.22 28.40 28.22 28.22 28.22 28.22 28.22 28.22 28.22 28.22 28.22 28.22 28.22 28.22 28.22 28.22 28.22 28.22 28.22 28.22 <th< td=""><td>1</td><td>Claims Technician II</td><td>29.37</td><td>30.84</td><td>32.31</td><td>30.84</td><td>32.38</td><td>33.92</td><td>32.38</td><td>34.00</td><td>35.62</td><td>34.00</td><td>35.70</td><td>37.40</td><td>35.70</td><td>37.49</td><td>39.28</td><td>37.49</td><td>39.36</td><td>41.23</td></th<>	1	Claims Technician II	29.37	30.84	32.31	30.84	32.38	33.92	32.38	34.00	35.62	34.00	35.70	37.40	35.70	37.49	39.28	37.49	39.36	41.23
28.43 25.56 26.78 25.84 26.81 26.84 28.12 26.84 28.12 26.84 28.12 28.44 28.55 31.00 28.55 31.00 28.54 31.00 28.54 31.00 32.57 31.00 32.64 31.14 32.50 31.20 32.70 31.00 32.64 31.14 32.00 34.27 36.00 32.70 31.30 32.70 31.26 32.70 31.26 32.70 31.26 32.70 31.26 32.70 <th< td=""><td></td><td>Custodial Service Worker</td><td>20.75</td><td>21.79</td><td>22.83</td><td>21.79</td><td>22.88</td><td>23.97</td><td>22.88</td><td>24.02</td><td>25.16</td><td>24.02</td><td>25.22</td><td>26.42</td><td>25.22</td><td>26.48</td><td>27.74</td><td>26.48</td><td>27.80</td><td>29.12</td></th<>		Custodial Service Worker	20.75	21.79	22.83	21.79	22.88	23.97	22.88	24.02	25.16	24.02	25.22	26.42	25.22	26.48	27.74	26.48	27.80	29.12
28.62 28.64 28.02 28.64 31.02 28.64 31.02 28.64 31.02 32.64 31.02 32.64 31.02 32.64 31.02 32.64 31.02 32.64 31.02 32.64 31.02 32.64 31.02 32.64 31.02 32.64 31.02 32.64 31.02 32.64 31.02 32.64 31.02 32.64 31.02 32.64 31.14 32.64 31.14 32.64 31.14 32.64 31.14 32.94 36.25 31.24 32.64 <th< td=""><td></td><td>Customer Service Representative</td><td>24.34</td><td>25.56</td><td>26.78</td><td>25.56</td><td>26.84</td><td>28.12</td><td>26.84</td><td>28.18</td><td>29.52</td><td>28.18</td><td>29.59</td><td>31.00</td><td>29.59</td><td>31.07</td><td>32.55</td><td>31.07</td><td>32.62</td><td>34.17</td></th<>		Customer Service Representative	24.34	25.56	26.78	25.56	26.84	28.12	26.84	28.18	29.52	28.18	29.59	31.00	29.59	31.07	32.55	31.07	32.62	34.17
2.5.62 2.6.50 2.8.28 2.9.66 3.1.0 2.9.66 3.1.14 3.2.62 3.1.4 3.2.60 3.1.4 3.2.60 3.1.4 3.2.94 3.1.4 3.2.90 3.1.3 3.2.94 3.1.3 3.2.94 3.1.3 3.2.94		Customer Service Assistant	28.20	29.61	31.02	29.61	31.09	32.57	31.09	32.64	34.19	32.64	34.27	35.90	34.27	35.98	37.69	35.98	37.78	39.58
4.8.4 5.5.8 3.1.37 3.2.86 3.1.37 3.2.94 3.4.5 3.6.20 3.6.24 3.6.24 3.6.20 3.6.24 3.6.24 3.6.24 3.6.24 3.6.24 3.6.24 3.6.24 3.6.24 3.6.24 3.6.24 3.6.24 3.6.24 3.6.34 3.6.24 3.6.34 3.6.24 3.6.34 3.6.24 3.6.34 <td></td> <td>Facilities Maintenance Worker </td> <td>25.62</td> <td>26.90</td> <td>28.18</td> <td>26.90</td> <td>28.25</td> <td>29.60</td> <td>28.25</td> <td>29.66</td> <td>31.07</td> <td>29.66</td> <td>31.14</td> <td>32.62</td> <td>31.14</td> <td>32.70</td> <td>34.26</td> <td>32.70</td> <td>34.34</td> <td>35.98</td>		Facilities Maintenance Worker	25.62	26.90	28.18	26.90	28.25	29.60	28.25	29.66	31.07	29.66	31.14	32.62	31.14	32.70	34.26	32.70	34.34	35.98
44.57 46.58 46.58 46.58 47.60 47.80 53.84 56.51 56.40 59.44 56.40 59.44 56.40 59.44 56.40 59.44 56.40 59.44 56.40 59.44 56.40 59.44 56.40 59.44 56.40 59.44 56.40 59.44 56.40 59.44 56.40 59.44 56.40 59.44 56.51 56.40 59.44 56.40 59.50 46.34 46.34 46.34 <th< td=""><td></td><td>raciities iviaintenance Worker II</td><td>28.46</td><td>29.88</td><td>31.30</td><td>29.88</td><td>31.37</td><td>32.86</td><td>31.37</td><td>32.94</td><td>34.51</td><td>32.94</td><td>34.59</td><td>36.24</td><td>34.59</td><td>36.32</td><td>38.05</td><td>36.32</td><td>38.14</td><td>39.96</td></th<>		raciities iviaintenance Worker II	28.46	29.88	31.30	29.88	31.37	32.86	31.37	32.94	34.51	32.94	34.59	36.24	34.59	36.32	38.05	36.32	38.14	39.96
4.1.1.1 4.5.2.4 4.5.2.4 4.5.4.2 4.7.4.0 4.9.88 5.2.36 4.9.8 5.2.46 5.5.40 5.5.10 4.1.1.1 4.5.1.7 36.2.3 4.5.2.3 4.7.4.3 4.7.6.0 4.9.88 5.2.36 4.4.33 4.6.34 4.5	T	Financial Analyst	44.37	46.59	48.81	46.59	48.92	51.25	48.92	51.37	53.82	51.37	53.94	56.51	53.94	56.64	59.34	56.64	59.47	62.30
38.10 39.54 38.12 39.54 41.34 41.34 40.03 42.03 44.03 44.13 46.23 44.13 46.23 44.13 46.23 48.34 46.23 44.13 46.23 48.34 46.23 48.34 46.23 48.34 46.34 46.23 48.34 46.34 46.34 46.23 48.34 46.34 <th< td=""><td>T</td><td>Lib Anglet Halyst</td><td>24.11</td><td>17.54</td><td>52.63</td><td>45.L/</td><td>45.33</td><td>47.49</td><td>45.33</td><td>47.60</td><td>49.87</td><td>47.60</td><td>49.98</td><td>52.36</td><td>49.98</td><td>52.48</td><td>54.98</td><td>52.48</td><td>55.10</td><td>57.72</td></th<>	T	Lib Anglet Halyst	24.11	17.54	52.63	45.L/	45.33	47.49	45.33	47.60	49.87	47.60	49.98	52.36	49.98	52.48	54.98	52.48	55.10	57.72
25.62 26.93 48.13 48.24 34.24 37.75 34.24 37.75 34.24 37.75 34.24 37.75 34.24 37.75 34.24 35.87 34.24 35.87 34.24 35.87 34.24 35.87 34.74 35.87 34.24 35.87 34.74 <th< td=""><td>T</td><td>HD Amaket II</td><td>20.00</td><td>20.00</td><td>20.00</td><td>20.30</td><td>30.12</td><td>33.34</td><td>38.12</td><td>40.03</td><td>41.34</td><td>40.03</td><td>42.03</td><td>44.03</td><td>42.03</td><td>44.13</td><td>46.23</td><td>44.13</td><td>46.34</td><td>48.55</td></th<>	T	HD Amaket II	20.00	20.00	20.00	20.30	30.12	33.34	38.12	40.03	41.34	40.03	42.03	44.03	42.03	44.13	46.23	44.13	46.34	48.55
28.50 32.54 32.54 32.54 32.55 32.64 32.55 31.4 32.65 31.4 32.65 31.4 32.65 31.4 32.65 31.4 32.65 31.4 32.65 31.4 32.65 31.4 32.65 31.4 32.65 31.4 32.65 31.6 32.64 32.65 31.4 32.65 31.6 32.64 32.65 31.6 32.67 32.65 37.75 39.50 37.75 39.55 37.75 39.55 37.75 39.55 37.75 39.56 37.75 39.57	T	Himan Berginse Clark	25.03	25.90	4T.00	39.33	41.33	43.53	41.93	44.03	46.13	44.03	46.23	48.43	46.23	48.54	50.85	48.54	50.97	53.40
29.80 31.56 31.76 31.56 31.56 31.56 31.56 31.56 31.56 31.56 31.56 31.56 31.56 31.56 31.56 31.56 31.75 31.75 31.56 31.56 31.75 31.75 31.75 31.56 31.75 <th< td=""><td>\dagger</td><td>Himman Boron Choch</td><td>20.62</td><td>20.50</td><td>20.02</td><td>70.30</td><td>27.87</td><td>73.60</td><td>57.87</td><td>79.66</td><td>31.0/</td><td>29.66</td><td>31.14</td><td>32.62</td><td>31.14</td><td>32.70</td><td>34.26</td><td>32.70</td><td>34.34</td><td>35.98</td></th<>	\dagger	Himman Boron Choch	20.62	20.50	20.02	70.30	27.87	73.60	57.87	79.66	31.0/	29.66	31.14	32.62	31.14	32.70	34.26	32.70	34.34	35.98
25.26 36.28 36.28 36.28 37.58 39.58 37.75 39.58 36.29 36.28 36.29 36.29 36.29 36.24 42.78 46.48 46.43 46.59 48.59 37.55 39.58 37.75 39.64 36.28 36.38 36.18 36.29 34.52 32.69 36.23 36.69 36.33 38.15 46.39 46.59 48.37 46.99 46.29 </td <td>T</td> <td>Human Recourses Technician</td> <td>70.50</td> <td>21.05</td> <td>30.33</td> <td>22.58</td> <td>31.05</td> <td>34.24</td> <td>31.06</td> <td>32.61</td> <td>34.16</td> <td>32.61</td> <td>34.24</td> <td>35.87</td> <td>34.24</td> <td>35.95</td> <td>37.66</td> <td>35.95</td> <td>37.75</td> <td>39.55</td>	T	Human Recourses Technician	70.50	21.05	30.33	22.58	31.05	34.24	31.06	32.61	34.16	32.61	34.24	35.87	34.24	35.95	37.66	35.95	37.75	39.55
29.89 31.38 32.87 32.55 34.50 36.25 34.60 36.23 38.15 39.97 46.93 46.93 46.93 46.93 46.93 46.93 46.93 46.93 46.93 46.93 46.93 46.93 46.93 38.15 39.97 46.06 46.23 38.15 39.93 46.06 46.33 46.33 46.06 46.33 46.33 46.93 46.93 46.93 46.93 46.93 46.93 46.93 46.06 46.33 46.93 46.44 46.93 46.93 46.93 46.93 46.93 46.93 46.93 46.93 46.93 46.93 46.93 46.93 46.93 46.93 46.93 46.93 46.93 46.93 <th< td=""><td>f</td><td>nformation Technology Project Coordinator</td><td>36.50</td><td>38 33</td><td>40.16</td><td>38 33</td><td>40.25</td><td>42.17</td><td>40.25</td><td>12.24</td><td>70.00</td><td>34.24</td><td>55.55</td><td>37.55</td><td>35.35</td><td>3/./5</td><td>39.55</td><td>37.75</td><td>39.64</td><td>41.53</td></th<>	f	nformation Technology Project Coordinator	36.50	38 33	40.16	38 33	40.25	42.17	40.25	12.24	70.00	34.24	55.55	37.55	35.35	3/./5	39.55	37.75	39.64	41.53
33.19 34.85 36.51 38.33 36.59 38.42 40.25 40.34 40.26 40.25 40.34 40.26 40.34 40.36 40.35 40.39 41.38 40.36 40.39 40.36 40.36 40.36 40.36 40.36 40.36 40.36 40.36 40.36 40.36 40.36 40.36 40.36 40.36 40.36 40.36 40.38 40.36 <th< td=""><td>T</td><td>Information Technology Support Analyst I</td><td>29.89</td><td>31.38</td><td>37.87</td><td>31.38</td><td>32.95</td><td>34.57</td><td>27.05</td><td>34 60</td><td>36.25</td><td>34 60</td><td>26.25</td><td>20.05</td><td>76.30</td><td>40.39</td><td>10.01</td><td>46.59</td><td>48.97</td><td>51.25</td></th<>	T	Information Technology Support Analyst I	29.89	31.38	37.87	31.38	32.95	34.57	27.05	34 60	36.25	34 60	26.25	20.05	76.30	40.39	10.01	46.59	48.97	51.25
24.79 26.03 27.27 26.03 27.33 28.63 27.33 28.70 30.07 28.70 30.14 31.58 30.14 31.65 33.16 33.23 33.23 34.13 35.84 37.63 39.42 37.63 39.51 41.49 43.47 41.49 43.76 43.56 45.74 43.56 45.53 43.54 43.74 43.54 41.49 43.77 41.49 43.76 43.56 45.74 43.74 41.49 43.74 41.49 43.56 45.56 42.74 43.74 41.49 43.74 41.49 43.76 43.56 45.74 43.54 43.54 45.74 43.54 45.74 45.74 43.74 43.54 43.54 44.04 43.74 41.84 43.54 43.54 43.54 43.54 44.04 43.54 44.55 44.54 44.54 44.45 44.45 44.45 44.45 44.45 44.45 44.45 44.45 44.45 44.45 44.45 44.45 44.		Information Technology Support Analyst II	33.19	34.85	36.51	34.85	36.59	38.33	36.59	38.42	40.25	38.42	40.34	42.26	40.34	47.36	44 38	30.13	40.00	41.37
34.13 35.84 37.53 39.42 37.53 39.51 41.39 39.51 41.49 43.47 41.49 43.56 45.69 43.56 43.56 45.74 41.49 43.67 41.49 43.56 45.69 45.74 43.54 43.56 45.74 43.74 41.49 43.56 45.69 43.56 43.74 41.49 43.67 43.56 43.56 43.54 43.54 43.54 43.54 43.54 43.54 43.54 43.54 44.54 44.54 44.45 <th< td=""><td></td><td>Lead Custodial Service Worker</td><td>24.79</td><td>26.03</td><td>77.72</td><td>26.03</td><td>27.33</td><td>28.63</td><td>27.33</td><td>28.70</td><td>30.07</td><td>28.70</td><td>30.14</td><td>31.58</td><td>30.14</td><td>31.65</td><td>33.16</td><td>21.65</td><td>33 73</td><td>34.81</td></th<>		Lead Custodial Service Worker	24.79	26.03	77.72	26.03	27.33	28.63	27.33	28.70	30.07	28.70	30.14	31.58	30.14	31.65	33.16	21.65	33 73	34.81
25.62 26.30 28.18 26.90 28.25 29.60 31.07 29.66 31.14 32.62 31.14 32.02 31.14 32.70 34.26 32.70 34.34 32.70 34.34 32.70 34.34 32.70 34.34 32.70 34.34 32.70 34.34 32.70 34.34 41.34 32.70 34.34 41.34 <th< td=""><td></td><td>Lead Facilities Maintenance Worker</td><td>34.13</td><td>35.84</td><td>37.55</td><td>35.84</td><td>37.63</td><td>39.42</td><td>37.63</td><td>39.51</td><td>41.39</td><td>39.51</td><td>41.49</td><td>43.47</td><td>41.49</td><td>43.56</td><td>45.63</td><td>43.56</td><td>45.74</td><td>47 97</td></th<>		Lead Facilities Maintenance Worker	34.13	35.84	37.55	35.84	37.63	39.42	37.63	39.51	41.39	39.51	41.49	43.47	41.49	43.56	45.63	43.56	45.74	47 97
32.86 38.45 36.14 34.50 36.23 37.96 36.23 38.04 39.85 38.04 49.34 41.84 41.94 41.94 41.94 41.94 41.94 41.94 41.94 41.44 42.43 44.45 44.55 46.57 46.75 46.78 46.78 49.01 46.78 49.02 46.78 49.01 46.78 49.01 46.78 <th< td=""><td></td><td>Legal Secretary</td><td>25.62</td><td>26.90</td><td>28.18</td><td>26.90</td><td>28.25</td><td>29.60</td><td>28.25</td><td>29.66</td><td>31.07</td><td>29.66</td><td>31.14</td><td>32.62</td><td>31.14</td><td>32.70</td><td>34.26</td><td>32.70</td><td>34.34</td><td>35.98</td></th<>		Legal Secretary	25.62	26.90	28.18	26.90	28.25	29.60	28.25	29.66	31.07	29.66	31.14	32.62	31.14	32.70	34.26	32.70	34.34	35.98
38.66 38.49 40.32 38.49 40.44 42.33 40.45 42.45 42.45 42.45 42.45 42.45 42.45 42.45 42.45 42.45 42.66 42.66 42.67 42.57 46.76 46.78 49.01 51.46 53.41 51.46 46.78 42.45 46.58 49.01 51.46 51.46 53.01 51.46 53.01 51.46 54.03 40.21 40.22 40.01 40.22 40.41 40.22 40.44 <th< td=""><td></td><td>Mobility Training Coordinator</td><td>32.86</td><td>34.50</td><td>36.14</td><td>34.50</td><td>36.23</td><td>37.96</td><td>36.23</td><td>38.04</td><td>39.85</td><td>38.04</td><td>39.94</td><td>41.84</td><td>39.94</td><td>41.94</td><td>43.94</td><td>41.94</td><td>44.04</td><td>46.14</td></th<>		Mobility Training Coordinator	32.86	34.50	36.14	34.50	36.23	37.96	36.23	38.04	39.85	38.04	39.94	41.84	39.94	41.94	43.94	41.94	44.04	46.14
40.32 42.34 44.36 42.34 44.46 46.58 46.04 46.58 48.90 46.58 49.01 51.34 49.01 51.46 51.46 54.03 46.28 48.90 46.58 49.01 51.34 46.03 51.46 51.48 51.48 51.48 46.57 44.55 46.78 46.57 46.78 46.78 46.13 <th< td=""><td>1</td><td>Paralega!</td><td>36.66</td><td>38.49</td><td>40.32</td><td>38.49</td><td>40.41</td><td>42.33</td><td>40.41</td><td>42.43</td><td>44.45</td><td>42.43</td><td>44.55</td><td>46.67</td><td>44.55</td><td>46.78</td><td>49.01</td><td>46.78</td><td>49.12</td><td>51.46</td></th<>	1	Paralega!	36.66	38.49	40.32	38.49	40.41	42.33	40.41	42.43	44.45	42.43	44.55	46.67	44.55	46.78	49.01	46.78	49.12	51.46
36.66 38.49 40.32 38.49 40.41 42.33 40.41 42.33 40.41 42.43 44.45 42.43 44.55 46.67 44.55 46.78 49.01 46.78 49.12 46.78 49.12 41.83 43.92 41.83 37.85 36.13 37.85 36.13 37.85 36.13 37.85 36.13 37.85 36.13 37.85 36.13 37.85	T	Paralegal II	40.32	42.34	44.36	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	56.60
32.77 34.41 36.05 34.41 36.13 37.85 36.13 37.94 39.75 37.94 39.84 41.74 39.84 41.83 43.82 41.83 43.92		Paratransit Eligibility Coordinator	36.66	38.49	40.32	38.49	40.41	42.33	40.41	42.43	44.45	42.43	44.55	46.67	44.55	46.78	49.01	46.78	49.12	51.46
	\dagger	Payroll Administrator	32.77	34.41	36.05	34.41	36.13	37.85	36 13	77 07	20 75	27.07	, 0	20 72						

	ō	22 16	51.46	51.01	46.79	35.85	32.27	60.07	66.79	51.46	45.25	41.00	68.49	77.28	69.30	70.23	51.95	57.72	53.40	57.58	45.93	38.45	43.19	47.98	52.80	38.28	38.45	42.27	42.27	35.19	28.82	32.11
	ū	31.65	49.12	48.69	44.66	34.22	30.80	57.34	63.75	49.12	43.19	39.14	65.38	73.77	66.15	67.04	49.59	55.10	50.97	54.96	43.84	36.70	41.23	45.80	50.40	36.54	36.70	40.35	40.35	33.59	27.51	30.65
	Stone	30 14	46.78	46.37	42.53	32.59	29.33	54.61	60.71	46.78	41.13	37.28	62.27	70.26	63.00	63.85	47.23	52.48	48.54	52.34	41.75	34.95	39.27	43.62	48.00	34.80	34.95	38.43	38.43	31.99	26.20	29.19
	ī	21 5g	49.01	48.58	44.56	34.14	30.73	57.21	63.60	49.01	43.09	39.06	65.24	73.61	66.00	68.99	49.48	54.98	50.85	54.83	43.74	36.61	41.14	45.70	50.29	36.46	36.61	40.26	40.26	33.51	27.45	30.58
	ū	20.14	46.78	46.37	42.53	32.59	29.33	54.61	60.71	46.78	41.13	37.28	62.27	70.26	63.00	63.85	47.23	52.48	48.54	52.34	41.75	34.95	39.27	43.62	48.00	34.80	34.95	38.43	38.43	31.99	26.20	29.19
	3	26 70	44.55	44.16	40.50	31.04	27.93	52.01	57.82	44.55	39.17	35.50	59.30	66.91	60.00	60.81	44.98	49.98	46.23	49.85	39.76	33.29	37.40	41.54	45.71	33.14	33.29	36.60	36.60	30.47	24.95	27.80
	-	30.07	46.67	46.26	42.43	32.52	29.26	54.49	60.57	46.67	41.04	37.19	62.12	70.10	62.86	63.71	47.12	52.36	 48.43	52.22	41.65	34.88	39.18	43.52	47.89	34.72	34.88	38.34	38.34	31.92	26.14	29.12
123		76 70	44.55	44.16	40.50	31.04	27.93	52.01	57.82	44.55	39.17	35.50	59.30	66.91	60.00	60.81	44.98	49.98	46.23	49.85	39.76	33.29	37.40	41.54	45.71	33.14	33.29	36.60	36.60	30.47	24.95	27.80
FY26: 4% wage increase, effective June 19, 2025/Adopted by the Board as of August 11, 2023		37 32	42.43	42.06	38.57	29.56	26.60	49.53	55.07	42.43	37.30	33.81	56.48	63.72	57.14	57.91	42.84	47.60	44.03	47.48	37.87	31.70	35.62	39.56	43.53	31.56	31.70	34.86	34.86	29.02	23.76	26.48
ard as of A	ā	30.63	44.45	44.06	40.41	30.97	27.87	51.89	57.69	44.45	39.08	35.42	59.17	66.75	59.86	29.09	44.88	49.87	46.13	49.74	39.67	33.21	37.32	41.44	45.60	33.06	33.21	36.52	36.52	30.40	24.89	27.74
d by the Bo	ō	37 33	47.43	42.06	38.57	29.56	26.60	49.53	55.07	42.43	37.30	33.81	56.48	63.72	57.14	57.91	45.84	47.60	44.03	47.48	37.87	31.70	35.62	39.56	43.53	31.56	31.70	34.86	34.86	29.02	23.76	26.48
025/Adopte	6	Step 3	40 41	40.06	36.73	28.15	25.33	47.17	52.45	40.41	35.52	32.20	53.79	69.09	54.42	55.15	40.80	45.33	41.93	45.22	36.07	30.19	33.92	37.68	41.46	30.06	30.19	33.20	33.20	27.64	22.63	25.22
June 19, 2	ā	717	47 33	41.97	38.48	29.49	26.54	49.42	54.95	42.33	37.21	33.73	56.35	63.58	57.01	57.78	42.74	47.49	43.93	47.37	37.79	31.63	35.54	39.47	43.43	31.49	31.63	34.78	34.78	28.96	23.71	26.42
e, effective	ē	75.03	40.41	40.06	36.73	28.15	25.33	47.17	52.45	40.41	35.52	32.20	53.79	69.09	54.45	55.15	40.80	45.33	41.93	45.22	36.07	30.19	33.92	37.68	41.46	30.06	30.19	33.20	33.20	27.64	22.63	25.22
age increas		24 70	38.40	38.15	34.98	26.81	24.12	44.92	49.95	38.49	33.83	30.67	51.23	57.80	51.83	52.52	38.86	43.17	39.93	43.07	34.35	28.75	32.30	35.89	39.49	28.63	28.75	31.62	31.62	26.32	21.55	24.02
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Notes: * Adding Customer Service Assistant to the SEA Chapter. Position and wage approved on BOD 06.26.2020. Adding HR Analyst I to the SEA Chapter. Position and wage approved on BOD 06.24.2022. Adding Maintenance Trainer. Position and wage approved on BOD 06.24.2022. Adding Accountant III. Position and wage approved on BOD 09.23.2022. Adding Maintenance Trainer. Position and wage approved on BOD 10.27.2023.

