

MANAGEMENT
HOURLY RATES SCHEDULE

Effective 06/14/18 (FY19)
 Revised as of 01/22/2016 for District Counsel
 Revised as of 09/01/2016 for Human Resources Manager
 Revised as of 10/28/2016 for Assistant Finance Manager
 Revised as of 06/23/2017 for Maintenance Superintendent (new position)
 Revised as of 06/23/2017 for CEO/General Manager (retro)

<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	104.81	110.05	115.29	110.05	115.55	121.05	115.55	121.33	127.11	121.32	127.39	133.46	127.39	133.76	140.13	133.75	140.44	147.13
District Counsel*	78.64	82.57	86.50	82.57	86.70	90.83	86.70	91.04	95.38	91.03	95.58	100.13	95.58	100.36	105.14	100.37	105.39	110.41
Chief Operations Officer	57.46	60.33	63.20	60.33	63.35	66.37	63.35	66.52	69.69	66.52	69.85	73.18	69.85	73.34	76.83	73.35	77.02	80.69
Operations Manager	52.23	54.84	57.45	54.85	57.59	60.33	57.60	60.48	63.36	60.48	63.50	66.52	63.51	66.69	69.87	66.68	70.01	73.34
Maintenance Manager	52.23	54.84	57.45	54.85	57.59	60.33	57.60	60.48	63.36	60.48	63.50	66.52	63.51	66.69	69.87	66.68	70.01	73.34
Finance Manager	52.23	54.84	57.45	54.85	57.59	60.33	57.60	60.48	63.36	60.48	63.50	66.52	63.51	66.69	69.87	66.68	70.01	73.34
Planning and Development Manager	52.23	54.84	57.45	54.85	57.59	60.33	57.60	60.48	63.36	60.48	63.50	66.52	63.51	66.69	69.87	66.68	70.01	73.34
Human Resources Manager	52.23	54.84	57.45	54.85	57.59	60.33	57.60	60.48	63.36	60.48	63.50	66.52	63.51	66.69	69.87	66.68	70.01	73.34
Information Technology Manager	47.05	49.40	51.75	49.40	51.87	54.34	51.88	54.47	57.06	54.48	57.20	59.92	57.19	60.05	62.91	60.05	63.05	66.05
Marketing, Communications and Customer Service Manager	47.05	49.40	51.75	49.40	51.87	54.34	51.88	54.47	57.06	54.48	57.20	59.92	57.19	60.05	62.91	60.05	63.05	66.05
Purchasing Manager	47.05	49.40	51.75	49.40	51.87	54.34	51.88	54.47	57.06	54.48	57.20	59.92	57.19	60.05	62.91	60.05	63.05	66.05
Senior Database Administrator	42.06	44.16	46.26	44.18	46.39	48.60	46.38	48.70	51.02	48.71	51.15	53.59	51.12	53.68	56.24	53.68	56.36	59.04
Asst. Manager of Information Technology	42.06	44.16	46.26	44.18	46.39	48.60	46.38	48.70	51.02	48.71	51.15	53.59	51.12	53.68	56.24	53.68	56.36	59.04
Assistant Finance Manager	45.44	47.71	49.98	47.72	50.11	52.50	50.10	52.61	55.12	52.61	55.24	57.87	55.24	58.00	60.76	58.01	60.91	63.81
Assistant HR Manager	39.31	41.28	43.25	41.27	43.33	45.39	43.33	45.50	47.67	45.49	47.76	50.03	47.78	50.17	52.56	50.16	52.67	55.18
Fixed Route Superintendent	39.31	41.28	43.25	41.27	43.33	45.39	43.33	45.50	47.67	45.49	47.76	50.03	47.78	50.17	52.56	50.16	52.67	55.18
Paratransit Superintendent	39.31	41.28	43.25	41.27	43.33	45.39	43.33	45.50	47.67	45.49	47.76	50.03	47.78	50.17	52.56	50.16	52.67	55.18
Project Manager	39.31	41.28	43.25	41.27	43.33	45.39	43.33	45.50	47.67	45.49	47.76	50.03	47.78	50.17	52.56	50.16	52.67	55.18
Maintenance Superintendent	39.31	41.28	43.25	41.27	43.33	45.39	43.33	45.50	47.67	45.49	47.76	50.03	47.78	50.17	52.56	50.16	52.67	55.18
Facilities Maintenance Manager	38.20	40.11	42.02	40.12	42.13	44.14	42.12	44.23	46.34	44.22	46.43	48.64	46.44	48.76	51.08	48.76	51.20	53.64
Database Administrator	36.33	38.15	39.97	38.16	40.07	41.98	40.07	42.07	44.07	42.06	44.16	46.26	44.18	46.39	48.60	46.38	48.70	51.02
Safety, Security and Risk Manager	36.33	38.15	39.97	38.16	40.07	41.98	40.07	42.07	44.07	42.06	44.16	46.26	44.18	46.39	48.60	46.38	48.70	51.02
Assistant Superintendent	32.84	34.48	36.12	34.49	36.21	37.93	36.21	38.02	39.83	38.03	39.93	41.83	39.92	41.92	43.92	41.92	44.02	46.12
Executive Assistant	30.77	32.31	33.85	32.31	33.93	35.55	33.93	35.63	37.33	35.62	37.40	39.18	37.41	39.28	41.15	39.29	41.25	43.21

