

SANTA CRUZ METROPOLITAN TRANSIT DISTRICT (METRO) PERSONNEL/HUMAN RESOURCES STANDING COMMITTEE AGENDA MAY 10, 2024 – 10:30 AM

HYBRID MEETING

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

METRO Admin Office 110 Vernon Street Santa Cruz, CA 95060 Zoom <u>Link</u> Dial In: 1-669-900-9128 Meeting ID: 852 3551 8983

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

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

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

COMMITTEE ROSTER

Director Kristen Brown

Director Rebecca Downing

Director Shebreh Kalantari-Johnson

Director Donna Lind

Director Vanessa Quiroz-Carter

City of Capitola

County of Santa Cruz

City of Scotts Valley

City of Watsonville

Corey Aldridge METRO CEO/General Manager
Julie Sherman METRO General Counsel

SECTION I: OPEN SESSION

NOTE: THE COMMITTEE CHAIR MAY TAKE ITEMS OUT OF ORDER

1 CALL TO ORDER

2 SAFETY DEBRIEF

Gregory Strecker, Safety, Security & Risk Management Director

3 ROLL CALL

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

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

- 5 ADDITIONS OR DELETIONS FROM AGENDA/ADDITIONAL DOCUMENTA-TION TO SUPPORT EXISTING AGENDA ITEMS
- 6 REVIEW REQUEST FOR AUTHORIZATION OF BUSINESS SYSTEMS PROGRAMS MANAGER POSITION IN THE INFORMATION TECHNOLOGY DEPARTMENT

Dawn Crummié, HR Director

7 ADJOURNMENT

ACCESSIBILITY FOR INDIVIDUALS WITH DISABILITIES

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

PUBLIC COMMENT

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

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

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Santa Cruz Metropolitan Transit District

SANTA CRUZ

DATE: May 10, 2024

TO: Personnel/Human Resources Standing Committee

FROM: Dawn Crummié, HR Director

SUBJECT: REVIEW REQUEST FOR AUTHORIZATION OF BUSINESS SYSTEMS

PROGRAMS MANAGER POSITION IN THE INFORMATION

TECHNOLOGY DEPARTMENT

I. RECOMMENDED ACTION

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

II. SUMMARY

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

III. DISCUSSION/BACKGROUND

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

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

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

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

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

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

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

IV. STRATEGIC PLAN PRIORITIES ALIGNMENT

This item aligns to the following Strategic Plan Priorities:

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

V. FINANCIAL CONSIDERATIONS/IMPACT

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

VI. ALTERNATIVES CONSIDERED

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

VII. ATTACHMENTS

Attachment A: Business Systems Programs Manager Job Description

Attachment B: Business Systems Programs Manager Wage Scale

Prepared by: Isaac Holly, IT & ITS Director and

Monik Delfin, HR Deputy Director.

VIII. APPROVALS

Dawn Crummié, HR Director

Danu Chrimie

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

Corey Aldridge, CEO/General Manager

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Attachment A HUMAN RESOURCES DEPARTMENT Santa Cruz METRO

Class Code: PO221 FLSA Status: Exempt

Business Systems Programs Manager Bargaining Unit: Management

DEFINITION:

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

DISTINGUISHING CHARACTERISTICS:

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

EXAMPLES OF DUTIES AND RESPONSIBILITIES:

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

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

SANTA CRUZ METRO

Attachment A HUMAN RESOURCES DEPARTMENT Santa Cruz METRO

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

EMPLOYMENT STANDARDS:

Knowledge of:

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

SANTA CRUZ METRO

Attachment A HUMAN RESOURCES DEPARTMENT Santa Cruz METRO

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

Ability to:

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

MINIMUM QUALIFICATIONS:

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

Education, Training, and Experience:

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

AND

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

LICENSES AND CERTIFICATES:

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

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

PHYSICAL AND MENTAL DEMANDS:

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

SANTA CRUZ METRO

Attachment A HUMAN RESOURCES DEPARTMENT Santa Cruz METRO

Physical Demands

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

Mental Demands

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

Work Environment:

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

OTHER CONDITIONS OF EMPLOYMENT:

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

*Adopted: 00-00-0000 *BOD Approved: 00-00-0000

*Revised:00-00-0000

*Job Family: Business Systems Programs

*Job Series: N/A
*Job Series Level: N/A
*Confidential: Yes

Effective 06/22/23 (1-1741). Applied by The Eositra as of August 11, 2023 Title									1775	MANAGEMEN I	L							
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Chief Operating Officer	76.80	80.64	84.48	80.64	84.67	88.70	84.67	88.90	93.13	88.90	93.35	97.80	93.35	98.02	102.69	98.02	. 702.92	107.82
^ Operations Deputy Director	63.27	66.43	69.59	66.43	. 9.75	73.07	69.75	73.24	76.73	73.24	76.90	80.56	76.90	80.75	84.60	80.75	84.79	88.83
Maintenance Manager	60.02	63.02	66.02	63.02	66.17	69.32	66.17	69.48	72.79	69.48	72.95	76.42	72.95	76.60	80.25	76.60	80.43	84.26
Chief Financial Officer (CFO)	76.80	80.64	84.48	80.64	84.67	88.70	84.67	88.90	93.13	88.90	93.35	97.80	93.35	98.02	102.69	98.02	. 26:201	107.82
Planning and Development Director	65.47	68.74	72.01	68.74	72.18	75.62	72.18	75.79	79.40	75.79	79.58	83.37	79.58	83.56	87.54	83.56	87.74	91.92
Human Resources Director	72.03	75.63	79.23	75.63	79.41	83.19	79.41	83.38	87.35	83.38	87.55	91.72	87.55	91.93	96.31	91.93	96.53	101.13
Information Technology and Intelligent Transportation Systems Director	72.03	75.63	79.23	75.63	79.41	83.19	79.41	83.38	87.35	83.38	87.55	91.72	87.55	91.93	96.31	91.93	96.53	101.13
^^ Marketing and Communications Director	63.22	66.38	69.54	66.38	. 02.69	73.02	69.70	73.19	76.68	73.18	76.84	80.50	76.84	89.08	84.52	89.68	84.71	88.74
Purchasing and Special Projects Director	52.68	55.31	57.94	55.31	58.08	60.85	58.08	86.09	63.88	86.09	64.03	80.79	64.03	67.23	70.43	67.23	70.59	73.95
*****Senior Full Stack Developer	57.41	60.28	63.15	60.28	63.29	06.30	63.29	66.45	19.69	66.45	22.69	73.09	69.77	73.26	76.75	73.26	76.92	80.58
Finance Deputy Director	57.58	60.46	63.34	60.46	63.48	99.50	63.48	66.65	69.82	66.65	86.69	73.31	86.69	73.48	76.98	73.48	77.15	80.82
Human Resources Deputy Director	54.04	56.74	59.44	56.74	59.58	62.42	59.58	62.56	65.54	62.56	69.69	68.82	69:99	68.97	72.25	68.97	72.42	75.87
^^^ Operations Manager - Fixed Route Division	50.61	53.14	55.67	53.14	55.80	58.46	55.80	58.59	61.38	58.59	61.52	64.45	61.52	64.60	67.68	64.60	67.83	71.06
^^^ Operations Manager - Paratransit Division	47.46	49.83	52.20	49.83	52.32	54.81	52.32	54.94	57.56	54.94	57.69	60.44	57.69	60.57	63.45	60.57	63.60	66.63
Assistant Maintenance Manager	45.02	47.27	49.52	47.27	49.63	51.99	49.63	52.11	54.59	52.11	54.72	57.33	54.72	57.46	60.20	57.46	60.33	63.20
Facilities Maintenance Manager	51.02	53.57	56.12	53.57	56.25	58.93	56.25	90.69	61.87	59.06	62.01	64.96	62.01	65.11	68.21	65.11	68.37	71.63
*****Full Stack Developer	49.93	52.43	54.93	52.43	52.05	27.67	52.05	57.80	60.55	57.80	69.09	63.58	69.09	63.72	66.75	63.72	66.91	70.10
Safety, Security and Risk Management Director	56.53	59.36	62.19	59.36	62.33	65.30	62.33	65.45	68.57	65.45	68.72	71.99	68.72	72.16	75.60	72.16	75.77	79.38
ww Special Projects Manager	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	51.96	54.56	57.16
^^^ Assistant Operations Manager Fixed Route	43.03	45.18	47.33	45.18	47.44	49.70	47.44	49.81	52.18	49.81	52.30	54.79	52.30	54.92	57.54	54.91	57.66	60.41
^^^ Assistant Operations Manager Paratransit	40.34	42.36	44.38	42.36	44.48	46.60	44.48	46.70	48.92	46.70	49.04	51.38	49.03	51.48	53.93	51.48	54.05	56.62
Project Manager	35.40	37.17	38.94	37.17	39.03	40.89	39.03	40.98	42.93	40.98	43.03	45.08	43.03	45.18	47.33	45.18	47.44	49.70
Purchasing Manager	45.02	47.27	49.52	47.27	49.63	51.99	49.63	52.11	54.59	52.11	54.72	57.33	54.72	57.46	60.20	57.46	60.33	63.20
*Custom er Experience Manager	45.02	47.27	49.52	47.27	49.63	51.99	49.63	52.11	54.59	52.11	54.72	57.33	54.72	57.46	60.20	57.46	60.33	63.20
**Revenue Account Program Manager	35.40	37.17	38.94	37.17	39.03	40.89	39.03	40.98	42.93	40.98	43.03	45.08	43.03	45.18	47.33	45.18	47.44	49.70
*** Capital Planning and Grants Programs Manager	51.62	54.20	56.78	54.20	56.91	29.65	56.91	59.76	62.61	59.76	62.75	65.74	62.75	62.89	69.03	62.89	69.18	72.47
****Parts and Materials Manager	39.13	41.09	43.05	41.09	43.14	45.19	43.14	45.30	47.46	45.30	47.57	49.84	47.57	49.95	52.33	49.95	52.45	54.95
www Business Systems Programs Manager	51.62	54.20	56.78	54.20	56.91	59.62	56.91	59.76	62.61	59.76	62.75	65.74	62.75	62.89	69.03	62.89	69.18	72.47
Executive Assistant	34.44	36.16	37.88	36.16	37.97	39.78	37.97	39.87	41.77	39.87	41.86	43.85	41.86	43.95	46.04	43.95	46.15	48.35
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115.62 12.46 100.054 100.054 114.504 115.054	Facilities Maintenance Manager		`	111,426		574			++		+		+	1.1		142	10 148,990
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18.446 10.2,860	Safety, Security and Risk Management Director			123,469	\rightarrow									+			02 165,110
4 98,444 93,974 98,675 103,376 98,675 103,786 108,784 114,284 114,224 114,224 114,224 119,683 114,214 119,683 114,214 119,683 112,424 119,887 112,424 119,887 112,424 113,818 113,818 113,818 113,818 113,818 113,818 113,818 113,818 113,818 113,818 113,818 113,818 113,818 113,818 113,818<	ww Special Projects Manager	88,92		88,920	\perp	97,822	+	\rightarrow			_			+			85 118,893
9 92,310 88,109 92,518 96,928 92,216 97,136 101,754 97,136 102,003 105,819 112,174 107,078 112,174 107,078 112,174 107,078 112,174 107,078 112,174 107,078 112,174 107,078 112,174 107,078 112,174 107,078 112,174 107,078 112,174 107,078 112,174 107,078 112,174 107,078 112,174 107,078 112,174 107,078 112,174 107,078 112,174 107,078 103,175 105,175 105,175 105,175 105,175 105,175 105,176 <td></td> <td>++</td> <td></td> <td>93,974</td> <td>98,675</td> <td>103,376</td> <td></td> <td>\perp</td> <td>\perp</td> <td>11</td> <td>\perp</td> <td></td> <td>\perp</td> <td></td> <td></td> <td>213 119,9</td> <td>33 125,653</td>		++		93,974	98,675	103,376		\perp	\perp	11	\perp		\perp			213 119,9	33 125,653
4 80,302 98,502 93,504 93,504 98,402 93,507 93,507 98,507 98,507 93,507 98,507 98,507 93,507 98,507	^^^ Assistant Operations Manager Paratransit	++		88,109	\perp	96,928		+	\perp	++	+		+	+.+	$\perp \downarrow$		24 117,770
2 103,002 98,322 103,230 108,139 103,230 108,389 113,647 113,818 119,246 113,818 119,517 125,216 119,517 125,486 2 103,002 98,322 103,230 108,139 113,647 108,389 113,618 119,246 113,618 119,517 125,486 4 80,985 77,314 81,182 85,561 81,182 85,234 88,234 88,737 130,230 130,520 130,520 130,507 130,486 130,507 130,486 130,507 143,882 130,507 130,507 143,882 143,887 143,887 143,882 130,507 130,507 143,882 143,887 143,882 143,887 143,882	Project Manager	77,31		77,314		85,051	\perp				\perp		\perp				75 103,376
103.002 38,322 103.230 108,139 103,230 108,389 113,547 108,389 113,618 119,246 119,246 119,246 119,517 125,216 119,517 125,216 119,517 125,216 119,517 125,216 119,517 125,218 119,246 119,246 119,246 119,517 125,216 113,518 119,247 124,301 130,229 130,520 130,5	Purchasing Manager	98,32		98,322	+				+					+-		\perp	86 131,456
4 80,996 77,314 81,182 86,028 89,294 86,238 89,294 86,528 89,294 86,238 89,502 39,766 89,602 39,974 98,446 98,446 98,446 98,446 98,447 143,894 17 89,544 86,467 89,731 124,301 130,229 124,301 130,520 130,620 137,051 143,894	*Customer Experience Manager	98,3	\bot	98,322	+			\perp	+				-	-			86 131,456
118,102 112,736 118,373 124,010 118,373 124,301 130,229 124,301 130,	**Revenue Account Program Manager	77,31		77,314	81,182	85,051		238	39,294			992	93	974		86	75 103,376
18,124 86,467 89,731 93,995 89,712 94,224 98,717 94,224 98,946 103,667 98,946 103,896 109,096 109,	*** Capital Planning and Grants Programs Manager	112,7;		112,736	+	+	\perp	+	+		\perp			+		\perp	94 150,738
1 18,102 118,373 124,301 118,373 124,301 130,229 124,301 130,229 124,301 130,229 124,301 130,229 124,301 130,229 124,301 130,229 124,301 130,229 124,301 130,629 137,061 143,689 1416 1416	****Parts and Materials Manager		89,544	85,467	89,731	93,995	\perp		717		946	299	103	968		109	96 114,296
3 78,790 75,213 78,978 82,330 86,882 82,930 87,069 91,206 87,069 91,416 95,763 91,416 85,763 91,416	www Business Systems Programs Manager	112,7;	\rightarrow		-		-	\rightarrow						-			94 150,738
3-25-2022	Executive Assistant	75,21		75,213	78,978	82,742	Ш	\perp	36,882		\perp						92 100,568
3-25-2022	L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)	安全市 安全	*****	***													
3-25-2022	Longevity Pay is based only on length of service. • Docinion added and a decalact but the Board on 11-70-2020. Title and wanne de	oth vid bostrobo sociolo	200 pt 42	15/2023													
*** New position addecd and adopted by the Board on 10-27-2023 **** New position addecd and adopted by the Board on 12-12-2023 **** New position and wage proposed to be added and adopted by the Board on 12-15-2023 *** Title change and updated wage proposed to be added and adopted by the Board on 12-15-2023 **** New position and wage proposed to be added and adopted by the Board on 12-15-2023 **** New position and wage proposed to be added and adopted by the Board on 12-15-2023 **** New position and wages proposed to be added and adopted by the Board on 12-15-2023 ***** New position and wages proposed to be added and adopted by the Board on 12-15-2023	Notice and a special and	nariges adopted by the part of the part of the part of the Board on 03-2	5-2022	13/2023													
**** Title Change to be added and adopted by the Board on 10-27-2023 **New Trial Change to be added and adopted by the Board on 12-15-2023 **New position and wage proposed to be added and adopted by the Board on 12-15-2023 **New position and wages proposed to be added and adopted by the Board on 12-15-2023 **New position and wages proposed to be added and adopted by the Board on 12-15-2023 **New position and wages proposed to be added and adopted by the Board on 12-15-2023 **New New position and wages proposed to be added and adopted by the Board on 15-12-2024	*** New position added and adopted by the Board on 05-20-2022 *** New position to be added and adopted by the Board on 10-27-2023																
Av. Title change and updated wage proposed to be added and adopted by the Board on 12-15-2023 Av. New position and wages proposed to be added and adopted by the Board on 12-15-2023 Av. New position and wages proposed to be added and adopted by the Board on 22-3-2024 Av. New position and wages proposed to be added and adopted by the Board on 25-3-2024	**** Title Change to be added and adopted by the Board on 10-27-2023 New position and wage proposed to be added and adopted by the Board on	12-15-2023															
Avv.N New position and wages proposed to be added and adopted by the Board on 5-23-2024 Avv.N New position and wages proposed to be added and adopted by the Board on 5-17-2024	^^ Title change and updated wage proposed to be added and adopted by the i ^^^ New position and wages proposed to be added and adopted by the Board	Board on 12-15-2023 d on 12-15-2023															
	AAAAA New position and wages proposed to be added and adopted by the Board on 2-2. AAAAAA New position and wages proposed to be added and adopted by the Board on 5-1	23-2024 -17-2024			Ħ	Ħ	\parallel	$\frac{1}{1}$			$\frac{1}{1}$		$\frac{1}{1}$				

