

FY16 PAY SCHEDULE

ADMINISTRATIVE EMPLOYEES

HOURLY RATE SCHEDULE FOR 07/01/2015-12/31/2015

Position Title	Time Base	Rate
Customer Information Clerk, On-Call	Hourly	\$ 11.00
Customer Information Clerk, Full-Time	Hourly	\$ 12.00
Customer Information Clerk, On-Call Lead	Hourly	\$ 12.00
Currency Processor	Hourly	\$ 13.00

HOURLY RATE SCHEDULE FOR 01/01/2016-06/30/2016

Position Title	Time Base	Rate
Customer Information Clerk, On-Call	Hourly	\$ 12.00
Customer Information Clerk, Full-Time	Hourly	\$ 13.00
Customer Information Clerk, On-Call Lead	Hourly	\$ 13.00
Currency Processor	Hourly	\$ 14.00

ANNUAL SALARY SCHEDULE FOR 07/01/2015-06/30/2016

Position Title	Time Base	Minimum	Mid	Maximum
Administrative Clerk	Annual	\$32,314	\$37,969	\$43,624
Receptionist	Annual	\$32,314	\$37,969	\$43,624
Contract Operations Clerk	Annual	\$32,314	\$37,969	\$43,624
Customer Information Clerk, Senior Lead	Annual	\$32,314	\$37,969	\$43,624
Accounts Payable Clerk	Annual	\$35,586	\$42,703	\$49,820
Accounts Receivable Clerk	Annual	\$35,586	\$42,703	\$49,820
Human Resources Clerk	Annual	\$35,586	\$42,703	\$49,820
Information Technologies (IT) Technician	Annual	\$35,586	\$42,703	\$49,820
Planning Technician	Annual	\$35,586	\$42,703	\$49,820
Transit Clerk	Annual	\$35,586	\$42,703	\$49,820
ADA Certification Specialist	Annual	\$39,519	\$47,423	\$55,326
Contract Operations Specialist	Annual	\$39,519	\$47,423	\$55,326
Medi-Cal Administrative Activities (MAA) Coordinator	Annual	\$39,519	\$47,423	\$55,326
Travel Training Specialist	Annual	\$39,519	\$47,423	\$55,326
Revenue Account Coordinator	Annual	\$43,452	\$52,142	\$60,833
Buyer	Annual	\$47,390	\$58,052	\$68,715
Payroll Coordinator	Annual	\$47,390	\$58,052	\$68,715
Customer Information Supervisor	Annual	\$53,174	\$65,139	\$77,102
Executive Assistant/Deputy Clerk of the Board	Annual	\$53,174	\$65,139	\$77,102
Grants Financial Analyst	Annual	\$53,174	\$65,139	\$77,102
Planning Analyst	Annual	\$53,174	\$65,139	\$77,102
Planning & Programming Specialist	Annual	\$53,174	\$65,139	\$77,102
Risk Management Specialist	Annual	\$53,174	\$65,139	\$77,102
Scheduling & Planning Specialist	Annual	\$53,174	\$65,139	\$77,102
Travel Training Supervisor	Annual	\$53,174	\$65,139	\$77,102

FY16 PAY SCHEDULE

ADMINISTRATIVE EMPLOYEES				
ANNUAL SALARY SCHEDULE FOR 07/01/2015-06/30/2016				
Position Title	Time Base	Minimum	Mid	Maximum
Executive Assistant/Clerk of the Board	Annual	\$56,839	\$71,049	\$85,259
Human Resources Specialist - Recruitment	Annual	\$56,839	\$71,049	\$85,259
ITS Administrator	Annual	\$56,839	\$71,049	\$85,259
Scheduling Analyst	Annual	\$56,839	\$71,049	\$85,259
Operations Analyst	Annual	\$60,615	\$75,768	\$90,922
Operations Supervisor	Annual	\$60,615	\$75,768	\$90,922
Storeroom Supervisor	Annual	\$60,615	\$75,768	\$90,922
Systems Administrator	Annual	\$60,615	\$75,768	\$90,922
Training Instructor	Annual	\$60,615	\$75,768	\$90,922
Accounting Supervisor	Annual	\$64,390	\$80,488	\$96,586
Benefits Administrator	Annual	\$64,390	\$80,488	\$96,586
Contracts Administrator	Annual	\$64,390	\$80,488	\$96,586
Grants Financial Administrator	Annual	\$64,390	\$80,488	\$96,586
Safety & Security Officer	Annual	\$64,390	\$80,488	\$96,586
Stops/Zones Supervisor	Annual	\$64,390	\$80,488	\$96,586
Facilities Manager	Annual	\$67,763	\$86,398	\$105,033
Government Affairs Representative	Annual	\$67,763	\$86,398	\$105,033
Maintenance Quality Control	Annual	\$67,763	\$86,398	\$105,033
Maintenance Supervisor	Annual	\$67,763	\$86,398	\$105,033
Contract Operations Maintenance Supervisor	Annual	\$67,763	\$86,398	\$105,033
Project Manager	Annual	\$67,763	\$86,398	\$105,033
Training Manager	Annual	\$67,763	\$86,398	\$105,033
Government Affairs Manager	Annual	\$73,321	\$93,484	\$113,648
Marketing Manager	Annual	\$73,321	\$93,484	\$113,648
Grants Manager	Annual	\$73,321	\$93,484	\$113,648
Maintenance Manager	Annual	\$73,321	\$93,484	\$113,648
Performance & Reporting Analysis Manager	Annual	\$73,321	\$93,484	\$113,648
Planning & Scheduling Manager	Annual	\$73,321	\$93,484	\$113,648
Contract Operations Manager	Annual	\$76,457	\$99,395	\$122,332
Contracts Manager	Annual	\$76,457	\$99,395	\$122,332
Human Resources Manager	Annual	\$76,457	\$99,395	\$122,332
Labor Relations Officer	Annual	\$76,457	\$99,395	\$122,332
Operations Manager	Annual	\$76,457	\$99,395	\$122,332
Risk Manager	Annual	\$76,457	\$99,395	\$122,332
Controller	Annual	\$88,264	\$114,744	\$141,223
Deputy Director of Maintenance	Annual	\$88,264	\$114,744	\$141,223
Director of Contracts	Annual	\$96,408	\$127,740	\$159,073
Director of Information Technology	Annual	\$96,408	\$127,740	\$159,073
Director of Marketing	Annual	\$96,408	\$127,740	\$159,073
Director of Operations	Annual	\$96,408	\$127,740	\$159,073
Director of Planning	Annual	\$103,532	\$137,179	\$170,827
Chief Procurement & Logistics Officer	Annual	\$107,992	\$143,090	\$178,187
Chief Administrative Services Officer	Annual	\$107,992	\$143,090	\$178,187
Director of Maintenance	Annual	\$107,992	\$143,090	\$178,187
Chief Financial Officer	Annual	\$113,340	\$150,176	\$187,012
Chief Operating Officer	Annual	\$113,340	\$150,176	\$187,012
Chief Executive Officer	Annual	\$ 245,893	N/A	\$ 255,729