Santa Cruz Metropolitan Transit District

DATE: October 13, 2023

TO: Personnel/Human Resources Standing

Committee

FROM: Chuck Farmer, Chief Financial Officer

SUBJECT: REVIEW REQUEST FOR RECLASSIFICATION RESULTS FOR PARTS

AND MATERIALS MANAGER POSITION IN THE INVENTORY

MANAGEMENT DEPARTMENT

I. RECOMMENDED ACTION

That the Personnel/Human Resources Standing Committee review the request for reclassification of the Parts and Materials Supervisor to Parts and Materials Manager in the Inventory Management Department and recommend approval to the full Board of Directors

II. SUMMARY

- In order to address the needs of the Santa Cruz Metropolitan Transit District (METRO) as it relates to Inventory, a classification and compensation study was performed for the Parts and Materials Supervisor position.
- Service Employees International Union (SEIU), Local 521 and management discussed the need of the study to determine if the current position needed to be reclassified due to additional duties.
- METRO contracted with Koff & Associates (hereinafter "K&A") to conduct a total classification and compensation study.
- HR staff worked with the Inventory Management Department to review the
 existing duties of the Parts and Materials Supervisor position. After reviewing
 the new duties for the position, changes in our business processes related to
 the creation of a new department, implementation of METRO's new ERP –
 Workday, as well as the evolving needs of Santa Cruz METRO, staff is asking
 to reclassify the position to Parts and Materials Manager.
- On August 24, 2023, SEIU local 521 Regional Director Olivia Martinez and SEIU - PSA Chapter President Eduardo Montesino reviewed and approved the new job description. Both SEIU representatives are in support of METRO's creation of this new position and current employee to be reclassified.
- HR staff presented the classification and compensation study to SEIU. SEIU is in agreement with the findings and this recommendation.

 Staff is recommending approval to reclassify the Parts and Materials Supervisor to Parts and Materials Manager.

III. DISCUSSION/BACKGROUND

In order to address the needs of METRO as it relates to Inventory, we have determined the need for reclassification of the Parts and Materials Supervisor to Parts and Materials Manager.

Additionally, over the last couple of months, the duties and responsibilities of the Parts and Materials Supervisor position have significantly evolved. The position now has full departmental budget responsibility as well as inventory responsibility. Second, there will be a full turnover and learning cycle as the agency moves from diesel and CNG to electric and hydrogen. The position will be a key point of contact to manage the flow of materials in, stock levels, materials out and so forth.

Over the past few months, K&A, the Chief Financial Officer and Human Resources have evaluated the position and the new needs of the organization.

The study shows that Santa Cruz METRO is in need of a Parts and Materials Manager who can manage the day to day function of the parts inventory as well as manage the parts across a fleet diversified in diesel, electric, CNG and soon to be hydrogen.

HR staff worked to create a new Parts and Materials Manager job description (class specification). Upon approval, the current incumbent in the Parts and Materials Supervisor role will be reclassified to Parts and Materials Manager position.

Staff is requesting that the Personnel/Human Resources Standing Committee recommend to the full Board of Directors at its October 27, 2023 meeting to approve the reclassification of the Parts and Materials Supervisor to Parts and Materials Manager.

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

The adoption of the recommendation contained in this report will require defunding and leaving vacant the Parts and Materials Supervisor position.

Funding for this position is in the FY24 Budget.

VI. ALTERNATIVES CONSIDERED

- Do 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: Parts and Materials Manager Job Description

Attachment B: Parts and Materials Manager Wage Scale

Prepared by: Chuck Farmer, CFO, and Monik Delfin, HR Deputy Director

Personnel/Human Resources Standing Committee October 13, 2023 Page 4 of 4

VIII. APPROVALS

Dawn Crummié, HR Director

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

Michael Tree, CEO/General Manager

Parts and Materials Manager



Attachment A HUMAN RESOURCES DEPARTMENT Santa Cruz METRO

Class Code: OA122 FLSA Status: Exempt

Parts and Materials Manager Bargaining Unit: Management

DEFINITION:

Under general direction, the Parts and Materials Manager plans, organizes, directs, develops, and coordinates the activities of the Parts and Materials Department including inventory management and distribution of supplies and parts functions; ensures compliance with applicable federal, state, and local laws and regulations; performs other duties as assigned.

DISTINGUISHING CHARACTERISTICS:

This is a "working" manager classification responsible for managing and participating in inventory management, storage, and distribution of supplies and parts, as well as developing and implementing policies and procedures to ensure department activities are in accordance with Santa Cruz METRO goals, developing work plans and goals, and monitoring assigned budget. This position is distinguished from the lower level of Lead Parts and Materials Clerk in that the former is responsible for developing and overseeing implementation of department goals, objectives, policies, procedures, and training programs, as well as coordinating department operations and activities with other departments and outside agencies.

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.

- Manages the daily functions, operations, and activities of the Parts and Materials Department; provides planning, support, training, and oversight of and performs inventory management, storage, and distribution of supplies and parts functions; manages cycle counts and annual physical inventories.
- Provides for the selection, training, professional development, and work evaluation of department staff and the development and implementation of the department staffing plan; authorizes discipline as required; and provides policy guidance and interpretation to staff.
- Develops and standardizes parts and materials policies, procedures, methods, and training
 programs to improve and continuously monitor the compliance, efficiency, and effectiveness of
 assigned programs, service delivery methods, and procedures and maintain accountability for
 inventory assets; assesses and monitors workload, administrative and support systems, and
 internal reporting relationships; identifies opportunities for improvement and makes
 recommendations to the Chief Financial Officer.
- Establishes lists of potential suppliers; prepares and monitors contracts and agreements with vendors; negotiates and establishes pricing; integrates into inventory management system and establishes and maintains minimum threshold of parts and materials.
- Reviews and assigns requests for parts and materials received from Santa Cruz METRO departments; ensures proper and timely issuance of parts and materials.
- Reviews and analyzes materials usage and failure trends and recommends corrective action.

Attachment A HUMAN RESOURCES DEPARTMENT Santa Cruz METRO

- Manages and coordinates the delivery, collection, storage, and disposal of hazardous waste generated at maintenance facility and fuel island.
- Reviews planned and purchased buses; determines parts and materials required for initial stock orders; ensures bus components and related parts meet Santa Cruz METRO quality standards.
- Monitors bus and vehicle warranties, recalls, and related information; manages disposal of buses, vehicles, and related inventory.
- Evaluates all inventory management and hazardous materials management for compliance with federal, state, and local requirements and with Santa Cruz METRO's goals, policies, and procedures; creates and tracks Key Performance Indicators for the department.
- Reviews, responds to, and resolves complaints in a timely manner, including those escalated by lower level staff; provides assistance and advice to parts and materials staff on how to handle difficult or potentially dangerous situations as they arise.
- Participates in the preparation and administration of the Parts and Materials Department budget; forecasts additional funds needed for staffing, equipment, materials, supplies, and special customer service projects.
- Supervises the maintenance of accurate and detailed databases, spreadsheets, files, and records, including inventory management system; participates in designing, testing, and implementing new technology solutions to meet business needs.
- Confers with department representatives to determine inventory management and hazardous materials management plans and areas of standardization to meet METRO goals and objectives.
- Prepares technical and administrative reports, correspondence, written recommendations, and makes oral presentations to Santa Cruz METRO Board of Directors, management, governmental officials, and other organizations or groups as needed.
- Maintains and directs the maintenance of working and official department files.
- Monitors changes in laws, regulations, and technology that may affect departmental operations; and implements policy and procedural changes as required.
- Drives a Santa Cruz METRO vehicle to perform assignments.
- Performs related work as required.

EMPLOYMENT STANDARDS:

Knowledge of:

- Principles and practices of employee supervision, including work planning, assignment, review and evaluation, and the training of staff in work procedures.
- Principles and practices of budget planning, organization, and administration.
- Principles and practices of procurement and contract administration related to materials, supplies, and equipment.
- Advanced inventory management principles and practices including methods and techniques of analyzing, auditing, and recording inventory.
- Supply chain management concepts and practices.
- Procurement processes and purchasing policies.
- Computerized financial systems and software applications related to inventory management.
- Occupational hazards and safety standards related to handling, storing, and disposing hazardous materials.
- Federal, State, and local laws and regulations and Santa Cruz METRO policies and procedures applicable to inventory management and hazardous materials management.

Attachment A HUMAN RESOURCES DEPARTMENT Santa Cruz METRO

- Intermediate mathematics including, addition, subtraction, multiplication, division, percentages, and basic statistics.
- The effective use of modern office equipment, personal computers, and standard business software.

Ability to:

- Recommend and implement operational goals, objectives, and practices for providing effective and efficient inventory management, storage, and distribution of supplies and parts.
- Effectively plan, organize, direct, and coordinate the functions and staff activities for the Parts and Materials Department.
- Select, supervise, train, motivate, assign, evaluate, counsel, and discipline staff within a union environment.
- Manage and participate in the full lifecycle of the inventory management from planning to audit.
- Safely handle, store, **and** dispose of hazardous materials.
- Analyze and evaluate complex department/operational problems and recommend and implement effective solutions.
- Prepare reports, correspondence, and written recommendations.
- Prepare departmental budgets and expenditure projections.
- Interpret, apply, explain, and ensure compliance **with** applicable federal, state, **and** local laws and regulations and Santa Cruz METRO policies and procedures.
- Effectively use computer systems, software applications, and modern business equipment to perform a variety of work tasks.
- Perform mathematical calculations quickly and accurately.
- Communicate clearly and concisely, both orally and in writing.
- Establish and maintain effective working relationships with employees, union representatives, Board members, stakeholders, elected and appointed officials, venders, contractors, consultants, media representatives, and members of 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:

Two (2) years course work from an accredited college in supply chain management, logistics, business administration, or a related field.

AND

Five (5) years of experience in materials management, inventory management, or related field, including two (2) years of experience in a lead or supervisory role.

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.

Attachment A HUMAN RESOURCES DEPARTMENT Santa Cruz METRO

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.

Physical Demands

While performing the duties of this job, the employee is regularly required to sit, walk and stand; talk and hear; use hands to finger, manipulate, handle, feel or operate objects, tools or controls; reach with hands and arms; and perform repetitive movements of hands or wrists. The employee is regularly required to bend and twist at the neck, reach with hands and arms. Occasional standing, walking, overhead reaching and lifting up to 20 pounds unaided is required. Specific visual abilities required for this job include close vision, distance vision, and the ability to adjust focus.

Mental Demands

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

Work Environment:

The employee may work in an office, shop, construction site, or bus yard environment where the noise level may be loud. May require availability to work a flexible schedule.

OTHER CONDITIONS OF EMPLOYMENT:

• Must pass a requisite background check.

*Adopted: 10-27-2023 *BOD Approved: 10-27-2023

*Revised: 00-00-00

*Job Family: Professional- Inventory

*Confidential: No

MOURLY RATES SCHEDUL Step 2 Step 3 Step									2	MANAGEMENT	MENT								
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12 55.25 58.95 56.25 59.06 61.87 59.06 62.01 62.01 65.11 68.21 65.17 66.37 71.63 19 52.43 55.05 57.67 55.05 57.80 60.55 57.80 60.55 67.80 60.55 67.80 60.57 68.72 71.99 68.72 72.16 75.00 72.16 75.07 70.10 19 59.36 62.33 65.45 68.57 65.45 68.72 71.99 68.72 72.16 75.00 72.16 75.00 72.16 75.00 72.16 75.00 72.16 75.00 72.16 75.00 72.16 75.00 72.16 75.00 72.16 75.00 72.16 75.00 72.16 75.00 72.16 75.00 72.16 75.00 72.16 75.00 72.16 75.00 72.16 75.00 72.16 75.00 72.16 75.00 72.16 72.16 72.16 72.16 72.16 72.16 72.16	Manager	45.02	47.27	49.52		49.63		49.63	52.11		52.11	54.72		54.72	57.46	60.20	57.46	60.33	
53 52.43 55.05 57.67 65.05 57.80 60.69 60.69 63.56 60.69 63.56 60.69 63.56 60.69 63.72 60.72 72.16 75.00 72.16 75.07 79.38 194 37.17 39.03 40.89 39.03 40.98 42.93 40.88 43.03 45.08 43.03 45.18 47.34 49.70 75.00 72.16 75.00 72.16 75.07 72.16 75.07 72.16 75.07 72.16 75.07 <td>Manager</td> <td>51.02</td> <td>53.57</td> <td>56.12</td> <td>53.57</td> <td>56.25</td> <td>58.93</td> <td>56.25</td> <td>59.06</td> <td>61.87</td> <td>59.06</td> <td>62.01</td> <td>64.96</td> <td>62.01</td> <td>65.11</td> <td>68.21</td> <td>65.11</td> <td>68.37</td> <td></td>	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	
19 59.36 62.33 65.30 62.33 65.45 68.67 71.99 68.72 77.16 77.16 75.60 72.16 75.77 79.38 34 37.17 39.03 40.88 42.93 40.88 43.03 45.08 43.03 45.18 47.33 45.18 47.44 49.70 24 37.17 39.03 40.89 42.93 40.98 43.03 45.08 43.03 45.18 47.33 45.18 47.44 49.70 25 47.27 49.63 52.11 54.59 52.11 54.59 52.11 54.59 65.71 66.72 57.33 54.72 57.46 60.20 57.46 80.20 52.10 25 47.27 49.63 52.11 54.59 52.11 54.59 44.51 46.74 46.74 46.74 46.74 46.74 46.74 46.74 46.74 46.74 46.74 46.74 46.74 46.74 46.74 46.74 46.74 46.74 </td <td>)er</td> <td>49.93</td> <td>52.43</td> <td>54.93</td> <td>52.43</td> <td>55.05</td> <td></td> <td>55.05</td> <td>57.80</td> <td>60.55</td> <td>57.80</td> <td>69.09</td> <td>63.58</td> <td>69.09</td> <td>63.72</td> <td>66.75</td> <td>63.72</td> <td></td> <td>19</td>)er	49.93	52.43	54.93	52.43	55.05		55.05	57.80	60.55	57.80	69.09	63.58	69.09	63.72	66.75	63.72		19
37.17 39.03 40.89 42.93 40.98 43.03 45.08 43.03 45.08 43.03 45.08 43.03 45.08 43.03 45.08 43.03 45.08 43.03 45.08 43.03 45.08 43.03 45.08 43.03 45.08 43.03 45.18 47.33 45.18 47.44 49.70 52 47.27 49.63 52.11 54.59 52.11 54.72 57.35 54.72 57.46 60.20 57.46 60.33 63.20 28 38.45 40.37 42.29 44.41 42.39 44.51 46.63 44.51 46.74 48.97 46.74 49.08 51.42 39 39 39.03 40.98 42.93 40.98 43.03 45.08 43.03 45.18 47.34 49.08 51.42 39 54 56.91 59.62 56.91 59.76 62.61 59.76 62.75 62.75 65.78 47.57 49.96 52.33	sk Management Director	56.53	59.36	62.19	59.36			62.33	65.45		65.45	68.72		68.72		75.60	72.16		
52 47.27 49.63 52.11 54.72 57.33 54.72 57.46 60.20 57.46 60.20 57.46 60.33 63.20 28 38.45 40.37 42.99 42.93 44.51 54.72 57.33 54.72 57.46 60.20 57.46 60.33 63.20 28 38.45 40.37 42.29 44.41 42.39 44.51 46.63 44.51 46.74 48.97 46.74 49.08 51.42 39 38.45 40.37 42.29 40.41 42.39 44.51 46.63 44.51 46.74 48.97 46.74 49.08 51.42 39 38.45 40.89 43.03 45.08 43.03 45.18 47.51 46.74 49.08 51.42 41.09 43.14 45.30 47.46 45.30 47.57 49.84 47.57 49.96 52.45 54.96 41.09 43.14 45.30 47.46 45.30 47.86	lanager	35.40	37.17	38.94	37.17	39.03		39.03	40.98	42.93	40.98	43.03	45.08	43.03			45.18		
52 47.27 49.63 51.99 49.63 52.11 54.59 52.11 54.72 57.33 64.72 57.46 60.20 57.46 60.20 57.46 60.20 28 38.45 40.37 42.29 44.41 42.39 44.51 46.53 46.74 48.97 46.74 49.08 39 37.17 39.03 40.89 42.93 40.98 43.03 45.08 45.18 47.34 46.74 49.08 37 41.09 43.14 45.19 62.61 59.76 62.61 59.76 62.67 65.75 65.74 62.75 65.89 69.03 65.89 69.18 36 41.09 43.14 45.30 47.46 45.30 47.57 49.86 62.75 65.74 62.75 65.89 69.03 65.89 69.18 36 41.09 43.14 45.30 47.46 45.30 47.57 49.96 52.33 49.96 52.45 36 <t< td=""><td></td><td>35.40</td><td>37.17</td><td>38.94</td><td></td><td>39.03</td><td>40.89</td><td>39.03</td><td>40.98</td><td></td><td>40.98</td><td>43.03</td><td>45.08</td><td>43.03</td><td>45.18</td><td>47.33</td><td>45.18</td><td>47.44</td><td></td></t<>		35.40	37.17	38.94		39.03	40.89	39.03	40.98		40.98	43.03	45.08	43.03	45.18	47.33	45.18	47.44	
28 38.45 40.37 42.29 40.37 42.39 44.41 46.63 44.51 46.63 44.51 46.63 44.51 46.63 44.51 46.63 44.51 46.63 44.51 46.74 46.90 46.74 46.90 67.74 46.90 47.74 49.06 57.74 46.73 45.18 47.44 49.06 57.75 65.74 65.75 65.89 69.03 65.89 69.18 72 36 41.09 43.14 45.30 47.46 45.30 47.57 49.84 47.57 49.95 52.33 49.35 52.45 54 38 36.16 37.97 39.87 41.86 43.85 41.86 43.95 46.04 43.35 46.15 <td< td=""><td></td><td>45.02</td><td>47.27</td><td>49.52</td><td>47.27</td><td>49.63</td><td>51.99</td><td>49.63</td><td>52.11</td><td>54.59</td><td>52.11</td><td>54.72</td><td>57.33</td><td>54.72</td><td>57.46</td><td>60.20</td><td>57.46</td><td>60.33</td><td>63.20</td></td<>		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
34 37.17 39.03 40.89 42.93 40.88 43.03 45.08 43.03 45.18 47.37 45.18 47.37 45.18 47.37 45.18 47.37 45.18 47.37 45.18 47.37 45.18 47.37 45.18 47.37 45.18 47.37 49.86 69.03 65.89 69.03 65.89 69.18 36 41.09 43.14 45.19 47.46 45.30 47.57 49.84 47.57 49.95 52.33 49.95 52.45 88 36.16 37.97 39.78 41.77 39.87 41.86 43.85 41.86 43.95 46.04 43.95 46.15	nager	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	46.74	49.08	51.42
78 54.20 56.91 59.62 56.91 59.76 62.75 62.75 65.74 62.75 65.89 69.03 65.89 69.03 05 41.09 43.14 45.30 47.46 45.30 47.46 45.30 47.46 45.30 47.57 49.84 47.57 49.95 52.33 49.95 52.45 88 36.16 37.97 39.87 41.77 39.87 41.86 43.85 41.86 43.95 46.04 43.95 46.15	ogram 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		45.18		49.70
36 41.09 43.14 45.30 47.46 45.30 47.57 49.84 47.57 49.95 52.33 49.95 52.45 88 36.16 37.97 39.78 41.77 39.87 41.86 43.85 41.86 43.95 46.04 43.95 46.15	d Grants Programs Manager	51.62	54.20	56.78	54.20			56.91	59.76		59.76	62.75		62.75		69.03	62.89	69.18	72.47
88 36.46 37.97 39.78 41.77 39.87 41.86 43.85 46.04 43.95 46.04 43.95 46.15	Manager	39.13	41.09	43.05	41.09	43.14	45.19	43.14	45.30		45.30			47.57			49.95	52.45	54.95
* * *		34.44	36.16	37.88	36.16				39.87	41.77	39.87	41.86	43.85	41.86				46.15	48.35
live a length of service. To be a dried a Board on 11-20-2020 To be a dried and another by the Board on 08-24-2021	(5%); LL = 15 Years Longevity (5%+5%)	****	*****		**														
	ly on length of service. logled by the Board on 11-20-2020 di to be addied and adonted by the Roard on 10-24-2021																		