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SARTA CULT	_	_							_		_				_			
Ett. att Opposition (Tryon) (Asherial b. the December of Assert 14 0000							-		IANAGE	MANAGEMENT	u = 2							
Effective Us/2Z/Z3 (F YZ4) / Adopted by the Board as of August 71, 2023	H				П		2		SALAF	T SCHE	Н		_			Н	H	
Title	Step 1 Step	Ste	11 10	tep 2	Step 2 L Ste	Step 2 LL S	tep 3	Step 3 L	ab 3 LL	Step 4	tep 4 L St	Step 4 LL	Step 5	Step 5 L	tep 5 LL	Step 6	Step 6 L	Step 6 LL
Chief Operating Officer	13,312 13	13,978 1	14,643	13,978	14,676	5,375	14,676	15,409	16,143	15,409	16,181	16,952	16,181	16,990	17,800	16,990	17,840	18,689
A Operations Deputy Director	10,967	11,515	12,062	11,515	12,090 1	12,666	12,090	12,695	13,300	12,695	13,329	13,964	13,329	13,997	14,664	13,997	14,697	15,397
Maintenance Manager	10,404	10,924	11,444	10,924	1,470 1	12,016	11,470	12,043	12,617	12,043	12,645	3,246	12,645	13,277	13,910	13,277	13,941	14,605
Chief Financial Officer (CFO)	13,312 13	13,978	14,643	13,978	14,676	15,375	14,676	15,409	16,143	15,409	16,181	16,952	16,181	16,990	17,800	16,990	17,840	18,689
Planning and Development Director	11,348	11,915	12,482	11,915	12,511	13,108	12,511	13,137	13,763	13,137	13,794	14,451	13,794	14,484	15,174	14,484	15,208	15,933
Human Resources Director			13,733		Н.				15,141	14,453		15,898	15,175	15,935	16,694	15,935	16,732	17,529
Information Technology and Intelligent Transportation Systems Director		9							15,141	14,453		15,898	15,175	15,935	16,694	15,935	16,732	17,529
() () () () () () () () () () () () () (\perp		Ш		Ш	Ш	Ш	Ш	200	40.00		0.00	40.040	000	0.00	40.00	4 4 0 0 0	7 200
A Marketing and Communications Director									13,291	12,685		3,953	13,319	13,985	14,650	13,985	14,683	15,382
Purchasing and Special Projects Director	9,131	9,587	10,043	9,587	10,067	10,547	10,067	10,570	11,073	10,570	11,099	11,627	11,099	11,653	12,208	11,653	12,236	12,818
*****Senior Full Stack Developer	9,951 10	10,449	10,946	10,449	10,970	11,492	10,970	11,518	12,066	11,518	12,094	12,669	12,094	12,698	13,303	12,698	13,333	13,967
Finance Deputy Director	9,981	10,480	10,979	10,480	11,003	11,527	11,003	11,553	12,102	11,553	12,130	12,707	12,130	12,737	13,343	12,737	13,373	14,009
Human Resources Deputy Director	9,367	9,835	10,303	9,835	10,327	10,820	10,327	10,844	11,360	10,844	11,386	11,929	11,386	11,955	12,523	11,955	12,553	13,151
^^^ Operations Manager - Fixed Route Division	8,772	9,211	9,650	9,211	9,672	10,133	9,672	10,156	10,639	10,156	10,664	11,171	10,664	11,197	11,731	11,197	11,757	12,317
^^^ Operations Manager - Paratransit Division	8,226	8,637	9,048	8,637	690'6	9,500	690'6	9,523	9,977	9,523	10,000	10,476	10,000	10,499	10,998	10,499	11,024	11,549
Assistant Maintenance Manager	7,804 8	8,194	8,584	8,194	8,603	9,012	8,603	9,032	9,462	9,032	9,485	9,937	9,485	096'6	10,435	096'6	10,457	10,955
Facilities Maintenance Manager	8,844	9,286	9,728	9,286	9,750 1	10,215	9,750	10,237	10,724	10,237	10,748	11,260	10,748	11,286	11,823	11,286	11,851	12,416
*****Full Stack Developer	8,655		9.521	9,088	9.542	966.6	9,542	10,019	10,495	10,019	10,520	11.021	10,520	11,045	11,570	11,045	11,598	12,151
Safety, Security and Risk Management Director			10,780		10,804	11,319		11,345	11,886	11,345	11,912	12,478	11,912	12,508	13,104	12,508	13,134	13,759
ww. Special Projects Manager									8.558	8.169		8.987	8.578	900.6	9.435	900'6	9.457	9.908
^^^ Assistant Operations Manager Fixed Route			8,204	7,831	8,223	8,615	8,223	8,634	9,045	8,634	9,065	9,497	9006	9,520	9,974	9,518	9,994	10,471
	l l'	7.342	7.693	7.342	7.710	8.077	7.710	8.095	8.480	8.095	8.500	906.8	8.499	8.923	9.348	8.923	6369	9.814
הססימור סיסומניסים וומומשסי ו מומומשסי		4.	200,	101	2		2	2000	3	2000	8000	2000	600	0,020	e e	20,0	200,5	5
Project Manager	6,136	6,443	6,750	6,443	6,765	7,088	6,765	7,103	7,441	7,103	7,459	7,814	7,459	7,831	8,204	7,831	8,223	8,615
Purchasing Manager	7,804 8	8,194	8,584	8,194	8,603	9,012	8,603	9,032	9,462	9,032	9,485	9,937	9,485	096'6	10,435	096'6	10,457	10,955
*Customer Experience Manager	7,804 8	8,194	8,584	8,194	8,603	9,012	8,603	9,032	9,462	9,032	9,485	9,937	9,485	096'6	10,435	096'6	10,457	10,955
**Revenue Account Program Manager	6,136	6,443	6,750	6,443	6,765	7,088	6,765	7,103	7,441	7,103	7,459	7,814	7,459	7,831	8,204	7,831	8,223	8,615
*** Capital Planning and Grants Programs Manager	8,948	9,395	9,842	9,395	9,864	10,334	9,864	10,358	10,852	10,358	10,877	11,395	10,877	11,421	11,965	11,421	11,991	12,562
****Parts and Materials Manager	6,783	7,122	7,462	7,122	7,478	7,833	7,478	7,852	8,226	7,852	8,246	8,639	8,246	8,658	9,071	8,658	9,091	9,525
www Business Systems Programs Manager	8,948	9,395	9,842	9,395	9,864	10,334	9,864	10,358	10,852	10,358	10,877	11,395	10,877	11,421	11,965	11,421	11,991	12,562
Executive Assistant	5,970	6,268	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
L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)	*****	****	******															
I navasiti. Davi je kresad anti on laneth of conico																		
Longwirt Pay is assect on on entering of service. * Position and added and apposited by the Board on 11-20-2020; Title and wage changes adopted by the Board on 12/ ** Naw notition monosed in he applied and advented by the Board on 06-24-2024.	anges adopted by	, the Board	1 on 12/15/	15/2023														
* Upon promon property of a constant acquired by the Dodg of the 2 ft 2 at 1 at 2 at 2 at 2 at 2 at 2 at 2 a	d by the Board or	n 03-25-20	22															
*** New position accept and adopted by the Doard on 10-27-2023 **** New position to be added and adopted by the Board on 10-27-2023 ***** Title Change to be added and adopted by the Board on 10-27-2023																		
New position and wage proposed to be added and adopted by the Board on 12-15-2023	12-15-2023 3oard on 12-15-2	023																
^^^ New position and wages proposed to be added and adopted by the Board of ^^^ New position and wages proposed to be added and adopted by the Board on 2-23	on 12-15-2023 3-2024																	
^^^^ New position and wages proposed to be added and adopted by the Board on 5-1	17-2024	H		H				H	Ħ		H	H						