FY16 PAY SCHEDULE

UNION EMPLOYEES

HOURLY RATE SCHEDULE FOR 07/01/2015-08/31/2015

Position Title	Time Base	Step 1	Step 2	Step 3	Step 4	Step 5
Coach Operator	Hourly	\$ 14.58	\$ 15.70	\$ 16.82	\$ 17.94	\$ 22.43

Position Title	Time Base	Rate
A Body Mechanic	Hourly	\$ 27.24
A Mechanic	Hourly	\$ 27.24
Electronic Technician	Hourly	\$ 27.24
B Body Mechanic	Hourly	\$ 23.53
B Mechanic	Hourly	\$ 23.53
C Mechanic	Hourly	\$ 19.89
Property Maintainer	Hourly	\$ 19.89
Tire Servicer	Hourly	\$ 23.53
Servicer	Hourly	\$ 16.85
Groundskeeper	Hourly	\$ 16.85
Groundskeeper (Stops & Zones)	Hourly	\$ 16.85
Parts Clerk	Hourly	\$ 16.85

UNION EMPLOYEES

HOURLY RATE SCHEDULE FOR 09/01/2015-06/30/2016

Position Title	Time Base	Step 1	Step 2	Step 3	Step 4	Step 5
Coach Operator	Hourly	15.16	16.33	17.50	18.66	23.33

Position Title	Time Base	Rate
A Body Mechanic	Hourly	\$ 28.33
A Mechanic	Hourly	\$ 28.33
Electronic Technician	Hourly	\$ 28.33
B Body Mechanic	Hourly	\$ 24.47
B Mechanic	Hourly	\$ 24.47
C Mechanic	Hourly	\$ 20.69
Property Maintainer	Hourly	\$ 20.69
Tire Servicer	Hourly	\$ 24.47
Servicer	Hourly	\$ 17.52
Groundskeeper	Hourly	\$ 17.52
Groundskeeper (Stops & Zones)	Hourly	\$ 17.52
Parts Clerk	Hourly	\$ 17.52

Schedule was revised on June 25, 2020. Rates listed above represent employee base salary and do not include overtime, shift differential, special compensation, etc.

FY17 PAY SCHEDULE

ADMINISTRATIVE EMPLOYEES

HOURLY RATE SCHEDULE FOR 07/01/2016-12/31/2016

Position Title	Time Base	Rate
Customer Information Clerk, On-Call	Hourly	\$ 12.00
Customer Information Clerk, Full-Time	Hourly	\$ 13.00
Customer Information Clerk, On-Call Lead	Hourly	\$ 13.00
Currency Processor	Hourly	\$ 14.00

HOURLY RATE SCHEDULE FOR 01/01/2017-06/30/2017

Position Title	Time Base	Rate
Customer Information Clerk, On-Call	Hourly	\$ 12.50
Customer Information Clerk, Full-Time	Hourly	\$ 13.50
Customer Information Clerk, On-Call Lead	Hourly	\$ 13.50
Currency Processor	Hourly	\$ 14.50

