

Effective 06/14/18 (FY19)

MANAGEMENT  
HOURLY RATES SCHEDULE

<u>Title</u>	<u>Step 1</u>	<u>Step 1 L</u>	<u>Step 1 LL</u>	<u>Step 2</u>	<u>Step 2 L</u>	<u>Step 2 LL</u>	<u>Step 3</u>	<u>Step 3 L</u>	<u>Step 3 LL</u>	<u>Step 4</u>	<u>Step 4 L</u>	<u>Step 4 LL</u>	<u>Step 5</u>	<u>Step 5 L</u>	<u>Step 5 LL</u>	<u>Step 6</u>	<u>Step 6 L</u>	<u>Step 6 LL</u>
CEO/General Manager	<b>104.81</b>	110.05	115.29	<b>110.05</b>	115.55	121.05	<b>115.55</b>	121.33	127.11	<b>121.32</b>	127.39	133.46	<b>127.39</b>	133.76	140.13	<b>133.75</b>	140.44	147.13
Chief Operations Officer	<b>68.61</b>	72.04	75.47	<b>72.04</b>	75.64	79.24	<b>75.64</b>	79.42	83.20	<b>79.42</b>	83.39	87.36	<b>83.39</b>	87.56	91.73	<b>87.56</b>	91.94	96.32
Maintenance Manager	<b>53.62</b>	56.30	58.98	<b>56.30</b>	59.12	61.94	<b>59.11</b>	62.07	65.03	<b>62.07</b>	65.17	68.27	<b>65.17</b>	68.43	71.69	<b>68.43</b>	71.85	75.27
Chief Financial Officer (CFO)	<b>68.61</b>	72.04	75.47	<b>72.04</b>	75.64	79.24	<b>75.64</b>	79.42	83.20	<b>79.42</b>	83.39	87.36	<b>83.39</b>	87.56	91.73	<b>87.56</b>	91.94	96.32
Planning and Development Director	<b>58.49</b>	61.41	64.33	<b>61.41</b>	64.48	67.55	<b>64.48</b>	67.70	70.92	<b>67.70</b>	71.09	74.48	<b>71.09</b>	74.64	78.19	<b>74.64</b>	78.37	82.10
Human Resources Director	<b>64.35</b>	67.57	70.79	<b>67.57</b>	70.95	74.33	<b>70.95</b>	74.50	78.05	<b>74.50</b>	78.23	81.96	<b>78.23</b>	82.14	86.05	<b>82.14</b>	86.25	90.36
Information Technology and Intelligent Transportation Systems Dir	<b>64.35</b>	67.57	70.79	<b>67.57</b>	70.95	74.33	<b>70.95</b>	74.50	78.05	<b>74.50</b>	78.23	81.96	<b>78.23</b>	82.14	86.05	<b>82.14</b>	86.25	90.36
Marketing, Communications and Customer Service Director	<b>47.06</b>	49.41	51.76	<b>49.41</b>	51.88	54.35	<b>51.88</b>	54.47	57.06	<b>54.47</b>	57.19	59.91	<b>57.19</b>	60.05	62.91	<b>60.05</b>	63.05	66.05
Purchasing and Special Projects Director	<b>47.06</b>	49.41	51.76	<b>49.41</b>	51.88	54.35	<b>51.88</b>	54.47	57.06	<b>54.47</b>	57.19	59.91	<b>57.19</b>	60.05	62.91	<b>60.05</b>	63.05	66.05
Senior Database Administrator	<b>51.29</b>	53.85	56.41	<b>53.85</b>	56.54	59.23	<b>56.54</b>	59.37	62.20	<b>59.37</b>	62.34	65.31	<b>62.34</b>	65.46	68.58	<b>65.46</b>	68.73	72.00
Finance Deputy Director	<b>51.45</b>	54.02	56.59	<b>54.02</b>	56.72	59.42	<b>56.72</b>	59.56	62.40	<b>59.56</b>	62.54	65.52	<b>62.54</b>	65.67	68.80	<b>65.67</b>	68.95	72.23
Human Resources Deputy Director	<b>48.28</b>	50.69	53.10	<b>50.69</b>	53.22	55.75	<b>53.22</b>	55.88	58.54	<b>55.88</b>	58.67	61.46	<b>58.67</b>	61.60	64.53	<b>61.60</b>	64.68	67.76
Operations Manager - Fixed Route Division	<b>42.16</b>	44.27	46.38	<b>44.27</b>	46.48	48.69	<b>46.48</b>	48.80	51.12	<b>48.80</b>	51.24	53.68	<b>51.24</b>	53.80	56.36	<b>53.80</b>	56.49	59.18
Operations Manager - Paratransit Division	<b>42.16</b>	44.27	46.38	<b>44.27</b>	46.48	48.69	<b>46.48</b>	48.80	51.12	<b>48.80</b>	51.24	53.68	<b>51.24</b>	53.80	56.36	<b>53.80</b>	56.49	59.18
Assistant Maintenance Manager	<b>40.22</b>	42.23	44.24	<b>42.23</b>	44.34	46.45	<b>44.34</b>	46.56	48.78	<b>46.56</b>	48.89	51.22	<b>48.89</b>	51.33	53.77	<b>51.33</b>	53.90	56.47
Facilities Maintenance Manager	<b>45.58</b>	47.86	50.14	<b>47.86</b>	50.25	52.64	<b>50.25</b>	52.76	55.27	<b>52.76</b>	55.40	58.04	<b>55.40</b>	58.17	60.94	<b>58.17</b>	61.08	63.99
Database Administrator	<b>44.60</b>	46.83	49.06	<b>46.83</b>	49.17	51.51	<b>49.17</b>	51.63	54.09	<b>51.63</b>	54.21	56.79	<b>54.21</b>	56.92	59.63	<b>56.92</b>	59.77	62.62
Safety, Security and Risk Management Director	<b>50.50</b>	53.03	55.56	<b>53.03</b>	55.68	58.33	<b>55.68</b>	58.46	61.24	<b>58.46</b>	61.38	64.30	<b>61.38</b>	64.45	67.52	<b>64.45</b>	67.67	70.89
Assistant Operations Manager (Paratransit Department)	<b>31.62</b>	33.20	34.78	<b>33.20</b>	34.86	36.52	<b>34.86</b>	36.60	38.34	<b>36.60</b>	38.43	40.26	<b>38.43</b>	40.35	42.27	<b>40.35</b>	42.37	44.39
Executive Assistant	<b>30.77</b>	32.31	33.85	<b>32.31</b>	33.93	35.55	<b>33.93</b>	35.63	37.33	<b>35.62</b>	37.40	39.18	<b>37.41</b>	39.28	41.15	<b>39.29</b>	41.25	43.21