Part	Control of the Contro			_													
March Marc	Effective 06/20/24 (FY25) / Adopted by the Board as of August 11, 2023						HOUR	MANAG Y RATE	SSCHEE	ULE							
1,10 1,10	Tite	Step 1 L	11 L		Step 2 LL		Step 3	step 3 LL	Step 4		Step 4 L.L				H	D 6 L	en 6 LL
1	-			Ħ		Ħ			Ħ			Ħ	1				
10 10 10 10 10 10 10 10	Chief Operating Officer	8.	87.85	88	92	88.05	92.45	96.85	92.45	97.07	101.69						112.12
1,	^ Operations Deputy Director	8	72.38		75	72.54	76.17	79.80	76.17	79.98	83.79	79.98	83.98	87.98		88.18	92.38
1,11, 1,11	Maintenance Manager	42	99.89			68.82	72.26	75.70	72.26	75.87	79.48	75.87	99.62	83.45		83.64	87.62
1,100 1,10	Chief Financial Officer (CFO)	28	87.85			88.05	92.45	96.85	92.45	97.07	101.69	70'.76	101.92		ľ	07.02	112.12
1, 12, 10, 10, 12, 11, 12, 10, 12, 12, 12, 12, 12, 12, 12, 12, 12, 12	Planning and Development Director	8	74.89			75.06	78.81	82.56	78.81	82.75	86.69	82.75	86.89	91.03		91.23	95.57
1,12,12,12, 1,12,1	Human Resources Director	20	82.41	82		82.59	86.72	90.85	86.72	91.06	95.40	91.06	95.61	100.16		00.39	105.17
1	Information Technology and Intelligent Transportation Systems Director	9	82.41	Ш	Ш	82.59	86.72	90.85	86.72	91.06	95.40	91.06		100.16		00.39	105.17
1 1 1 1 1 1 1 1 1 1	^^ Marketing and Communications Director	22	72.33			72.49	76.11	79.73	76.11	79.92	83.73	79.92	83.92	87.92		88.12	92.32
	Special Projects	62	60.27	09	1 63.29	60.41	63.43	66.45	63.43	09.99	69.77	09.99	69.93		69.93	73.43	76.93
	*****Senior Full Stack Developer	7	62.69			65.84	69.13	72.42	69.13	72.59	76.05	72.59	76.22	79.85		80.03	83.84
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Finance Deputy Director	88	65.86			66.01	69.31	72.61	69.31	72.78	76.25	72.78	76.42	80.08		80.24	84.06
State Stat	Human Resources Deputy Director	8	61.82			61.96	90.59	68.16	65.06	68.31	71.56	68.31	71.73	75.15	71.73	75.32	78.91
1	^^^ Operations Manager - Fixed Route Division	8	57.89			58.02	60.92	63.82	60.92	63.97	67.02	63.97	67.17	70.37		70.53	73.89
14.14 14.15 15.05 14.15 15.0	^^^ Operations Manager - Paratransit Division	36	54.30			54.45		59.86	57.14	00:09	62.86	00.09	63.00	00.99	63.00	66.15	69.30
6 56.71 56.26 56.1.26 61.43 61.43 61.43 61.43 61.43 61.43 61.73 70.36 67.73 71.12 6 54.53 57.13 64.67 67.73 67.26 67.26 60.12 62.86 60.12 62.86 60.12 62.86 60.12 62.86 60.12 62.86 60.12 62.86 60.12 62.86 60.12 62.86 60.12 62.86 60.12 62.86 60.12 62.86 60.12 <	Assistant Maintenance Manager	88	51.50			51.62	54.20	56.78	54.20	56.91	59.62	56.91	59.76	62.61		62.75	65.74
6 6 6 7.2 6 7.2 6 7.2 6 7.2 6 7.2 6 7.2 6 7.2 6 7.2 6 7.2 7.2 6 7.2 7.2 7.2 6 7.2	Facilities Maintenance Manager	90	58.36			58.50	61.43	64.36	61.43	64.50	67.57	64.50	67.73	96.02	67.73	71.12	74.51
9 61.73 64.67 61.73 64.67 61.73 64.67 71.46 71.46 71.46 75.03 78.09 78.	*****Full Stack Developer	93	57.13	27.		57.26	60.12	62.98	60.12	63.13	66.14	63.13	66.29	69.45		09.69	72.91
4 44.46 46.89 4.846 46.89 48.80 48.90 51.34 48.01 51.46 53.91 51.46 54.03 56.00 54.03 56.00 56.	Safety, Security and Risk Management Director	ę.	64.67			64.82	90.89	71.30	90.89	71.46	74.86	71.46	75.03	78.60	75.03	78.78	82.53
6 46.29 46.29 46.29 55.40 57.12 56.98 57.12 56.98 57.12 56.98 57.12 56.98 57.12 56.98 57.12 56.98 57.12 56.98 57.12 56.98 57.12 56.98 57.12 56.99 56.78 44.75 46.99 57.12 56.99 56.78 44.75 46.99 57.12 56.99 57.12 56.99 57.12 56.99 57.12 56.99 57.12 56.99 57.12 56.99 57.12 56.99 57.12 56.99 57.12 56.99 57.12 56.99 57.12 56.99 57.12 56.99 57.12 56.99 57.12 56.99 57.12 56.99 56.79 56.79 56.78 44.75 46.99 44.75 46.99 46.99 57.12 56.99 57.12 46.99 57.12 56.78 57.12 56.78 47.12 46.99 47.12 46.99 47.12 46.99 47.12 46.99 47.12 46.	www. Special Projects Manager	34	46.58	46.		46.68	49.01	51.34	49.01	51.46	53.91	51.46	54.03	56.60	54.03	56.73	59.43
6 44.05 46.15 46.26 48.46 46.26 48.46 46.26 50.89 53.24 50.99 53.24 56.09 53.54 56.29 53.54 56.09 56.79 56.09 56.20 56.10 56.70 56.70 56.70 56.70 56.70 56.70 56.70 56.70 56.70 56.70 56.70 56.70 56.70 56.70 56.70 56.70 56.70 56.70 56.70 56.	^^^ Assistant Operations Manager Fixed Route	75	49.23			49.34	51.81	54.28	51.81	54.40	56.99	54.40	57.12	59.84		59.98	62.84
2 38.66 40.50 38.66 40.50 38.66 40.50 42.62 44.75 46.89 44.75 46.99 49.33 46.39 49.34 2 49.16 51.50 49.16 51.62 54.20 56.78 56.31 58.62 58.91 59.76 62.75 62.75 2 49.16 51.50 49.16 51.62 54.20 56.78 56.31 58.62 58.91 59.76 62.75 62.75 2 49.16 51.50 54.20 56.78 54.20 56.91 58.62 58.91 59.76 62.75 62.75 58.91 59.76 62.75 62.75 58.91 62.75 68.91 58.62 68.91 59.76 62.75 68.91 58.91 62.74 65.10 58.14 65.25 68.36 68.25 68.31 71.77 68.51 71.74 68.51 71.77 68.51 71.74 68.51 71.74 71.89 74.25 74.25 68.36 68.3	^^^ Assistant Operations Manager Paratransit	92	46.15	46		46.25	48.56	50.87	48.56	50.99	53.42	50.99	53.54	56.09		56.22	58.90
2 49.16 51.50 49.16 51.62 54.20 56.71 56.21 66.10 56.21 47.12 49.48 51.84 49.46 51.95 54.25 54.25 56.24 56.25 68.51 71.77 68.51 71.77 68.51 71.74 48.90 4 42.74 44.78 47.12 49.48 47.12 49.48 47.12 49.48	Project Manager	8	40.50			40.59	42.62	44.65	42.62	44.75	46.88	44.75	46.99	49.23		49.34	51.69
2 49.16 51.50 49.16 51.62 54.20 56.78 54.20 56.91 56.91 58.76 62.17 58.76 62.75 66.91 58.76 62.75 66.91 58.76 62.75 66.91 58.76 62.75 66.91 46.27 46.89 44.75 46.89 44.75 46.89 44.75 46.89 44.75 46.89 44.75 46.89 46.71 46.89 44.75 46.89 47.12 46.89 47.	Purchasing Manager	82	51.50			51.62	54.20	56.78	54.20	56.91	59.62	56.91	59.76	62.61		62.75	65.74
2 38.66 40.50 38.66 40.59 42.52 44.65 42.62 44.75 46.88 44.75 46.88 44.75 46.88 44.75 46.89 49.23 46.99 49.34 71.77 68.51 71.77 68.		8		49.16 51.62	2 54.08	51.62	54.20	56.78	54.20	56.91	59.62	56.91		62.61	59.76	62.75	65.74
8 56.36 59.04 56.36 59.18 62.00 59.18 62.14 65.10 62.14 66.25 68.36 65.25 68.36 71.77 68.51 71.94 10 42.74 44.78 42.74 44.88 47.02 44.88 47.12 49.36 51.05 68.36 65.25 68.36 71.77 68.51 71.94 12 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 12 37.61 39.40 12/15/2023 12 37.62 38.36 59.04 56.36 59.18 62.14 65.10 62.14 65.25 68.36 68.36 68.36 68.25 68.36 71.77 68.51 71.94 13 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 14 37.61 39.40 12/15/2023 15 37.61 39.40 12/15/2023 15 37.62 39.40 12/15/2023	**Revenue Account Program Manager	82	40.50			40.59	42.62	44.65	42.62	44.75	46.88	44.75	46.99	49.23		49.34	51.69
8 56.36 59.14 44.88 47.12 49.86 51.84 49.48 51.84 49.48 51.85 54.42 51.35 54.42 51.35 64.55 64.55 68.36 65.28 68.51 71.77 68.51 71.77 68.51 71.94 71.	*** Capital Planning and Grants Programs Manager	88	59.04			59.18	62.14	65.10	62.14	65.25	68.36	65.25	68.51	71.17	Ш	71.94	75.37
Sec. 36 59.04 56.36 59.14 56.10 59.14 65.10 62.14 65.25 68.36 65.25 68.36 71.77 68.57 71.94 71	****Parts and Materials Manager	2	44.78			44.88	47.12	49.36	47.12	49.48	51.84	49.48	51.95	54.42		54.55	57.15
2 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 Pleed by the Board on 12/15/2023 Soard on 03-25-2022 12-15-2023	www Business Systems Programs Manager		59.04			59.18	62.14	65.10	62.14	65.25	68.36	65.25	68.51	71.77	68.51	71.94	75.37
Poted by the Board on 12/2 Soard on 03-25-2022	Executive Assistant	88		39.	4	39.49	41.46	43.43	41.46	43.53	45.60	43.53	45.71	47.89		48.00	50.29
Potent by the Board on 12/2022 Soard on 03-25-2022 23 12-15-2023	L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)	*****	*****	****													
8 2 2 2	Lonacvity Pay is based only on lenath of service. Position added and adopted by the Board on 11-20-2020. Title and wage cha "New position proposed to be added and adopted by the Board on 05-24-202. "Indianal Schedule - CEO/Gameral Mananer Position removed to the adoptine.	lopted by the		5/2023													
8 2 3	*** New position added and adopted by the Board on 05-20-2022 *** New position to be added and adopted by the Board on 10-27-2023 **** The Character of the added and adopted by the Board on 10-27-2023																
1 8	Ittle Change to be added and adopted by the Board on 10-21-2023 New position and wage proposed to be added and adopted by the Board on A. Title channes and inclated ware normoned in the added and added and advanted by the B.	5 3															
	www.new.orging.grants.g	1 2															