ANNUAL SALARY SCHEDULE FOR 07/01/2016-06/30/2017

Position Title	Time Base	Minimum	Mid	Maximum
Administrative Clerk	Annual	\$32,961	\$38,729	\$44,497
Receptionist	Annual	\$32,961	\$38,729	\$44,497
Customer Information Clerk, Senior Lead	Annual	\$32,961	\$38,729	\$44,497
Accounts Payable Clerk	Annual	\$36,298	\$43,557	\$50,817
Planning & Scheduling Technician	Annual	\$36,298	\$43,557	\$50,817
Accounts Receivable Clerk	Annual	\$36,298	\$43,557	\$50,817
Human Resources Clerk	Annual	\$36,298	\$43,557	\$50,817
Information Technologies (IT) Technician	Annual	\$36,298	\$43,557	\$50,817
Surveillance Clerk	Annual	\$36,298	\$43,557	\$50,817
Transit Clerk	Annual	\$36,298	\$43,557	\$50,817
ADA Certification Specialist	Annual	\$40,309	\$48,371	\$56,433
Contract Operations Specialist	Annual	\$40,309	\$48,371	\$56,433
Medi-Cal Administrative Activities (MAA) Coordinator	Annual	\$40,309	\$48,371	\$56,433
Travel Training Specialist	Annual	\$40,309	\$48,371	\$56,433
Revenue Account Coordinator	Annual	\$44,321	\$53,185	\$62,049
Buyer	Annual	\$48,337	\$59,213	\$70,089
Payroll Coordinator	Annual	\$48,337	\$59,213	\$70,089
Customer Information Supervisor	Annual	\$54,238	\$66,442	\$78,645
Executive Assistant/Deputy Clerk of the Board	Annual	\$54,238	\$66,442	\$78,645
Grants Financial Analyst	Annual	\$54,238	\$66,442	\$78,645
Planning Analyst	Annual	\$54,238	\$66,442	\$78,645
Planning & Programming Specialist	Annual	\$54,238	\$66,442	\$78,645
Risk Management Specialist	Annual	\$54,238	\$66,442	\$78,645
Travel Training Supervisor	Annual	\$54,238	\$66,442	\$78,645

FY17 PAY SCHEDULE

ADMINISTRATIVE EMPLOYEES				
ANNUAL SALARY SCHEDULE FOR 07/01/2016-06/30/2017				
Position Title	Time Base	Minimum	Mid	Maximum
Executive Assistant/Clerk of the Board	Annual	\$57,976	\$72,470	\$86,964
Human Resources Specialist - Recruitment	Annual	\$57,976	\$72,470	\$86,964
ITS Administrator	Annual	\$57,976	\$72,470	\$86,964
Scheduling Analyst	Annual	\$57,976	\$72,470	\$86,964
Mobility Manager	Annual	\$61,827	\$77,284	\$92,740
Operations Analyst	Annual	\$61,827	\$77,284	\$92,740
Operations Supervisor	Annual	\$61,827	\$77,284	\$92,740
Storeroom Supervisor	Annual	\$61,827	\$77,284	\$92,740
Systems Administrator	Annual	\$61,827	\$77,284	\$92,740
Training Instructor	Annual	\$61,827	\$77,284	\$92,740
Accounting Supervisor	Annual	\$65,678	\$82,098	\$98,517
Benefits Administrator	Annual	\$65,678	\$82,098	\$98,517
Contracts Administrator	Annual	\$65,678	\$82,098	\$98,517
Grants Financial Administrator	Annual	\$65,678	\$82,098	\$98,517
Safety & Security Officer	Annual	\$65,678	\$82,098	\$98,517
Stops/Zones Supervisor	Annual	\$65,678	\$82,098	\$98,517
Transit Safety & Security Manager	Annual	\$65,678	\$82,098	\$98,517
Facilities Manager	Annual	\$69,118	\$88,126	\$107,134
Government Affairs Representative	Annual	\$69,118	\$88,126	\$107,134
Maintenance Quality Control	Annual	\$69,118	\$88,126	\$107,134
Maintenance Supervisor	Annual	\$69,118	\$88,126	\$107,134
Contract Operations Maintenance Supervisor	Annual	\$69,118	\$88,126	\$107,134
Project Manager	Annual	\$69,118	\$88,126	\$107,134
Training Manager	Annual	\$69,118	\$88,126	\$107,134
Assistant Operations Manager	Annual	\$74,788	\$95,354	\$115,921
Government Affairs Manager	Annual	\$74,788	\$95,354	\$115,921
Marketing Manager	Annual	\$74,788	\$95,354	\$115,921
Grants Manager	Annual	\$74,788	\$95,354	\$115,921
Maintenance Manager	Annual	\$74,788	\$95,354	\$115,921
Performance & Reporting Analysis Manager	Annual	\$74,788	\$95,354	\$115,921
Planning & Scheduling Manager	Annual	\$74,788	\$95,354	\$115,921
Contract Operations Manager	Annual	\$77,986	\$101,382	\$124,778
Contracts Manager	Annual	\$77,986	\$101,382	\$124,778
Human Resources Manager	Annual	\$77,986	\$101,382	\$124,778
Operations Manager	Annual	\$77,986	\$101,382	\$124,778
Risk Manager	Annual	\$77,986	\$101,382	\$124,778
Controller	Annual	\$90,030	\$117,039	\$144,048
Deputy Director of Maintenance	Annual	\$90,030	\$117,039	\$144,048
Director of Contracts	Annual	\$98,336	\$130,295	\$162,254
Director of Information Technology	Annual	\$98,336	\$130,295	\$162,254
Director of Marketing	Annual	\$98,336	\$130,295	\$162,254
Director of Operations	Annual	\$98,336	\$130,295	\$162,254
Director of Planning	Annual	\$105,602	\$139,923	\$174,244
Chief Procurement & Logistics Officer	Annual	\$110,152	\$145,951	\$181,751
Chief Administrative Services Officer	Annual	\$110,152	\$145,951	\$181,751
Director of Maintenance	Annual	\$110,152	\$145,951	\$181,751
Chief Financial Officer	Annual	\$115,607	\$153,180	\$190,752
Chief Operating Officer	Annual	\$115,607	\$153,180	\$190,752
Chief Executive Officer	Annual	\$ 255,729	N/A	\$ 265,958

FY17 PAY SCHEDULE

UNION EMPLOYEES

HOURLY RATE SCHEDULE FOR 07/01/2016-08/31/2016

Position Title	Time Base	Step 1	Step 2	Step 3	Step 4	Step 5
Coach Operator	Hourly	15.16	16.33	17.50	18.66	23.33