L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)

\*\*\*\*\*

Effective 06/14/18 (FY19)

MANAGEMENT  
YEARLY SALARY SCHEDULE

<u>Title</u>	<u>Step 1</u>	<u>Step 1 L</u>	<u>Step 1 LL</u>	<u>Step 2</u>	<u>Step 2 L</u>	<u>Step 2 LL</u>	<u>Step 3</u>	<u>Step 3 L</u>	<u>Step 3 LL</u>	<u>Step 4</u>	<u>Step 4 L</u>	<u>Step 4 LL</u>	<u>Step 5</u>	<u>Step 5 L</u>	<u>Step 5 LL</u>	<u>Step 6</u>	<u>Step 6 L</u>	<u>Step 6 LL</u>
CEO/General Manager	<b>218,005</b>	228,904	239,803	<b>228,904</b>	240,344	251,784	<b>240,344</b>	252,366	264,389	<b>252,346</b>	264,971	277,597	<b>264,971</b>	278,221	291,470	<b>278,200</b>	292,115	306,030
Chief Operations Officer	<b>142,709</b>	149,843	156,978	<b>149,843</b>	157,331	164,819	<b>157,331</b>	165,194	173,056	<b>165,194</b>	173,451	181,709	<b>173,451</b>	182,125	190,798	<b>182,125</b>	191,235	200,346
Maintenance Manager	<b>111,530</b>	117,104	122,678	<b>117,104</b>	122,970	128,835	<b>122,949</b>	129,106	135,262	<b>129,106</b>	135,554	142,002	<b>135,554</b>	142,334	149,115	<b>142,334</b>	149,448	156,562
Chief Financial Officer (CFO)	<b>142,709</b>	149,843	156,978	<b>149,843</b>	157,331	164,819	<b>157,331</b>	165,194	173,056	<b>165,194</b>	173,451	181,709	<b>173,451</b>	182,125	190,798	<b>182,125</b>	191,235	200,346
Planning and Development Director	<b>121,659</b>	127,733	133,806	<b>127,733</b>	134,118	140,504	<b>134,118</b>	140,816	147,514	<b>140,816</b>	147,867	154,918	<b>147,867</b>	155,251	162,635	<b>155,251</b>	163,010	170,768
Human Resources Director	<b>133,848</b>	140,546	147,243	<b>140,546</b>	147,576	154,606	<b>147,576</b>	154,960	162,344	<b>154,960</b>	162,718	170,477	<b>162,718</b>	170,851	178,984	<b>170,851</b>	179,400	187,949
Information Technology and Intelligent Transportation Systems Dir	<b>133,848</b>	140,546	147,243	<b>140,546</b>	147,576	154,606	<b>147,576</b>	154,960	162,344	<b>154,960</b>	162,718	170,477	<b>162,718</b>	170,851	178,984	<b>170,851</b>	179,400	187,949
Marketing, Communications and Customer Service Director	<b>97,885</b>	102,773	107,661	<b>102,773</b>	107,910	113,048	<b>107,910</b>	113,298	118,685	<b>113,298</b>	118,955	124,613	<b>118,955</b>	124,904	130,853	<b>124,904</b>	131,144	137,384
Purchasing and Special Projects Director	<b>97,885</b>	102,773	107,661	<b>102,773</b>	107,910	113,048	<b>107,910</b>	113,298	118,685	<b>113,298</b>	118,955	124,613	<b>118,955</b>	124,904	130,853	<b>124,904</b>	131,144	137,384