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NET GO	-	
		MANAGEMENT
Effective 06/20/24 (FY25) / Adopted by the Board as of August 11, 2023	-	YEARLY SALARY SCHEDULE
Title	Step 1 Step 1 LL Step 2 Step 2 Step 2 Step	12 LL Step 3 Step 3 L Step 3 LL Step 4 LL Step 4 LL Step 5 LEP 5 LEP 5 LL Step 5 LL Step 6 LL Step 6 LL Step 6 LL
Oriet Operantian Officer	707	050 000 100 000 100 000 001 100
One Operating Officer	1/4,429 162,/26 1/4,429 163,144 191	203 163,144 222,002 201,446 132,436 201,300 113,000 113,904 222,002
^ Operations Deputy Director	136,864 143,707 150,550 143,707 150,883 158.	158,059 150,882 158,434 165,984 158,434 166,358 174,283 166,358 174,678 182,998 174,678 183,414 192,150
Maintenance Manager	129,834 136,323 142,813 136,323 143,146 149	149,968 143,146 150,301 157,456 150,301 157,810 165,318 157,810 165,693 173,576 165,693 173,971 182,250
Chief Financial Officer (CFO)	166,130 174,429 182,728 174,429 183,144 191.	191,859 183,144 192,296 201,448 192,296 201,906 211,515 201,906 211,994 222,082 211,994 222,602 233,210
Planning and Development Director	141,627 148,699 155,771 148,699 156,125 163.	550 156,125 163,925 171,725 163,925 172,120 180,315 172,120 180,315 172,120 180,731 189,342 180,731 189,788 188,786
Human Resources Director	155,813 163,613 171,413 163,613 171,787 179	179,962 171,787 180,378 188,968 180,378 189,405 198,432 189,405 189,869 208,333 198,869 208,811 218,754
Information Technology and Intelligent Transportation Systems Director	155,813 163,613 171,413 163,613 171,787 179.	179.962 171.787 180.378 188.968 180.378 189.405 198.432 189.405 198.869 208.333 198.869 208.811 218.754
AA Madratina and Cammuninianian Disasta	440 500 450 445 440 500 450 770	4EA TH ACCORD ACCORD ACCORD ATABLE ACCORD ATABLE ACCORD ATABLE ACCORD
A Marketing and Communications Director	143,603 150,446 143,603 150,779	156,309 165,838 156,309 165,234 1/4,158 166,234 1/4,554 174,554 174,554 183,290
Purchasing and Special Projects Director	113,963 119,662 125,362 119,662 125,653 131	131,643 125,653 131,934 138,216 131,834 138,528 145,122 138,528 145,454 152,381 145,454 152,734 160,014
*****Senior Full Stack Developer	124,197 130,416 136,635 130,416 136,947 143.	143,478 136,947 143,790 150,987 158,184 150,987 158,538 166,088 158,538 166,088 166,462 174,387
Finance Deputy Director	124,550 130,770 136,989 130,770 137,301 143.	143,832 137,301 144,165 151,029 144,165 151,382 158,800 151,382 158,954 166,525 158,954 166,899 174,845
Human Resources Deputy Director	116,896 122,741 128,586 122,741 128,877 135.	135,013 128,877 135,325 141,773 135,325 142,085 148,845 142,086 149,198 156,312 149,198 156,666 164,133
^^^ Operations Manager - Fixed Route Division	109,470 114,941 120,411 114,941 120,682 126	126,422 120,682 126,714 132,746 126,714 133,058 139,402 133,058 139,714 146,370 139,714 146,370 139,714 146,702 153,691
^^^ Operations Manager - Paratransit Division	102,669 107,806 112,944 107,806 113,194 118,	118.581 113,194 118,851 124,509 118,861 124,800 130,749 124,800 131,040 137,280 131,040 137,280 131,040 137,582 144,144
Assistant Maintenance Manager	97,386 102,253 107,120 102,253 107,370 112	112,486 107,370 112,736 118,102 112,736 118,373 124,010 118,373 124,010 118,373 124,301 130,229 124,301 130,520 136,739
Facilities Maintenance Manager	110,365 115,877 121,389 115,877 121,680 127	.483 121,680 127,774 133,869 127,774 134,160 140,546 134,160 140,878 147,597 140,878 147,930 154,981
*****Full Stack Developer	108,014 113,422 118,830 113,422 119,101 124	124,779 119,101 125,060 130,998 125,060 131,310 137,571 131,310 137,883 144,456 137,883 144,768 151,653
Safety, Security and Risk Management Director	122,283 128,398 134,514 128,398 134,826 141	141,253 134,826 141,565 148,304 141,565 148,637 155,709 148,637 156,062 163,488 156,062 163,862 171,662
ww Special Projects Manager	96,886 92,477 97,094	101,712 97,094 101,941 106,787 101,941 107,037 112,133 107,037 112,382 117,728 112,382 117,998 123,614
^^^ Assistant Operations Manager Fixed Route	97,739 102,398 97,739 102,627	107,765 112,902 107,765 113,152 118,539 113,152 118,810 124,467 118,810 124,758
^^^ Assistant Operations Manager Paratransit	87,256 91,624 95,992 91,624 96,200 100	100,776 96,200 101,005 105,810 101,005 106,059 111,114 106,059 111,363 116,667 111,363 116,938 122,512
Project Manager	76,586 80,413 84,240 80,413 84,427 88	88,442 84,427 88,650 92,872 88,650 93,080 97,510 93,080 97,739 102,398 97,739 102,627 107,515
Purchasing Manager	107,120 102,253 107,370	112,736 118,102 112,736 118,373 124,010
*Customer Experience Manager	102.253 107.120 102.253 107.370	102.370 112.736 118.102 112.736 118.373 124.010 118.373 124.301 130.229 124.301 130.520
**Revenue Account Program Manager	80,413 84,240 80,413 84,427	84,427 88,650 92,872 88,650 93,080 97,510 93,080 97,739 102,398 97,739 102,627
*** Capital Planning and Grants Programs Manager	117,229 122,803 117,229 123,094	960 123,094 129,251 135,408 129,251 135,720 142,189 135,720 142,501 149,282 142,501 149,635
****Parts and Materials Manager	84,656 88,899 93,142 88,899 93,350 97,	.802 93,350 98,010 102,669 98,010 102,918 107,827 102,918 108,056 113,194 108,056 113,464 118,872
www Business Systems Programs Manager	111,654 117,229 122,803 117,229 123,094 128	128,960 123,094 129,251 135,408 129,251 135,720 142,189 135,720 142,501 149,282 142,501 149,585 156,770
Executive Assistant	74,506 78,229 81,952 78,229 82,139 86	86,050 82,139 86,237 90,334 86,237 90,542 94,848 90,542 99,077 99,611 95,077 99,840 104,603
L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)	***************************************	
Longevity Pay is based only on length of service. Position added and adopted by the Board on 11-20-2020: Title and wade the	s adopted by the Board on 12/15/2023	
** New position proposed to be added and adopted by the Board on 09-24-2021 ** Updated Schedule : CEO/General Manager Position removed, to be adopted by the Board on 03-25-2022	the Board on 03-25-2022	
*** New position added and adopted by the Board on 05-20-2022 *** New position to be added and adopted by the Board on 10-27-2023		
Itile Change to be added and adopted by the board on 10-27-2025 New position and wage proposed to be added and adopted by the Board on 12-15-2023 AT Tile A-hanna and Lindhaled wane princed for he added and adopted by the Board on 12-15-202 A Tile A-hanna and Lindhaled wane princed for he added and adomined by the Board on 12-15-202	16-2023	
Anna Design and appeared magic proposed to be added and adopted by the Board Anna Naw position and wages proposed to be added and adopted by the Board Anna Naw position and wanes removed to be added and adopted by the Board Anna Naw position and wanes removed to be added and adopted by the Board Anna Naw position and wanes removed to be added and adopted by the Board on the Board of the Board	2-15-2023 2-45-2023	
^^^^ New position and wages proposed to be added and adopted by the Board on 5-1	324	