Position Title	Time Base	Rate
A Body Mechanic	Hourly	\$ 28.33
A Mechanic	Hourly	\$ 28.33
Electronic Technician	Hourly	\$ 28.33
B Body Mechanic	Hourly	\$ 24.47
B Mechanic	Hourly	\$ 24.47
C Mechanic	Hourly	\$ 20.69
Property Maintainer	Hourly	\$ 20.69
Tire Servicer	Hourly	\$ 24.47
Servicer	Hourly	\$ 17.52
Groundskeeper	Hourly	\$ 17.52
Groundskeeper (Stops & Zones)	Hourly	\$ 17.52
Parts Clerk	Hourly	\$ 17.52

UNION EMPLOYEES

HOURLY RATE SCHEDULE FOR 09/01/2016-06/30/2017

Position Title	Time Base	Step 1	Step 2	Step 3	Step 4	Step 5
Coach Operator	Hourly	15.77	16.98	18.20	19.41	24.26

Position Title	Time Base	Rate
A Body Mechanic	Hourly	\$ 29.46
A Mechanic	Hourly	\$ 29.46
Electronic Technician	Hourly	\$ 29.46
B Body Mechanic	Hourly	\$ 25.45
B Mechanic	Hourly	\$ 25.45
C Mechanic	Hourly	\$ 21.52
Property Maintainer	Hourly	\$ 21.52
Tire Servicer	Hourly	\$ 25.45
Servicer	Hourly	\$ 18.22
Groundskeeper	Hourly	\$ 18.22
Groundskeeper (Stops & Zones)	Hourly	\$ 18.22
Parts Clerk	Hourly	\$ 18.22

Schedule was revised on June 25, 2020. Rates listed above represent employee base salary and do not include overtime, shift differential, special compensation, etc.

FY18 PAY SCHEDULE

ADMINISTRATIVE EMPLOYEES

HOURLY RATE SCHEDULE FOR 07/01/2017-12/31/2017

Position Title	Time Base	Rate
Customer Information Clerk, On-Call	Hourly	\$ 12.50
Customer Information Clerk, Full-Time	Hourly	\$ 13.50
Customer Information Clerk, On-Call Lead	Hourly	\$ 13.50
Currency Processor	Hourly	\$ 14.50

HOURLY RATE SCHEDULE FOR 01/01/2018-06/30/2018

Position Title	Time Base	Rate
Customer Information Clerk, On-Call	Hourly	\$ 13.00
Customer Information Clerk, Full-Time	Hourly	\$ 14.00
Customer Information Clerk, On-Call Lead	Hourly	\$ 14.00
Currency Processor	Hourly	\$ 15.00

ANNUAL SALARY SCHEDULE FOR 07/01/2017-06/30/2018

Position Title	Time Base	Minimum	Mid	Maximum
Administrative Clerk	Annual	\$33,686	\$39,581	\$45,476
Receptionist	Annual	\$33,686	\$39,581	\$45,476
Customer Information Clerk, Senior Lead	Annual	\$33,686	\$39,581	\$45,476
Accounts Payable Clerk	Annual	\$37,097	\$44,515	\$51,935
Accounts Receivable Clerk	Annual	\$37,097	\$44,515	\$51,935
Human Resources Clerk	Annual	\$37,097	\$44,515	\$51,935
Information Technologies (IT) Technician	Annual	\$37,097	\$44,515	\$51,935
Planning & Scheduling Technician	Annual	\$37,097	\$44,515	\$51,935
Surveillance Clerk	Annual	\$37,097	\$44,515	\$51,935
Transit Clerk	Annual	\$37,097	\$44,515	\$51,935
ADA Certification Specialist	Annual	\$41,196	\$49,435	\$57,675
Contract Operations Specialist	Annual	\$41,196	\$49,435	\$57,675
Medi-Cal Administrative Activities (MAA) Coordinator	Annual	\$41,196	\$49,435	\$57,675
Travel Training Specialist	Annual	\$41,196	\$49,435	\$57,675
Community Engagement Coordinator	Annual	\$45,296	\$54,355	\$63,414
Marketing Coordinator	Annual	\$45,296	\$54,355	\$63,414
Revenue Account Coordinator	Annual	\$45,296	\$54,355	\$63,414
Buyer	Annual	\$49,400	\$60,516	\$71,631
Customer Information Supervisor	Annual	\$55,431	\$67,904	\$80,375
Executive Assistant/Deputy Clerk of the Board	Annual	\$55,431	\$67,904	\$80,375
Grants Financial Analyst	Annual	\$55,431	\$67,904	\$80,375
Risk Management Specialist	Annual	\$55,431	\$67,904	\$80,375