Senior Database Administrator	<b>106,683</b>	112,008	117,333	<b>112,008</b>	117,603	123,198	<b>117,603</b>	123,490	129,376	<b>123,490</b>	129,667	135,845	<b>129,667</b>	136,157	142,646	<b>136,157</b>	142,958	149,760
Finance Deputy Director	<b>107,016</b>	112,362	117,707	<b>112,362</b>	117,978	123,594	<b>117,978</b>	123,885	129,792	<b>123,885</b>	130,083	136,282	<b>130,083</b>	136,594	143,104	<b>136,594</b>	143,416	150,238
Human Resources Deputy Director	<b>100,422</b>	105,435	110,448	<b>105,435</b>	110,698	115,960	<b>110,698</b>	116,230	121,763	<b>116,230</b>	122,034	127,837	<b>122,034</b>	128,128	134,222	<b>128,128</b>	134,534	140,941
Operations Manager - Fixed Route Division	<b>87,693</b>	92,082	96,470	<b>92,082</b>	96,678	101,275	<b>96,678</b>	101,504	106,330	<b>101,504</b>	106,579	111,654	<b>106,579</b>	111,904	117,229	<b>111,904</b>	117,499	123,094
Operations Manager - Paratransit Division	<b>87,693</b>	92,082	96,470	<b>92,082</b>	96,678	101,275	<b>96,678</b>	101,504	106,330	<b>101,504</b>	106,579	111,654	<b>106,579</b>	111,904	117,229	<b>111,904</b>	117,499	123,094
Assistant Maintenance Manager	<b>83,658</b>	87,838	92,019	<b>87,838</b>	92,227	96,616	<b>92,227</b>	96,845	101,462	<b>96,845</b>	101,691	106,538	<b>101,691</b>	106,766	111,842	<b>106,766</b>	112,112	117,458
Facilities Maintenance Manager	<b>94,806</b>	99,549	104,291	<b>99,549</b>	104,520	109,491	<b>104,520</b>	109,741	114,962	<b>109,741</b>	115,232	120,723	<b>115,232</b>	120,994	126,755	<b>120,994</b>	127,046	133,099
Database Administrator	<b>92,768</b>	97,406	102,045	<b>97,406</b>	102,274	107,141	<b>102,274</b>	107,390	112,507	<b>107,390</b>	112,757	118,123	<b>112,757</b>	118,394	124,030	<b>118,394</b>	124,322	130,250
Safety, Security and Risk Management Director	<b>105,040</b>	110,302	115,565	<b>110,302</b>	115,814	121,326	<b>115,814</b>	121,597	127,379	<b>121,597</b>	127,670	133,744	<b>127,670</b>	134,056	140,442	<b>134,056</b>	140,754	147,451
Assistant Operations Manager (Paratransit Department)	<b>65,770</b>	69,056	72,342	<b>69,056</b>	72,509	75,962	<b>72,509</b>	76,128	79,747	<b>76,128</b>	79,934	83,741	<b>79,934</b>	83,928	87,922	<b>83,928</b>	88,130	92,331
Executive Assistant	<b>64,002</b>	67,205	70,408	<b>67,205</b>	70,574	73,944	<b>70,574</b>	74,110	77,646	<b>74,090</b>	77,792	81,494	<b>77,813</b>	81,702	85,592	<b>81,723</b>	85,800	89,877