		Step 6 LL	224,266	175,261	224,266	191,194	210,350	210,350	153,816	153,816	167,606	168,106	157,810	137,800	137,800	131,456	148,990	145,808	165,110	103,376	B 9/3/501	131,456	106,954	103,376	150,738	114,296	100,568		
		Step 6 L	214,074	167,294	214,074	182,499	200,782	200,782	146,827	146,827	159,994	160,472	150,634	131,539	131,539	125,486	142,210	139,173	157,602	98,675	98,675	125,486	102,086	98,675	143,894	109,096	95,992		
		Step 6	203,882	159,328	203,882	173,805	191,214	191,214	139,838	139,838	152,381	152,838	143,458	125,278	125,278	119,517	135,429	132,538	150,093	93,974	93,974	119,517	97,219	93,974	137,051	103,896	91,416		
		Step 5 LL	213,595	166,920	213,595	182,083	200,325	200,325	146,494	146,494	159,640	160,118	150,280	131,248	131,248	125,216	141,877	138,840	157,248	98,446	98,446	125,216	101,858	98,446	143,582	108,846	95,763		
		Step 5 L	203,882	159,328	203,882	173,805	191,214	191,214	139,838	139,838	152,381	152,838	143,458	125,278	125,278	119,517	135,429	132,538	150,093	93,974	93,974	119,517	97,219	93,974	137,051	103,896	91,416		
		Step 5	194,168	151,736	194,168	165,526	182,104	182,104	133,182	133,182	145,122	145,558	136,635	119,309	119,309	113,818	128,981	126,235	142,938	89,502	89,502	113,818	92,581	89,502	130,520	98,946	87,069		
		Step 4 LL	203,424	158,954	203,424	173,410	190,778	190,778	139,526	139,526	152,027	152,485	143,146	124,987	124,987	119,246	135,117	132,246	149,739	93,766	93,766	119,246	066'96	93,766	136,739	103,667	91,208		
L :	OULE	Step 4 L	194,168	151,736	194,168	165,526	182,104	182,104	133,182	133,182	145,122	145,558	136,635	119,309	119,309	113,818	128,981	126,235	142,938	89,502	89,502	113,818	92,581	89,502	130,520	98,946	87,069		
MENT	Y SCHE	Step 4	184,912	144,518	184,912	157,643	173,430	173,430	126,838	126,838	138,216	138,632	130,125	113,630	113,630	108,389	122,845	120,224	136,136	85,238	85,238	108,389	88,171	85,238	124,301	94,224	82,930		
MANAGEMENT	YEARLY SALARY SCHEDULE	Step 3 LL	193,710	151,403	193,710	165,152	181,688	181,688	132,870	132,870	144,789	145,226	136,323	119,038	119,038	113,547	128,690	125,944	142,626	89,294	89,294	113,547	92,373	89,294	130,229	98,717	86,882		
	YEARLY	Step 3 L	184,912	144,518	184,912	157,643 1	173,430 1	173,430 1	126,838 1	126,838 1	138,216	138,632 1	130,125	113,630 1	113,630 1	108,389 1	122,845 1	120,224	136,136 1	85,238	85,238	108,389	88,171	85,238	124,301	94,224	82,930		
		Step 3	176,114	137,634	176,114	150,134	165,173	165,173	120,806	120,806	131,643	132,038	123,926	108,222	108,222	103,230	117,000 1	114,504 1	129,646	81,182	81,182	103,230 1	83,970	81,182	118,373 1	89,731	78,978		
		Step 2 LL	184,496	144,186	184,496	157,290	173,035	173,035	126,568	126,568	137,904	138,320	129,834	113,381	113,381	108,139	122,574	119,954	135,824	85,051	85,051	108,139	87,963	85,051	124,010	93,995	82,742		
		Step 2 L SI	176,114 1	137,634	176,114 1	150,134 1	165,173 1	165,173 1	120,806 1	120,806 1	131,643	132,038 1	123,926 1	108,222 1	108,222 1	103,230 1	117,000 1	114,504 1	129,646 1	81,182	81,182	103,230 1	83,970	81,182	118,373 1	89,731	78,978		
		Step 2	167,731	131,082	167,731	142,979 1	157,310	157,310 1	115,045 1	115,045 1	125,382 1	125,757 1	118,019 1	103,064	103,064 1	98,322	111,426 1	109,054 1	123,469 1	77,314	77,314	98,322 1	926'62	77,314	112,736	85,467	75,213		
		Step 1 LL	175,718 1	137,322	175,718	149,781	164,798	164,798	120,515	120,515	131,352	131,747	123,635 1	107,973	107,973	103,002	116,730	114,254 1	129,355 1	80,995	80,995	103,002	83,782	80,995	118,102	89,544	78,790	***	022
		Step 1 L St	167,731	131,082	167,731	142,979 1	157,310	157,310	115,045 1	115,045 1	125,382 1	125,757 1:	118,019 1	103,064	103,064	98,322 1	111,426 1	109,054	123,469 1:	77,314	77,314	98,322 1	926'62	77,314	112,736 1	85,467	75,213	****	on 03-25-20
		Step 1 St	159,744 16	124,842 13	159,744 16	136,178 1	149,822 1	149,822 18	109,574 1	109,574 1	119,413 12	119,766 12	112,403 1	98,155 10	98,155 10	93,642	106,122 1	103,854 10	117,582 12	73,632	73,632	93,642	76,170	73,632	107,370 1	81,390	71,635	****	the Board
	Effective U6/22/23 (FY24) / Adopted by the Board as of August 11, 2023	<u>Titte</u> SI	Chief Operating Officer 15	Maintenance Manager 12	Chief Financial Officer (CFO)	Planning and Development Director	Human Resources Director	Information Technology and Intelligent Transportation Systems Director	Marketing, Communications and Customer Service Director	Purchasing and Special Projects Director 10	*****Senior Full Stack Developer	Finance Deputy Director	Human Resources Deputy Director	Operations Manager - Fixed Route Division 9	Operations Manager - Paratransit Division 9	Assistant Maintenance Manager 9	Facilities Maintenance Manager 10	10 Stack Developer	Safety, Security and Risk Management Director	Assistant Operations Manager 7	Project Manager 7	Purchasing Manager 9	*Customer Service Manager	**Revenue Account Program Manager	*** Capital Planning and Grants Programs Manager	****Parts and Materials Manager	Executive Assistant 7	L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)	Longevity Pay is based only on lenath 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 * Updated Schedule: CEO/General Manager Position removed, to be adopted by the Board on 03-25-2022

4L Step 41L Step 5 Step 51L Ste	METRO METRO Effective 06/20/24 (FY25) / Adopted by the Board as of August 11, 2023								HOURL	MANAGEMENT Y RATES SCHI	MANAGEMENT HOURLY RATES SCHEDUL	JULE							
85 83.86 88.05 92.24 88.05 92.24 88.05 92.45 92.85 75.70 72.25 75.70 101.89 97.77 101.82 105.77 101.82 107.02 103.72 103.72 103.	Title			tep 1 LL	7	2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	4 L	Step 4 LL	LOI	-1	D.	Step 6	Step 6 L	Step 6 LI
65 65 65 65 65 65 65 75<	Chief Operating Officer	79.87	83.86		83.86	88.05	92.24	88.05	92.45	96.85	92.45	97.07	101.69			106.77	101.92		112.12
11.1 11.1	Maintenance Manager	62.42	65.54	99.89			72.10	68.82	72.26	75.70	72.26	75.87	79.48	75.87	79.66	83.45	79.66	83.64	87.62
41 75.06 75.01 75.06 75.01 75.06 75.01 75.06 75.01 75	Chief Financial Officer (CFO)	79.87	83.86	87.85	83.86	88.05	92.24	88.05	92.45	96.85	92.45	70.76	101.69	97.07	101.92	106.77	101.92		112.12
41 78.66 62.29 66.22 86.25 86.29 66.24 66.24 67.10 66.40 91.06 66.40 91.06 66.41 100.16 66.21 100.29 27 67.53 60.41 66.24 66.42 66.42 66.40 91.06 66.61 100.16 66.41 67.22 60.41 66.40<	Planning and Development Director	68.09	71.49	74.89	71.49	75.06	78.63	75.06	78.81		78.81	82.75		82.75	86.89		86.89		95.57
17. 17. 18.	Human Resources Director	74.91	78.66	82.41	78.66				86.72		86.72	91.06	95.40	91.06		100.16		100.39	105.17
27 67.53 60.41 63.24 66.40 66.50 66.70 66.50 69.37 73.28 69.30 73.43 27 67.53 60.41 63.24 66.42 63.43 66.40 66.71 66.50 69.77 66.50 69.93 73.28 69.30 73.43 29 62.70 65.84 68.94 66.41 69.31 72.42 68.31 72.59 76.05 72.89 76.22 79.85 76.22 60.03 73.28 69.02 69.03 73.28 69.03 73.28 69.03 73.28 69.03 73.28 69.03 73.28 69.03 73.28 69.03 73.28 69.03 73.28 69.03 73.43 69.03 73.28 69.03 73.28 69.03 73.43 73.28 69.03 73.43 73.28 69.03 73.43 73.28 69.03 73.43 73.28 69.03 73.43 73.28 69.03 73.43 73.28 69.03 73.43 73.28	Information Technology and Intelligent Transportation Systems Director	74.91	78.66		78.66			82.59	86.72	90.85	86.72	91.06	95.40	91.06	95.61	100.16	95.61	100.39	105.17
2.7 67.53 60.41 63.43 66.64 68.47 66.60 69.37 73.26 69.37 73.26 69.37 73.26 69.37 73.26 69.37 73.26 69.37 73.26 78.25 78.25 78.25 78.25 78.25 78.26 69.37 77.27 78.26 69.37 77.27 78.26 78.25 78.25 78.25 78.25 78.27 78.25 7	Marketing, Communications and Customer Service Director	54.79	57.53	60.27		60.41		60.41	63.43		63.43		69.77	09.99		73.26	69.93	73.43	76.93
62 62.24 68.54 68.13 72.42 68.13 72.59 78.05 72.59 78.02 78.02 69.06 78.22 80.03 86 62.27 66.01 68.16 66.11 66.11 66.11 66.11 66.11 72.59 77.27 <td>Purchasing and Special Projects Director</td> <td>54.79</td> <td>57.53</td> <td>60.27</td> <td></td> <td>60.41</td> <td>63.29</td> <td>60.41</td> <td>63.43</td> <td>66.45</td> <td>63.43</td> <td>99.99</td> <td>69.77</td> <td>09.99</td> <td>69.93</td> <td>73.26</td> <td>69.93</td> <td>73.43</td> <td>76.93</td>	Purchasing and Special Projects Director	54.79	57.53	60.27		60.41	63.29	60.41	63.43	66.45	63.43	99.99	69.77	09.99	69.93	73.26	69.93	73.43	76.93
86 6.287 6.601 68.16 68.01 68.31 72.78 72.78 72.78 76.25 72.78 76.25 68.31 71.73 75.15 71.73 75.25 86 61.63 64.11 66.06 68.16 65.06 68.26 65.26 62.50 68.07 71.73 75.15 71.73 75.22 89 61.53 54.11 56.69 58.20 56.82 59.66 62.50 68.69 66.77 71.73 75.15 77.73 75.22 80 61.53 54.11 56.69 58.20 68.25 58.80 62.50 68.91 65.77 71.73 75.25 66.77 71.72 75.25 66.77 71.72 75.25 66.77 71.72 75.25 66.77 67.73 70.96 67.73 71.12 71.72 71.12 71.72 71.72 71.72 71.72 71.72 71.72 71.72 71.72 71.72 71.72 71.72 71.72 71.72	*****Senior Full Stack Developer	59.71	62.70	69.69	62.70	65.84	68.98	65.84	69.13		69.13	72.59	76.05	72.59	76.22	79.85	76.22		83.84
82 58401 61.98 64.91 66.06 68.10 71.56 68.24 71.73 75.15 71.73 75.22 99 51.53 54.11 56.69 54.11 56.82 59.69 62.50 59.86 62.24 65.62 62.64 65.62 62.64 65.67 62.64 65.77 75.22 66.77 75.22 66.77 75.22 66.77 75.22 65.77 75.22 65.77 75.22 65.77 75.22 65.77 75.22 65.77 75.22 65.77 75.22 65.77 75.22 65.77 75.22 65.77 75.22 65.77 75.22 65.77 75.22 65.77 75.22 65.77 75.22 65.77 75.22 65.77 75.22 65.77 75.22 65.77 75.22 65.77 75.22 65.77 75.22 75.22 75.22 75.22 75.22 75.22 75.22 75.22 75.22 75.22 75.22 75.22 75.22 75.22 75.22 <td>Finance Deputy Director</td> <td>59.88</td> <td>62.87</td> <td>65.86</td> <td>62.87</td> <td>66.01</td> <td>69.15</td> <td>66.01</td> <td>69.31</td> <td></td> <td>69.31</td> <td>72.78</td> <td>76.25</td> <td>72.78</td> <td>76.42</td> <td>80.06</td> <td>76.42</td> <td></td> <td>84.06</td>	Finance Deputy Director	59.88	62.87	65.86	62.87	66.01	69.15	66.01	69.31		69.31	72.78	76.25	72.78	76.42	80.06	76.42		84.06
96 51.53 54.11 56.82 59.63 56.82 59.66 62.50 59.66 62.50 69.66 62.50 69.66 62.50 69.66 62.50 69.67 62.50 69.67 62.50 62.50 62.50 69.67 62.50 62	Human Resources Deputy Director	56.20	59.01	61.82	59.01	61.96		61.96	90.29		65.06	68.31	71.56	68.31	71.73	75.15	71.73	75.32	78.91
86 5153 54.11 56.68 54.11 56.82 59.53 56.86 62.50 69.66 62.69 62.50 69.62 56.81 69.62 66.73 70.96 65.77 70.96 67.73 70.96 67.73 70.96 67.73 70.96 67.73 70.96 67.73 70.96 67.73 70.96 67.73 70.96 67.73 70.12 36 55.71 56.90 57.26 60.12 62.90 67.24 66.73 62.90 67.73 70.96	Operations Manager - Fixed Route Division	49.08	51.53			54.11		54.11	56.82		56.82	59.66	62.50	59.66		65.62	62.64		68.90
50 49.16 51.62 54.08 51.62 56.91 59.62 56.91 59.76 62.75 64.50 67.73 71.12 38 55.71 58.50 61.29 58.50 61.43 64.36 67.57 64.50 67.73 70.96 67.73 71.12 13 54.53 57.26 60.12 62.39 60.12 62.39 60.12 63.46 66.14 63.13 66.26 67.73 71.12 13 54.53 57.26 60.12 62.39 60.12 63.96 60.12 63.96 60.12 63.99 71.46 71.76 71.76 71.76 71.76 71.77 71.77 71.77 71.77 71.77 71.77 71.77	Operations Manager - Paratransit Division	49.08	51.53				56.69	54.11	56.82	59.53	56.82	59.66	62.50	59.66	62.64	65.62	62.64	65.77	68.90
36 56.73 61.29 58.50 61.29 58.50 61.29 64.50 67.73 64.50 67.73 70.96 67.73 71.12 1.3 54.53 57.26 61.29 60.12 63.13 66.14 63.13 66.14 63.13 66.14 63.13 66.20 69.45 66.29 69.42 75.03 78.78 78.79 78.79 78.79 78.79 78.79 78.79 <td>Assistant Maintenance Manager</td> <td>46.82</td> <td>49.16</td> <td>51.50</td> <td>49.16</td> <td>51.62</td> <td>54.08</td> <td>51.62</td> <td>54.20</td> <td>56.78</td> <td>54.20</td> <td>56.91</td> <td>59.62</td> <td>56.91</td> <td>59.76</td> <td>62.61</td> <td>59.76</td> <td>62.75</td> <td>65.74</td>	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	62.61	59.76	62.75	65.74
13 54.53 57.26 59.99 57.26 60.12 68.06 71.46 74.86 71.46 75.03 78.00 75.03 78.00 75.03 78.00 76.29 69.45 66.29 69.45 66.29 69.45 66.29 69.45 66.29 69.45 66.29 69.45 66.29 69.45 66.29 69.45 66.29 69.60 76.03 78.76 78	Facilities Maintenance Manager	53.06	55.71	58.36	55.71	58.50	61.29	58.50	61.43		61.43	64.50		64.50	67.73	70.96	67.73	71.12	74.51
67 61,73 64,82 67,91 64,82 68.06 71,30 68.06 71,46 74,86 74,75 46,89 77,46 75,03 78,00 76,03 78,00 50 38.66 40,59 42,52 40,59 42,62 44,65 42,62 44,75 46,88 44,75 46,99 49,23 46,99 49,34 50 38.66 40,59 42,52 40,58 42,62 44,75 46,88 44,75 46,99 49,23 46,99 49,34 50 43,16 51,62 54,08 54,26 56,91 59,91 44,75 46,89 49,23 46,99 49,34 50 43,16 51,62 54,08 54,26 56,91 59,69 56,91 59,76 52,75 56,91 56,91 56,91 56,91 56,91 56,25 68,36 66,25 66,91 46,92 46,99 49,23 46,99 49,34 51,94 49,34 51,94 49,34 51,02 </td <td>*****Full Stack Developer</td> <td>51.93</td> <td>54.53</td> <td>57.13</td> <td></td> <td>57.26</td> <td></td> <td>57.26</td> <td>60.12</td> <td></td> <td>60.12</td> <td></td> <td></td> <td>63.13</td> <td></td> <td>69.45</td> <td>66.29</td> <td>69.60</td> <td>72.91</td>	*****Full Stack Developer	51.93	54.53	57.13		57.26		57.26	60.12		60.12			63.13		69.45	66.29	69.60	72.91
50 38.66 40.59 42.52 40.59 42.62 44.75 46.86 44.75 46.89 44.75 46.99 49.23 46.99 49.24 50 38.66 40.59 42.52 44.65 42.62 44.75 46.88 44.75 46.99 49.23 46.99 49.24 50 49.16 51.62 54.26 56.78 54.26 56.91 59.62 56.91 59.76 62.61 59.76 62.75 88 39.98 41.98 44.08 46.18 44.08 46.28 48.48 46.28 48.59 50.90 48.59 51.02 50 38.66 40.59 42.52 44.65 42.62 44.75 46.88 44.75 46.89 49.24 46.99 49.34 50 38.66 40.59 42.62 44.75 46.88 44.75 46.88 44.75 46.99 49.24 46.99 49.34 78 42.74 44.88 47.12 <t< td=""><td>Safety, Security and Risk Management Director</td><td>58.79</td><td>61.73</td><td></td><td>61.73</td><td></td><td></td><td>64.82</td><td>90.89</td><td></td><td>68.06</td><td>71.46</td><td>74.86</td><td>71.46</td><td>75.03</td><td>78.60</td><td>75.03</td><td>78.78</td><td>82.53</td></t<>	Safety, Security and Risk Management Director	58.79	61.73		61.73			64.82	90.89		68.06	71.46	74.86	71.46	75.03	78.60	75.03	78.78	82.53
50 48.66 40.59 42.62 44.75 46.88 44.75 46.99 49.23 46.99 49.24 46.94 49.24 46.99 49.24 46.99 49.24 46.99 49.24 46.99 49.24 46.99 49.24 46.99 49.24 46.99 49.24 46.99 49.24 46.99 49.24 46.99 49.24 46.99 49.24 46.99 49.24 46.99 46	Assistant Operations Manager	36.82	38.66	40.50	38.66	40.59		40.59		44.65	42.62	44.75	46.88	44.75	46.99	49.23	46.99	49.34	51.69
50 49.16 51.62 54.08 51.62 56.91 59.62 56.91 59.76 62.07 59.76 62.75 88 39.98 41.98 44.08 46.18 44.08 46.18 48.48 46.29 48.59 50.90 48.59 51.02 50 38.66 40.59 42.52 44.65 42.62 44.75 46.88 44.75 46.99 49.23 46.99 49.34 78 42.74 44.88 47.12 49.36 47.12 49.48 51.84 49.48 51.95 54.42 56.55 54.55 40 37.61 39.49 41.36 47.12 49.48 51.84 49.48 51.95 54.42 51.95 54.55 40 37.61 39.49 41.46 43.43 41.46 43.43 41.46 43.43 41.46 43.43 41.46 43.43 41.46 43.43 43.60 43.53 45.71 47.89 45.71 48.00	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	49.23	46.99	49.34	51.69
88 39.38 41.38 42.08 46.18 46.28 48.48 46.28 48.59 50.90 48.59 51.02 50 38.66 40.59 42.52 44.65 42.62 44.75 46.88 44.75 46.99 49.23 46.39 51.02 50 38.66 40.59 42.52 44.65 42.62 44.75 46.88 44.75 46.99 49.23 46.39 46.34 78 42.74 44.88 47.02 44.88 47.12 49.36 51.84 49.48 51.95 54.42 51.95 54.55 40 37.61 39.49 41.46 43.43 41.46 43.53 45.71 47.89 45.71 46.00	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	65.74
50 38.66 40.59 42.62 44.65 42.62 44.75 46.88 44.75 46.99 49.23 46.99 49.34 78 56.36 59.18 62.14 65.10 62.14 65.25 68.36 65.25 68.51 71.77 68.51 71.77 68.51 71.94 78 42.74 44.88 47.12 49.36 47.12 49.48 51.84 49.48 51.95 54.42 51.95 54.55 40 37.61 39.49 41.36 43.43 41.46 43.53 45.60 43.53 45.71 47.89 45.71 48.00	*Customer Service Manager	38.08	39.98	41.88	39.98	41.98		41.98	44.08		44.08	46.28	48.48	46.28				51.02	53.45
78 42.74 44.88 47.02 44.88 47.12 49.36 41.45 49.55 68.36 66.25 68.51 71.77 68.51 71.77 68.51 71.77 68.51 71.94 78 42.74 44.88 47.02 44.88 47.12 49.36 47.12 49.48 51.84 49.48 51.95 54.42 51.95 54.55 40 37.61 39.49 41.37 39.49 41.46 43.43 41.46 43.53 45.71 47.89 45.71 40.00	**Revenue Account Program Manager	36.82	38.66	40.50				40.59	42.62		42.62	44.75	46.88	44.75		49.23	46.99	49.34	51.69
78 42.74 44.88 47.12 49.36 47.12 49.48 51.84 49.48 51.95 54.42 51.95 54.55 40 37.61 39.49 41.46 43.43 41.46 43.53 45.60 43.53 45.71 47.89 45.71 48.00	*** Capital Planning and Grants Programs Manager	53.68	56.36	59.04	56.36	59.18	62.00	59.18		65.10	62.14	65.25		65.25	68.51	71.77	68.51	71.94	75.37
40 37.61 39.49 41.37 39.49 41.46 43.43 41.46 43.53 45.60 43.53 45.60 43.53 45.71 47.89 45.71 48.00 50	****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	54.45	51.95	54.55	57.15
L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)	Executive Assistant	35.82	37.61	39.40		39.49	41.37	39.49	41.46	43.43	41.46		45.60	43.53	45.71	47.89	45.71	48.00	50.29
* Position added and adopted by the Board on 11-20-2020 * New position proposed and adopted by the Board on 09-24-2021 * Usual position proposed to be added and adopted by the Board on 03-25-2022 * Usual position removed, to be adopted by the Board on 03-25-2022		*********	****	***	:														
* 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	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 09-24-202 * Updated Schedule: CEO/General Manager Position removed, to be adopte	21 ed by the Board	on 03-25-2	022															