FY18 PAY SCHEDULE

ADMINISTRATIVE EMPLOYEES				
ANNUAL SALARY SCHEDULE FOR 07/01/2017-06/30/2018				
Position Title	Time Base	Minimum	Mid	Maximum
Executive Assistant/Clerk of the Board	Annual	\$59,251	\$74,064	\$88,877
Fleet Analyst	Annual	\$59,251	\$74,064	\$88,877
Human Resources Specialist - Recruitment	Annual	\$59,251	\$74,064	\$88,877
ITS Administrator	Annual	\$59,251	\$74,064	\$88,877
Scheduling Analyst	Annual	\$59,251	\$74,064	\$88,877
Mobility Manager	Annual	\$63,187	\$78,984	\$94,780
Operations Analyst	Annual	\$63,187	\$78,984	\$94,780
Operations Supervisor	Annual	\$63,187	\$78,984	\$94,780
Storeroom Supervisor	Annual	\$63,187	\$78,984	\$94,780
Systems Administrator	Annual	\$63,187	\$78,984	\$94,780
Training Instructor	Annual	\$63,187	\$78,984	\$94,780
Accounting Supervisor	Annual	\$67,123	\$83,904	\$100,684
Benefits Administrator	Annual	\$67,123	\$83,904	\$100,684
Contracts Administrator	Annual	\$67,123	\$83,904	\$100,684
Grants Financial Administrator	Annual	\$67,123	\$83,904	\$100,684
Payroll Administrator	Annual	\$67,123	\$83,904	\$100,684
Planning Analyst	Annual	\$67,123	\$83,904	\$100,684
Planning & Programming Specialist	Annual	\$67,123	\$83,904	\$100,684
Transit Safety & Security Manager	Annual	\$67,123	\$83,904	\$100,684
Stops/Zones Supervisor	Annual	\$67,123	\$83,904	\$100,684
Facilities Manager	Annual	\$70,639	\$90,065	\$109,491
Maintenance Quality Control	Annual	\$70,639	\$90,065	\$109,491
Maintenance Supervisor	Annual	\$70,639	\$90,065	\$109,491
Contract Operations Maintenance Supervisor	Annual	\$70,639	\$90,065	\$109,491
Project Manager	Annual	\$70,639	\$90,065	\$109,491
Training Manager	Annual	\$70,639	\$90,065	\$109,491
Government Affairs Manager	Annual	\$76,433	\$97,452	\$118,471
Assistant Operations Manager	Annual	\$76,433	\$97,452	\$118,471
Grants Manager	Annual	\$76,433	\$97,452	\$118,471
Maintenance Manager	Annual	\$76,433	\$97,452	\$118,471
Performance & Reporting Analysis Manager	Annual	\$76,433	\$97,452	\$118,471
Planning & Scheduling Manager	Annual	\$76,433	\$97,452	\$118,471
Contract Operations Manager	Annual	\$79,702	\$103,612	\$127,523
Contracts Manager	Annual	\$79,702	\$103,612	\$127,523
Human Resources Manager	Annual	\$79,702	\$103,612	\$127,523
Media & Public Relations Manager	Annual	\$79,702	\$103,612	\$127,523
Operations Manager	Annual	\$79,702	\$103,612	\$127,523
Risk Manager	Annual	\$79,702	\$103,612	\$127,523
Controller	Annual	\$92,011	\$119,614	\$147,217
Deputy Director of Maintenance	Annual	\$92,011	\$119,614	\$147,217
Planning & Programming Manager	Annual	\$92,011	\$119,614	\$147,217
Director of Contracts	Annual	\$100,499	\$133,161	\$165,824
Director of Information Technology	Annual	\$100,499	\$133,161	\$165,824
Director of Risk Management	Annual	\$100,499	\$133,161	\$165,824
Director of Marketing	Annual	\$104,212	\$138,081	\$171,950
Chief Administrative Services Officer	Annual	\$112,575	\$149,162	\$185,750
Director of Maintenance	Annual	\$112,575	\$149,162	\$185,750
Director of Planning	Annual	\$112,575	\$149,162	\$185,750
Chief Financial Officer	Annual	\$118,150	\$156,550	\$194,949
Chief Procurement & Logistics Officer	Annual	\$118,150	\$156,550	\$194,949
Chief Operating Officer	Annual	\$118,150	\$156,550	\$194,949
Chief Executive Officer	Annual	\$ 265,958	N/A	\$ 276,596

FY18 PAY SCHEDULE

UNION EMPLOYEES

HOURLY RATE SCHEDULE FOR 07/01/2017-08/31/2017

Position Title	Time Base	Step 1	Step 2	Step 3	Step 4
Coach Operator	Hourly	15.77	16.98	18.20	19.41

Position Title	Time Base	Rate
A Body Mechanic	Hourly	\$ 29.46
A Mechanic	Hourly	\$ 29.46
Electronic Technician	Hourly	\$ 29.46
B Body Mechanic	Hourly	\$ 25.45
B Mechanic	Hourly	\$ 25.45
C Mechanic	Hourly	\$ 21.52
Property Maintainer	Hourly	\$ 21.52
Tire Servicer	Hourly	\$ 25.45
Servicer	Hourly	\$ 18.22
Groundskeeper	Hourly	\$ 18.22
Groundskeeper (Stops & Zones)	Hourly	\$ 18.22
Parts Clerk	Hourly	\$ 18.22

UNION EMPLOYEES

HOURLY RATE SCHEDULE FOR 09/01/2017-06/30/2018

Position Title	Time Base	Step 1	Step 2	Step 3	Step 4
Coach Operator	Hourly	16.40	17.66	18.92	20.18

Position Title	Time Base	Rate
A Body Mechanic	Hourly	\$ 30.64
A Mechanic	Hourly	\$ 30.64
Electronic Technician	Hourly	\$ 30.64
B Body Mechanic	Hourly	\$ 26.47
B Mechanic	Hourly	\$ 26.47
C Mechanic	Hourly	\$ 22.38
Property Maintainer	Hourly	\$ 22.38
Tire Servicer	Hourly	\$ 26.47
Servicer	Hourly	\$ 18.95
Groundskeeper	Hourly	\$ 18.95
Groundskeeper (Stops & Zones)	Hourly	\$ 18.95
Parts Clerk	Hourly	\$ 18.95

Schedule was revised on June 25, 2020. Rates listed above represent employee base salary and do not include overtime, shift differential, special compensation, etc.