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

* See Contract

MANAGEMENT
YEARLY SALARY SCHEDULE

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 Revised as of 06/23/2017 for CEO/General Manager (retro)

<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	218,005	228,904	239,803	228,904	240,344	251,784	240,344	252,366	264,389	252,366	264,971	277,597	264,971	278,221	291,470	278,200	292,115	306,030
District Counsel*	163,571	171,746	179,920	171,746	180,336	188,926	180,336	189,363	198,390	189,342	198,806	208,270	198,806	208,749	218,691	208,770	219,211	229,653
Chief Operations Officer	119,517	125,486	131,456	125,486	131,768	138,050	131,768	138,362	144,955	138,362	145,288	152,214	145,288	152,547	159,806	152,568	160,202	167,835
Operations Manager	108,638	114,067	119,496	114,088	119,787	125,486	119,808	125,798	131,789	125,798	132,080	138,362	132,101	138,715	145,330	138,694	145,621	152,547
Maintenance Manager	108,638	114,067	119,496	114,088	119,787	125,486	119,808	125,798	131,789	125,798	132,080	138,362	132,101	138,715	145,330	138,694	145,621	152,547
Finance Manager	108,638	114,067	119,496	114,088	119,787	125,486	119,808	125,798	131,789	125,798	132,080	138,362	132,101	138,715	145,330	138,694	145,621	152,547
Planning and Development Manager	108,638	114,067	119,496	114,088	119,787	125,486	119,808	125,798	131,789	125,798	132,080	138,362	132,101	138,715	145,330	138,694	145,621	152,547
Human Resources Manager	108,638	114,067	119,496	114,088	119,787	125,486	119,808	125,798	131,789	125,798	132,080	138,362	132,101	138,715	145,330	138,694	145,621	152,547
Information Technology Manager	97,864	102,752	107,640	102,752	107,890	113,027	107,910	113,298	118,685	113,318	118,976	124,634	118,955	124,904	130,853	124,904	131,144	137,384
Marketing, Communications and Customer Service Manager	97,864	102,752	107,640	102,752	107,890	113,027	107,910	113,298	118,685	113,318	118,976	124,634	118,955	124,904	130,853	124,904	131,144	137,384
Purchasing Manager	97,864	102,752	107,640	102,752	107,890	113,027	107,910	113,298	118,685	113,318	118,976	124,634	118,955	124,904	130,853	124,904	131,144	137,384
Senior Database Administrator	87,485	91,853	96,221	91,894	96,491	101,088	96,470	101,296	106,122	101,317	106,392	111,467	106,330	111,654	116,979	111,654	117,229	122,803
Asst. Manager of Information Technology	87,485	91,853	96,221	91,894	96,491	101,088	96,470	101,296	106,122	101,317	106,392	111,467	106,330	111,654	116,979	111,654	117,229	122,803
Assistant Finance Manager	94,515	99,237	103,958	99,258	104,229	109,200	104,208	109,429	114,650	109,429	114,899	120,370	114,899	120,640	126,381	120,661	126,693	132,725
Assistant HR Manager	81,765	85,862	89,960	85,842	90,126	94,411	90,126	94,640	99,154	94,619	99,341	104,062	99,382	104,354	109,325	104,333	109,554	114,774
Fixed Route Superintendent	81,765	85,862	89,960	85,842	90,126	94,411	90,126	94,640	99,154	94,619	99,341	104,062	99,382	104,354	109,325	104,333	109,554	114,774
Paratransit Superintendent	81,765	85,862	89,960	85,842	90,126	94,411	90,126	94,640	99,154	94,619	99,341	104,062	99,382	104,354	109,325	104,333	109,554	114,774
Project Manager	81,765	85,862	89,960	85,842	90,126	94,411	90,126	94,640	99,154	94,619	99,341	104,062	99,382	104,354	109,325	104,333	109,554	114,774
Maintenance Superintendent	81,765	85,862	89,960	85,842	90,126	94,411	90,126	94,640	99,154	94,619	99,341	104,062	99,382	104,354	109,325	104,333	109,554	114,774
Facilities Maintenance Manager	79,456	83,429	87,402	83,450	87,630	91,811	87,610	91,998	96,387	91,978	96,574	101,171	96,595	101,421	106,246	101,421	106,496	111,571
Database Administrator	75,566	79,352	83,138	79,373	83,346	87,318	83,346	87,506	91,666	87,485	91,853	96,221	91,894	96,491	101,088	96,470	101,296	106,122
Safety, Security and Risk Manager	75,566	79,352	83,138	79,373	83,346	87,318	83,346	87,506	91,666	87,485	91,853	96,221	91,894	96,491	101,088	96,470	101,296	106,122
Assistant Superintendent	68,307	71,718	75,130	71,739	75,317	78,894	75,317	79,082	82,846	79,102	83,054	87,006	83,034	87,194	91,354	87,194	91,562	95,930
Executive Assistant	64,002	67,205	70,408	67,205	70,574	73,944	70,574	74,110	77,646	74,090	77,792	81,494	77,813	81,702	85,592	81,723	85,800	89,877