Control Cont				ľ	ľ	ŀ					F				ŀ	ŀ	ŀ	F	
1,	CARTCOLD																		
1,	METRO									MANAG	TMENT								
1. 1. 1. 1. 1. 1. 1. 1.	Effective 06/20/24 (FY25) / Adopted by the Board as of August 11, 2023								MONTHI	Y SALA	RY SCHE	DULE				=			
1.20 1.420 1.420 1.520 1.420	Title	Step 1		Step 1 LL	Step 2		Step 2 LL	Step 3	1.	tep 3 LL	Step 4	Step 4 L	Step 4 LL	Step 5	Step 5 L S	tep 5 LL			D 6 LL
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Phide Operating Officer	13 944	-	45 227	4.4 E26	15 262	45.000	15 262	16.005	16 797	16.005	16 926	17 606	16 976	17 666	19 507			757
1. 1. 1. 1. 1. 1. 1. 1.			<u>f</u>	2,0	2001	3,505	200	2026	2,020	Ď.	0.00	0200	20,	2001	200,	500			2
1,100 1,10	^ Operations Deputy Director	11,405	Ę.	12,546	11,976	12,574	13,172	12,574	13,203	13,832	13,203	13,863	14,524	13,863	14,557	15,250			16,013
1.289 1.289 1.289 1.289 1.289 1.48	Maintenance Manager	10,820	£,	11,901	11,360	11,929	12,497	11,929	12,525	13,121	12,525	13,151	13,777	13,151	13,808	14,465	Ш	Ľ	15,188
1,142, 1,144, 1,144,	Chief Financial Officer (CFO)	13,844	4,	15,227	14,536	15,262	15,988	15,262	16,025	16,787	16,025	16,826	17,626	16,826	17,666	18,507			19,434
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Planning and Development Director	11,802		12,981	12,392	13,010	13,629	13,010	13,660	14,310	13,660	14,343	15,026	14,343	15,061	15,779			16,566
1,12,281 1,13,681	Human Resources Director	12,984	13,	14,284	13,634	14,316	14,997	14,316	15,032	15,747	15,032	15,784	16,536	15,784	16,572	17,361			18,230
11.58 11.58 12.58 13.18 12.56 13.18 13.62 13.18 13.62 13.63 14.51 13.63 14.51 12.58 14.54 12.12 12.58 13.71 12.28 13.71 13.7	Information Technology and Intelligent Transportation Systems Director	12,984	13,6	14,284	13,634	14,316	14,997	14,316	15,032	15,747	15,032	15,784	16,536	15,784	16,572	17,361			18,230
1.1.286 1.0.286 1.1.286 1.0.286 1.1.286 1.0.286 1.1.286 1.2.	^^ Marketing and Communications Director	11,397	11,	12,537	11,967	12,565	13,163	12,565	13,192	13,820	13,192	13,853	14,513	13,853	14,546	15,240			16,002
11.585 10.266 11.442 11.687 11.442 11.687 11.681 12.265 11.681 12.265 1	Purchasing and Special Projects Director	9.497	6 972	10.447	9.972	10.471	10.970	10.471	10.995	11.518	10.995	11.544	12.094	11.544	12.121	12.698			13.335
1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,	Taronasang and openan Tojeco Enector	5	,	5 6	1 000	- 6	20,01		5 6	5 5	6,0	5	1,00	1,01	2 6	50 50			20,00
1,14 1,0,08 1,14 1,14 1,12 1,13 1,14 1,12 1,12 1,12 1,13 1,14 1,12 1,13 1,14 1,13 1,13 1,13 1,14 1,13 1,14 1,13 1,14 1,13 1,14 1,13 1,14	Senior Full Stack Developer	10,350	\perp	11,380	10,808	71,412	/cs.'!!	71,417	11,983	12,553	11,983	786,71	13,182	12,382	13,212	13,841			14,532
1,00,000 1,0	Finance Deputy Director	10,379		11,416	10,898	11,442	11,986	11,442	12,014	12,586	12,014	12,615	13,217	12,615	13,246	13,877			14,570
1,0,0,0,0,0,0,0,0,0,0,0,0,0,0,0,0,0,0,0	Human Resources Deputy Director	9,741	10,228	10,716	10,228	10,740	11,251	10,740	11,277	11,814	11,277	11,840	12,404	11,840	12,433	13,026			13,678
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	AAA Operations Manager - Fixed Route Division	9,123	9,578	10,034	9,578	10,057	10,535	10,057	10,560	11,062	10,560	11,088	11,617	11,088	11,643	12,198			12,808
10, 10, 10, 10, 10, 10, 10, 10, 10, 10,	۸۸۸ Operations Manager - Paratransit Division	8,556	8,984	9,412	8,984	9,433	9,882	9,433	9,904	10,376	9,904	10,400	10,896	10,400	10,920	11,440		\perp	12,012
10 11 10 10 10 10 10 10	Assistant Maintenance Manager	8,116	86	8,927	8,521	8,948	9,374	8,948	9,395	9,842	9,395	9,864	10,334	9,864	10,358	10,852			11,395
1,000 1,1210 1,0700 1,1236 1,1771 1,1236 1,1777 1,2369 1,1777 1,2369 1,1777 1,2369 1,1777 1,2369 1,1777 1,1236 1,1777 1,2369 1,1777 1,1236 1,1777 1,1236 1,1777 1,1236 1,1777 1,1236 1,1777 1,1236 1,1777 1,1236 1,1777 1,1236 1,1777 1,1236 1,1777 1,1236 1,1777 1,1236 1,1777 1,1236 1,1777 1,1236 1,1777 1,1236 1,1777 1,1236 1,1777 1,1236 1,1777 1,1236 1,	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	11,712	11,180	11,740	12,300			12,915
10	*****Full Stack Developer	9,001		9,903	9,452	9,925	10,398	9,925	10,421	10,917	10,421	10,943	11,464	10,943	11,490	12,038			12,638
Column C	Safety, Security and Risk Management Director	10,190	10,	11,210	10,700	11,236	11,771	11,236	11,797	12,359	11,797	12,386	12,976	12,386	13,005	13,624			14,305
10, 20 1	ww Special Projects Manager	7,339	7,7	8,074	7,706	8,091	8,476	8,091	8,495	8,899	8,495	8,920	9,344	8,920	9,365	9,811	9,365		10,301
1,000 1,00	^^^ Assistant Operations Manager Fixed Route	7,757	8,145	8,533	8,145	8,552	8,960	8,552	8,980	9,409	8,980	9,429	9,878	9,429	9,901	10,372	9,901		10,892
Columbra	^^^ Assistant Operations Manager Paratransit	7,271	7,635	7,999	7,635	8,017	8,398	8,017	8,417	8,818	8,417	8,838	9,260	8,838	9,280	9,722	9,280		10,209
10, 234 10, 252 10,	Project Manager	6,382	6,701	7,020	6,701	7,036	7,370	7,036	7,388	7,739	7,388	7,757	8,126	7,757	8,145	8,533	8,145		8,960
10, 20, 20, 20, 20, 20, 20, 20, 20, 20, 2	Purchasing Manager	8,116	8,	8,927	8,521	8,948	9,374	8,948	9,395	9,842	9,395	9,864	10,334	9,864	10,358	10,852		-	11,395
10,234 9,789 10,258 10,747 10,288 7,739 7,388 7,757 8,126 7,757 8,126 10,747 11,310 11,849 11,310 11,875 12,470 10,288 10,747 11,284 10,771 11,310 11,849 11,310 11,875 12,440 11,875 12,470 10,284 10,771 11,284 10,771 11,310 11,849 11,310 11,875 12,470 10,288 10,771 11,284 10,771 11,310 11,849 11,310 11,875 12,470 12,470 10,284 10,771 11,284 10,771 11,284 10,771 11,310 11,849 11,310 11,875 12,470 12,470 12,470 12,470 12,470 12,470 11,284 10,771 11,284 10,771 11,310 11,875 12,470 11,875 12,470	*Customer Experience Manager	8,116		8,927	8,521	8,948	9,374	8,948	9,395	9,842	9,395	9,864	10,334	9,864	10,358	10,852			11,395
10,234 9,789 10,258 10,747 10,288 10,771 11,284 10,771 11,310 11,815 12,410 11,875 12,410 12	"Revenue Account Program Manager	6,382		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		8,960
1,762 7,408 7,779 8,150 7,779 8,168 8,556 8,168 8,577 8,986 8,577 9,005 9,433 9,005 9,455 10,234 9,769 10,258 10,747 11,284 10,771 11,310 11,814 11,310 11,875 12,440 11,875 12,440 11,875 10,234 9,769 6,519 6,845 7,171 6,845 7,186 7,528 7,186 7,545 7,904 7,545 7,904 7,545 7,904 7,545 7,904 7,545 7,904 7,545 7,904 7,545 7,904 7,545 7,904 7,545 7,904 7,545 7,904 7,	*** Capital Planning and Grants Programs Manager	9,305	တ်	10,234	692'6	10,258	10,747	10,258	10,771	11,284	10,771	11,310	11,849	11,310	11,875	12,440			13,064
19 6.829 6.519 6.845 7,171 6.845 7,186 7,58 7,186 7,545 7,904 7,545 7,904 7,545 7,904 7,545 7,904 7,545 7,904 7,545 7,904 7,545 7,902 8,301 7,923 8,30	****Parts and Materials Manager	7,055		7,762	7,408	7,779	8,150	7,779	8,168	8,556	8,168	8,577	8,986	8,577	9,005	9,433	9,005		906'6
6.829 6,519 6,845 7,171 6,845 7,186 7,528 7,945 7,945 7,945 7,923 8,301 7,923 8,320	www Business Systems Programs Manager	9,305		10,234	9,769	10,258	10,747	10,258	10,771	11,284	10,771	11,310	11,849	11,310	11,875	12,440			13,064
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 12/15/2023 - Position added and adopted by the Board on 12/2/2021 - When position in proposed and adopted by the Board on 03-25-2022 - When position be added and adopted by the Board on 10-27-2023 - When position be added and adopted by the Board on 10-27-2023 - When position added and adopted by the Board on 10-27-2023 - When position added and adopted by the Board on 10-27-2023 - When position added and adopted by the Board on 10-27-2023 - When position and wage proposed to be added and adopted by the Board on 12-15-2023 - When position and wage proposed to be added and adopted by the Board on 12-15-2023 - When position and wage proposed to be added and adopted by the Board on 12-15-2023 - When position and wage proposed to be added and adopted by the Board on 12-15-2023 - When position and wage proposed to be added and adopted by the Board on 12-15-2023 - When position and wage proposed to be added and adopted by the Board on 12-15-2023 - When position and wage proposed to be added and adopted by the Board on 12-15-2023 - When position and wage proposed to be added and adopted by the Board on 12-15-2023 - When position and wage proposed to be added and adopted by the Board on 12-15-2024 - When position and wage proposed to be added and adopted by the Board on 12-15-2024 - When position and wage proposed to be added and adopted by the Board on 12-15-2024 - When position and wage proposed to be added and adopted by the Board on 12-15-2024 - When position and wage proposed to be added and adopted by the Board on 12-15-2024 - When position and wage proposed to be added and adopted by the Board on 12-15-2024 - When position and wage proposed to be added and adopted by the Board on 12-15-2024 - When position and wage proposed to be added and adopted by the Board on 12-15-2024 - When position and wage proposed to be added and adopted and	Executive Assistant	6,209		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		8,717
Longerity Pay is based any on length of service. 1 Position added and adopted by the Board on 12/15/2023 2 Position added and adopted by the Board on 05-24-2021 3 Position added and adopted by the Board on 06-24-2021 3 Position added and adopted by the Board on 06-24-2021 4 Position added and adopted by the Board on 06-24-2021 5 Position added and adopted by the Board on 06-22-2022 5 Position added and adopted by the Board on 06-27-2023 5 Position added and adopted by the Board on 10-27-2023 5 Position added and adopted by the Board on 10-27-2023 5 Position and wage proposed to be added and adopted by the Board on 12-15-2023 5 Position and wage proposed to be added and adopted by the Board on 12-15-2023 5 Position and wage proposed to be added and adopted by the Board on 12-15-2023 5 Position and wage proposed to be added and adopted by the Board on 12-15-2023 5 Position and wage proposed to be added and adopted by the Board on 12-15-2023 5 Position and wage proposed to be added and adopted by the Board on 12-15-2023 5 Position and wage proposed to be added and adopted by the Board on 12-15-2023 6 Position and wage proposed to be added and adopted by the Board on 12-15-2023 6 Position and wage proposed to be added and adopted by the Board on 12-15-2023 7 Position and wage proposed to be added and adopted by the Board on 12-15-2023 8 Position and wage proposed to be added and adopted by the Board on 12-15-2023 8 Position and wage proposed to be added and adopted by the Board on 12-15-2023 8 Position and wage proposed to be added and adopted by the Board on 12-15-2023 9 Position and wage proposed to be added and adopted by the Board on 12-15-2023 1 Position and wage proposed to be added and adopted by the Board on 12-15-2023 1 Position and wage proposed to be added and adopted by the Board on 12-15-2023 1 Position and wage proposed to be added and adopted by the Board on 12-15-2023 1 Position and wage proposed to be added and adopted by the Board on 12-15-2023	L = 10 Years Longevily (5%): LL = 15 Years Longevily (5%+5%)	****	******	*****	**														
Position added and adopted by the Board on 12/15/2023 Position added and adopted by the Board on 12/15/2023 Position added and adopted by the Board on 12-15/2022 Position added and adopted by the Board on 10-22-2021 Position added and adopted by the Board on 10-22-2022 Position added and adopted by the Board on 10-22-2023 Position added and adopted by the Board on 10-22-2023 Position added and adopted by the Board on 10-22-2023 Position added and adopted by the Board on 10-22-2023 Position added and adopted by the Board on 10-22-2023 Position added and adopted by the Board on 12-15-2023 Position added and adopted by the Board on 12-15-2023 Position added and adopted by the Board on 12-15-2023 Position and wages proposed to be added and adopted by the Board on 12-15-2023 Position and wages proposed to be added and adopted by the Board on 12-15-2023 Position and wages proposed to be added and adopted by the Board on 12-15-2023 Position and wages proposed to be added and adopted by the Board on 12-15-2023 Position and wages proposed to be added and adopted by the Board on 12-15-2023 Position and wages proposed by the Board on 12-15-2024 Position and wages proposed by the Board on 12-15-2024 Position and wages proposed by the Board on 12-15-2024 Position and wages proposed by the Board on 12-15-2024 Position and wages proposed by the Board on 12-15-2024 Position and wages proposed by the Board on 12-15-2024 Position and wages proposed by the Board on 12-15-2024 Position and wages proposed by the Board on 12-15-2024 Position and wages proposed by the Board on 12-15-2024 Position and wages proposed by the Board on 12-15-2024 Position and wages proposed by the Board on 12-15-2024 Position and wages w	Longevity Pay is based only on length of service.																		
	* Position added and adopted by the Board on 11-20-2020; Title and wage cha way way to be added and adopted by the Board on 09-24-2020; "The board on 19-24-2020; "The board o	nanges adop 021	ted by the B	oard on 12/1	5/2023														
***** The Change to be added and adopted by the Board on 10-27-2023 ***** The Change to be added and adopted by the Board on 10-27-2023 **** The Change to be added and adopted by the Board on 10-21-5-2023 *** The Change and Wagge proposed to be added and adopted by the Board on 12-15-2023 *** The Change and Wagge proposed and adopted by the Board on 12-15-2023 *** The Change and Wagge proposed and adopted by the Board on 12-15-2023 **** New position and Wagge proposed to be added and adopted by the Board on 12-15-2023 **** New position and Wagge proposed to be added and adopted by the Board on 12-15-2023	Updated Schedule: CEC/Jeheral Manager Position removed, to be adopted When position added and adopted by the Board on 05-20-2022	ed by the Bo		2707-0															
In View pushing and wages frogosed to be added and adopted by the Board on 12-15-2023 A. Tiller change and updaged upge groupseed to be added and adopted by the Board on 12-15-2023 A. Now New position and wages proposed to be added and adopted by the Board on 12-15-2023 A. W. New position and wages proposed to be added and adopted by the Board on 12-15-2024 A. W. New position and wages proposed to be added and adopted by the Board on 12-20-2034	**** New position to be added and adopted by the Board on 10-27-2023 **** Title Change to be added and adopted by the Board on 10-27-2023 *****	40 45 000																	
AVM. Name progress or the dark and adopted by the Board and adopted by	 New position and wade proposed to be added and adopted by the board or \text{\text{N}} title change and updated wage proposed to be added and adopted by the Example Anna New nonsition and wanes proposed to be added and adopted by the Example Anna New New Total and wanes proposed to be added and adopted by the Example Anna New New Total Anna New New Total Anna New New Total Anna New New New New New New New New New New	Board on 12	2-15-2023																
	AAAAN New position and wages proposed to be added and adopted by the Board on 2-25. AAAAN New position and wages proposed to be added and adopted by the Board on 5-15. AAAAN New position and wages proposed to be added and adopted by the Board on 5-15.	23-2024																	