FY19 PAY SCHEDULE

ADMINISTRATIVE EMPLOYEES

HOURLY RATE SCHEDULE FOR 07/01/2018-12/31/2018

Position Title	Time Base	Rate
Customer Information Clerk, On-Call	Hourly	\$ 13.00
Customer Information Clerk, Full-Time	Hourly	\$ 14.00
Customer Information Clerk, On-Call Lead	Hourly	\$ 14.00
Currency Processor	Hourly	\$ 15.00

HOURLY RATE SCHEDULE FOR 01/01/2019-06/30/2019

Position Title	Time Base	Rate
Customer Information Clerk, On-Call	Hourly	\$ 14.00
Customer Information Clerk, Full-Time	Hourly	\$ 15.00
Customer Information Clerk, On-Call Lead	Hourly	\$ 15.00
Currency Processor	Hourly	\$ 16.00

ANNUAL SALARY SCHEDULE FOR 07/01/2018-06/30/2019

Position Title	Time Base	Minimum	Mid	Maximum
Receptionist	Annual	\$34,394	\$40,412	\$46,431
Customer Information Clerk, Senior Lead	Annual	\$34,394	\$40,412	\$46,431
Accounts Payable Clerk	Annual	\$37,876	\$45,450	\$53,026
Accounts Receivable Clerk	Annual	\$37,876	\$45,450	\$53,026
Human Resources Clerk	Annual	\$37,876	\$45,450	\$53,026
Information Technologies (IT) Technician	Annual	\$37,876	\$45,450	\$53,026
Planning & Scheduling Technician	Annual	\$37,876	\$45,450	\$53,026
Surveillance Clerk	Annual	\$37,876	\$45,450	\$53,026
Transit Clerk	Annual	\$37,876	\$45,450	\$53,026
ADA Certification Specialist	Annual	\$42,061	\$50,473	\$58,886
Contract Operations Specialist	Annual	\$42,061	\$50,473	\$58,886
Deputy Clerk of the Board	Annual	\$42,061	\$50,473	\$58,886
Medi-Cal Administrative Activities (MAA) Coordinator	Annual	\$42,061	\$50,473	\$58,886
Travel Training Specialist	Annual	\$42,061	\$50,473	\$58,886
Community Engagement Coordinator	Annual	\$46,247	\$55,497	\$64,746
Marketing Coordinator	Annual	\$46,247	\$55,497	\$64,746
Revenue Account Coordinator	Annual	\$46,247	\$55,497	\$64,746
Buyer	Annual	\$50,438	\$61,787	\$73,135
Customer Information Supervisor	Annual	\$56,595	\$69,330	\$82,063
Executive Assistant	Annual	\$56,595	\$69,330	\$82,063
Facilities Supervisor	Annual	\$56,595	\$69,330	\$82,063
Grants Financial Analyst	Annual	\$56,595	\$69,330	\$82,063
Risk Management Specialist	Annual	\$56,595	\$69,330	\$82,063
Human Resources Specialist - Recruitment	Annual	\$60,496	\$75,620	\$90,744
Fleet Analyst	Annual	\$60,496	\$75,620	\$90,744
ITS Administrator	Annual	\$60,496	\$75,620	\$90,744
Scheduling Analyst	Annual	\$60,496	\$75,620	\$90,744
Assistant Contract Operations Manager	Annual	\$64,514	\$80,643	\$96,771
Mobility Manager	Annual	\$64,514	\$80,643	\$96,771
Operations Analyst	Annual	\$64,514	\$80,643	\$96,771
Operations Supervisor	Annual	\$64,514	\$80,643	\$96,771
Storeroom Supervisor	Annual	\$64,514	\$80,643	\$96,771
Systems Administrator	Annual	\$64,514	\$80,643	\$96,771
Training Instructor	Annual	\$64,514	\$80,643	\$96,771
Benefits Administrator	Annual	\$68,532	\$85,666	\$102,799
Contracts Administrator	Annual	\$68,532	\$85,666	\$102,799