\*\*\*\*\*

Effective 06/14/18 (FY19)

MANAGEMENT  
MONTHLY SALARY SCHEDULE

<u>Title</u>	<u>Step 1</u>	<u>Step 1 L</u>	<u>Step 1 LL</u>	<u>Step 2</u>	<u>Step 2 L</u>	<u>Step 2 LL</u>	<u>Step 3</u>	<u>Step 3 L</u>	<u>Step 3 LL</u>	<u>Step 4</u>	<u>Step 4 L</u>	<u>Step 4 LL</u>	<u>Step 5</u>	<u>Step 5 L</u>	<u>Step 5 LL</u>	<u>Step 6</u>	<u>Step 6 L</u>	<u>Step 6 LL</u>
CEO/General Manager	<b>18,167</b>	19,075	19,984	<b>19,075</b>	20,029	20,982	<b>20,029</b>	21,031	22,032	<b>21,029</b>	22,081	23,133	<b>22,081</b>	23,185	24,289	<b>23,183</b>	24,343	25,503
Chief Operations Officer	<b>11,892</b>	12,487	13,082	<b>12,487</b>	13,111	13,735	<b>13,111</b>	13,766	14,421	<b>13,766</b>	14,454	15,142	<b>14,454</b>	15,177	15,900	<b>15,177</b>	15,936	16,696
Maintenance Manager	<b>9,294</b>	9,759	10,223	<b>9,759</b>	10,248	10,736	<b>10,246</b>	10,759	11,272	<b>10,759</b>	11,296	11,834	<b>11,296</b>	11,861	12,426	<b>11,861</b>	12,454	13,047
Chief Financial Officer (CFO)	<b>11,892</b>	12,487	13,082	<b>12,487</b>	13,111	13,735	<b>13,111</b>	13,766	14,421	<b>13,766</b>	14,454	15,142	<b>14,454</b>	15,177	15,900	<b>15,177</b>	15,936	16,696
Planning and Development Director	<b>10,138</b>	10,644	11,151	<b>10,644</b>	11,177	11,709	<b>11,177</b>	11,735	12,293	<b>11,735</b>	12,322	12,910	<b>12,322</b>	12,938	13,553	<b>12,938</b>	13,584	14,231
Human Resources Director	<b>11,154</b>	11,712	12,270	<b>11,712</b>	12,298	12,884	<b>12,298</b>	12,913	13,529	<b>12,913</b>	13,560	14,206	<b>13,560</b>	14,238	14,915	<b>14,238</b>	14,950	15,662
Information Technology and Intelligent Transportation Systems Dire	<b>11,154</b>	11,712	12,270	<b>11,712</b>	12,298	12,884	<b>12,298</b>	12,913	13,529	<b>12,913</b>	13,560	14,206	<b>13,560</b>	14,238	14,915	<b>14,238</b>	14,950	15,662
Marketing, Communications and Customer Service Director	<b>8,157</b>	8,564	8,972	<b>8,564</b>	8,993	9,421	<b>8,993</b>	9,442	9,890	<b>9,442</b>	9,913	10,384	<b>9,913</b>	10,409	10,904	<b>10,409</b>	10,929	11,449
Purchasing and Special Projects Director	<b>8,157</b>	8,564	8,972	<b>8,564</b>	8,993	9,421	<b>8,993</b>	9,442	9,890	<b>9,442</b>	9,913	10,384	<b>9,913</b>	10,409	10,904	<b>10,409</b>	10,929	11,449