										MANAGEMENT	MENT								
	Effective 06/20/24 (FY25) / Adopted by the Board as of August 11, 2023								MONTH	LY SALAI	RY SCHE								
1,150 1,15	Title	Step 1	Step 1 L	Step 1 LL	Step 2		Step 2 LL			Step 3 LL			ep 4 LL	rol	2 F	tep 5 LL	9	19	tep 6 L
1,126 1,120 1,130 1,130 1,130 1,130 1,130 1,130 1,200	ficer	13,844	14,536	15,227	14,536	15,262	15,988	15,262	16,025	16,787			17,626	16,826	17,666	18,507	17,666	18,550	19,43
1,1556 1,2581 1,2581 1,2582 1,5589 1,5890 1	ıger	10,820	11,360	11,901	11,360	11,929	12,497	11,929	12,525	13,121			13,777	13,151	13,808	14,465	13,808	14,498	15,188
13.554 41.284 41.284 41.384 41.316 61.022 61.74 65.022 61.74 65.022 61.74 65.022 61.74 65.022 61.74 65.022 61.74 65.022 61.74 65.022 61.74 65.022 61.74 61.022 61.0	icer (CFO)	13,844	14,536	15,227	14,536	15,262	15,988	15,262	16,025	16,787			17,626		17,666	18,507	17,666	18,550	19,43
1,0,5,0, 1,0,4,1 1,0,5,0 1,0,5	slopment Director	11,802	12,392	12,981	12,392	13,010	13,629	13,010	13,660	14,310			15,026	14,343	15,061	15,779	15,061	15,813	16,566
99 20 20 10 0444 41284 14284 14284 14284 14284 14284 14284 14284 14284 14284 14284 14284 14284 14284 14284 15121 12121	Director	12,984	13,634	14,284	13,634	14,316	14,997	14,316	15,032	15,747			16,536	15,784	16,572	17,361	16,572	17,401	18,230
9972 10.447 10.970 10.471 10.986 11.544 12.084 11.544 12.174 12.084 12.172 12.084 <td>ology and Intelligent Transportation Systems Director</td> <td>12,984</td> <td>13,634</td> <td>14,284</td> <td>13,634</td> <td>14,316</td> <td>14,997</td> <td>14,316</td> <td>15,032</td> <td>15,747</td> <td>15,032</td> <td></td> <td>16,536</td> <td>15,784</td> <td>16,572</td> <td>17,361</td> <td>16,572</td> <td>17,401</td> <td>18,230</td>	ology and Intelligent Transportation Systems Director	12,984	13,634	14,284	13,634	14,316	14,997	14,316	15,032	15,747	15,032		16,536	15,784	16,572	17,361	16,572	17,401	18,230
9972 10.447 19.972 10.477 10.970 10.477 10.986 11.564 12.681 11.264 12.681 11.264 12.081 11.268 11.269 <td>unications and Customer Service Director</td> <td>9,497</td> <td>9,972</td> <td>10,447</td> <td>9,972</td> <td>10,471</td> <td>10,970</td> <td>10,471</td> <td>10,995</td> <td>11,518</td> <td></td> <td></td> <td>12,094</td> <td>11,544</td> <td>12,121</td> <td>12,698</td> <td>12,121</td> <td>12,728</td> <td>13,335</td>	unications and Customer Service Director	9,497	9,972	10,447	9,972	10,471	10,970	10,471	10,995	11,518			12,094	11,544	12,121	12,698	12,121	12,728	13,335
10,10,289 11,416 10,10,88 11,412 11,516 11,412 11,412 11,516 12,517 11,416 11,417 11,418 11,418 11,41	pecial Projects Director	9,497	9,972	10,447	9,972	10,471	10,970	10,471	10,995	11,518			12,094		12,121	12,698	12,121	12,728	13,335
10,10,28 10,716 10,0,88 11,442 11,281 11,217 11,514 11,277 11,514 11,247 11,246 11,247 11,246 11,247 11,246 11,247 11,246 11,247 11,246 11,247 11,246 11,247 11,246 11,247 11,246 11,247 11,246 11,247 11,246 11,247 11,246 11,247 11,246 11,247 11,247 11,246 11,247	ack Developer	10,350	10,868	11,386	10,868	11,412	11,957	11,412	11,983	12,553			13,182	-	13,212	13,841	13,212	13,872	14,532
10,226 10,716 10,228 10,740 11,251 10,740 11,277 11,814 11,277 11,840 12,404 11,840 12,413 10,686 11,374 10,889 11,400 11,943 10,848 10,341 10,833 10,341 10,868 11,374 10,889 11,400 11,943 11,941 10,848 10,341 10,848 10,341 10,848 11,374 10,848 11,400 11,943 11,944 1	irector	10,379	10,898	11,416	10,898	11,442	11,986	11,442	12,014	12,586		ιΩ	13,217	12,615	13,246	13,877	13,246	13,908	14,570
07 8,932 9,379 9,826 9,379 9,849 10,319 9,449 10,341 10,633 10,341 10,639 11,374 10,848 11,400 11,940 07 8,922 9,379 9,826 9,379 9,849 10,319 9,849 10,341 10,639 10,341 10,639 11,340 11,400 11,400 11,940 16 6,521 8,927 8,524 9,374 8,948 9,326 9,842 10,341 10,631 11,712 11,712 11,740 12,306 11,717 11,716 11,717 11,716 10,341 10,841 10,941 11,717 11,717 11,717 11,717 11,717 11,717 11,718 11,717 11,718 11,717 11,718 11,717 11,718 11,717 11,718 11,717 11,718 11,717 11,717 11,717 11,718 11,717 11,717 11,717 11,718 11,717 11,717 11,717 11,717 11,717 11,717	s Deputy Director	9,741	10,228	10,716	10,228	10,740	11,251	10,740	11,277	11,814			12,404		12,433	13,026	12,433	13,056	13,678
66 63 63 65 63<	jer - Fixed Route Division	8,507	8,932	9,357	8,932	9,379	9,826	9,379	9,849	10,319			10,833		10,858	11,374	10,858	11,400	11,943
66 68 68 68 10,336 9864 10,336 9864 10,336 9864 10,336 10,825 10,827 10,828 10,827 11,780 11,710 11,710 11,740 12,336 10,837 11,396 10,140 10,644 10,140 10,644 11,150 11,710 11,740 12,300 11,740 12,336 10,430 11,740 12,336 10,230 11,740 12,336 12,91	ger - Paratransit Division	8,507	8,932	9,357	8,932	9,379	9,826	9,379	9,849	10,319		+	10,833		10,858	11,374	10,858	11,400	11,943
97 9,656 10,116 9,656 10,116 9,656 10,116 9,656 10,116 11,720 11,710 11,720 12,366	ance Manager	8,116	8,521	8,927	8,521	8,948	9,374	8,948	9,395	9,842	9,395		10,334	9,864	10,358	10,852	10,358	10,877	11,395
9452 9,903 9,462 9,925 10,326 10,421 10,417 10,421 10,417 10,421 10,431 11,464 12,086 12,086 12,086 12,086 12,086 12,084 12,086 12,086 12,086 12,086 12,086 12,086 12,086 12,084 12,086 12,086 12,086 12,086 12,086 12,086 12,086 12,084 12,086 12,086 12,087 12,086 12,086 12,087 12,086	ince Manager	9,197	9,656	10,116	9,656	10,140	10,624	10,140	10,648	11,156			11,712		11,740	12,300	11,740	12,328	12,915
90 10,700 11,210 11,236 11,736 11,236 11,736 11,236 11,736 11,236 11,736 11,236 11,737 12,386 12,976 12,386 13,056 13,056 14,306 13,056 14,306	veloper	9,001	9,452	9,903	9,452	9,925	10,398	9,925	10,421	10,917			11,464	_	11,490	12,038	11,490	12,064	12,638
82 6,701 7,020 6,704 7,036 7,386 7,738 7,757 8,126 7,757 8,145 8,533 8,145 8,552 8,980 82 6,701 7,020 6,704 7,036 7,386 7,738 7,757 8,126 7,757 8,145 8,533 8,145 8,582 8,980 16 8,521 8,927 8,521 8,948 9,374 8,948 9,395 9,842 9,884 10,334 9,884 10,358 10,977 11,336 10 6,530 7,277 7,623 7,541 8,005 7,641 8,022 8,403 8,022 8,422 8,623 8,422 8,984 9,286 20 6,730 7,277 7,641 8,005 7,541 8,022 8,402 8,422 8,623 8,442 8,422 8,842 8,986 9,864 10,334 8,022 8,422 8,623 8,442 8,623 8,442 8,623 8,442 8,623 8,	d Risk Management Director	10,190	10,700	11,210	10,700	11,236	11,771	11,236	11,797	12,359			12,976		13,005	13,624	13,005	13,655	14,305
66 67.01 7,020 6,701 7,026 6,704 7,759 7,759 7,759 7,757 8,126 7,757 8,126 10,358 10,652 10,358 10,677 11,395 16 8,521 8,621 8,521 8,524 8,521 8,948 9,374 8,948 9,396 9,842 9,396 10,358 10,358 10,677 11,395 17 6,930 7,259 7,277 7,641 8,022 8,403 8,022 8,422 8,623 8,445 9,565 26 6,930 7,277 7,641 8,005 7,641 8,022 8,403 8,022 8,422 8,623 8,442 9,565 26 6,701 7,026 7,370 7,036 7,738 7,739 7,737 11,284 10,771 11,310 11,849 11,310 11,875 12,440 11,875 12,440 11,875 12,440 11,875 12,440 11,875 13,044 13,064 26	ns Manager	6,382	6,701	7,020	6,701	7,036	7,370	7,036	7,388	7,739			8,126		8,145	8,533	8,145	8,552	8,960
16 6,930 7,259 6,930 7,277 7,623 7,277 7,641 8,005 7,641 8,022 8,403 8,022 8,403 8,022 8,403 8,022 8,403 8,022 8,804 10,358 10,877 10,814 10,771 11,284 10,771 11,310 11,814 11,310 11,875 12,440 11,875 12,470 11,875 12,470 11,814 10,771 11,310 11,814 11,310 11,875 12,440 11,875 12,470 11,814 11,8		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
22 6,930 7,259 6,930 7,277 7,621 8,022 8,403 8,022 8,403 8,022 8,403 8,022 8,403 8,022 8,403 8,022 8,403 8,022 8,403 8,022 8,403 8,022 8,403 8,022 8,403 8,126 8,145 8,552 8,404 8,145 8,552 8,146 8,552 8,146 8,126 1,2470 11,875 12,440 11,875 12,440 11,875 12,440 11,875 12,440 11,875 12,470 1 56 7,408 7,708 7,708 8,168 8,556 8,168 8,577 8,966 8,457 11,875 12,440 11,875 12,440 11,875 12,470 1 56 7,408 7,779 8,168 8,556 8,168 8,577 8,966 8,577 9,005 9,455 8,301 7,904 7,545 7,904 7,545 7,904 7,545 7,904 7,545 7,904 7,545 </td <td>ger</td> <td>8,116</td> <td>8,521</td> <td>8,927</td> <td>8,521</td> <td>8,948</td> <td>9,374</td> <td>8,948</td> <td>9,395</td> <td>9,842</td> <td>9,395</td> <td>44</td> <td>10,334</td> <td></td> <td>10,358</td> <td>10,852</td> <td>10,358</td> <td>10,877</td> <td>11,395</td>	ger	8,116	8,521	8,927	8,521	8,948	9,374	8,948	9,395	9,842	9,395	44	10,334		10,358	10,852	10,358	10,877	11,395
52 6,701 7,036 7,376 7,388 7,757 8,126 7,757 8,126 7,757 8,126 7,757 8,126 7,757 8,126 7,757 8,126 7,779 8,145 7,779 8,168 7,779 8,168 7,779 8,168 7,779 8,168 7,778 8,168 7,779 8,168 7,779 8,168 8,556 8,168 8,577 8,986 8,577 9,005 9,433 9,005 9,455 19 6,519 6,519 6,548 7,171 6,845 7,186 7,528 7,345 7,945 7,945 7,945 7,945 7,946 7,945 9,005 9,455 19 6,519 6,519 6,548 7,171 6,846 7,186 7,528 7,345 7,945 7,945 7,945 7,945 7,945 7,945 7,945 7,945 7,945 8,301 7,923 8,320 8,320 8,320 8,320 8,320 8,320 8,320 8,320	e Manager	6,601	6,930	7,259	6,930	7,277	7,623	7,277	7,641	8,005	7,641	8,022	8,403	8,022	8,422	8,823	8,422	8,844	9,265
35 9,769 10,234 9,769 10,268 10,771 11,284 10,771 11,284 10,771 11,310 11,875 12,440 11,875 12,470 12,470 12,470 12,470 12,470 12,470 12,470 12,470 12,470 12,470 12,470 12,470 12,470	nt 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
55 7,408 7,772 8,156 8,556 8,168 8,577 8,986 8,577 9,005 9,433 9,005 9,455 19 6,519 6,519 6,519 6,519 6,845 7,171 6,845 7,186 7,528 7,345 7,904 7,545 7,923 8,301 7,923 8,320	g and Grants Programs Manager	9,305	9,769	10,234	9,769	10,258	10,747	10,258	10,771	11,284			11,849		11,875	12,440	11,875	12,470	13,064
99 6,519 6,629 6,519 6,645 7,171 6,845 7,186 7,528 7,186 7,545 7,904 7,545 7,904 7,545 7,903 8,301 7,923 8,320	erials Manager	7,055	7,408	7,762	7,408	7,779	8,150	67,77	8,168	8,556	8,168	8,577	8,986	8,577	9,005	9,433	9,005	9,455	906'6
Brand on 03-21-2003	ıt	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
ed only on length of service. In a dopled by the Board on 11-20-2020 To Section be added by the Board on 09-24-2021 In a Pose of the Board on 09-24-2021	evity (5%); LL = 15 Years Longevity (5%+5%)	****	****	****	*														
	ed only on length of service.																		
	nd adopted by the Board on 11-20-2020 bosed to be added and adopted by the Board on 09-24-202 CEOIGEBRAIN Manager Docition removed to be adopted	7. C.	000	CCCC															

March Marc	METRIC									MANAGEMENT	MENT								
1, 1,	Effective 06/19/25 (FY26) / Adopted by the Board as of August 11, 2023								HOURL	Y RATES	SCHEL	ULE							
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Title	Step 1		Step 1 LL	2	2 L	2 LL	6					tep 4 LL	ro	2	2 1	9		tep 6 LL
1	Chief Operating Officer	83.06	87.21	91.36			95.93	91.57	96.15	100.73	96.15	100.96	105.77	100.96		11.06	106.01	111.31	116.61
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Maintenance Manager	64.92	68.17	71.42	68.17	71.58	74.99	71.58	75.16	78.74	75.16	78.92		78.92			82.87		91.15
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Chief Financial Officer (CFO)	83.06	87.21	91.36	87.21					100.73	96.15		105.77	100.96	4	11.06	106.01	111.31	116.61
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Planning and Development Director	70.81	74.35	77.89	74.35		81.79	78.07			81.97		90.17	86.07			90.37		99.41
96 51 51 51 52 52 52 62 62 62 62 62 62 62 62 62 62 62 62 62	Human Resources Director	17.91	81.81	85.71	81.81			85.90			90.20	94.71		94.71	45	04.19	99.45	104.42	109.39
36 53.25 66.26 66	Information Technology and Intelligent Transportation Systems Director	77.91	81.81	85.71	81.81			85.90	90.20		90.20	94.71	99.22	94.71		04.19	99.45	104.42	109.39
3.89 68.20 68.20 68.21 68.47 77.12 68.20 68.20 75.21 75.46 75.25 75.26 75.26 75.27 75.46 75.27 75.46 75.27 75.26 85.20 75.27 75.20	Marketing, Communications and Customer Service Director	56.98	59.83		59.83		65.81	62.82	65.96	69.10	65.96	69.26	72.56	69.26		76.18	72.72	76.36	80.00
10 10 10 10 10 10 10 10	Purchasing and Special Projects Director	56.98	59.83	62.68	59.83		65.81	62.82	65.96	69.10	96.39	69.26		69.26	72.72		72.72		80.00
28 66.39 68.59 68.69 77.50 75.52 77.09 75.69 77.59 75.69 77.59 77.69 75.69 77.59 75.69 77.59 77.69 75.69 77.69 77.59 77.69 77.69 77.69 77.69 77.69 77.69 77.69 77.69 77.69 77.69 67.69 77.69 67.69 77.69 67.69 77.69 67	*****Senior Full Stack Developer	62.10	65.21	68.32	65.21		71.73	68.47	71.89	75.31	71.89	75.48	79.07	75.48	79.25		79.25		87.17
46 61.37 64.29 61.37 64.44 67.51 64.44 67.51 64.44 67.51 64.44 67.51 64.44 67.50 61.89 65.03 64.89 62.03 64.89 62.03 66.13 66.13 66.33 71.65 04 63.59 56.14 63.58 56.27 58.06 61.89 65.00 64.89 62.00 66.13 66.27 66.13 66.14 66.14 66.14 66.14 66.14 66.14 66.24 66.24 66.24 66.24 66.24 66.24 66.24 66.24 66.24 66.24 66.24 <td>Finance Deputy Director</td> <td>62.28</td> <td>62.39</td> <td></td> <td>65.39</td> <td></td> <td>71.93</td> <td>68.66</td> <td></td> <td></td> <td>72.09</td> <td>75.69</td> <td>79.29</td> <td>75.69</td> <td>79.47</td> <td></td> <td>79.47</td> <td>83.44</td> <td>87.41</td>	Finance Deputy Director	62.28	62.39		65.39		71.93	68.66			72.09	75.69	79.29	75.69	79.47		79.47	83.44	87.41
04 53.59 66.14 63.89 66.27 68.20 61.89 69.08 62.00 64.89 62.03 66.14 66.14 66	Human Resources Deputy Director	58.45	61.37	64.29	61.37			64.44		70.88			74.42	71.04	29	78.14	74.59	78.32	82.05
64 63.59 66.14 63.59 66.14 63.59 66.12 69.06 61.89 69.00 64.98 62.00 64.98 66.10 66.11 66	Operations Manager - Fixed Route Division	51.04	53.59	56.14	53.59	56.27		56.27	59.08	61.89	59.08	62.03	64.98	62.03	65.13	68.23	65.13	68.39	71.65
69 61.12 63.56 61.12 63.56 66.36 66.36 69.04 66.36 69.04 66.36 69.04 66.36 69.04 66.36 69.04 66.36 69.06 67.07 70.26 67.07 70.42 73.77 70.42 73.34 77.46 10 65.71 66.71 66.71 66.71 66.71 66.66 68.70 70.26 67.07 70.42 73.77 70.42 73.34 77.46 10 66.71 66.71 66.71 66.66 68.70 70.26 67.07 70.42 73.77 70.42 73.74 77.44 10 66.71 66.71 66.67 66.67 66.66 68.70 70.26 68.84 77.77 70.42 73.47 77.48 77.48 77.43 77.48 77.48 77.48 77.48 77.48 77.48 77.48 77.48 77.48 77.48 77.48 77.48 77.48 77.48 77.48 77.48 77.48	Operations Manager - Paratransit Division	51.04	53.59	56.14	53.59	56.27	58.95	56.27	59.08	61.89	59.08	62.03	64.98	62.03		68.23	65.13	68.39	71.65
18 67.94 60.70 57.84 60.84 633.84 66.92 63.88 66.92 63.88 67.07 70.26 67.07 70.26 67.07 70.26 77.77 70.42 77.94 77.44 77.89 77	Assistant Maintenance Manager	48.69	51.12	53.55	51.12	53.68	56.24	53.68	56.36	59.04	56.36	59.18		59.18	62.14	65.10	62.14		68.36
14 64.20 67.26 64.20 67.41 70.62 67.41 70.78 74.15 70.78 74.32 77.86 68.94 72.22 68.94 72.22 68.94 72.39 75.94 85.84 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 29 40.20 42.11 40.20 42.21 44.22 42.21 44.32 46.43 44.32 46.54 48.76 62.00 59.18 62.14 65.10 62.14 65.25 68.99 29 51.12 53.55 51.12 53.68 56.24 53.68 56.24 48.82 56.38 69.04 66.36 67.81 50.42 48.13 50.42 48.13 50.54	Facilities Maintenance Manager	55.18		60.70				60.84			63.88		70.26		70.42		70.42		77.46
14 64.20 64.20 67.41 70.62 67.41 70.78 74.15 70.78 74.32 77.86 74.32 77.86 74.32 76.24 48.74 70.78 74.15 70.78 74.32 74.32 77.86 74.32 78.04 81.76 78.04 81.94 85.86 29 40.20 42.11 40.20 42.21 44.22 42.21 44.32 46.54 48.76 46.54 48.87 51.20 48.87 51.31 53.75 29 40.20 42.11 40.20 42.21 44.32 46.34 48.76 46.54 48.87 51.20 48.87 51.31 53.75 50 41.28 43.66 45.74 43.86 45.84 48.13 50.42 48.87 51.31 53.75 56.06 68.36 59.04 46.34 48.13 50.42 48.13 50.42 48.13 50.44 48.13 50.42 48.13 50.42 48.13 50.42 48.13	*****Full Stack Developer	54.01	56.71	59.41	56.71			59.55			62.53		68.79	65.66			68.94	72.39	75.84
29 40.20 42.11 40.20 42.21 44.22 46.43 44.32 46.54 48.76 46.54 48.76 46.54 48.76 46.54 48.76 46.54 48.76 46.54 48.76 46.54 48.76 46.54 48.76 46.54 48.76 46.54 48.76 46.54 48.76 46.54 48.76 46.54 48.76 46.54 48.76 46.54 48.76 46.54 48.87 51.20 48.87 51.31 53.76 50 41.56 41.56 45.24 48.02 45.84 48.13 50.42 46.54 48.76 46.54 48.13 50.42 46.56 50.96 50.42 46.36 50.42 48.76 46.54 48.13 50.42 46.54 48.76 46.54 48.13 50.42 46.54 48.76 46.54 48.13 50.42 46.54 48.76 46.54 48.13 50.42 56.44 46.36 77.86 77.86 77.86 77.86 77.86 <td>Safety, Security and Risk Management Director</td> <td>61.14</td> <td>64.20</td> <td>67.26</td> <td>64.20</td> <td></td> <td>70.62</td> <td>67.41</td> <td>70.78</td> <td>74.15</td> <td>70.78</td> <td></td> <td></td> <td>74.32</td> <td>40.</td> <td>81.76</td> <td>78.04</td> <td></td> <td>85.84</td>	Safety, Security and Risk Management Director	61.14	64.20	67.26	64.20		70.62	67.41	70.78	74.15	70.78			74.32	40.	81.76	78.04		85.84
29 40.20 42.11 40.20 42.21 44.32 46.43 46.54 48.76 46.54 48.87 51.20 48.87 51.20 48.87 51.21 53.75 60 41.58 51.12 53.68 56.24 55.86 56.34 48.32 46.54 48.13 50.44 65.10 62.14 65.12 65.86 68.36 50 41.58 43.56 45.74 43.66 45.84 48.02 45.84 48.13 50.42 58.13 53.07 55.60 29 40.20 42.11 40.20 42.21 44.35 46.43 44.35 46.43 48.13 50.42 48.13 50.54 53.07 55.60 29 40.20 42.11 46.27 44.35 46.43 44.32 46.43 44.35 46.43 44.35 46.43 44.35 46.43 46.53 71.09 67.86 71.25 74.64 71.25 74.64 71.25 74.64 71.25 74.81 </td <td>Assistant Operations Manager</td> <td>38.29</td> <td>40.20</td> <td>42.11</td> <td>40.20</td> <td>42.21</td> <td>44.22</td> <td>42.21</td> <td>44.32</td> <td>46.43</td> <td>44.32</td> <td>46.54</td> <td>48.76</td> <td>46.54</td> <td>.87</td> <td>51.20</td> <td>48.87</td> <td>51.31</td> <td>53.75</td>	Assistant Operations 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	.87	51.20	48.87	51.31	53.75
69 51.12 53.56 51.12 53.68 56.24 56.36 59.04 56.36 59.18 62.00 59.18 62.14 65.10 65.10 65.10 65.10 65.14 65.15 65.24 65.26 59.18 62.14 65.10 65.10 65.14 65.15 65.24 65.24 65.10 65.14 65.10 65.14 65.10 65.14 65.14 65.10 65.14 46.15 46.15 46.14 46.14 46.14 46.14 46	Project 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		51.20	48.87	51.31	53.75
40 41.58 43.56 41.58 45.74 48.02 45.84 48.13 50.42 48.13 50.54 50.54 50.54 50.54 50.54 50.54 50.70 2.29 40.20 42.11 40.20 42.21 44.32 46.43 46.54 48.76 46.54 48.76 50.54 50.54 50.54 50.71 50.54 48.76 46.54 48.76 48.87 51.20 48.87 51.21 48.87 51.21 48.87 51.21 48.87 51.21 48.87 51.22 48.87 51.21 48.87 51.22 48.87 51.21 48.87 51.45 51.23 49.00 51.45 53.90 51.45 54.02 56.59 54.02 56.59 54.02 56.59 54.02 56.59 54.02 56.59 54.02 56.59 54.02 56.59 54.02 56.79 56.72 56.59 54.02 56.59 54.02 56.59 54.02 56.59 54.02 56.59 54.02 </td <td>Purchasing Manager</td> <td>48.69</td> <td>51.12</td> <td>53.55</td> <td>51.12</td> <td>53.68</td> <td>56.24</td> <td>53.68</td> <td></td> <td>59.04</td> <td>56.36</td> <td>59.18</td> <td></td> <td>59.18</td> <td>4</td> <td></td> <td>62.14</td> <td></td> <td>68.36</td>	Purchasing Manager	48.69	51.12	53.55	51.12	53.68	56.24	53.68		59.04	56.36	59.18		59.18	4		62.14		68.36
83 58.62 61.41 58.82 61.55 64.48 61.55 64.63 67.71 64.63 67.86 71.09 67.86 71.05 74.64 71.25 74.81 71.	*Customer Service Manager	39.60	41.58		41.58		45.74	43.66			45.84		50.42	48.13	50.54		50.54		55.60
83 58.62 61.41 58.62 61.55 64.48 61.55 64.63 67.71 64.63 71.09 67.86 71.09 67.86 71.25 74.64 71.25 74.61 78 74.81 78 74.	**Revenue Account Program Manager	38.29	40.20	42.11	40.20		44.22	42.21			44.32		48.76	46.54	.87		48.87	51.31	53.75
33 44.45 46.57 44.45 48.67 48.89 46.67 49.00 51.33 49.00 51.45 53.90 51.45 53.90 51.45 54.02 56.59 54.02 56.72 59.	*** Capital Planning and Grants Programs Manager	55.83	58.62	61.41	58.62		64.48	61.55	64.63	67.71	64.63	67.86	71.09	67.86		74.64	71.25	74.81	78.37
25 39.11 40.97 39.11 41.07 43.03 41.07 43.12 45.12 45.28 47.44 45.28 47.54 49.80 47.54 49.92 52.02	****Parts and Materials Manager	42.33	44.45		44.45	46.67	48.89	46.67	49.00	51.33	49.00	51.45	53.90	51.45	02	56.59	54.02	56.72	59.42
Board on 03-25-2022	Executive Assistant	37.25	39.11	40.97	39.11	41.07	43.03	41.07	43.12	45.17	43.12			45.28	254				52.30
Board on 03-25-202	L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)	****	****		**														
Board on 03-25-202	Langevity 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 09-24-202 Updated Schedule: CEO/General Manager Position removed, to be adopted 	21 ed by the Boa	d on 03-25																