FY19 PAY SCHEDULE

ADMINISTRATIVE EMPLOYEES				
ANNUAL SALARY SCHEDULE FOR 07/01/2018-06/30/2019				
Position Title	Time Base	Minimum	Mid	Maximum
Grants Financial Administrator	Annual	\$68,532	\$85,666	\$102,799
Payroll Administrator	Annual	\$68,532	\$85,666	\$102,799
Planning Analyst	Annual	\$68,532	\$85,666	\$102,799
Planning & Programming Specialist	Annual	\$68,532	\$85,666	\$102,799
Transit Safety & Security Manager	Annual	\$68,532	\$85,666	\$102,799
Stops/Zones Supervisor	Annual	\$68,532	\$85,666	\$102,799
Budget Administrator	Annual	\$72,122	\$91,956	\$111,790
Executive Assistant/Clerk of the Board	Annual	\$72,122	\$91,956	\$111,790
Maintenance Quality Control	Annual	\$72,122	\$91,956	\$111,790
Maintenance Supervisor	Annual	\$72,122	\$91,956	\$111,790
Project Manager	Annual	\$72,122	\$91,956	\$111,790
Senior Contracts Administrator	Annual	\$72,122	\$91,956	\$111,790
Training Manager	Annual	\$72,122	\$91,956	\$111,790
Government Affairs Manager	Annual	\$78,038	\$99,498	\$120,959
Accounting Manager	Annual	\$78,038	\$99,498	\$120,959
Assistant Operations Manager	Annual	\$78,038	\$99,498	\$120,959
Grants Manager	Annual	\$78,038	\$99,498	\$120,959
Maintenance Manager	Annual	\$78,038	\$99,498	\$120,959
Sr. Facilities/Construction Project Manager	Annual	\$78,038	\$99,498	\$120,959
Contract Operations Manager	Annual	\$81,375	\$105,788	\$130,201
Contracts Manager	Annual	\$81,375	\$105,788	\$130,201
Human Resources Manager	Annual	\$81,375	\$105,788	\$130,201
Media & Public Relations Manager	Annual	\$81,375	\$105,788	\$130,201
Operations Manager	Annual	\$81,375	\$105,788	\$130,201
Risk Manager	Annual	\$81,375	\$105,788	\$130,201
Controller	Annual	\$93,943	\$122,126	\$150,309
Deputy Director of Maintenance	Annual	\$93,943	\$122,126	\$150,309
Planning & Scheduling Manager	Annual	\$93,943	\$122,126	\$150,309
Director of Contracts	Annual	\$102,610	\$135,958	\$169,306
Director of Risk Management	Annual	\$102,610	\$135,958	\$169,306
Director of Service Planning & Scheduling	Annual	\$102,610	\$135,958	\$169,306
Director of Information Technology/Division Manager	Annual	\$106,401	\$140,981	\$175,561
Director of Marketing	Annual	\$106,401	\$140,981	\$175,561
Chief Administrative Services Officer	Annual	\$114,939	\$152,294	\$189,650
Director of Maintenance	Annual	\$114,939	\$152,294	\$189,650
Director of Planning	Annual	\$114,939	\$152,294	\$189,650
Chief Financial Officer	Annual	\$120,632	\$159,838	\$199,042
Chief Operating Officer	Annual	\$120,632	\$159,838	\$199,042
Chief Procurement & Logistics Officer	Annual	\$120,632	\$159,838	\$199,042
Chief Executive Officer	Annual	\$ 276,596	N/A	\$290,426

FY19 PAY SCHEDULE

UNION EMPLOYEES

HOURLY RATE SCHEDULE FOR 07/01/2018-08/31/2018

Position Title	Time Base	Step 1	Step 2	Step 3	Step 4	Step 5
Coach Operator	Hourly	16.40	17.66	18.92	20.18	25.23

Position Title	Time Base	Rate
A Body Mechanic	Hourly	\$ 30.64
A Mechanic	Hourly	\$ 30.64
Electronic Technician	Hourly	\$ 30.64
B Body Mechanic	Hourly	\$ 26.47
B Mechanic	Hourly	\$ 26.47
C Mechanic	Hourly	\$ 22.38
Property Maintainer	Hourly	\$ 22.38
Tire Servicer	Hourly	\$ 26.47
Servicer	Hourly	\$ 18.95
Groundskeeper	Hourly	\$ 18.95
Groundskeeper (Stops & Zones)	Hourly	\$ 18.95
Parts Clerk	Hourly	\$ 18.95

UNION EMPLOYEES

HOURLY RATE SCHEDULE FOR 09/01/2018-06/30/2019

Position Title	Time Base	Step 1	Step 2	Step 3	Step 4	Step 5
Coach Operator	Hourly	17.14	18.46	19.78	21.10	26.37

Position Title	Time Base	Rate
A Body Mechanic	Hourly	\$ 32.02
A Mechanic	Hourly	\$ 32.02
Electronic Technician	Hourly	\$ 32.02
B Body Mechanic	Hourly	\$ 27.66
B Mechanic	Hourly	\$ 27.66
C Mechanic	Hourly	\$ 23.39
Property Maintainer	Hourly	\$ 23.39
Tire Servicer	Hourly	\$ 27.66
Servicer	Hourly	\$ 19.80
Groundskeeper	Hourly	\$ 19.80
Groundskeeper (Stops & Zones)	Hourly	\$ 19.80
Parts Clerk	Hourly	\$ 19.80

Schedule was revised on June 25, 2020. Rates listed above represent employee base salary and do not include overtime, shift differential, special compensation, etc.

FY20 PAY SCHEDULE

ADMINISTRATIVE EMPLOYEES

HOURLY RATE SCHEDULE FOR 07/01/2019-12/31/2019

Position Title	Time Base	Rate
Customer Information Clerk, On-Call	Hourly	\$ 14.00
Customer Information Clerk, Full-Time	Hourly	\$ 15.00
Customer Information Clerk, On-Call Lead	Hourly	\$ 15.00
Currency Processor	Hourly	\$ 16.00

HOURLY RATE SCHEDULE FOR 01/01/2020-06/30/2020

Position Title	Time Base	Rate
Customer Information Clerk, On-Call	Hourly	\$ 15.00
Customer Information Clerk, Full-Time	Hourly	\$ 16.00
Customer Information Clerk, On-Call Lead	Hourly	\$ 16.00
Currency Processor	Hourly	\$ 17.00