Senior Database Administrator	<b>8,890</b>	9,334	9,778	<b>9,334</b>	9,800	10,267	<b>9,800</b>	10,291	10,781	<b>10,291</b>	10,806	11,320	<b>10,806</b>	11,346	11,887	<b>11,346</b>	11,913	12,480
Finance Deputy Director	<b>8,918</b>	9,364	9,809	<b>9,364</b>	9,832	10,300	<b>9,832</b>	10,324	10,816	<b>10,324</b>	10,840	11,357	<b>10,840</b>	11,383	11,925	<b>11,383</b>	11,951	12,520
Human Resources Deputy Director	<b>8,369</b>	8,786	9,204	<b>8,786</b>	9,225	9,663	<b>9,225</b>	9,686	10,147	<b>9,686</b>	10,170	10,653	<b>10,170</b>	10,677	11,185	<b>10,677</b>	11,211	11,745
Operations Manager - Fixed Route Division	<b>7,308</b>	7,674	8,039	<b>7,674</b>	8,057	8,440	<b>8,057</b>	8,459	8,861	<b>8,459</b>	8,882	9,305	<b>8,882</b>	9,325	9,769	<b>9,325</b>	9,792	10,258
Operations Manager - Paratransit Division	<b>7,308</b>	7,674	8,039	<b>7,674</b>	8,057	8,440	<b>8,057</b>	8,459	8,861	<b>8,459</b>	8,882	9,305	<b>8,882</b>	9,325	9,769	<b>9,325</b>	9,792	10,258
Assistant Maintenance Manager	<b>6,972</b>	7,320	7,668	<b>7,320</b>	7,686	8,051	<b>7,686</b>	8,070	8,455	<b>8,070</b>	8,474	8,878	<b>8,474</b>	8,897	9,320	<b>8,897</b>	9,343	9,788
Facilities Maintenance Manager	<b>7,901</b>	8,296	8,691	<b>8,296</b>	8,710	9,124	<b>8,710</b>	9,145	9,580	<b>9,145</b>	9,603	10,060	<b>9,603</b>	10,083	10,563	<b>10,083</b>	10,587	11,092
Database Administrator	<b>7,731</b>	8,117	8,504	<b>8,117</b>	8,523	8,928	<b>8,523</b>	8,949	9,376	<b>8,949</b>	9,396	9,844	<b>9,396</b>	9,866	10,336	<b>9,866</b>	10,360	10,854
Safety, Security and Risk Management Director	<b>8,753</b>	9,192	9,630	<b>9,192</b>	9,651	10,111	<b>9,651</b>	10,133	10,615	<b>10,133</b>	10,639	11,145	<b>10,639</b>	11,171	11,704	<b>11,171</b>	11,730	12,288
Assistant Operations Manager (Paratransit Department)	<b>5,481</b>	5,755	6,029	<b>5,755</b>	6,042	6,330	<b>6,042</b>	6,344	6,646	<b>6,344</b>	6,661	6,978	<b>6,661</b>	6,994	7,327	<b>6,994</b>	7,344	7,694
Executive Assistant	<b>5,334</b>	5,600	5,867	<b>5,600</b>	5,881	6,162	<b>5,881</b>	6,176	6,471	<b>6,174</b>	6,483	6,791	<b>6,484</b>	6,809	7,133	<b>6,810</b>	7,150	7,490

\*\*\*\*\*