Effective 06/19/25 (FY26) / Adopted by the Board as of August 11, 2023								MONTHL	MANAGEMENT Y SALARY SCH	MANAGEMENT MONTHLY SALARY SCHEDULE	ULE						
	Step 1	Step 1 L S	Step 1 LL	Step 2	Step 2 L SI	Step 2 LL	Step 3 Si	Step 3 L Ste	Step 3 LL S	Step 4 Ste	Step 4 L Ste	Step 4 LL	Step 5 St	Step 5 L St	Step 5 LL S	Step 6 Step 6 L	SL Step 6 LL
	14,397	15,116	15,836	15,116	15,872	16,628	15,872	16,666	17,460	16,666	17,500 1	18,334	17,500	18,375	19,250	18,375 19,	19,294 20,212
	11,253	11,816	12,380	11,816	12,407	12,998	12,407	13,028	13,648	13,028	13,680 1	14,331	13,680	14,364	15,049	14,364 15,	15,082 15,799
	14,397	15,116	15,836	15,116	15,872	16,628	15,872	16,666	17,460	16,666	17,500 1	18,334	17,500	18,375	19,250	18,375 19,294	294 20,212
	12,274	12,887	13,501	12,887	13,532	14,177	13,532	14,208 1	14,884	14,208 1	14,919	15,630	14,919	15,664	16,410	15,664 16,	16,448 17,231
	13,504	14,180	14,856	14,180	14,889	15,598	14,889	15,635 1	16,380	15,635 1	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 1	16,380	15,635 1	16,416	17,198	16,416	17,238	18,060	17,238 18,100	18,961
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
	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,	13,236 13,867
	10,764	11,303	11,842	11,303	11,868	12,433	11,868	12,461	13,054	12,461 1	13,083 1	13,706	13,083	13,737	14,390	13,737 14,	14,423 15,110
	10,795	11,334	11,873	11,334	11,901	12,468	11,901	12,496 1	13,090	12,496 1	13,120 1	13,744	13,120	13,775	14,430	13,775 14,	14,463 15,151
	10,131	10,638	11,144	10,638	11,170	11,702	11,170	11,728 1	12,286	11,728 1	12,314	12,900	12,314	12,929	13,544	12,929 13,	13,576 14,222
	8,847	9,289	9,731	9,289	9,754	10,218	9,754	10,241	10,728	10,241	10,752 1	11,263	10,752	11,289	11,827	11,289 11,854	354 12,419
	8,847	9,289	9,731	9,289	9,754	10,218	9,754	10,241 1	10,728	10,241	10,752 1	11,263	10,752	11,289	11,827	11,289 11,854	12,419
	8,440	8,861	9,282	8,861	9,305	9,748	9,305	9,769	10,234	9,769	10,258 1	10,747	10,258	. 10,771	11,284	10,771	11,310 11,849
	9,565	10,043	10,521	10,043	10,546	11,048	10,546	11,073	11,600	11,073 1	11,626	12,178	11,626	12,206	12,787	12,206 12,	12,816 13,426
	9,362	9,830	10,298	9,830	10,322	10,814	10,322	10,839 1	11,355	10,839 1	11,381	11,924	11,381	11,950	12,518	11,950 12,	12,548 13,146
	10,598	11,128	11,658	11,128	11,684	12,241	11,684	12,269 1	12,853	12,269 1	12,882 1	13,496	12,882	13,527	14,172	13,527 14,203	14,879
	6,637	6,968	7,299	896'9	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,	8,894 9,317
	6,637	6,968	7,299	896'9	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,	8,894 9,317
	8,440	8,861	9,282	8,861	9,305	9,748	9,305	9,769	10,234	9,769	10,258 1	10,747	10,258	. 12,771	11,284	10,771 11,310	11,849
	6,864	7,207	7,550	7,207	7,568	7,928	7,568	7,946	8,324	7,946	8,343	8,740	8,343	8,760	9,178	8,760 9,	9,199 9,637
	6,637	6,968	7,299	896'9	7,316	7,665	7,316	7,682	8,048	7,682	8,067	8,452	8,067	8,471	8,875	8,471 8,8	8,894 9,317
	9,677	10,161	10,644	10,161	10,669	11,177	10,669	11,203	11,736	11,203 1	11,762 1	12,322	11,762	12,350	12,938	12,350 12,967	13,584
	7,337	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	608'6	9,364 9,8	9,832 10,300
	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 8,6	8,653 9,065
L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)	****	*****	***														
* New position proposed to be added and adopted by the Board on 09-24-2021																	

		Step 6 LL	242,549	189,592	242,549	206,773	227,531	227,531	166,400	166,400	181,314	181,813	170,664	149,032	149,032	142,189	161,117	157,747 M	178,547	111,800	B 008,111	142,189	115,648	111,800	163,010	123,594	108,784		
		Step 6 L	231,525	180,981	231,525	197,371	217,194	217,194	158,829	158,829	173,077	173,555	162,906	142,251	142,251	135,720	153,795	150,571	170,435	106,725	106,725	135,720	110,386	106,725	155,605	117,978	103,834		
		Step 6	220,501	172,370	220,501	187,970	206,856	206,856	151,258	151,258	164,840	165,298	155,147	135,470	135,470	129,251	146,474	143,395	162,323	101,650	101,650	129,251	105,123	101,650	148,200	112,362	98,883		
		Step 5 LL	231,005	180,586	231,005	196,914	216,715	216,715	158,454	158,454	172,682	173,160	162,531	141,918	141,918	135,408	153,442	150,218	170,061	106,496	106,496	135,408	110,136	106,496	155,251	117,707	103,584		
		Step 5 L	220,501	172,370	220,501	187,970	206,856	206,856	151,258	151,258	164,840	165,298	155,147	135,470	135,470	129,251	146,474	143,395	162,323	101,650	101,650	129,251	105,123	101,650	148,200	112,362	98,883		
- 7		Step 5	209,997	164,154	209,997	179,026	196,997	196,997	144,061	144,061	156,998	157,435	147,763	129,022	129,022	123,094	139,506	136,573	154,586	96,803	96,803	123,094	100,110	96,803	141,149	107,016	94,182		
		Step 4 LL	220,002	171,974	220,002	187,554	206,378	206,378	150,925	150,925	164,466	164,923	154,794	135,158	135,158	128,960	146,141	143,083	161,949	101,421	101,421	128,960	104,874	101,421	147,867	112,112	98,675		
FILL	,	Step 4 L	209,997	164,154	209,997	179,026	196,997	196,997	144,061	144,061	156,998	157,435	147,763	129,022	129,022	123,094	139,506	136,573	154,586	96,803	96,803	123,094	100,110	96,803	141,149	107,016	94,182		
EMENT RY SCHE		Step 4	199,992	156,333	199,992	170,498	187,616	187,616	137,197	137,197	149,531	149,947	140,733	122,886	122,886	117,229	132,870	130,062	147,222	92,186	92,186	117,229	95,347	92,186	134,430	101,920	89,690		
MANAGEMENT YEARLY SALARY SCHEDUI		Step 3 LL	209,518	163,779	209,518	178,610	196,560	196,560	143,728	143,728	156,645	157,082	147,430	128,731	128,731	122,803	139,194	136,261	154,232	96,574	96,574	122,803	99,882	96,574	140,837	106,766	93,954		
YEARI	ì	Step 3 L	199,992	156,333	199,992	170,498	187,616	187,616	137,197	137,197	149,531	149,947	140,733	122,886	122,886	117,229	132,870	130,062	147,222	92,186	92,186	117,229	95,347	92,186	134,430	101,920	89,690		
		Step 3	190,466	148,886	190,466	162,386	178,672	178,672	130,666	130,666	142,418	142,813	134,035	117,042	117,042	111,654	126,547	123,864	140,213	87,797	87,797	111,654	90,813	87,797	128,024	97,074	85,426		
		Step 2 LL	199,534	155,979	199,534	170,123	187,179	187,179	136,885	136,885	149,198	149,614	140,421	122,616	122,616	116,979	132,579	129,771	146,890	91,978	91,978	116,979	95,139	91,978	134,118	101,691	89,502		
		Step 2 L	190,466	148,886	190,466	162,386	178,672	178,672	130,666	130,666	142,418	142,813	134,035	117,042	117,042	111,654	126,547	123,864	140,213	87,797	87,797	111,654	90,813	87,797	128,024	97,074	85,426		
		Step 2	181,397	141,794	181,397	154,648	170,165	170,165	124,446	124,446	135,637	136,011	127,650	111,467	111,467	106,330	120,515	117,957	133,536	83,616	83,616	106,330	86,486	83,616	121,930	92,456	81,349	1	
		Step 1 LL	190,029	148,554	190,029	162,011	178,277	178,277	130,374	130,374	142,106	142,480	133,723	116,771	116,771	111,384	126,256	123,573	139,901	87,589	87,589	111,384	90,605	87,589	127,733	998'96	85,218	****	-2022
	;	Step 1 L	181,397	141,794	181,397	154,648	170,165	170,165	124,446	124,446	135,637	136,011	127,650	111,467	111,467	106,330	120,515	117,957	133,536	83,616	83,616	106,330	86,486	83,616	121,930	92,456	81,349	****	rd on 03-25
		otep 1	172,765	135,034	172,765	147,285	162,053	162,053	118,518	118,518	129,168	129,542	121,576	106,163	106,163	101,275	114,774	112,341	127,171	79,643	79,643	101,275	82,368	79,643	116,126	88,046	77,480	****	by the Boa
METRO Effective 06/19/25 (FY26) / Adopted by the Board as of August 11, 2023	Trade	anıı	Chief Operating Officer	Maintenance Manager	Chief Financial Officer (CFO)	Planning and Development Director	Human Resources Director	Information Technology and Intelligent Transportation Systems Director	Marketing, Communications and Customer Service Director	Purchasing and Special Projects Director	*****Senior Full Stack Developer	Finance Deputy Director	Human Resources Deputy Director	Operations Manager - Fixed Route Division	Operations Manager - Paratransit Division	Assistant Maintenance Manager	Facilities Maintenance Manager	****Full Stack Developer	Safety, Security and Risk Management Director	Assistant Operations Manager	Project Manager	Purchasing Manager	*Customer Service Manager	**Revenue Account Program Manager	*** Capital Planning and Grants Programs Manager	****Parts and Materials Manager	Executive Assistant	L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)	• 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: CE/O(Seneral Manager Position removed, to be adopted by the Board on 05.25.2022 • New position added and adopted by the Board on 05.20.2022

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Santa Cruz Metropolitan Transit District



DATE: October 13, 2023

TO: Personnel/Human Resources Standing Committee

FROM: Kristina Mihaylova, Finance Deputy Director

SUBJECT: REVIEW REQUEST FOR AUTHORIZATION OF PAYROLL ADMIN-

ISTRATOR POSITION IN THE FINANCE DEPARTMENT

I. RECOMMENDED ACTION

That the Personnel/Human Resources Standing Committee review the request for a Payroll Administrator position in the Finance Department and recommend approval to the full Board of Directors

II. SUMMARY

- In order to address the needs of the Santa Cruz Metropolitan Transit District (METRO) as it relates to Payroll, Finance Department requested the creation of a new position to assist the department with the changes in our business processes related to the implementation of METRO's new ERP system as well as the evolving needs of the organization.
- In May 2023, Service Employees International Union Local 521 (SEIU) and Human Resources (HR) staff agreed to the creation of Payroll Administrator position to better address the needs of METRO.
- METRO contracted with Koff & Associates (hereinafter "K&A") to conduct a total classification and compensation study in May 2023.
- HR staff presented the classification and compensation study to SEIU. SEIU is in agreement with the findings and this recommendation.
- Staff is recommending approval to fund a Payroll Administrator.

III. DISCUSSION/BACKGROUND

In order to address the needs of METRO as it relates to Payroll, Finance Department requested the creation of a new payroll position. In May 2023, METRO contracted with K& A to evaluate the needs of the agency. A total analysis and compensation study was performed.

The study shows the need for a position (journey-level classification) responsible for performing full cycle payroll administration duties including preparing, maintaining, and processing payroll, including CalPERS and tax reporting.

HR staff worked with K& A to create a new Payroll Administrator job description (class specification) and corresponding wage scale. Upon approval, an open recruitment will be performed to fill the Payroll Administrator position.

K&A presented a total compensation study, which reflected comparison agency salaries and benefits. The ten labor market comparable agencies were:

- Alameda-Contra Costa Transit District
- Central Contra Costa Transit Authority
- City of Santa Cruz
- County of Santa Cruz
- Golden Gate Bridge, Highway and Transportation District
- Monterey-Salinas Transit District
- Riverside Transit Agency
- San Joaquin Regional Transit District
- Santa Barbara Metropolitan Transit District
- Santa Clara Valley Transportation Authority

This position was discussed with SEIU/SEA Chapter President, Jordan Vascones, SEIU/SEA Chapter Vice President, Holly Alcorn, and SEIU Regional Director Olivia Martinez. All SEIU representatives are in support of this new classification.

Staff is requesting that the Personnel/Human Resources Standing Committee recommend to the full Board of Directors at its October 27, 2023 meeting to approve the creation of Payroll Administrator position.

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

The adoption of the recommendation contained in this report will require \$120K/fiscal year. The funding was included in the FY24 & FY25 Operating Budget, adopted on June 23, 2023, and it's available in the Finance Department.

VI. ALTERNATIVES CONSIDERED

- Do 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: Payroll Administrator Job Description

Attachment B: Payroll Administrator Wage Scale

Prepared by: Kristina Mihaylova, Deputy Finance Director and

Monik Delfin, HR Deputy Director.

Personnel/Human Resources Standing Committee October 13, 2023 Page 4 of 4

VIII. APPROVALS

Dawn Crummié, HR Director

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

Michael Tree, CEO/General Manager



Attachment A HUMAN RESOURCES DEPARTMENT Santa Cruz METRO

Class Code: AS122

FLSA Status: Non-Exempt

Payroll Administrator Bargaining Unit: SEA

DEFINITION:

Under direction, a Payroll Administrator coordinates and processes payroll in accordance with applicable state and federal laws, personnel rules and policies, California Public Employees Retirement System (CalPERS) laws and reporting rules, Board policy, and collective bargaining agreements; prepares, maintains, and distributes a variety of payroll records and reports; and performs related work as required.

DISTINGUISHING CHARACTERISTICS:

Payroll Administrator is a journey-level classification responsible for performing full cycle payroll administration duties including preparing, maintaining, and processing payroll and interpretation and implementation of accounting policies and procedures and tax and year-end reporting. The incumbent regularly works on tasks which are varied and complex, requiring considerable discretion and independent judgment. The position relies on experience and judgment to perform complex payroll duties. Assignments are given with general guidelines and incumbents are responsible for establishing objectives, timelines, and methods to complete assignments. Work is typically reviewed upon completion for soundness, appropriateness, and conformity to policy and requirements. This classification is distinguished from the Payroll Specialist series in that the latter are primarily responsible for time entry processes. This classification is further distinguished from the Payroll Supervisor in that the latter is a full supervisory level class responsible for organizing, assigning, supervising, and reviewing the work of assigned payroll staff.

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.

- Plans, coordinates, and processes District-wide biweekly payroll; transfers payroll data from timekeeping system to payroll system software; audits timekeeping data and payroll calculations for accuracy; makes correcting entries and resolves discrepancies; issues paychecks and pay statements.
- Determines payroll liabilities by calculating and reporting employee and employer federal and state income taxes, Medicare taxes, unemployment insurance, state mandated garnishments, insurance deductions, union dues for represented staff, retirement contributions, and/or loan payments.
- Prepares and balances various payroll reports including quarterly and annual federal and state tax reports, earnings, deductions, wage garnishments, and related reports; prepares and distributes W-2 forms to employees.
- Prepares, reconciles, and files payroll reports to the California Public Employees Retirement System (CalPERS); makes adjustments in the CalPERS system upon transfer of files.

Attachment A HUMAN RESOURCES DEPARTMENT Santa Cruz METRO

- Serves as system administrator of the timekeeping and payroll systems including setting up and maintaining earning codes, deductions, deduction limits and percentages, pay groups, pay periods, entities, security access, and schedules, as well as business process workflows and reports; ensures system integrity and security and quality control of data.
- Identifies, develops, recommends, and participates in implementation and testing of payroll system improvements; works with Information Technology staff to maintain system integrity, troubleshoot technical issues, and test system upgrades and/or configuration changes.
- Develops and maintains training guidelines and system user procedures; provides training to staff and management.
- Responds to audit requests by gathering and providing requested payroll documents.
- Participates in conducting new employee orientation by providing assistance and instructions related to payroll procedures, systems, and forms.
- Responds to inquiries, researches and provides information, and resolves complaints and issues
 regarding payroll requiring the interpretation and application of policies, rules, collective
 bargaining agreements, and procedures; refers complex problems and issues to the Payroll
 Supervisor.
- Ensures compliance with federal and state regulations and guidelines and adherence to payroll standards, District policies, internal controls, and collective bargaining agreement requirements.
- Researches and compiles data from various sources; verifies accuracy of information, researches discrepancies, and records information.
- Organizes and maintains accurate and detailed databases, spreadsheets, files, and records; ensures adherence with established records retention and information security procedures.
- Composes and edits a variety of documents, including correspondence, letters, memos, forms, and reports.
- Answers telephones, greet visitors, and provides information to employees and the public.
- Operates standard office equipment; utilizes standard business computer software in performing job tasks; may utilize specialized Santa Cruz METRO software.
- Stays abreast of current payroll laws and regulations; interprets and complies with a variety of labor and tax laws which pertain to public employers.
- Provides assistance with other accounting activities and projects as needed.
- May track occupational illnesses and injuries.
- May provide technical and functional direction to other staff performing payroll related duties.
- Drives a Santa Cruz METRO vehicle to perform assignments.
- Performs related work as required.

EMPLOYMENT STANDARDS:

Knowledge of:

- Principles and practices of payroll administration including payroll processing, record keeping, and reporting.
- Methods and techniques of analyzing, auditing, and recording payroll transactions.
- Requirements of payroll reporting for internal and external purposes.
- Computerized financial systems and software applications related to processing payroll.
- Taxable and non-taxable compensation principles.
- Tax liabilities, withholding requirements, and penalties for non-compliance.

Attachment A HUMAN RESOURCES DEPARTMENT Santa Cruz METRO

- Applicable federal, state, and local laws, codes, and wage orders, District policies and procedures, and collective bargaining agreement provisions relevant to area(s) of responsibility.
- Advanced methods of researching and resolving payroll issues.
- Modern office practices, procedures, and equipment.
- Business correspondence, formatting, and report writing.
- Methods of maintaining information in digital or hard copy files.
- Technical methods of researching, gathering, organizing, and reporting data.
- Methods of prioritizing, planning, and organizing work.
- Time management techniques.
- Customer service techniques.
- Basic mathematics, including percentages and basic statistics.
- Telephone techniques and etiquette.
- The effective use of modern office equipment, personal computers, and standard business software.

Ability to:

- Interpret, explain, and apply payroll-related policies, procedures, and regulations.
- Interpret and apply collective bargaining agreement provisions relating to payroll and benefits.
- Perform detailed payroll processing work accurately and in a timely manner.
- Review payroll and other financial documents for completeness and accuracy.
- Maintain confidentiality in handling and processing confidential information and data.
- Understand, interpret, explain, and apply all pertinent laws, codes, and wage orders, District
 policies, procedures, and internal controls, collective bargaining agreements, and standards
 relevant to work performed.
- Gather, record, and summarize data in a variety of formats.
- Maintain records and control systems with accuracy and attention to detail.
- Design, prepare, and compile reports and information.
- Adhere to established work schedules and timelines.
- Maintain a calm demeanor in stressful situations.
- Work independently.
- Balance multiple assignments simultaneously and effectively.
- Perform mathematical calculations quickly and accurately.
- Utilize standard office equipment and computer software and learn to use specialized Santa Cruz METRO software if assigned.
- Communicate clearly and effectively in both oral and written form.
- 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:

Two (2) years course work from an accredited college in accounting, business administration, or a related field.

Attachment A HUMAN RESOURCES DEPARTMENT Santa Cruz METRO

AND

Four (4) years of experience performing technical bookkeeping, payroll accounting, and financial clerical or related work, preferably in a public agency, including two (2) years of experience administering departmental or agency wide payroll activities.

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.