Part	SAFEGUE																
March Marc	Effective 06/19/25 (EY26) / Adopted by the Board as of August 11, 2023						HOURE	MANAGI Y RATE	SSCHED	ULE							
1	THE	Sten	an 1		Sten 2		Sten 3	1 2	Sten 4	П	ten 4				Ħ	9,5	906
1 1 1 1 1 1 1 1 1 1	-			Ħ		Ħ			Ħ				1		Ħ		
1	Chief Operating Officer	8	91.36		95	91.57	96.15	100.73	96.15	100.96	105.77						116.61
1	^ Operations Deputy Director	43	75.27			75.44	79.21	82.98	79.21	83.17	87.13	83.17	87.33		8	91.70	96.07
1,428 17.2	Maintenance Manager	26	71.42			71.58	75.16	78.74	75.16	78.92	85.68	78.92	82.87			37.01	91.15
1 1 1 1 1 1 1 1 1 1	Chief Financial Officer (CFO)	90	91.36	94		91.57	96.15	100.73	96.15	100.96	105.77	100.96			11 11	ľ	116.61
1 1 1 1 1 1 1 1 1 1	Planning and Development Director	20	77.89			78.07	81.97	85.87	81.97	86.07	90.17	86.07	90.37				99.41
1,100 1,50	Human Resources Director	91	85.71	85		85.90	90.20	94.50	90.20	94.71	99.22	94.71	99.45	19			109.39
1,100 1,10	Information Technology and Intelligent Transportation Systems Director	9.	85.71			85.90	90.20	94.50	90.20	94.71	99.22	94.71					109.39
	^^ Marketing and Communications Director	88	75.22			75.39	79.16	82.93	79.16	83.12	87.08	83.12	87.28			91.64	96.00
	Special Projects	86				62.82			96.39	69.26	72.56	69.26	72.72		72.72	76.36	80.00
	*****Senior Full Stack Developer	19	68.32			68.47	71.89	75.31	71.89	75.48	79.07	75.48	79.25			33.21	87.17
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Finance Deputy Director	87	68.50	89		68.66	72.09	75.52	72.09	75.69	79.29	75.69	79.47			33.44	
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Human Resources Deputy Director	42	64.29			64.44	99.79	70.88	99'.29	71.04	74.42	71.04	74.59			78.32	82.05
1 1 1 1 1 1 1 1 1 1	^^^ Operations Manager - Fixed Route Division	42	60.22			60.35	63.37	66.39	63.37	66.54	69.71	66.54	69.87			73.36	76.85
1	^^^ Operations Manager - Paratransit Division	8.	56.47			56.60	59.43	62.26	59.43	62.40	65.37	62.40	65.52			38.80	72.08
6 67.94 60.70 67.94 60.70 67.94 60.70 67.94 60.70 77.94 60.70 77.94 60.70 77.94 70.04 77.94 70.04 77.97 70.04 77.97 70.04 77.97 70.04 77.97 70.04 77.97 70.04 77.90 70.04 77.77 70.04 77.90 70.04 77.90 70.04 77.90 70.04 77.77 70.04 77.90 70.04 77.90 70.04 77.77 70.04 77.90 70.04 77.77 70.04 77.90 70.04 77.77 70.04 77.90 70.04 77.77 70.04 70.04 77.90 70.04 77.77 70.04 77.77 70.04 77.77 70.04 77.77 70.04 77.77 70.04 77.77 70.04 77.77 70.04 77.77 70.04 77.77 70.04 77.77 70.04 77.77 70.04 77.77 70.04 77.72 70.04 77.72 70.04 77.	Assistant Maintenance Manager	69	53.55			53.68	56.36	59.04	56.36	59.18	62.00	59.18	62.14			35.25	68.36
4 64.20 65.40 65.70 65.40 67.21 66.80 68.70 68.70 68.30 77.20 77.30 77.30 77.20 77.30 77.	Facilities Maintenance Manager	8	02.09			60.84	63.88	66.92	63.88	67.07	70.26	67.07	70.42			73.94	77.46
4 64.20 67.26 67.26 67.26 67.26 67.26 67.27 77.27 77.15 77.22 77.26 77.26 77.26 77.26 77.26 77.26 77.26 77.26 77.26 77.27 77.	*****Full Stack Developer	2	59.41			59.55	62.53	65.51	62.53	99:59	68.79	99.59	68.94			72.39	75.84
4 48.7 51.2 58.6 58.2 58.0 58.2 58.0 58.2 58.0 58.2 58.0 58.2 58.0 58.2 58.0 58.2 58.0 58.2 58.0 58.8 58.2 58.0 58.0 58.2 58.0 58.2 58.0 58.2 58.0 58.2 58.2 58.0 58.2 <	Safety, Security and Risk Management Director	4	67.26			67.41	70.78	74.15	70.78	74.32	77.86	74.32	78.04			31.94	85.84
4 48.87 51.20 44.87 51.31 53.88 56.45 55.88 56.57 59.40 62.23 59.40 62.37 4 45.81 45.81 51.31 53.88 56.45 55.84 56.57 59.04 56.57 59.04 66.57 59.40 62.37 59.40 62.37 4 45.81 45.81 46.32 46.32 46.32 46.32 46.37 46.32 46.37 51.20 56.93 56.87 9 51.12 53.56 51.12 53.68 56.24 56.36 59.40 56.37 66.51 66.54 46.87 51.20 46.37 51.31 66.57 56.69 59.41 66.51 66.41 66.51 66.24 46.32 69.41 67.01 69.18 62.14 66.10 67.13 66.63 59.41 46.32 66.24 48.76 48.87 51.20 66.14 66.24 48.37 48.87 51.20 66.14 66.24 48.37 48.87 51.21 48.87 51.	www.Special Projects Manager		48.43	48		48.54	50.97	53.40	50.97	53.52	56.07	53.52	56.20	88		10.62	61.82
34 45.61 47.99 48.61 50.39 48.10 50.39 48.10 50.51 52.92 50.51 53.04 55.57 53.04 55.69 58.34 55.69 58.47 51.20 48.77 51.20 48.77 51.20 48.77 51.20 48.77 51.20 48.77 51.20 48.77 51.20 48.77 51.20 48.77 51.20 48.77 51.20 58.34 55.60 58.04 56.36 59.04 56.36 59.04 56.36 59.04 56.36 59.04 56.36 59.04 56.36 59.14 65.10 59.14 65.10 65.14 65.10 62.14 65.10 62.14 65.10 62.14 65.10 62.14 65.10 62.14 65.10 62.14 65.10 62.14 65.10 62.14 65.10 62.14 65.10 62.14 65.10 62.14 65.10 62.14 65.10 62.14 65.10 62.14 65.10 62.14 65.10 62.14 65.10	^^^ Assistant Operations Manager Fixed Route	24	51.20			51.31	53.88	56.45	53.88	56.57	59.26	56.57	59.40	23		32.37	65.34
9 40.20 42.11 40.20 42.21 44.32 46.54 48.76 46.54 48.87 51.20 48.87 51.31 9 51.12 63.55 51.12 63.56 56.24 53.68 56.34 56.36 56.34 66.36 56.34 66.36 56.34 66.36 56.34 66.20 59.18 62.14 65.10 62.14	^^^ Assistant Operations Manager Paratransit	8	47.99	48.		48.10	50.51	52.92	50.51	53.04	55.57	53.04	55.69	34		58.47	61.25
8 51.12 53.56 56.24 53.68 56.24 53.68 56.24 53.68 56.24 53.68 56.24 53.68 56.24 53.68 56.24 53.68 56.24 53.68 56.24 53.68 56.24 53.68 56.24 53.68 56.24 53.68 56.24 53.68 56.24 53.68 56.24 53.68 56.24 56.36 59.18 62.00 59.18 62.14 66.27 46.87 56.36 59.18 62.00 59.18 62.14 66.25 51.20 48.87 51.20 48.87 51.21 66.25 51.31 48.87 71.28 74.81 66.25 66.27 48.87 71.28 74.88 71.28 74.81 71.28 74.88 71.81 71.81 71.81 74.81 71.81 74.81 74.81 74.81 74.81 74.81 74.81 74.81 74.81 74.81 74.81 74.81 74.81 74.81 74.82 74.74 45.28 47.74 45.	Project Manager	8	42.11			42.21	44.32	46.43	44.32	46.54	48.76	46.54	48.87			51.31	53.75
96 51.12 53.56 51.12 53.56 51.12 53.56 56.24 56.36 59.04 56.36 59.18 62.00 59.18 62.14 65.11 65.11 65.11 65.11 65.11 65.11 65.11 65.11 65.11 65.11 65.11 65.11 65.11 65.11 65.11 65.11 65.11 65.12 48.87 51.21 48.87 51.31 65.22 65.22 65.22 65.22 65.22 65.22 65.23 67.86 71.09 67.86 71.25 74.61 71.25 74.61 75.41 75	Purchasing Manager	69	53.55			53.68	56.36	59.04	56.36	59.18	62.00	59.18	62.14				68.36
3 58.62 61.41 58.62 61.20 48.76 46.54 48.76 46.54 48.76 46.54 48.76 46.54 48.76 51.20 48.87 51.21 3 58.62 61.41 58.62 61.42 61.43 67.86 77.25 74.64 77.54 49.92 76.72 74.64 77.54 49.92 74.64 77.54 49.92 74.64 75.44 45.26 77.64 49.92 77.64 49.92 77.64 49.92		48.69 51.12	53.55	53.	8 56.24	53.68		59.04	56.36	59.18		59.18		10	62.14	35.25	68.36
3 5862 6141 5862 6156 6448 6155 6460 6771 64.63 6778 7109 67.86 7125 74.64 71.25 74.81 71.	**Revenue Account Program Manager	83	42.11			42.21	44.32	46.43	44.32	46.54	48.76	46.54	48.87			51.31	53.75
3 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 56.73 56.72 56.73 56.7	*** Capital Planning and Grants Programs Manager	83	61.41			61.55	64.63	67.71	64.63	67.86	71.09	67.86	71.25			74.81	78.37
58 62 61.41 58.62 61.55 64.48 61.55 64.63 67.71 64.63 67.72 43.12 47.12 71.25 74.64 71.25 74.64 71.25 74.61 71.25 74.61 71.25 74.61 71.25 74.61 71.25 74.61 71.25 74.61 71.25 74.61 <th< td=""><td>****Parts and Materials Manager</td><td>33</td><td>46.57</td><td></td><td></td><td>46.67</td><td>49.00</td><td>51.33</td><td>49.00</td><td>51.45</td><td>53.90</td><td>51.45</td><td>54.02</td><td></td><td></td><td>56.72</td><td>59.42</td></th<>	****Parts and Materials Manager	33	46.57			46.67	49.00	51.33	49.00	51.45	53.90	51.45	54.02			56.72	59.42
Set 14 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 48.92 47.54 49.80 47.54 48.92 47.54 48.92 47.54 49.80 47.54 48.92 48.92 47.54 49.80 47.54 48.92 48.92 47.54 49.80 47.55 48.92 48.92 47.54 49.80 47.55 48.92 48.92 47.54 49.80 47.55 48.92 48.92 47.54 49.80 47.55 48.92 48.92 47.54 49.80 47.55 48.92 47.55	www Business Systems Programs Manager		61.41			61.55	64.63	67.71	64.63	67.86	71.09	67.86	71.25			74.81	78.37
Poted by the Board on 12/2 Soard on 03-25-2022	Executive Assistant	52		14	43	41.07		45.17	43.12	45.28	47.44	45.28		80	25	19.92	52.30
Soard on 03-25-2022 Soard on 03-25-2022 12-15-2023 23	L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)	*******	*****	***													
	Lonautiv Pay is based only on length of service. * Position added and adopted by the Board on 11-20-2020; Title and wage chat "New position proposed to be added and adopted by the Board on 09-24-202. **Inchard of Schadule : PET Chancer All Months and Position proposed to the added and adopted by the Board on 09-24-202.	opted by the		5/2023													
일하다	" New position added and adopted by the Board on 05-20-2022 " New position to be added and adopted by the Board on 05-20-2023 " New position to be added and adopted by the Board on 07-20-2023																
1 8	Intelle Change to be added and adopted by the board on 10-21-2023 And way position and wage proposed to be added and adopted by the Board on it. Antile change and indiated ware incrossed to be added and adopted by the Board on it.	12 5	\dagger														
	www.New position and wages proposed to be added and adopted by the Board of Avv. New position and wages proposed to be added and adopted by the Board of Avv. New position and wages proposed to be added and adopted by the Board of Avv. New position and wages proposed to be added and adopted by the Board of Avv. New position and wages proposed to be added and adopted by the Board of Avv. New position and wages proposed to be added and adopted by the Board of Avv. New position and wages proposed to be added and adopted by the Board of Avv. New position and wages proposed to be added and adopted by the Board of Avv. New position and wages proposed to be added and adopted by the Board of Avv. New position and wages proposed to be added and adopted by the Board of Avv. New position and wages proposed to be added and adopted by the Board of Avv. New position and wages proposed to be added and adopted by the Board of Avv. New position and wages proposed to be added and adopted by the Board of Avv. New position and wages proposed to be added and adopted by the Board of Avv. New position and wages proposed to be added and adopted by the Board of Avv. New position and wages proposed to be added and adopted by the Board of Avv. New position and wages proposed to be added and adopted by the Board of Avv. New position and wages proposed to be added and adopted by the Board of Avv. New position and adopted by the Board of Avv. New position and	1 2															