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CEO/General Manager	18,167	19,075	19,984	19,075	20,029	20,982	20,029	21,031	22,032	21,029	22,081	23,133	22,081	23,185	24,289	23,183	24,343	25,503
District Counsel*	13,631	14,312	14,993	14,312	15,028	15,744	15,028	15,780	16,533	15,779	16,567	17,356	16,567	17,396	18,224	17,398	18,268	19,138
Chief Operations Officer	9,960	10,457	10,955	10,457	10,981	11,504	10,981	11,530	12,080	11,530	12,107	12,685	12,107	12,712	13,317	12,714	13,350	13,986
Operations Manager	9,053	9,506	9,958	9,507	9,982	10,457	9,984	10,483	10,982	10,483	11,007	11,530	11,008	11,560	12,111	11,558	12,135	12,712
Maintenance Manager	9,053	9,506	9,958	9,507	9,982	10,457	9,984	10,483	10,982	10,483	11,007	11,530	11,008	11,560	12,111	11,558	12,135	12,712
Finance Manager	9,053	9,506	9,958	9,507	9,982	10,457	9,984	10,483	10,982	10,483	11,007	11,530	11,008	11,560	12,111	11,558	12,135	12,712
Planning and Development Manager	9,053	9,506	9,958	9,507	9,982	10,457	9,984	10,483	10,982	10,483	11,007	11,530	11,008	11,560	12,111	11,558	12,135	12,712
Human Resources Manager	9,053	9,506	9,958	9,507	9,982	10,457	9,984	10,483	10,982	10,483	11,007	11,530	11,008	11,560	12,111	11,558	12,135	12,712
Information Technology Manager	8,155	8,563	8,970	8,563	8,991	9,419	8,993	9,442	9,890	9,443	9,915	10,386	9,913	10,409	10,904	10,409	10,929	11,449
Marketing, Communications and Customer Service Manager	8,155	8,563	8,970	8,563	8,991	9,419	8,993	9,442	9,890	9,443	9,915	10,386	9,913	10,409	10,904	10,409	10,929	11,449
Purchasing Manager	8,155	8,563	8,970	8,563	8,991	9,419	8,993	9,442	9,890	9,443	9,915	10,386	9,913	10,409	10,904	10,409	10,929	11,449
Senior Database Administrator	7,290	7,654	8,018	7,658	8,041	8,424	8,039	8,441	8,844	8,443	8,866	9,289	8,861	9,305	9,748	9,305	9,769	10,234
Asst. Manager of Information Technology	7,290	7,654	8,018	7,658	8,041	8,424	8,039	8,441	8,844	8,443	8,866	9,289	8,861	9,305	9,748	9,305	9,769	10,234
Assistant Finance Manager	7,876	8,270	8,663	8,272	8,686	9,100	8,684	9,119	9,554	9,119	9,575	10,031	9,575	10,053	10,532	10,055	10,558	11,060
Assistant HR Manager	6,814	7,155	7,497	7,154	7,511	7,868	7,511	7,887	8,263	7,885	8,278	8,672	8,282	8,696	9,110	8,694	9,130	9,565
Fixed Route Superintendent	6,814	7,155	7,497	7,154	7,511	7,868	7,511	7,887	8,263	7,885	8,278	8,672	8,282	8,696	9,110	8,694	9,130	9,565
Paratransit Superintendent	6,814	7,155	7,497	7,154	7,511	7,868	7,511	7,887	8,263	7,885	8,278	8,672	8,282	8,696	9,110	8,694	9,130	9,565
Project Manager	6,814	7,155	7,497	7,154	7,511	7,868	7,511	7,887	8,263	7,885	8,278	8,672	8,282	8,696	9,110	8,694	9,130	9,565
Maintenance Superintendent	6,814	7,155	7,497	7,154	7,511	7,868	7,511	7,887	8,263	7,885	8,278	8,672	8,282	8,696	9,110	8,694	9,130	9,565
Facilities Maintenance Manager	6,621	6,952	7,284	6,954	7,303	7,651	7,301	7,667	8,032	7,665	8,048	8,431	8,050	8,452	8,854	8,452	8,875	9,298
Database Administrator	6,297	6,613	6,928	6,614	6,946	7,277	6,946	7,292	7,639	7,290	7,654	8,018	7,658	8,041	8,424	8,039	8,441	8,844
Safety, Security and Risk Manager	6,297	6,613	6,928	6,614	6,946	7,277	6,946	7,292	7,639	7,290	7,654	8,018	7,658	8,041	8,424	8,039	8,441	8,844
Assistant Superintendent	5,692	5,977	6,261	5,978	6,276	6,575	6,276	6,590	6,904	6,592	6,921	7,251	6,920	7,266	7,613	7,266	7,630	7,994
Executive Assistant	5,334	5,600	5,867	5,600	5,881	6,162	5,881	6,176	6,471	6,174	6,483	6,791	6,484	6,809	7,133	6,810	7,150	7,490

 * See Contract