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: 10-27-2023 *BOD Approved: 10-27-2023 *Revised: 00-00-00

*Job Family: Payroll

*Job Series: Payroll Series
*Job Series Level: Journey

*Confidential: Yes

UNION	тпе	Step 1	11	11L	Step 2	21	21.1	Step 3	31	31.	Step 4	41	41.1	Step 5	5.	2115	Step 6	- 19	119
Sir	Administrative Supervisor	33.23	34.89	36.55	34.89	36.63	38.37	36.63	38.46	40.29	38.46	40.38	42.30	40.38	42.40	44.42	42.40	44.52	46.64
SEP	Assistant Safety & Training Coordinator	36.29	38.10	39.91	38.10	40.01	41.92	40.01	42.01	44.01	42.01	44.11	46.21	44.11	46.32	48.53	46.32	48.64	50.96
NE NE	Custodial Supervisor	25.78	27.07	28.36	27.07	28.42	29.77	28.42	29.84	31.26	29.84	31.33	32.82	31.33	32.90	34.47	32.90	34.55	36.20
SEP	Customer Service Supervisor	30.38	31.90	33.42	31.90	33.50	35.10	33.50	35.18	36.86	35.18	36.94	38.70	36.94	38.79	40.64	38.79	40.73	42.67
	Facilities Maintenance Supervisor	35.52	37.30	39.08	37,30	39.17	41.04	39.17	41.13	43.09	41.13	43.19	45.25	43.19	45.35	47.51	45.35	47.62	49.89
SEP	Fleet Maintenance Supervisor	41.42	43.49	45.56	43.49	45.66	47.83	45.66	47.94	50.22	47.94	50.34	52.74	50.34	52.86	55.38	52.86	55.50	58.14
SEP	Maintenance Trainer	36.29	38.10	39.91	38.10	40.01	41.92	40.01	42.01	44.01	42.01	44.11	46.21	44.11	46.32	48.53	46.32	48.64	50.96
SEP	Parts and Materials Supervisor	34.03	35.73	37.43	35.73	37.52	39.31	37.52	39.40	41.28	39.40	41.37	43.34	41.37	43.44	45.51	43.44	45.61	47.78
SEP	Payroll Supervisor	38.62	40.55	42.48	40.55	42.58	44.61	42.58	44.71	46.84	44.71	46.95	49.19	46.95	49.30	51.65	49.30	51 77	54.24
SEP	Revenue Collection Supervisor	28.69	30.12	31.55	30.12	31.63	33.14	31.63	33.21	34.79	33.21	34.87	36.53	34.87	36.61	38.35	36.61	38.44	40.77
SEP	Safety & Training Coordinator	39.23	41.19	43.15	41.19	43.25	45.31	43.25	45.41	47.57	45.41	47.68	49.95	47.68	50.06	52.44	50.05	57.55	55.05
SEP	Transit Supervisor	35.16	36.92	38.68	36.92	38.77	40.62	38.77	40.71	42.65	40.71	42.75	44.79	42.75	44.89	47.03	44.89	47.13	75.00
SEP	Transportation Planning Supervisor	51.33	53.90	56.47	53.90	56.60	59.30	26.60	59.43	62.26	59.43	62.40	65.37	62.40	65.52	68.64	65.52	68.80	72.08
SES	Accountant	33.89	35.58	37.27	35.58	37.36	39.14	37.36	39.23	41.10	39.23	41.19	43.15	41.19	43.25	45.31	43.25	45.41	47.57
SES	Accountant II	37.28	39.14	41.00	39.14	41.10	43.06	41.10	43.16	45.22	43.16	45.32	47.48	45.32	47.59	49.86	47.59	79 97	52.35
SES	Accountant III	40.67	42.70	44.73	42.70	44.84	46.98	44.84	47.08	49.32	47.08	49.43	51.78	49.43	51 90	54 37	2 2	77.57	57.40
SES	Accounting Clerk	22.50	23.63	24.76	23.63	24.81	25.99	24.81	26.05	27.29	26.05	27.35	28.65	27.35	78.77	30.09	78.73	30.15	31.60
SES	Accounting Specialist	32.75	34.39	36.03	34.39	36.11	37.83	36.11	37.92	39.73	37.92	39.82	41.72	39.82	41.81	43.80	41.81	72 80	75 00
SES	Accounting Technician	26.80	28.14	29.48	28.14	29.55	30.96	29.55	31.03	32.51	31.03	32.58	34.13	37.58	34.21	35.84	24 21	25.02	27.62
	Administrative Assistant	26.08	27.38	28.68	27.38	28.75	30.12	28.75	30.19	31.63	30.19	31.70	33.21	31.70	33.29	34.88	33.29	34.95	36.61
	Administrative Clerk	23.47	24.64	25.81	24.64	25.87	27.10	25.87	27.16	28.45	27.16	28.52	29.88	28.52	29.95	31.38	29.95	31.45	37 95
	Administrative Specialist	28.65	30.08	31.51	30.08	31.58	33.08	31.58	33.16	34.74	33.16	34.82	36.48	34.82	36.56	38.30	36.56	38 39	40.22
	Benefits Technician	27.35	28.72	30.09	28.72	30.16	31.60	30.16	31.67	33.18	31.67	33.25	34.83	33.25	34.91	36.57	34.91	36,66	38.41
	Buyer	27.99	29.39	30.79	29.39	30.86	32.33	30.86	32.40	33.94	32.40	34.02	35.64	34.02	35.72	37.42	35.72	37.51	39.30
	Claims Technicían I	24.44	25.66	26.88	25.66	26.94	28.22	26.94	28.29	29.64	28.29	29.70	31.11	29.70	31.19	32.68	31.19	32.75	34.31
	Claims Technician II	27.15	28.51	29.87	28.51	29.94	31.37	29.94	31.44	32.94	31.44	33.01	34.58	33.01	34.66	36.31	34.66	36.39	38.12
1	Custodial Service Worker	19.18	20.14	21.10	20.14	21.15	22.16	21.15	22.21	23.27	22.21	23.32	24.43	23.32	24.49	25.66	24.49	25.71	26.93
	Customer Service Representative	22.50	23.63	24.76	23.63	24.81	25.99	24.81	26.05	27.29	26.05	27.35	28.65	27.35	28.72	30.09	28.72	30.16	31.60
	Customer Service Assistant	73 C2	27.38	28.68	27.38	28.75	30.12	28.75	30.19	31.63	30.19	31.70	33.21	31.70	33.29	34.88	33.29	34.95	36.61
	Facilities Maintenance Worker	25.08	24.85	20.04 20.04	24.86	26.10	27.34	26.10	27.41	28.72	27.41	28.78	30.15	28.78	30.22	31.66	30.22	31.73	33.24
	Financial Analyst	41 02	13.07	45 12	40.77	29.02	30.40	29.02	30.47	31.92	30.47	31.99	33.51	31.99	33.59	35.19	33.59	35.27	36.95
	Grants/Legislative Analyst	38.01	39.91	41.81	30 01	47.64	47.57	77.07	47.40	47.74	84.48	49.85	27.75	49.85	52.34	54.83	52.34	54.96	57.58
	HR Analyst I	31.96	33.56	35.16	33.56	35.74	36.92	35.74	17.00	38.76	37.00	20 05	140.41	770 00	48.52	50.85	48.52	50.95	53.38
SES	HR Analyst II	35.16	36.92	38,68	36.92	38.77	40.62	38.77	40.71	42.65	40.71	47.75	44.79	20.05	44.89	42.73	40.79	47.03	44.8/
SES	Human Resources Clerk	23.68	24.86	26.04	24.86	26.10	27.34	26.10	27.41	28.72	27.41	28.78	30.15	28.78	30.22	31.65	20.77	27.75	70.54
SES	Human Resources Specialist	26.05	27.35	28.65	27.35	28.72	30.09	28.72	30.16	31.60	30.16	31.67	33.18	31.67	33.75	34.83	33.75	34 91	25.55
	Human Resources Technician	27.35	28.72	30.09	28.72	30.16	31.60	30.16	31.67	33.18	31.67	33.25	34.83	33.25	34.91	36.57	34.91	36.66	128.6
SES	Information Technology Project Coordinator	33.75	35.44	37.13	35.44	37.21	38.98	37.21	39.07	40.93	39.07	41.02	42.97	41.02	43.07	45.12	43.07	45.22	47.37
SES	Information Technology Support Analyst I	27.63	29.01	30.39	29.01	30.46	31.91	30.46	31.98	33.50	31.98	33.58	35.18	33.58	35.26	36.94	35.26	37.02	38.78
	Information Technology Support Analyst II	30.68	32.21	33.74	32.21	33.82	35.43	33.82	35.51	37.20	35.51	37.29	39.07	37.29	39.15	41.01	39.15	41.11	43.07
	Lead Custodial Service Worker	22.92	24.07	25.22	24.07	25.27	26.47	25.27	26.53	27.79	26.53	27.86	29.19	27.86	29.25	30.64	29.25	30.71	32.17
SES	Lead Facilities Maintenance Worker	31.56	33.14	34.72	33.14	34.80	36.46	34.80	36.54	38.28	36.54	38.37	40.20	38.37	40.29	42.21	40.29	42.30	44.31
NES GES	Legal Secretary	23.68	24.86	26.04	24.86	26.10	27.34	26.10	27.41	28.72	27.41	28.78	30.15	28.78	30.22	31.66	30.22	31.73	33.24
SES	Mobility Iraining Coordinator	30.38	31.90	33.42	31.90	33.50	35.10	33.50	35.18	36.86	35.18	36.94	38.70	36.94	38.79	40.64	38.79	40.73	42.67
253	Faralegal	33.89	35.58	37.27	35.58	37.36	39.14	37.36	39.23	41.10	39.23	41.19	43.15	41.19	43.25	45.31	43.25	45.41	47.57
263	Paralegal II	37.28	39.14	41.00	39.14	41.10	43.06	41.10	43.16	45.22	43.16	45.32	47.48	45.32	47.59	49.86	47.59	49.97	52.35
	Darroll Administrator	20.00	27.00	3/.2/	35.58	37.36	39.14	37.36	39.23	41.10	39.23	41.19	43.15	41.19	43.25	45.31	43.25	45.41	47.57
	Payroll Administrator	30.30	27.82	33,34	31.82	33.41	35.00	33.41	35.08	36.75	32.08	36.83	38.58	36.83	38.67	40.51	38.67	40.60	42.53
	Tomorado contro	25:12	77.07	20.00	77.07	30.10	31.60	30.1b	31.6/	33.18	31.6/	33.25	34.83	33.25	34.91	36.57	34.91	36.66	38.41

SES Planning Aide SES Planning Data Analyst SES Purchasing Agent SES Purchasing Assistant SES Revenue Collection Clerk SES Revenue Account Coordinator SES Safety and Training Program Specialist I SES Safety and Training Program Specialist II SES Safety and Training Program Specialist II SES Senior Accounting Technician SES Senior Systems Administrator SES Senior Systems Administrator SES Senior Transportation Planner II SES Senior Systems Administrator SES Senior Transportation Planner II SES Senior Systems Administrator SES Senior Systems Administrator SES Senior Flancial Analyst SEV Senior Transportation Planner II SES Senior Systems Administrator SES Machanic II SEV Mechanic II SEV Welvicle Body Repair Mechanic SEV Vehicle Body Repair Mechanic SEV Vehicle Body Repair Mechanic SEV Vehicle Body Repair Mechanic	Sten 1	-	į	Step 2	71	717	Step 3	3.	311	Step 4	4	41.	Step 5	SL	SLL	Step 6	- 19	719
	21.83	22.92	24.01	22.92	24.07	25.22	24.07	25.27	26.47	25.27	26.53	27.79	26.53	27.86	29.19	27.86	29.25	30.64
	33.89	35.58	37.27	35.58	37.36	39.14	37.36	39.23	41.10	39.23	41.19	43.15	41.19	43.25	45.31	43.25	45.41	47.57
	33.59	35.27	36.95	35.27	37.03	38.79	37.03	38.88	40.73	38.88	40.82	42.76	40.82	42.86	44.90	42.86	45.00	47.14
	30.80	32.34	33.88	32.34	33.96	35.58	33.96	35.66	37.36	35.66	37.44	39.22	37.44	39.31	41.18	39.31	41.28	43.25
	23.61	24.79	25.97	24.79	26.03	77.72	26.03	27.33	28.63	27.33	28.70	30.07	28.70	30.14	31.58	30.14	31.65	33.16
	21.24	22.30	23.36	22.30	23.42	24.54	23.42	24.59	25.76	24.59	25.82	27.05	25.82	27.11	28.40	27.11	28.47	29.83
	39.55	41.53	43.51	41.53	43.61	45.69	43.61	45.79	47.97	45.79	48.08	50.37	48.08	50.48	52.88	50.48	53.00	55.52
	43.98	46.18	48.38	46.18	48.49	50.80	48.49	50.91	53.33	50.91	53.46	56.01	53.46	56.13	58.80	56.13	58.94	61.75
	33.89	35.58	37.27	35.58	37.36	39.14	37.36	39.23	41.10	39.23	41.19	43.15	41.19	43.25	45.31	43.25	45.41	47.57
	29.79	31.28	32.77	31.28	32.84	34.40	32.84	34.48	36.12	34.48	36.20	37.92	36.20	38.01	39.82	38.01	39.91	41.81
	_	28.36	29.71	28.36	29.78	31.20	29.78	31.27	32.76	31.27	32.83	34.39	32.83	34.47	36.11	34.47	36.19	37.91
		47.37	49.63	47.37	49.74	52.11	49.74	52.23	54.72	52.23	54.84	57.45	54.84	57.58	60.32	57.58	60.46	63.34
	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	64.95	68.20	71.45
	45.63	47.91	50.19	47.91	50.31	52.71	50.31	52.83	55.35	52.83	55.47	58.11	55.47	58.24	61.01	58.24	61.15	64.06
Transportation Planner I Transportation Planner II Electronic Technician Lead Methanic Lead Paris and Materials Clerk Lead Vehicle Service Worker Mechanic II Mechanic II Mechanic III Parts and Materials Clerk Upholsterer II Upholsterer II Vehicle Body Repair Mechanic Vehicle Body Repair Mechanic	46.25	48.56	50.87	48.56	50.99	53.42	50.99	53.54	56.09	53.54	56.22	58.90	56.22	59.03	61.84	59.03	61.98	64.93
Transportation Planner II Electronic Technician Lead Mechanic Lead Parts and Materials Clerk Lead Vehicle Service Worker Mechanic II Mechanic II Mechanic III Parts and Materials Clerk Upholsterer I Upholsterer I Upholsterer I Upholsterer I Vehicle Body Repair Mechanic	34.22	35.93	37.64	35.93	37.73	39.53	37.73	39.62	41.51	39.62	41.60	43.58	41.60	43.68	45.76	43.68	45.86	48.04
	38.01	39.91	41.81	39.91	41.91	43.91	41.91	44.01	46.11	44.01	46.21	48.41	46.21	48.52	50.83	48.52	50.95	53.38
	35.16	36.92	38.68	36.92	38.77	40.62	38.77	40.71	42.65	40.71	42.75	44.79	42.75	44.89	47.03	44.89	47.13	49.37
	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	49.23	46.99	49.34	51.69
	30.24	31.75	33.26	31.75	33.34	34.93	33.34	35.01	36.68	35.01	36.76	38.51	36.76	38.60	40.44	38.60	40.53	42.46
	25.32	26.59	27.86	26.59	27.92	29.25	27.92	29.32	30.72	29.32	30.79	32.26	30.79	32.33	33.87	32.33	33.95	35.57
	27.61	28.99	30.37	28.99	30.44	31.89	30.44	31.96	33.48	31.96	33.56	35.16	33.56	35.24	36.92	35.24	37.00	38.76
	30.68	32.21	33.74	32.21	33.82	35.43	33.82	35.51	37.20	35.51	37.29	39.07	37.29	39.15	41.01	39.15	41.11	43.07
	33.75	35.44	37.13	35.44	37.21	38.98	37.21	39.07	40.93	39.07	41.02	42.97	41.02	43.07	45.12	43.07	45.22	47.37
	25.21	26.47	27.73	26.47	27.79	29.11	27.79	29.18	30.57	29.18	30.64	32.10	30.64	32.17	33.70	32.17	33.78	35.39
	25.32	26.59	27.86	26.59	27.92	29.25	27.92	29.32	30.72	29.32	30.79	32.26	30.79	32.33	33.87	32.33	33.95	35.57
	27.84	29.23	30.62	29.23	30.69	32.15	30.69	32.22	33.75	32.22	33.83	35.44	33.83	35.52	37.21	35.52	37.30	39.08
	27.84	29.23	30.62	29.23	30.69	32.15	30.69	32.22	33.75	32.22	33.83	35.44	33.83	35.52	37.21	35.52	37.30	39.08
	23.18	24.34	25.50	24.34	25.56	26.78	25.56	26.84	28.12	26.84	28.18	29.52	28.18	29.59	31.00	29.59	31.07	32.55
Vehicle Service Worker I	18.97	19.92	20.87	19.92	20.92	21.92	20.92	21.97	23.02	21.97	23.07	24.17	23.07	24.22	25.37	24.22	25.43	26.64
Vehicle Service Worker II	21.15	22.21	23.27	22.21	23.32	24.43	23.32	24.49	25.66	24.49	25.71	26.93	25.71	27.00	28.29	27.00	28.35	29.70

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SES Planning Data Analyst 34.35 36.07 37.76 36.07 37.87 39.67 41.65 39.76 41.75 41.75 43.84 45.84 45.93 43.84 46.03 48.22 EV Nechanici 28.07 29.47 30.94 32.41 32.49 34.11 35.34 34.11 35.82 34.11 35.82 37.53 35.82 37.53 39.40 SEV Vehicle Service. 19.20 20.16 21.17 22.18 21.17 22.23 23.24 24.45 23.34 24.45 35.84 34.51 25.74 35.74 35.24 36.23 23.24 24.45 23.34 24.45 24.51 25.74 25.74 26.97 26.17 22.18 21.17 22.23 23.24 24.45 24.45 24.51 25.74 25.74 25.74 26.97 25.24 26.97 26.45 27.17 25.23 23.24 24.45 24.45 24.51 25.74 25.74 25.74 26.97<	ONION	TILE	Step 1	11	111	Step 2	21	2LL	Step 3	31	3LL	Step 4	4	411	Step 5	5.	SIL	Step 6	9	917
chanic 28.07 29.47 30.87 29.47 30.94 32.41 30.94 32.42 32.43 34.04 32.49 34.11 35.73 34.11 35.73 34.11 35.82 37.53 37.51 37.61	SES	Planning Data Analyst	34.35	36.07	37.79	36.07	37.87	39.67	37.87		41.65	39.76	41.75	43.74	41.75	43.84	45.93	43.84	46.03	48.22
chanici 28.07 29.47 30.87 29.47 30.87 21.12 20.16 21.12 20.16 21.12 20.16 21.17 22.18 21.17 22.23 23.29 22.23 23.34 34.11 35.73 34.11 35.73 34.13 35.82 37.83 37.83 34.11 35.73 37.83 34.11 35.82 37.83 37.8																				
rvice Worker! 19.20 20.16 21.12 20.16 21.17 22.18 21.17 22.23 23.29 22.23 23.34 24.45 23.34 24.45 23.34 24.51 25.68 24.51 25.74 25.7	SEV	Mechanic	28.07		30.87	29.47	30.94	32.41	30.94		34.04	32.49	34.11	35.73	34.11	35.82	37,53	35.82	37.61	39.40
Longevity Pav is based only on length of service.	SEV	Vehicle Service Worker !		20,16	21.12	20.16	21.17	22.18	21.17	22.23	23.29	22.23	23.34	24.45	23.34	24.51	25.68	24.51	25.74	26.97
	Longevity F	ay is based only on length of service.																		

Notes: * Adding Customer Service Assistant to the SEA Chapter. Position and wage approved on BOD 65.25.2020. Adding HR Analyst I to the SEA Chapter. Position and wage approved on BOD 03.25.2022. Adding Mobility Training Coordinator. Position and wage approved on BOD 66.24.2022. Adding Accountant III. Position and wage approved on BOD 09.23.2022. Adding Maintenance Trainer. Position and wage approved on BOD 10.27.2022. Adding Payroll Administrator and Payroll Supervisor. Positions and wages approved on BOD 10.27.2023.