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AID TAND														
METRO							MANAGE	MENT						
Effective 06/19/25 (FY26) / Adopted by the Board as of August 11, 2023	=	-				YEARL	SALAR	YEARLY SALARY SCHEDULI	ULE			-	-	-
Title	Step 1 Step 1 L	L Step 1 LL Step 3	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	tep 4 L St	Step 4 LL	Step 5	Step 5 L Step 5	LL Step 6	Step 6 L Step 6 L
Out of Oscient to Out on	3	000	++		007	+	++	\perp	+	Н	100	H	Н	ı
Chief Operating Officer	172,765 181,397	7 190,029 181,397	190,466	199,534	190,466	199,992	209,518	199,992	209,997	200,002	766,602	20,501 231,005	2 20,501	231,525 242,549
A Operations Deputy Director	142,334 149,448	8 156,562 149,448	156,915	164,382	156,915	164,757	172,598	164,757	172,994 1	181,230	172,994	181,646 190,299	99 181,646	190,736 199,826
Maintenance Manager	135,034 141,794	148,554 141,794	148,886	155,979	148,886	156,333	163,779	156,333	164,154 1	171,974	164,154	72,370 180,586	86 172,370	180,981 189,592
Chief Financial Officer (CFO)	172,765 181,397	190,029 181,397	190,466	199,534	190,466	199,992	209,518	199,992	209,997	220,002	209,997	220,501 231,005	05 220,501	231,525 242,549
Planning and Development Director	147,285 154,648	.8 162,011 154,648	162,386	170,123	162,386	170,498	178,610	170,498	179,026 1	187,554	179,026	187,970 196,914	14 187,970	197,371 206,773
Human Resources Director	162,053 170,165	178,277 170,165	35 178,672	187,179	178,672	187,616	196,560	187,616	196,997	206,378	196,997	206,856 216,715	15 206,856	217,194 227,531
Information Technology and Intelligent Transportation Systems Director	162,053 170,16	65 178,277 170,165	65 178,672	187,179	178,672	187,616	196,560	187,616	196,997	206,378	196,997	206,856 216,715	15 206,856	217,194 227,537
^^ Marketing and Communications Director	142,230 149,344	4 156,458 149,344	156,811	164,278	156,811	164,653	172,494	164,653	172,890 18	181,126	172,890	181,542 190,195	95 181,542	190,611 199,680
Purchasing and Special Projects Director	118,518 124,44	446 130,374 124,446	130,666	136,885	130,666	137,197	143,728	137,197	144,061	150,925	144,061	151,258 158,454	54 151,258	158,829 166,400
*****Senior Full Stack Developer	129,168 135,637	142,106 135,637	37 142,418	149,198	142,418	149,531	156,645	149,531	156,998 1	164,466	156,998	164,840 172,682	82 164,840	173,077 181,314
Finance Deputy Director	129,542 136,011	1 142,480 136,011	142,813	149,614	142,813	149,947	157,082	149,947	157,435 1	164,923	157,435	165,298 173,160	60 165,298	173,555 181,813
Human Resources Deputy Director	121,576 127,65	133,723 127,650	50 134,035	140,421	134,035	140,733	147,430	140,733	147,763 1	154,794	147,763	155,147 162,531	31 155,147	162,906 170,664
AAA Operations Manager - Fixed Route Division	113,859 119,558	125,258 119,558	125,528	131,498	125,528	131,810	138,091	131,810	138,403 1	144,997	138,403	145,330 152,256	56 145,330	152,589 159,848
AAA Operations Manager - Paratransit Division	106,766 112,112	2 117,458 112,112	117,728	123,344	117,728	123,614	129,501	123,614	129,792 1:	135,970	129,792	136,282 142,771	71 136,282	143,104 149,926
Assistant Maintenance Manager	101,275 106,330	111,384 106,330	30 111,654	116,979	111,654	117,229	22,803	117,229	123,094 1:	128,960	123,094	129,251 135,408	08 129,251	135,720 142,189
Facilities Maintenance Manager	114,774 120,515	5 126,256 120,515	126,547	132,579	126,547	132,870	139,194	132,870	139,506 1	146,141	139,506	146,474 153,442	42 146,474	153,795 161,117
*****Full Stack Developer	112,341 117,957	7 123,573 117,957	123,864	129,771	123,864	130,062	136,261	130,062	136,573 1-	143,083	136,573	143,395 150,218	18 143,395	150,571 157,747
Safety, Security and Risk Management Director	127,171 133,53	336 139,901 133,536	36 140,213	146,890	140,213	147,222	154,232	147,222	154,586 1	161,949	154,586	162,323 170,061	61 162,323	170,435 178,547
ww Special Projects Manager	91,582 96,15	158 100,734 96,158	58 100,963	105,768	100,963	106,018	111,072	106,018	111,322	116,626	111,322	116,896 122,470	70 116,896	122,741 128,586
^^^ Assistant Operations Manager Fixed Route	96,803 101,650	0 106,496 101,650	50 106,725	111,800	106,725	112,070	117,416	112,070	117,666 1;	123,261	117,666	23,552 129,438	38 123,552	129,730 135,907
^^^ Assistant Operations Manager Paratransit	90,750 95,285	5 99,819 95,285	35 100,048	104,811	100,048	105,061	110,074	105,061	110,323	115,586	110,323	115,835 121,347	47 115,835	121,618 127,400
Project Manager	79,643 83,616	6 87,589 83,616	16 87,797	91,978	87,797	92,186	96,574	92,186	96,803	101,421	96,803	101,650 106,496	96 101,650	106,725 111,800
Purchasing Manager	101,275 106,33	30 111,384 106,330	30 111,654	116,979	111,654	117,229	122,803	117,229	123,094 1;	128,960	123,094	129,251 135,408	08 129,251	135,720 142,189
*Customer Experience Manager	101,275 106,330	111,384 106,330	30 111,654	116,979	111,654	117,229	122,803	117,229	123,094 1	128,960	123,094	129,251 135,408	08 129,251	135,720 142,189
**Revenue Account Program Manager	79,643 83,610	6 87,589 83,616	16 87,797	91,978	87,797	92,186	96,574	92,186	96,803 1	101,421	96,803	101,650 106,496	96 101,650	106,725 111,800
*** Capital Planning and Grants Programs Manager	116,126 121,930	127,733 121,930	30 128,024	134,118	128,024	134,430	140,837	134,430	141,149 1	147,867	141,149	148,200 155,251	148,200	155,605 163,010
****Parts and Materials Manager	88,046 92,456	6 96,866 92,456	97,074	101,691	97,074	101,920	106,766	101,920	107,016	112,112	107,016	112,362 117,707	07 112,362	117,978 123,594
www Business Systems Programs Manager	116,126 121,93	330 127,733 121,930	30 128,024	134,118	128,024	134,430	140,837	134,430	141,149 1	147,867	141,149	148,200 155,251	51 148,200	155,605 163,010
Executive Assistant	77,480 81,34	349 85,218 81,349	19 85,426	89,502	85,426	069'68	93,954	069'68	94,182	98,675	94,182	98,883 103,5	84 98,883	103,834 108,784
L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)	*******	***												
Longevity Poy is based only on length of service. * Dossitions added and advanted by the Board and 11.20.20.20: Title and wann chan		Board on 42/4E/2003												
 Tostinuta added antia addyled by the Board of II - ZV-ZVZV. The art wage changes adopted by		03-25-2022												
*** New position added and adopted by the Board on 05-20-2022 *** New position to be added and adopted by the Board on 10-27-2023														
***** Trile Change to be added and adopted by the Board on 10-27-2023 ^ New position and wage proposed to be added and adopted by the Board on 12-15-2023	12-15-2023													
^^ Title change and updated wage proposed to be added and adopted by the Bc ^^^ New position and wages proposed to be added and adopted by the Board on	3oard on 12-15-2023 on 12-15-2023	3												
Avvvv New position and wages proposed to be added and adopted by the Board on 2-25-7.	3-2024 17-2024													

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1,	SAVECIUT																		
1.	METRO									MANAG	LNHW								
1,	Effective 06/19/25 (FY26) / Adopted by the Board as of August 11, 2023				-	-		-	MONTH	Y SALA	RY SCHI	EDULE						-	
1.12 1.12	Title	Step 1		Step 1 LL	Step 2		Step 2 LL		1.	tep 3 LL	Step 4	Step 4 L	Step 4 LL	Step 5	Step 5 L	tep 5 LL			ep 6 LL
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Ohise Onorselina Officer	14 307		1F 926	15 116	15 970	16.629	15 970	16 666	17 460	16 666	17 500	10 224	17 500	19 375	10.250			00 040
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Cities Operating Cities	160,41	2	0,00	2, 2	2,0,01	0,000	13,012	000,01	00+,	0,00	000,1	100,01	11,000	0,00	9,530			20,212
1,450, 1,150, 1,150, 1,150, 1,120,	^ Operations Deputy Director	11,861	12,	13,047	12,454	13,076	13,699	13,076	13,730	14,383	13,730	14,416	15,103	14,416	15,137	15,858			16,652
1,150.0 1,15	Maintenance Manager	11,253	1,	12,380	11,816	12,407	12,998	12,407	13,028	13,648	13,028	13,680	14,331	13,680	14,364	15,049	14,364	Ш	15,799
1.450 1.45	Chief Financial Officer (CFO)	14,397	15,	15,836	15,116	15,872	16,628	15,872	16,666	17,460	16,666	17,500	18,334	17,500	18,375	19,250			20,212
14.650 14.650 14.650 15.850 1	Planning and Development Director	12,274	12,8	13,501	12,887	13,532	14,177	13,532	14,208	14,884	14,208	14,919	15,630	14,919	15,664	16,410			17,231
1,1,2,5,5,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,	Human Resources Director	13,504	14,	14,856	14,180	14,889	15,598	14,889	15,635	16,380	15,635	16,416	17,198	16,416	17,238	18,060			18,961
1,124, 1,124, 1,120, 1,246, 1,120, 1,206, 1,206, 1,120, 1	Information Technology and Intelligent Transportation Systems Director	13,504	14,	14,856	14,180	14,889	15,598	14,889	15,635	16,380	15,635	16,416	17,198	16,416	17,238	18,060			18,961
11,502 11,503 11,407 10,588 11,407 11,408 1	^^ Marketing and Communications Director	11,853	12,	13,038	12,445	13,068	13,690	13,068	13,721	14,375	13,721	14,408	15,094	14,408	15,129	15,850			16,640
11, 12, 11, 12, 11, 12, 11, 12, 11, 12, 11, 12, 11, 12, 11, 12, 12	Purchasing and Special Projects Director	9,877		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			13,867
11,124 11,254 11,130 12,466 11,20 12,466 11,20 12,466 11,20 12,266 11,20 12,266 11,20 12,266 11,20 12,266 11,20 12,266 11,20 12,266 11,20 12,269 12,214 12,30 12,214 12,30 12,214 12,30 12,214 12,219 12,2	*****Senior Full Stack Developer	10,764	11,	11,842	11,303	11,868	12,433	11,868	12,461	13,054	12,461	13,083	13,706	13,083	13,737	14,390			15,110
11,144 10,688 11,170 11,728 11,728 11,288 11,284 12,314 12,318 11,314 11,328 13,314 12,318 11,314 11,318 13,314 12,318 11,318 11,318 13,318 1	Finance Deputy Director	10,795	1,	11,873	11,334	11,901	12,468	11,901	12,496	13,090	12,496	13,120	13,744	13,120	13,775	14,430			15,151
1,0,48 9,893 10,461 10,266 11,670 10,284 11,520 11,524 11,526 11,527 11	Human Resources Deputy Director	10,131	10,	11,144	10,638	11,170	11,702	11,170	11,728	12,286	11,728	12,314	12,900	12,314	12,929	13,544			14,222
1,0, 2,0, 2,0, 3,0, 4, 1,0, 2,0, 4, 1,0, 3,0, 1,0, 2,0, 4,0, 2,0, 4,0, 3,0, 1,0, 2,0, 4,0, 3,0, 4,0, 3,0, 4,0, 3,0, 4,0, 3,0, 4,0, 3,0, 4,0, 3,0, 4,0, 3,0, 4,0, 4	^^^ Operations Manager - Fixed Route Division	9,488	6,0	10,438	9,963	10,461	10,958	10,461	10,984	11,508	10,984	11,534	12,083	11,534	12,111	12,688			13,321
10.522 10.043 10.546 10.244 10.244 10.244 10.245 10.246 10.244 10.245 10.246 1	^^^ Operations Manager - Paratransit Division	8,897		9,788	9,343	9,811	10,279	9,811	10,301	10,792	10,301	10,816	11,331	10,816	11,357	11,898	\perp	\perp	12,494
10,000 10,000 10,000 10,000 11,000 1	Assistant Maintenance Manager	8,440	8	9,282	8,861	9,305	9,748	9,305	9,769	10,234	9,769	10,258	10,747	10,258	10,771	11,284			11,849
1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.10 1.00 1.10 1.00 1.10	Facilities Maintenance Manager	9,565	10,0	10,521	10,043	10,546	11,048	10,546	11,073	11,600	11,073	11,626	12,178	11,626	12,206	12,787	12,206		13,426
12 12 13 13 14 12 14 12 14 12 18 12 18 12 18 12 18 12 18 12 18 12 18 12 18 12 18 13 13 13 13 13 13 13	*****Full Stack Developer	9,362		10,298	9,830	10,322	10,814	10,322	10,839	11,355	10,839	11,381	11,924	11,381	11,950	12,518			13,146
11.2 8.875 8.013 8.414 8.814 8.414 8.855 9.256 8.825 9.277 9.715 9.715 10.206 9.741 10.206 9.741 10.206 9.741 10.206 10.787 10.206 10.206 10.207 10.206 10.207 10.206 10.207 10.206 10.206 10.207 10.206 10.207 10.206 10.206 10.207 10.207 10.207 10.206 10.207	Safety, Security and Risk Management Director	10,598	17,	11,658	11,128	11,684	12,241	11,684	12,269	12,853	12,269	12,882	13,496	12,882	13,527	14,172			14,879
10, 11, 11, 11, 11, 11, 11, 11, 11, 11,	ww Special Projects Manager	7,632		8,395	8,013	8,414	8,814	8,414	8,835	9,256	8,835	9,277	9,719	9,277	\perp	10,206			10,716
940 8.318 7.540 8.337 8.734 8.735 9.173 8.785 9.194 9.632 9.194 9.632 9.194 9.632 10.112 9.683 10.112 9.683 10.130 868 7.289 6.988 7.316 7.685 8.048 7.682 8.067 8.471 8.875 8.471 8.894 801 9.282 8.686 9.305 9.789 10.234 9.789 10.244 10.247 10.288 10.747 11.284 10.771 11.310 801 9.282 8.686 7.316 7.682 8.049 10.244 10.747 10.288 10.747 11.301 10.747 11.310 801 9.282 8.087 8.472 8.087 8.472 8.087 8.471 11.310 802 8.087 8.483 8.918 8.928 8.483 8.918 8.918 8.918 8.918 8.918 8.918 8.918 9.924 9.964 9.964 9.964	^^^ Assistant Operations Manager Fixed Route	8,067	8,471	8,875	8,471	8,894	9,317	8,894	9,339	9,785	9,339	9,806	10,272	9,806	10,296	10,787	10,296		11,326
868 7.299 6.988 7.316 7.682 8.048 7.682 8.048 7.682 8.048 7.682 8.048 7.682 8.048 7.682 8.048 7.682 8.048 7.682 8.048 10.234 9.789 10.234 9.789 10.247 10.258 10.771 11.284 10.771 11.310 861 9.282 8.681 9.305 9.748 9.769 10.234 9.769 10.258 10.747 10.258 10.771 11.310 861 1.282 7.296 6.986 7.316 7.682 8.048 7.682 8.067 8.462 8.071 11.310 11.310 11.310 11.310 11.310 11.326 11.203 11.762 12.322 11.762 12.386	^^^ Assistant Operations Manager Paratransit	7,563	7,	8,318	7,940	8,337	8,734	8,337	8,755	9,173	8,755	9,194	9,632	9,194	9,653	10,112		\perp	10,617
661 9.282 8.861 9.305 9,748 9,769 10,234 9,769 10,234 9,769 10,234 9,769 10,234 10,234 10,234 10,234 10,747 11,284 10,771 11,1310 861 9,282 8,861 9,789 10,234 9,789 10,234 9,789 10,747 10,258 10,771 11,1310 868 7,239 6,586 7,316 7,682 8,048 7,682 8,047 8,483 8,471 8,471 11,310 161 10,644 10,161 10,669 11,177 10,669 11,203 11,726 12,322 11,762 12,350 12,984 9,894 9,894 10,644 10,161 10,669 11,177 10,669 11,203 11,762 12,322 11,762 12,350 12,984 9,894 9,894 10,644 10,161 10,669 11,203 11,736 11,762 12,322 11,762 12,350 12,994 12,360 <	Project Manager	6,637	6,968	7,299	6,968	7,316	7,665	7,316	7,682	8,048	7,682	8,067	8,452	8,067	8,471	8,875	8,471	8,894	9,317
861 9,286 9,386 9,386 10,747 10,288 10,747 10,288 10,747 11,284 10,777 11,130 11,130 11,130 10,747 11,284 10,777 11,130 11,130 11,288 10,747 11,1284 10,777 11,130 11,284 10,777 11,1284 10,777 11,130 11,284 10,777 11,284 10,777 11,284 10,777 11,284 10,777 11,284 10,777 11,284 10,777 11,284 12,360 12,367 12,367 12,367 12,367 12,360 12,367 12,367 12,360 12,367	Purchasing Manager	8,440	8	9,282	8,861	9,305	9,748	9,305	692'6	10,234	692'6	10,258	10,747	10,258	10,771	11,284			11,849
68 7,299 6,988 7,316 7,685 7,316 7,682 8,045 8,452 8,067 8,452 8,067 8,471 8,894 8,894 10,644 10,161 10,669 11,177 10,669 11,1736 11,736 11,762 12,322 11,762 12,350 12,36	*Customer Experience Manager	8,440	8	9,282	8,861	9,305	9,748	9,305	692'6	10,234	692'6	10,258	10,747	10,258	10,771	11,284			11,849
10,644 10,161 10,669 11,177 10,669 11,203 11,726 11,202 11,762 12,322 11,762 12,350 12,350 12,360 12,367 12,867 1	**Revenue Account Program Manager	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	8,894	9,317
10.644 10.161 10.669 11,177 10.669 11,203 11,726 12,322 11,762 12,350 12,364 3,864 3	*** Capital Planning and Grants Programs Manager	9,677	10,	10,644	10,161	10,669	11,177	10,669	11,203	11,736	11,203	11,762	12,322	11,762	12,350	12,938			13,584
10,644 10,161 10,669 11,177 10,669 11,203 11,736 11,203 11,762 12,322 11,762 12,350 1	****Parts and Materials Manager	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	6)806	9,364		10,300
79 7.102 6,779 7.119 7.459 7.119 7.474 7.849 8,223 7.849 8,2240 8,653 8,240 8,	www Business Systems Programs Manager	9,677	10,	10,644	10,161	10,669	11,177	10,669	11,203	11,736	11,203	11,762	12,322	11,762	12,350	12,938			13,584
L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%) Longevity Pay is based only an inequal post service. Longevity Pay is based only an elaborate by the Board on 12/15/2023 Position added and adopted by the Board on 09-24-2021 Title and wage changes adopted by the Board on 09-24-2021 When position added and adopted by the Board on 10-27-2022 When position added and adopted by the Board on 10-27-2023 When position added and adopted by the Board on 10-27-2023 When position and wage proposed to be added and adopted by the Board on 12-15-2023 When position and wage proposed to be added and adopted by the Board on 12-15-2023 When position and wage proposed to be added and adopted by the Board on 12-15-2023 When position and wage proposed to be added and adopted by the Board on 12-15-2023 When position and wage proposed to be added and adopted by the Board on 12-15-2023 When position and wage proposed to be added and adopted by the Board on 12-15-2024 When position and wages proposed to be added and adopted by the Board on 12-15-2024 When position and wages proposed to be added and adopted by the Board on 12-15-2024 When position and wages proposed to be added and adopted by the Board on 12-15-2024 When position and wages proposed to be added and adopted by the Board on 12-15-2024	Executive Assistant	6,457	. '9	7,102	6,779	7,119	7,459	7,119	7,474	7,830	7,474	7,849	8,223	7,849	8,240	8,632	8,240	8,653	9,065
Longerly Pay is based only an length of service. 1 Position added and adopted by the Board on 12/15/2023 2 Position added and adopted by the Board on 12/15/2023 3 Position added and adopted by the Board on 12/15/2023 3 Position added and adopted by the Board on 12/15/2023 3 Position added and adopted by the Board on 10/27/2023 4 Position added and adopted by the Board on 10/27/2023 5 Position added and adopted by the Board on 10/27/2023 5 Position added and adopted by the Board on 10/27/2023 5 Position added and adopted by the Board on 10/27/2023 5 Position and wage proposed to be added and adopted by the Board on 12/15/2023 5 Position and wage proposed to be added and adopted by the Board on 12/15/2023 5 Position and wage proposed to be added and adopted by the Board on 12/15/2024 5 Position and wage proposed to be added and adopted by the Board on 12/15/2024 5 Position and wage proposed by the added and adopted by the Board on 12/15/2024 5 Position and wage proposed by the added and adopted by the Board on 12/15/2024	L= 10 Years Longevity (5%); LL= 15 Years Longevity (5%+5%)	******	******	******	*														
Position added and adopted by the Board on 12/15/2023 Position added and adopted by the Board on 12/15/2023 Position added and adopted by the Board on 09-24-2021 Position added and adopted by the Board on 09-24-2021 Position added and adopted by the Board on 09-25-2022 Position added and adopted by the Board on 10-27-2023 Position added and adopted by the Board on 10-27-2023 Position added and adopted by the Board on 10-27-2023 Position and wages proposed to be added and adopted by the Board on 12-15-2023 Position and wages proposed to be added and adopted by the Board on 12-15-2023 Position and wages proposed to be added and adopted by the Board on 12-15-2023 Position and wages proposed to be added and adopted by the Board on 12-15-2023 Position and wages proposed to be added and adopted by the Board on 12-15-2024 Position and wages proposed to be added and adopted by the Board on 12-15-2024 Position and wages proposed to be added and adopted by the Board on 12-15-2024 Position and wages proposed by the adopted by the Board on 12-15-2024 Position and wages proposed by the adopted by the Board on 12-15-2024 Position and wages proposed by the adopted by the Board on 12-15-2024 Position and wages proposed by the adopted by the Board on 5-17-2024 Position and wages proposed by the adopted by the Board on 5-17-2024 Position and wages proposed by the Adopted by the Board on 5-17-2024 Position and wages proposed by the Adopted by the Board on 5-17-2024 Position and wages proposed by the Adopted by the Board on 5-17-2024 Position and wages proposed by the Adopted by the Board on 5-17-2024 Position and wages proposed by the Adopted by the Board on 5-17-2024 Position and wages proposed by the Adopted by the Board on 5-17-2024 Position and wages proposed by the Adopted by the Board on 5-17-2024 Position and wages proposed by the Adopted and adopted by the Board on 5-17-2024 Position and wages proposed by t	Longevity Pay is based only on length of service.																		
	* Position added and adopted by the Board on 11-20-2020; Title and wage chr. ** New position proposed to be added and adopted by the Board on 09-24-20;	hanges adop	oted by the B	oard on 12/	5/2023														
***** New position to be added and adopted by the Board on 10-27-2023 ***** The Change to be added and adopted by the Board on 10-27-2023 New position and wage proposed to be added and adopted by the Board on 12-15-2023 **** New position and wage proposed to be added and adopted by the Board on 12-15-2023 **** New position and wage proposed to be added and adopted by the Board on 12-15-2023 **** New position and wages proposed to be added and adopted by the Board on 12-15-2023 ***** New position and wages proposed to be added and adopted by the Board on 12-15-2023 **********************************	* Updated Schedule: CEO/General Manager Position removed, to be adopte *** New position added and adopted by the Board on 05-20-2022	ted by the Bo		5-2022															
Twey postule and waged by the Board on 12-15-2023 A. Tille change and updated vige by the Board on 12-15-2023 A. New position and wages proposed to be added and adopted by the Board on 12-15-2023 A. New position and wages proposed to be added and adopted by the Board on 12-15-2023 A. New position and wages proposed to be added and adopted by the Board on 12-15-2023 A. New position and wages proposed to be added and adopted by the Board on 5-27-2024 A. New position and wages proposed to be added and adopted by the Board on 5-17-2024	New position to be added and adopted by the Board on 10.27-2023 Title Change to be added and adopted by the Board on 10.27-2023	40 41 000																	
AVM New position and wages proposed to be added and adopted by the Board on 2-23-2024 AVM New position and wages proposed to be added and adopted by the Board on 5-17-2024	 Title change and updated wage proposed to be added and adopted by the Board on **New position and updated wage proposed to be added and adopted by the lives. **New Design and wades proposed to be added and adopted by the Board was the Board of the proposed to be added and adopted by the Board was the Boar	Board on 13-202.	2-15-2023 2-15-2023																
	Avvv New position and wages proposed to be added and adopted by the Board on 2-2 Avvv New position and wages proposed to be added and adopted by the Board on 5-	-23-2024						H											П

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