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Contain Contained Contained 2017 2018		Administrative Supervisor	34.56	36.29	38.02	36.29	38.10	39.91	38.10	40.01	41.92	40.01	42.01	44.01	42.01	44.11	46.21	44.11	46.32	48 53
Commission State		Assistant Safety & Training Coordinator	37.74	39.63	41.52	39.63	41.61	43.59	41.61	43.69	45.77	43.69	45.87	48.05	45.87	48.16	50.45	48.16	50.57	52.98
Comparing Sections 2,504		Custodial Supervisor	26.81	28.15	29.49	28.15	29.56	30.97	29.56	31.04	32.52	31.04	32.59	34.14	32.59	34.22	35.85	34.22	35.93	37.64
The profitation of the profita		Customer Service Supervisor	31.60	33.18	34.76	33.18	34.84	36.50	34.84	36.58	38.32	36.58	38.41	40.24	38.41	40.33	42.25	40.33	42.35	44.37
Helphilatense Submiring Su		Facilities Maintenance Supervisor	36.94	38.79	40.64	38.79	40.73	42.67	40.73	42.77	44.81	42.77	44.91	47.05	44.91	47.16	49.41	47.16	49.52	51.88
Mathematic Supervicer 23-74 24-15 24-1		Fleet Maintenance Supervisor	44.37	46.59	48.81	46.59	48.92	51.25	48.92	51.37	53.82	51.37	53.94	56.51	53.94	56.64	59.34	56.64	59.47	62.30
Preparation of the preparation of the property of the proper		Maintenance Trainer	37.74	39.63	41.52	39.63	41.61	43.59	41.61	43.69	45.77	43.69	45.87	48.05	45.87	48.16	50.45	48.16	50.57	52.98
Prepare Prep		Parts and Materials Supervisor	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	45.17	47.43	49.69
The transmit contained between 284 245 2		Payroll Supervisor	40.16	42.17	44.18	42.17	44.28	46.39	44.28	46.49	48.70	46.49	48.81	51.13	48.81	51.25	53.69	51.25	53.81	563
Transportation planning Conceinent 35,55 36,00 40,20		Revenue Collection Supervisor	29.84	31.33	32.82	31.33	32.90	34.47	32.90	34.55	36.20	34.55	36.28	38.01	36.28	38.09	39.90	38.09	30 00	41.8
Transfrigation profit of the control		Safety & Training Coordinator	40.80	45.84	44.88	45.84	44.98	47.12	44.98	47.23	49.48	47.23	49.59	51.95	49.59	52.07	54.55	52.07	54.67	57.7
Transportation flauning Supervicor 5338 5450 5450 5450 5450 5450 5450 5450 545		Transit Supervisor	36.57	38.40	40.23	38.40	40.32	42.24	40.32	42.34	44.36	42.34	44.46	46.58	44.46	46.68	48.90	46.68	49.01	513
Accounting the continuent 58.54 31.01 38.77 31.01 38.75 31.01 38.86 40.71 38.86 40.71 42.86 40.71 42.87 44.89 42.24 44.89 42.24 44.89 42.24 44.89 42.24 44.89 42.24 44.89 42.24 44.89 42.24 44.89 42.24 44.89 42.24 44.89 42.24 44.89 42.24 44.89 42.24		Transportation Planning Supervisor	53.38	56.05	58.72	56.05	58.85	61.65	58.85	61.79	64.73	61.79	64.88	67.97	64.88	68.12	71.36	68.12	71.53	74.9
Accountantiii 38,72 9,701 8,817 9,701 8,816 44,01 1,817 1,810 1,811 1,81																				
Accounting Expendient 1 28.7 4 4.2 4 6.2 4 6.2 4 6.2 4 6.2 6.2 4 6.2 5 6.2 4 6.2 5 6		Accountant i	35.25	37.01	38.77	37.01	38.86	40.71	38.86	40.80	42.74	40.80	45.84	44.88	45.84	44.98	47.12	44.98	47.23	49.4
Accounting field in Accoun		Accountant il	38.77	40.71	42.65	40.71	42.75	44.79	42.75	44.89	47.03	44.89	47.13	49.37	47.13	49.49	51.85	49 49	51 96	54.4
Accountific Special Cliff Accountified Cliff Accoun		Accountant III	42.30	44.42	46.54	44.42	46.64	48.86	46.64	48.97	51.30	48.97	51.42	53.87	51.42	53 99	56.56	23 69	56.69	T 0 2
Accounting Technicism 1 24.06 29.26 29.26 29.27 1 27.2 1 2		Accounting Clerk	23.40	24.57	25.74	24.57	25.80	27.03	25.80	27.09	28.38	27.09	78 44	29 79	28 44	29.95	27 28	20.00	21.25	0 00
Administrative Assistant Confirmation (Chim. Technician) 22.44 3.54 3.65 3.65 3.65 3.67 3.75 3.24 3.67 3.67 3.67 3.67 3.67 3.67 3.67 3.67		Accounting Specialist	34.06	35.76	37.46	35.76	37.55	39.34	37.55	39.43	41.31	39.43	41.40	43.37	41.40	43.47	45.54	42.47	75.64	77.0
Administrative Assistant 7712 2848 2848 2856 2856 3120 2859 3140 3150 3150 3140 3150 3150 3150 3150 3150 3150 3150 315		Accounting Technician	27.87	29.26	30.65	29.26	30.72	32.18	30.72	32.26	33.80	32.26	33.87	35.48	33.87	35 55	27.75	35 26	10:01	0.74
Machinetrive Notesier 29,00 20,14 25,65 26,1		Administrative Assistant	27.12	28.48	29.84	28.48	29.90	31.32	29.90	31.40	32.90	31.40	32 97	34 54	32 97	34.62	26 27	20.00	36.36	1000
Administrative Specialist		Administrative Clerk	24.41	25.63	26.85	25.63	26.91	28.19	26.91	28.26	29.61	28.26	29.67	31.08	29.67	31.15	37.63	31 15	37.71	34.7
Penetrik Ferhician 29.44 20.54 21.25 22.05 23.15 23.65 23.15 23.65 23.15 23.65 23.15 23.65 23.15 23.65 23.15 23.65 23.15 23.65 23.15 23.65 23.15 23.65 23.15 23.65 23.15 23.65 23.15 23.65 23.15 23.15 23.65 23.15		Administrative Specialist	29.80	31.29	32.78	31.29	32.85	34.41	32.85	34.49	36.13	34.49	36.21	37.93	36.21	38.02	39.83	38.02	39 97	418
Cuchenical Edynomic Processing Section 1		Benefits Technician	28.44	29.86	31.28	29.86	31.35	32.84	31.35	32.92	34.49	32.92	34.57	36.22	34.57	36.30	38.03	36.30	38.12	30.0
Custodial Service Worker 28.24 26.65 27.96 27.96 27.95 27.05 27		Buyer	29.11	30.57	32.03	30.57	32.10	33.63	32.10	33.71	35.32	33.71	35.40	37.09	35.40	37.17	38.94	37.17	39.03	40.8
Customer Service Representative 28.44 29.65 31.15 22.65 31.15 22.65 31.15 32.65 31.15 32.65 31.15 32.65 32.25 32		Claims Technician I	25.42	26.69	27.96	26.69	28.02	29.35	28.02	29.42	30.82	29.42	30.89	32.36	30.89	32.43	33.97	32.43	34.05	35.67
4.9.5 2.0.5 <th< td=""><td></td><td>Claims Technician II</td><td>28.24</td><td>29.62</td><td>31.06</td><td>29.62</td><td>31.13</td><td>32.61</td><td>31.13</td><td>32.69</td><td>34.25</td><td>32.69</td><td>34.32</td><td>35.95</td><td>34.32</td><td>36.04</td><td>37.76</td><td>36.04</td><td>37.84</td><td>39.6</td></th<>		Claims Technician II	28.24	29.62	31.06	29.62	31.13	32.61	31.13	32.69	34.25	32.69	34.32	35.95	34.32	36.04	37.76	36.04	37.84	39.6
23.40 24.57 28.57 28.80 27.03 28.80 27.03 28.80 27.03 28.80 27.04 28.47 28.47 28.47 28.47 28.49 28.44 29.84 31.20 29.84 31.40 29.84 31.40 29.84 31.40 31.50 31.50 28.80 27.15 28.80 27.15 28.80 27.15 28.40 27.15 28.90 31.40 32.90 38.40 31.40 31.60 <th< td=""><td></td><td>Custodial Service Worker</td><td>19.95</td><td>20.95</td><td>21.95</td><td>20.95</td><td>22.00</td><td>23.05</td><td>22.00</td><td>23.10</td><td>24.20</td><td>23.10</td><td>24.26</td><td>25.42</td><td>24.26</td><td>25.47</td><td>26.68</td><td>25.47</td><td>26.74</td><td>28.01</td></th<>		Custodial Service Worker	19.95	20.95	21.95	20.95	22.00	23.05	22.00	23.10	24.20	23.10	24.26	25.42	24.26	25.47	26.68	25.47	26.74	28.01
27.12 28.48 29.94 29.48 29.94 31.32 29.94 31.40 31.20 31.40 31.50 31.40 31.50 31.40 31.50 <th< td=""><td></td><td>Customer Service Representative</td><td>23.40</td><td>24.57</td><td>25.74</td><td>24.57</td><td>25.80</td><td>27.03</td><td>25.80</td><td>27.09</td><td>28.38</td><td>27.09</td><td>28.44</td><td>29.79</td><td>28.44</td><td>29.86</td><td>31.28</td><td>29.86</td><td>31.35</td><td>32.84</td></th<>		Customer Service Representative	23.40	24.57	25.74	24.57	25.80	27.03	25.80	27.09	28.38	27.09	28.44	29.79	28.44	29.86	31.28	29.86	31.35	32.84
Facilities Maintenance Worker		Customer Service Assistant	27.12	28.48	29.84	28.48	29.90	31.32	29.90	31.40	32.90	31.40	32.97	34.54	32.97	34.62	36.27	34.62	36,35	38.08
Figure Figure Minicanation Minicana Min		Facilities Maintenance Worker	24.63	25.86	27.09	25.86	27.15	28.44	27.15	28.51	29.87	28.51	29.94	31.37	29.94	31.44	32.94	31.44	33.01	34.58
Financial Analyst 42.66 44.79 46.92 44.79 47.03 49.35 49.38 51.73 49.38 51.85 54.32 51.85 54.44 57.03 54.45 57.03 54.45 57.03 54.57 54.50 57.03 54.57 54.50 57.03 54.57 54.50 57.03 54.57 54.50 57.03 54.57 54.50 57.03 54.57 54.50 57.03 54.57 54.50 57.03 54.57 54.50 57.03 54.57 54.50 57.03 54.57 54.50 57.03 54.57 54.50 57.50		Facilities Maintenance Worker II	27.37	28.74	30.11	28.74	30.18	31.62	30.18	31.69	33.20	31.69	33.27	34.85	33.27	34.93	36.59	34.93	36.68	38.43
39.53 41.51 43.59 45.50 45.70 47.95 48.77 48.06 50.36 50.46 40.73 <th< td=""><td></td><td>Financial Analyst</td><td>42.66</td><td>44.79</td><td>46.92</td><td>44.79</td><td>47.03</td><td>49.27</td><td>47.03</td><td>49.38</td><td>51.73</td><td>49.38</td><td>51.85</td><td>54.32</td><td>51.85</td><td>54.44</td><td>57.03</td><td>54.44</td><td>57.16</td><td>59.88</td></th<>		Financial Analyst	42.66	44.79	46.92	44.79	47.03	49.27	47.03	49.38	51.73	49.38	51.85	54.32	51.85	54.44	57.03	54.44	57.16	59.88
33.24 34.50 36.55 38.40 36.65 38.40 36.65 38.40 36.65 38.40 40.31 40.40 42.32 40.40 42.32 40.40 42.32 40.40 42.32 40.40 42.32 40.40 42.32 40.44 42.45 42.46 42.46 42.46 42.46 42.46 42.46 42.46 42.46 42.46 42.46 42.47 42.46 42.46 42.46 42.46 42.46 42.46 42.46 42.46 42.47 42.46 42.47 42.46 42.46 42.47 42.46 42.47 42.47 42.46 42.47 <th< td=""><td></td><td>Grants/Legislative Analyst</td><td>39.53</td><td>41.51</td><td>43.49</td><td>41.51</td><td>43.59</td><td>45.67</td><td>43.59</td><td>45.77</td><td>47.95</td><td>45.77</td><td>48.06</td><td>50.35</td><td>48.06</td><td>50.46</td><td>52.86</td><td>50.46</td><td>52.98</td><td>55.50</td></th<>		Grants/Legislative Analyst	39.53	41.51	43.49	41.51	43.59	45.67	43.59	45.77	47.95	45.77	48.06	50.35	48.06	50.46	52.86	50.46	52.98	55.50
36.57 38.40 40.23 38.40 40.24 40.24 40.44 46.58 44.46 46.58 44.46 46.58 44.46 46.58 44.46 46.58 46.58 46.58 46.58 46.58 46.58 46.58 46.58 46.58 46.58 46.58 46.58 46.58 46.58 46.58 46.50 46.51 46.51 46.58 31.35 32.92 31.35 32.93 31.35 32.93 31.35 32.93 31.35 32.93 31.45 32.93 34.57 36.20 38.40 32.93 34.57 36.20 38.40 32.93 34.57 36.20 34.57 36.20 34.57 36.20 34.57 36.20 34.57 36.20 34.57 36.20 36.20 34.57 36.20 36.20 34.57 36.20 36.20 38.71 36.20 36.20 36.20 36.20 36.20 36.20 36.20 36.20 36.20 36.20 36.20 36.20 36.20 36.20 <th< td=""><td></td><td>HR Analyst I</td><td>33.24</td><td>34.90</td><td>36.56</td><td>34.90</td><td>36.65</td><td>38.40</td><td>36.65</td><td>38.48</td><td>40.31</td><td>38.48</td><td>40.40</td><td>42.32</td><td>40.40</td><td>42.42</td><td>44.44</td><td>42.42</td><td>44.54</td><td>46.66</td></th<>		HR Analyst I	33.24	34.90	36.56	34.90	36.65	38.40	36.65	38.48	40.31	38.48	40.40	42.32	40.40	42.42	44.44	42.42	44.54	46.66
Human Resources Clerk		HR Analyst II	36.57	38.40	40.23	38.40	40.32	42.24	40.32	42.34	44.36	42.34	44.46	46.58	44.46	46.68	48.90	46.68	49.01	51.34
28.44 29.66 31.28 29.86 31.28 32.84 32.97 34.57 36.20 34.57 36.20 34.57 36.20 34.57 36.20 34.57 36.20 34.57 36.20 <th< td=""><td></td><td>Human Resources Clerk</td><td>24.63</td><td>25.86</td><td>27.09</td><td>25.86</td><td>27.15</td><td>28.44</td><td>27.15</td><td>28.51</td><td>29.87</td><td>28.51</td><td>29.94</td><td>31.37</td><td>29.94</td><td>31.44</td><td>32.94</td><td>31.44</td><td>33.01</td><td>34.58</td></th<>		Human Resources Clerk	24.63	25.86	27.09	25.86	27.15	28.44	27.15	28.51	29.87	28.51	29.94	31.37	29.94	31.44	32.94	31.44	33.01	34.58
Information Technology Support Analyst 35.64 31.28 31.		Human Resources Specialist	27.09	28.44	29.79	28.44	29.86	31.28	29.86	31.35	32.84	31.35	32.92	34.49	32.92	34.57	36.22	34.57	36.30	38.03
Information Technology Project Coordinator 35.56 38.65 38.65 38.67 36.86 38.70 40.54 42.58 42.58 42.59 42.59 44.50 42.50 44.50 42.50 44.50 42.50 44.50 42.50 44.50 42.50 44.50 42.50 44.50 42.50 44.50 42.50 44.50		Human Resources Technician	28.44	29.86	31.28	29.86	31.35	32.84	31.35	32.92	34.49	32.92	34.57	36.22	34.57	36.30	38.03	36.30	38.12	39.94
28.74 30.18 31.62 30.18 31.62 30.18 31.62 30.18 31.62 30.18 31.62 30.18 31.62 30.18 31.62 30.18 31.62 32.71 31.63 36.59 37.59 36.59 37.59 36.59 37.59 36.59 37.59 <th< td=""><td></td><td>Information Technology Project Coordinator</td><td>35.10</td><td>36.86</td><td>38.62</td><td>36.86</td><td>38.70</td><td>40.54</td><td>38.70</td><td>40.64</td><td>42.58</td><td>40.64</td><td>42.67</td><td>44.70</td><td>42.67</td><td>44.80</td><td>46.93</td><td>44.80</td><td>47.04</td><td>49.28</td></th<>		Information Technology Project Coordinator	35.10	36.86	38.62	36.86	38.70	40.54	38.70	40.64	42.58	40.64	42.67	44.70	42.67	44.80	46.93	44.80	47.04	49.28
Information Technology/Support Analyst II 33-51 35-11 35-51		Information Technology Support Analyst	28.74	30.18	31.62	30.18	31.69	33.20	31.69	33.27	34.85	33.27	34.93	36.59	34.93	36.68	38.43	36.68	38.51	40,34
Lead Custodial Service Worker 23.84 26.52 25.03 26.52 25.03 26.22 25.03 26.22 25.03 26.22 25.03 26.22 25.03 26.22 25.03 26.22 25.03 26.22 25.03 26.22 25.03 26.22 25.03 26.22 25.03 26.22 25.03 26.22 25.03 26.22 26.2		Information Technology Support Analyst II	31.91	33.51	35.11	33.51	35.19	36.87	35.19	36.95	38.71	36.95	38.80	40.65	38.80	40.74	42.68	40.74	42.78	44.82
32.82 34.46 36.10 34.46 36.18 37.90 37.80 37.89 39.89 41.79 39.89 41.88 43.79 41.89 43.79 41.79 39.89 41.88 43.79 41.88 43.79 41.89 41.79 39.89 41.88 43.79 41.88 43.77 41.88 43.77 41.88 43.77 41.88 43.77 41.88 42.84 43.77 40.71 43.89 42.74 44.89 42.84 44.88 44.89 44.88 44.88 44.88 44.88 44.89 44.89 44.88 44.88 44.89 44.89 44.88 44.88 44.89 44.89 44.88 44.88 44.89 44.89 44.88 44.88 44.89 44.89 44.88 44.88 44.89 44.89 44.88 44.88 44.89 44.89 44.88 44.88 44.89 44.89 44.88 44.88 44.89 44.89 44.88 42.84 44.89 44.89 44.88 42.84 <th< td=""><td></td><td>Lead Custodial Service Worker</td><td>23.84</td><td>25.03</td><td>26.22</td><td>25.03</td><td>26.28</td><td>27.53</td><td>26.28</td><td>27.59</td><td>28.90</td><td>27.59</td><td>28.97</td><td>30.35</td><td>28.97</td><td>30.42</td><td>31.87</td><td>30.42</td><td>31.94</td><td>33.46</td></th<>		Lead Custodial Service Worker	23.84	25.03	26.22	25.03	26.28	27.53	26.28	27.59	28.90	27.59	28.97	30.35	28.97	30.42	31.87	30.42	31.94	33.46
24.65 25.86 27.89 27.15 28.44 27.15 28.51 29.87 28.51 29.94 31.37 29.94 31.44 32.94 31.44 32.01 31.01 38.71 38.71 38.71 38.84 36.50 38.83 38.85 38.81 40.24 38.84 40.24 38.84 40.24 38.87 40.30 42.75 44.88 42.75 44.89 47.13 44.89 47.13 44.89 47.12 44.89 47.12 44.89 47.13 48.89 47.13 48.89 47.13 48.89 47.13 48.89 47.13 48.89 47.13 48.89 47.13 48.89 47.13 48.89 47.13 48.89 47.13 48.89 47.13 48.89 47.13 48.89 47.13 48.89 47.13 48.89 47.13 48.89 47.23 47.89 47.13 48.89 47.23 48.89 47.23 47.89 47.13 48.89 47.23 47.23 47.23 47.23 <th< td=""><td></td><td>Lead Facilities Maintenance Worker</td><td>32.82</td><td>34.46</td><td>36.10</td><td>34.46</td><td>36.18</td><td>37.90</td><td>36.18</td><td>37.99</td><td>39.80</td><td>37.99</td><td>39.89</td><td>41.79</td><td>39.89</td><td>41.88</td><td>43.87</td><td>41.88</td><td>43.97</td><td>46.06</td></th<>		Lead Facilities Maintenance Worker	32.82	34.46	36.10	34.46	36.18	37.90	36.18	37.99	39.80	37.99	39.89	41.79	39.89	41.88	43.87	41.88	43.97	46.06
31.66 33.18 34.76 33.18 34.84 36.50 36.35 38.84 36.58 38.24 40.24 36.59 38.44 36.58 38.24 40.24 <th< td=""><td></td><td>Legal Secretary</td><td>24.63</td><td>25.86</td><td>27.09</td><td>25.86</td><td>27.15</td><td>28.44</td><td>27.15</td><td>28.51</td><td>29.87</td><td>28.51</td><td>29.94</td><td>31.37</td><td>29.94</td><td>31.44</td><td>32.94</td><td>31.44</td><td>33.01</td><td>34,58</td></th<>		Legal Secretary	24.63	25.86	27.09	25.86	27.15	28.44	27.15	28.51	29.87	28.51	29.94	31.37	29.94	31.44	32.94	31.44	33.01	34,58
35.25 37.01 38.77 37.01 38.86 40.71 38.86 40.80 42.74 40.80 42.84 44.88 44.98 47.13 48.89 47.23 44.89 47.13 48.89 47.13 48.89 47.13 48.89 47.13 48.81 48.89 47.13 48.89 48.89 47.13 48.89 48.89 48.89 48.89 48.89 48.89 48.89 48.89 48.89 48.89 48.89 48.89 48.89 48.89 48.89 48.89 48.89 48.89 <th< td=""><td></td><td>Mobility Training Coordinator</td><td>31.60</td><td>33.18</td><td>34.76</td><td>33.18</td><td>34.84</td><td>36.50</td><td>34.84</td><td>36.58</td><td>38,32</td><td>36.58</td><td>38.41</td><td>40.24</td><td>38.41</td><td>40.33</td><td>42.25</td><td>40.33</td><td>42.35</td><td>44.37</td></th<>		Mobility Training Coordinator	31.60	33.18	34.76	33.18	34.84	36.50	34.84	36.58	38,32	36.58	38.41	40.24	38.41	40.33	42.25	40.33	42.35	44.37
38.77 40.71 42.65 40.71 42.75 44.79 42.75 44.79 47.03 44.89 47.03 44.89 47.13 49.37 47.13 49.49 51.85 49.49 51.05 13.05 13.03 13.09 134.71 138.86 40.71 138.86 40.80 42.74 40.80 42.84 44.88 42.84 44.98 47.12 44.98 47.13 13.09 134.74 138.89 134.74 136.39 134.74 136.39 134.74 136.39 134.74 136.39 134.74 136.39 134.74 136.39 134.74 136.39 134.74 136.39 134.74 136.39 134.74 136.39 136.39 136.74 136.39 136.74 136.39 136.74 136.39 136.74 136.39 136.74 136.39 136.74 1		Paralegal I	35.25	37.01	38.77	37.01	38.86	40.71	38.86	40.80	42.74	40.80	45.84	44.88	45.84	44.98	47.12	44.98	47.23	49.48
35.25 37.01 38.77 37.01 38.86 40.71 38.86 40.80 42.74 40.80 42.74 40.80 42.74 44.88 42.84 44.98 47.12 44.98 47.23 34.31 33.09 34.57 33.09 34.74 36.39 34.74 36.48 38.22 36.48 38.30 40.12 38.30 40.22 42.14 40.22 42.23		Paralegal II	38.77	40.71	42.65	40.71	42.75	44.79	42.75	44.89	47.03	44.89	47.13	49.37	47.13	49.49	51.85	49.49	51.96	54.43
31.51 33.09 34.67 33.09 34.74 36.39 34.74 36.48 38.22 36.48 40.12 38.30 40.12 40.22 42.14 40.22 42.23 42.23		Paratransit Eligibility Coordinator	35.25	37.01	38.77	37.01	38.86	40.71	38.86	40.80	42.74	40.80	45.84	44.88	45.84	44.98	47.12	44.98	47.23	49.48
		Payroll Administrator	31.51	33.09	34.67	33.09	34.74	36.39	27 77	07.00	1000	0, 00	000	•		00.00				

				FY25: 4% w	FY25: 4% wage increase, effective June 20, 2024/Adopted by the Board as of August 11, 2023	e, effective	June 20, 20	324/Adopte	d by the Bo	ard as of A	ugust 11, 21	123							
NONI	ШЕ	Step 1	Ŧ	111	Step 2	21	211	Step 3	3[311	Step 4	4	411	Step 5	51	2T	Step 6	19	91
SES	Planning Alde	22.70	23.84	24.98	23.84	25.03	26.22	25.03	26.28	27.53	26.28	27.59	28.90	27.59	28.97	30.35	28.97	30.42	31.87
SES	Planning Data Analyst	35.25	37.01	38.77	37.01	38.86	40.71	38.86	40.80	42.74	40.80	45.84	44.88	42.84	44.98	47.12	44.98	47.23	49.48
SES	Purchasing Agent	34.93	36.68	38.43	36.68	38.51	40.34	38.51	40.44	42.37	40.44	42.46	44.48	42.46	44.58	46.70	44.58	46.81	49.04
SES	Purchasing Assistant	32.03	33.63	35.23	33.63	35.31	36.99	35.31	37.08	38.85	37.08	38.93	40.78	38.93	40.88	42.83	40.88	42.92	44.96
SES	Revenue Account Coordinator	24.55	25.78	27.01	25.78	27.07	28.36	27.07	28.42	29.77	28.42	29.84	31.26	29.84	31.33	32.82	31.33	32.90	34.47
SES	Revenue Collection Clerk	22.09	23.19	24.29	23.19	24.35	25.51	24.35	25.57	26.79	25.57	26.85	28.13	26.85	28.19	29.53	28.19	29.60	31.01
SES	Safety and Training Program Specialist I	41.13	43.19	45.25	43.19	45.35	47.51	45.35	47.62	49.89	47.62	50.00	52.38	20.00	52.50	55.00	52.50	55.13	57.76
SES	Safety and Training Program Specialist II	45.74	48.03	50.32	48.03	50.43	52.83	50.43	52.95	55.47	52.95	55.60	58.25	55.60	58.38	61.16	58.38	61.30	64.22
SES	Scheduling Analyst	35.25	37.01	38.77	37.01	38.86	40.71	38.86	40.80	42.74	40.80	42.84	44.88	45.84	44.98	47.12	44.98	47.23	49.48
SES	Senior Accounting Technician	30.98	32.53	34.08	32.53	34.16	35.79	34.16	35.87	37.58	35.87	37.66	39.45	37.66	39.54	41.42	39.54	41.52	43.50
SES	Senior Customer Service Representative	28.09	29.49	30.89	29.49	30.96	32.43	30.96	32.51	34.06	32.51	34.14	35.77	34.14	35.85	37.56	35.85	37.64	39.43
SES	Senior Financial Analyst	46.91	49.26	51.61	49.26	51.72	54.18	51.72	54.31	56.90	54.31	57.03	59.75	57.03	59.88	62.73	59.88	62.87	65.86
SES	Senior Systems Administrator	52.93	55.58	58.23	55.58	58.36	61.14	58.36	61.28	64.20	61.28	64.34	67.40	64.34	67.56	70.78	67.56	70.94	74.32
SES	Senior Transportation Planner	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
SES	Systems Administrator	48.10	50.51	52.92	50.51	53.04	55.57	53.04	55.69	58.34	55.69	58.47	61.25	58.47	61.39	64.31	61.39	64.46	67.53
SES	Transportation Planner I	35.59	37.37	39.15	37.37	39.24	41.11	39.24	41.20	43.16	41.20	43.26	45.32	43.26	45.42	47.58	45.42	47.69	49.96
SES	Transportation Planner II	39.53	41.51	43.49	41.51	43.59	45.67	43.59	45.77	47.95	45.77	48.06	50.35	48.06	50.46	52.86	50.46	52.98	55.50
																	-		
SEV	Electronic Technician	36.57	38.40	40.23	38.40	40.32	42.24	40.32	42.34	44.36	42.34	44.46	46.58	44.46	46.68	48.90	46.68	49.01	51.34
SEV	Lead Mechanic	39.44	41.41	43.38	41.41	43.48	45.55	43.48	45.65	47.82	45.65	47.93	50.21	47.93	50.33	52.73	50.33	52.85	55.37
SEV	Lead Parts and Materials Clerk	31.45	33.02	34.59	33.02	34.67	36.32	34.67	36.40	38.13	36.40	38.22	40.04	38.22	40.13	45.04	40.13	42.14	44.15
SEV	Lead Vehicle Service Worker	26.33	27.65	28.97	27.65	29.03	30.41	29.03	30.48	31.93	30.48	32.00	33.52	32.00	33.60	35.20	33.60	35.28	36.96
SEV	Mechanic I	29.58	31.06	32.54	31.06	32.61	34.16	32.61	34.24	35.87	34.24	35.95	37.66	35.95	37.75	39.55	37.75	39.64	41.53
SEV	Mechanic II	32.87	34.51	36.15	34.51	36.24	37.97	36.24	38.05	39.86	38.05	39.95	41.85	39.95	41.95	43.95	41.95	44.05	46.15
SEV	Mechanic III	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	46.15	48.46	50.77
SEV	Parts and Materials Clerk	26.22	27.53	28.84	27.53	28.91	30.29	28.91	30.36	31.81	30.36	31.88	33.40	31.88	33.47	35.06	33.47	35.14	36.81
SEV	Uphoisterer I	26.33	27.65	28.97	27.65	29.03	30.41	29.03	30.48	31.93	30.48	32.00	33.52	32.00	33.60	35.20	33.60	35.28	36.96
SEV	Upholsterer II	28.95	30.40	31.85	30.40	31.92	33.44	31.92	33.52	35.12	33.52	35.20	36.88	35.20	36.98	38.72	36.96	38.81	40.66
SEV	Vehicle Body Repair Mechanic	28.95	30.40	31.85	30.40	31.92	33.44	31.92	33.52	35.12	33.52	35.20	36.88	35.20	36.96	38.72	36.96	38.81	40.66
SEV	Vehicle Service Detailer	24.11	25.32	26.53	25.32	26.59	27.86	26.59	27.92	29.25	27.92	29.32	30.72	29.32	30.79	32.26	30.79	32.33	33.87
SEV	Vehicle Service Worker I	19.73	20.72	21.71	20.72	21.76	22.80	21.76	22.85	23.94	22.85	23.99	25.13	23.99	25.19	26.39	25.19	26.45	27.71
SEV	Vehicle Service Worker II	22.00	23.10	24.20	23.10	24.26	25.42	24.26	25.47	26.68	25.47	26.74	28.01	26.74	28.08	29.42	28.08	29.48	30.88

NOINO	TITLE	Step 1	75	111	Step 2	2L	2LL	Step 3	31.	311	Step 4	41.	4LL	Step 5	5L	51.1	Step 6	61	977
SES	Planning Data Analyst	35.72	37.51	39.30	37.51	39.39	41.27	39.39	41.36	43.33	41.36	43.43	45.50	43.43	45.60	47.77	45.60	47.88	50.16
														ļ					
SEV	Mechanic I	30.07	31.57	33.07	31.57	33.15	34.73	33.15	34.81	36.47	34.81	36.55	38.29	36.55	38.38	40.21	38.38	40.30	42.22
SEV	Vehicle Service Worker I	19.97	19.97 20.97	21.97	20.97	22.02	23.07	22.02	23.12	24.22	23.12	24.28	25.44	24.28	25.49	26.70	25.49	26.76	28.03
Longevity Pa	ay is based only on length of service.																		

Notes: * Adding Customer Service Assistant to the SEA Chapter. Position and wage approved on BOD 06.26.2020. Adding HR Analyst I to the SEA Chapter. Position and wage approved on BOD 06.24.2022. Adding Maintenance Trainer. Position and wage approved on BOD 06.24.2022. Adding Accountant III. Position and wage approved on BOD 09.23.2022. Adding Maintenance Trainer. Position and wage approved on BOD 10.27.2023. Adding Payroll Administrator and Payroll Supervisor. Positions and wages approved on BOD 10.27.2023.

UNION	TITLE	Step 1	11	111	Step 2	2.	211	Step 3	31	311	Step 4	4L	411	Step 5	2.	21.	Step 6	79	119
SEP	Administrative Supervisor	35.94	37.74	39.54	37.74	39.63	41.52	39.63	41.61	43.59	41.61	43.69	45.77	43.69	45.87	48.05	45.87	48.16	50.45
SEP	Assistant Safety & Training Coordinator	39.25	41.21	43.17	41.21	43.27	45.33	43.27	45.43	47.59	45.43	47.70	49.97	47.70	50.09	52.48	50.09	52.59	55.09
SEP	Custodíal Supervisor	27.88	29.27	30.66	29.27	30.73	32.19	30.73	32.27	33.81	32.27	33.88	35.49	33.88	35.57	37.26	35.57	37.35	39.13
SEP	Customer Service Supervisor	32.86	34.50	36.14	34.50	36.23	37.96	36.23	38.04	39.85	38.04	39.94	41.84	39.94	41.94	43.94	41.94	44.04	46.14
SEP	Facilities Maintenance Supervisor	38.42	40.34	42.26	40.34	42.36	44.38	42.36	44.48	46.60	44.48	46.70	48.92	46.70	49.04	51.38	49.04	51.49	53 94
SEP	Fleet Maintenance Supervisor	46.14	48.45	50.76	48.45	50.87	53.29	50.87	53.41	55.95	53.41	56.08	58.75	56.08	58.88	61.68	58.88	61.87	64.76
SEP	Maintenance Trainer	39.25	41.21	43.17	41.21	43.27	45.33	43.27	45.43	47.59	45.43	47.70	49.97	47.70	50.09	52.48	50.09	52.59	55.09
SEP	Parts and Materials Supervisor	36.81	38.65	40.49	38.65	40.58	42.51	40.58	42.61	44.64	42.61	44.74	46.87	44.74	46.98	49.22	46.98	49 33	51.68
SEP	Payroll Supervisor	41.77	43.86	45.95	43.86	46.05	48.24	46.05	48.35	50.65	48.35	50.77	53.19	50.77	53 31	75.85	53 24	55.00	20.40
SEP	Revenue Collection Supervisor	31.03	32.58	34.13	32.58	34.21	35.84	34.21	35.92	37.63	35.92	37.72	39.52	37.72	39.61	41.50	39.61	41 59	43.57
SEP	Safety & Training Coordinator	42.43	44.55	46.67	44.55	46.78	49.01	46.78	49.12	51.46	49.12	51.58	54.04	51.58	54.16	56.74	54.16	56.87	20 58
SEP	Transit Supervisor	38.03	39.93	41.83	39.93	41.93	43.93	41.93	44.03	46.13	44.03	46.23	48.43	46.23	48 54	50.85	48 54	50 97	53.40
SEP	Transportation Planning Supervisor	55.52	58.30	61.08	58.30	61.22	64.14	61.22	64.28	67.34	64.28	67.49	70.70	67.49	70.86	74.23	70.86	74.40	77.94
SES	Accountant I	36.66	38.49	40.32	38.49	40.41	42.33	40.41	42.43	44.45	42.43	44.55	46.67	44.55	46.78	49.01	46.78	49.12	51.46
SES	Accountant II	40.32	42.34	44.36	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	56.60
SES	Accountant III	43.99	46.19	48.39	46.19	48.50	50.81	48.50	50.93	53.36	50.93	53.48	56.03	53.48	56.15	58.82	56.15	58.96	61.77
SES	Accounting Clerk	24.34	25.56	26.78	25.56	26.84	28.12	26.84	28.18	29.52	28.18	29.59	31.00	29.59	31.07	32.55	31.07	32.62	34.17
SES	Accounting Specialist	35.42	37.19	38.96	37.19	39.05	40.91	39.05	41.00	42.95	41.00	43.05	45.10	43.05	45.20	47.35	45.20	47.46	49.72
SES	Accounting Technician	28.98	30.43	31.88	30.43	31.95	33.47	31.95	33.55	35.15	33.55	35.23	36.91	35.23	36.99	38.75	36.99	38.84	40.69
SES	Administrative Assistant	28.20	29.61	31.02	29.61	31.09	32.57	31.09	32.64	34.19	32.64	34.27	35.90	34.27	35.98	37.69	35.98	37.78	39.58
	Administrative Clerk	25.39	26.66	27.93	26.66	27.99	29.32	27.99	29.39	30.79	29.39	30.86	32.33	30.86	32.40	33.94	32.40	34.02	35.64
SES	Administrative Specialist	30.99	32.54	34.09	32.54	34.17	35.80	34.17	35.88	37.59	35.88	37.67	39.46	37.67	39.55	41.43	39.55	41.53	43.51
SES	Benefits Technician	29.58	31.06	32.54	31.06	32.61	34.16	32.61	34.24	35.87	34.24	35.95	37.66	35.95	37.75	39.55	37.75	39.64	41.53
SES	Buyer	30.27	31.78	33.29	31.78	33.37	34.96	33.37	35.04	36.71	35.04	36.79	38.54	36.79	38.63	40.47	38.63	40.56	42.49
SES	Claims Technician I	26.44	27.76	29.08	27.76	29.15	30.54	29.15	30.61	32.07	30.61	32.14	33.67	32.14	33.75	35.36	33.75	35.44	37.13
SES	Claims Technician (I	29.37	30.84	32.31	30.84	32.38	33.92	32.38	34.00	35.62	34.00	35.70	37.40	35.70	37.49	39.28	37.49	39.36	41.23
SES	Custodial Service Worker	20.75	21.79	22.83	21.79	22.88	23.97	22.88	24.02	25.16	24.02	25.22	26.42	25.22	26.48	27.74	26.48	27.80	29.12
SES	Customer Service Representative	24.34	25.56	26.78	25.56	26.84	28.12	26.84	28.18	29.52	28.18	29.59	31.00	29.59	31.07	32.55	31.07	32.62	34.17
SES	Customer Service Assistant	28.20	29.61	31.02	29.61	31.09	32.57	31.09	32.64	34.19	32.64	34.27	35.90	34.27	35.98	37.69	35.98	37.78	39.58
SES	Facilities Maintenance Worker	25.62	26.90	28.18	26.90	28.25	29.60	28.25	29.66	31.07	29.66	31.14	32.62	31.14	32.70	34.26	32.70	34.34	35.98
NES STC	Facilities Maintenance Worker	28.46	29.88	31.30	29.88	31.37	32.86	31.37	32.94	34.51	32.94	34.59	36.24	34.59	36.32	38.05	36.32	38.14	39.96
	Crarte/Legislative Angliet	44.37	46.59	48.81	46.59	48.92	51.25	48.92	51.37	53.82	51.37	53.94	56.51	53.94	56.64	59.34	56.64	59.47	62.30
SEC	Glants/ Legislative Analyst	17.74	43.17	45.23	43.17	45.33	47.49	45.33	47.60	49.87	47.60	49.98	52.36	49.98	52.48	54.98	52.48	55.10	57.72
SEC	HD Analyst II	20.00	20.00	36.03	30.30	38.12	39.94	38.12	40.03	41.94	40.03	42.03	44.03	42.03	44.13	46.23	44.13	46.34	48.55
	Himan Becoirse Clark	20.00	25.90	4T.00	39.33	41.33	43.33	41.93	44.03	46.13	44.03	46.23	48.43	46.23	48.54	50.85	48.54	50.97	53.40
SES	Himon Bosonmas Coninlist	20.02	20.20	20.00	20.50	24.02	73.50	24.95	93.67	31.07	29.66	31.14	32.62	31.14	32.70	34.26	32.70	34.34	35.98
SES	Human Resources Technician	29.58	31.06	37.54	31 06	37.61	37.75	32.61	19.79	34.15	37.74	34.24	35.87	34.24	35.95	37.66	35.95	37.75	39.55
	Information Technology Project Coordinator	36.50	38.33	40.16	38.33	40.25	42.17	40.25	42.26	44.77	42.76	75.77	27.00	25.33	27.75	39.55	37.75	40.04	41.53
SES	Information Technology Support Analyst I	29.89	31,38	32.87	31.38	32.95	34.52	32.95	34.60	36.25	34.60	36.33	38.06	36 33	38.15	20.01	38.15	40.92	71.67
	Information Technology Support Analyst II	33.19	34.85	36.51	34.85	36.59	38.33	36.59	38.42	40.25	38.42	40.34	42.26	40.34	42.36	44.38	42.36	44.48	46.60
SES	Lead Custodial Service Worker	24.79	26.03	27.27	26.03	27.33	28.63	27.33	28.70	30.07	28.70	30.14	31.58	30.14	31.65	33.16	31.65	33.23	34.81
SES	Lead Facilities Maintenance Worker	34.13	35.84	37.55	35.84	37.63	39.42	37.63	39.51	41.39	39.51	41.49	43.47	41.49	43.56	45.63	43.56	45.74	47.92
SES	Legal Secretary	25.62	26.90	28.18	26.90	28.25	29.60	28.25	29.66	31.07	29.66	31.14	32.62	31.14	32.70	34.26	32.70	34.34	35.98
SES	Mobility Training Coordinator	32.86	34.50	36.14	34.50	36.23	37.96	36.23	38.04	39.85	38.04	39.94	41.84	39.94	41.94	43.94	41.94	44.04	46.14
252	Paralega	36.66	38.49	40.32	38.49	40.41	42.33	40.41	42.43	44.45	42.43	44.55	46.67	44.55	46.78	49.01	46.78	49.12	51.46
SES	Paralega II	40.32	42.34	44.36	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	56.60
353	Paratransit Eligibility Coordinator	35.66	38.49	40.32	38.49	40.41	42.33	40.41	42.43	44.45	42.43	44.55	46.67	44.55	46.78	49.01	46.78	49.12	51.46
	rayioii Administrator	32.77	34.41	35.05	34.41	36.13	37.85	36.13	37.94	39.75	37.94	39.84	41.74	39.84	41.83	43.82	41.83	43.92	46.01
	י שאוטו האפטיפוופי	72.27	27.00	24.34	31.00	37.61	34.16	10.75	34.24	35.87	34.24	35.95	37.66	35.95	37.75	39.55	37.75	39.64	41.53

	ā	33 16	51.46	51.01	46.79	35.85	32.27	60.07	66.79	51.46	45.25	41.00	68.49	77.28	69.30	70.23	51.95	57.72	53.40	57.58	45.93	38.45	43.19	47.98	52.80	38.28	38.45	42.27	42.27	35.19	28.82	32.11
	ū	31.65	49.12	48.69	44.66	34.22	30.80	57.34	63.75	49.12	43.19	39.14	65.38	73.77	66.15	67.04	49.59	55.10	50.97	54.96	43.84	36.70	41.23	45.80	50.40	36.54	36.70	40.35	40.35	33.59	27.51	30.65
	Stone	30 14	46.78	46.37	42.53	32.59	29.33	54.61	60.71	46.78	41.13	37.28	62.27	70.26	63.00	63.85	47.23	52.48	48.54	52.34	41.75	34.95	39.27	43.62	48.00	34.80	34.95	38.43	38.43	31.99	26.20	29.19
	ī	21 50	49.01	48.58	44.56	34.14	30.73	57.21	63.60	49.01	43.09	39.06	65.24	73.61	66.00	68.99	49.48	54.98	50.85	54.83	43.74	36.61	41.14	45.70	50.29	36.46	36.61	40.26	40.26	33.51	27.45	30.58
	ū	20.14	46.78	46.37	42.53	32.59	29.33	54.61	60.71	46.78	41.13	37.28	62.27	70.26	63.00	63.85	47.23	52.48	48.54	52.34	41.75	34.95	39.27	43.62	48.00	34.80	34.95	38.43	38.43	31.99	26.20	29.19
	3	26 70	44.55	44.16	40.50	31.04	27.93	52.01	57.82	44.55	39.17	35.50	59.30	66.91	60.00	60.81	44.98	49.98	46.23	49.85	39.76	33.29	37.40	41.54	45.71	33.14	33.29	36.60	36.60	30.47	24.95	27.80
	-	30.07	46.67	46.26	42.43	32.52	29.26	54.49	60.57	46.67	41.04	37.19	62.12	70.10	62.86	63.71	47.12	52.36	 48.43	52.22	41.65	34.88	39.18	43.52	47.89	34.72	34.88	38.34	38.34	31.92	26.14	29.12
023	- 17	30.70	44 55	44.16	40.50	31.04	27.93	52.01	57.82	44.55	39.17	35.50	59.30	66.91	60.00	60.81	44.98	49.98	 46.23	49.85	39.76	33.29	37.40	41.54	45.71	33.14	33.29	36.60	36.60	30.47	24.95	27.80
FY26: 4% wage increase, effective June 19, 2025/Adopted by the Board as of August 11, 2023	, 2043	37 22	42.43	42.06	38.57	29.56	26.60	49.53	55.07	42.43	37.30	33.81	56.48	63.72	57.14	57.91	42.84	47.60	44.03	47.48	37.87	31.70	35.62	39.56	43.53	31.56	31.70	34.86	34.86	29.02	23.76	26.48
oard as of A		311	44.45	44.06	40.41	30.97	27.87	51.89	57.69	44.45	39.08	35.42	59.17	66.75	59.86	60.67	44.88	49.87	46.13	49.74	39.67	33.21	37.32	41.44	45.60	33.06	33.21	36.52	36.52	30.40	24.89	27.74
ed by the Bo	ī	31	47.43	42.06	38.57	29.56	26.60	49.53	55.07	42.43	37.30	33.81	56.48	63.72	57.14	57.91	45.84	47.60	44.03	47.48	37.87	31.70	35.62	39.56	43.53	31.56	31.70	34.86	34.86	29.02	23.76	26.48
025/Adopte		Step 3	40.03	40.06	36.73	28.15	25.33	47.17	52.45	40.41	35.52	32.20	53.79	69.09	54.42	55.15	40.80	45.33	41.93	45.22	36.07	30.19	33.92	37.68	41.46	30.06	30.19	33.20	33.20	27.64	22.63	25.22
a June 19, 2	ā	7177	42 33	41.97	38.48	29.49	26.54	49.42	54.95	42.33	37.21	33.73	56.35	63.58	57.01	57.78	42.74	47.49	43.93	47.37	37.79	31.63	35.54	39.47	43.43	31,49	31.63	34.78	34.78	28.96	23.71	26.42
se, effective	ř	75.03	40.41	40.06	36.73	28.15	25.33	47.17	52.45	40.41	35.52	32.20	53.79	69.09	54.42	55.15	40.80	45.33	41.93	45.22	36.07	30.19	33.92	37.68	41,46	30.06	30.19	33.20	33.20	27.64	22.63	25.22
rage increa	Ş	24 TO	28.40	38.15	34.98	26.81	24.12	44.92	49.95	38.49	33.83	30.67	51.23	57.80	51.83	52.52	38.86	43.17	39.93	43.07	34.35	28.75	32.30	35.89	39.49	28.63	28.75	31.62	31.62	26.32	21.55	24.02
FY26: 4% v	1.	31.07	40.37	39.97	36.65	28.09	25.27	47.06	52.33	40.32	35.44	32.13	53.67	60.55	54.30	55.02	40.71	45.23	41.83	45.12	35.99	30.12	33.84	37.60	41.37	29.99	30.12	33.13	33.13	27.57	22.58	25.16
	Ţ		38.49	38.15	34.98	26.81	24.12	44.92	49.95	38.49	33.83	30.67	51.23	57.80	51.83	52.52	38.86	43.17	39.93	43.07	34.35	28.75	32.30	35.89	39.49	28.63	28.75	31.62	31.62	26.32	21.55	24.02
		Step 1	26.65	36.33	33.31	25.53	22.97	42.78	47.57	36.66	32.22	29.21	48.79	55.05	49.36	50.02	37.01	41.11	38.03	41.02	32.71	27.38	30.76	34.18	37.61	27.27	27.38	30.11	30.11	25.07	20.52	22.88
			Planning Alue	Purchasing Agent	Purchasing Assistant	Revenue Account Coordinator	Revenue Collection Clerk	Safety and Training Program Specialist I	Safety and Training Program Specialist II	Scheduling Analyst	Senior Accounting Technician	Senior Customer Service Representative	Senior Financial Analyst	Senior Systems Administrator	Senior Transportation Planner	Systems Administrator	Transportation Planner I	Transportation Planner II	Electronic Technician	Lead Mechanic	Lead Parts and Materials Clerk	Lead Vehicle Service Worker	Mechanic I	Mechanic II	Mechanic III	Parts and Materials Clerk	Upholsterer I	Upholsterer II	Vehicle Body Repair Mechanic	Vehicle Service Detailer	Vehicle Service Worker I	Vehicle Service Worker II
		NONO	353	SES	SES	SES	SES	SES	SES	SES	SES	SES	SES	SES	SES	SES	SES	SES	SEV	SEV	SEV	SEV	SEV	SEV	SEV	SEV	SEV	SEV	SEV	SEV	SEV	SEV

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NOINO	TITLE	Step 1	1	#	Step 2	21	211	Step 3	31	311	Step 4	4.	4LL	Step 5	51	SLL	Step 6	6.	- PET
SES	Planning Data Analyst	37.15	37.15 39.01	40.87	39.01	40.96	42.91	40.96	43.01	45.06	43.01	45.16	47.31	45.16	47.42	49.68	47.42	49.79	52.16
SEV	Mechanic I	31.27	31.27 32.83	34.39	32.83	34.47	36.11	34.47	36.19	37.91	36.19	38.00	39.81	38.00	39.90	41.80	39.90	41.90	43.90
SEV	Vehicle Service Worker I	20.77	21.81	22.85	21.81	22.90	23.99	22.90	24.05	25.20	24.05	25.25	26.45	25.25	26.51	77.72	26.51	27.84	29.17
Longevity Pay i	y is based only on length of service.																		

Notes: * Adding Customer Service Assistant to the SEA Chapter. Position and wage approved on BOD 06.26.2020. Adding HR Analyst I to the SEA Chapter. Position and wage approved on BOD 06.24.2022. Adding Maintenance Trainer. Position and wage approved on BOD 06.24.2022. Adding Accountant III. Position and wage approved on BOD 09.23.2022. Adding Maintenance Trainer. Position and wage approved on BOD 10.27.2023.