ANNUAL SALARY SCHEDULE FOR 07/01/2019-06/30/2020

Position Title	Time Base	Minimum	Mid	Maximum
Receptionist	Annual	\$34,978	\$41,099	\$47,220
Customer Information Clerk, Senior Lead	Annual	\$34,978	\$41,099	\$47,220
Accounts Payable Clerk	Annual	\$38,519	\$46,223	\$53,927
Accounts Receivable Clerk	Annual	\$38,519	\$46,223	\$53,927
Human Resources Clerk	Annual	\$38,519	\$46,223	\$53,927
Information Technologies (IT) Technician	Annual	\$38,519	\$46,223	\$53,927
Planning & Scheduling Technician	Annual	\$38,519	\$46,223	\$53,927
Surveillance Clerk	Annual	\$38,519	\$46,223	\$53,927
Transit Clerk	Annual	\$38,519	\$46,223	\$53,927
ADA Certification Specialist	Annual	\$42,776	\$51,331	\$59,887
Administrative Assistant	Annual	\$42,776	\$51,331	\$59,887
Contract Operations Specialist	Annual	\$42,776	\$51,331	\$59,887
Surveillance Specialist	Annual	\$42,776	\$51,331	\$59,887
Travel Training Specialist	Annual	\$42,776	\$51,331	\$59,887
Community Engagement Coordinator	Annual	\$47,003	\$56,440	\$65,846
Marketing Coordinator	Annual	\$47,003	\$56,440	\$65,846
Revenue Account Coordinator	Annual	\$47,003	\$56,440	\$65,846
Buyer	Annual	\$51,295	\$62,837	\$74,379
Accountant	Annual	\$57,557	\$70,508	\$83,458
Customer Information Supervisor	Annual	\$57,557	\$70,508	\$83,458
Executive Assistant	Annual	\$57,557	\$70,508	\$83,458
Facilities Supervisor	Annual	\$57,557	\$70,508	\$83,458
Grants Financial Analyst	Annual	\$57,557	\$70,508	\$83,458
Risk Management Specialist	Annual	\$57,557	\$70,508	\$83,458
Human Resources Specialist - Recruitment	Annual	\$61,524	\$76,905	\$92,286
Fleet Analyst	Annual	\$61,524	\$76,905	\$92,286
ITS Administrator	Annual	\$61,524	\$76,905	\$92,286
Scheduling Analyst	Annual	\$61,524	\$76,905	\$92,286
Assistant Contract Operations Manager	Annual	\$65,611	\$82,014	\$98,416
Mobility Manager	Annual	\$65,611	\$82,014	\$98,416
Operations Analyst	Annual	\$65,611	\$82,014	\$98,416
Operations Supervisor	Annual	\$65,611	\$82,014	\$98,416
Storeroom Supervisor	Annual	\$65,611	\$82,014	\$98,416
Systems Administrator	Annual	\$65,611	\$82,014	\$98,416
Training Instructor	Annual	\$65,611	\$82,014	\$98,416
Benefits Administrator	Annual	\$69,698	\$87,122	\$104,546

FY20 PAY SCHEDULE

ADMINISTRATIVE EMPLOYEES

ANNUAL SALARY SCHEDULE FOR 07/01/2019-06/30/2020

Position Title	Time Base	Minimum	Mid	Maximum
Contracts Administrator	Annual	\$69,698	\$87,122	\$104,546
Grants Financial Administrator	Annual	\$69,698	\$87,122	\$104,546
Payroll Administrator	Annual	\$69,698	\$87,122	\$104,546
Planning Analyst	Annual	\$69,698	\$87,122	\$104,546
Planning & Programming Specialist	Annual	\$69,698	\$87,122	\$104,546
Transit Safety & Security Manager	Annual	\$69,698	\$87,122	\$104,546
Stops/Zones Supervisor	Annual	\$69,698	\$87,122	\$104,546
Budget Administrator	Annual	\$73,348	\$93,519	\$113,691
Executive Assistant/Clerk of the Board	Annual	\$73,348	\$93,519	\$113,691
Maintenance Quality Control	Annual	\$73,348	\$93,519	\$113,691
Maintenance Supervisor	Annual	\$73,348	\$93,519	\$113,691
Project Manager	Annual	\$73,348	\$93,519	\$113,691
Senior Contracts Administrator	Annual	\$73,348	\$93,519	\$113,691
Training Manager	Annual	\$73,348	\$93,519	\$113,691
Government Affairs Manager	Annual	\$79,365	\$101,190	\$123,015
Accounting Manager	Annual	\$79,365	\$101,190	\$123,015
Assistant Operations Manager	Annual	\$79,365	\$101,190	\$123,015
Grants Manager	Annual	\$79,365	\$101,190	\$123,015
Maintenance Manager	Annual	\$79,365	\$101,190	\$123,015
Sr. Facilities/Construction Project Manager	Annual	\$79,365	\$101,190	\$123,015
Contract Operations Manager	Annual	\$82,759	\$107,587	\$132,415
Contracts Manager	Annual	\$82,759	\$107,587	\$132,415
Human Resources Manager	Annual	\$82,759	\$107,587	\$132,415
Media & Public Relations Manager	Annual	\$82,759	\$107,587	\$132,415
Operations Manager	Annual	\$82,759	\$107,587	\$132,415
Risk Manager	Annual	\$82,759	\$107,587	\$132,415
Controller	Annual	\$95,540	\$124,202	\$152,864
Deputy Director of Maintenance	Annual	\$95,540	\$124,202	\$152,864
Planning & Scheduling Manager	Annual	\$95,540	\$124,202	\$152,864
Director of Contracts	Annual	\$104,354	\$138,269	\$172,184
Director of Planning	Annual	\$104,354	\$138,269	\$172,184
Director of Risk Management	Annual	\$104,354	\$138,269	\$172,184
Director of Service Planning & Scheduling	Annual	\$104,354	\$138,269	\$172,184
Director of Information Technology/Division Manager	Annual	\$108,210	\$143,378	\$178,645
Director of Marketing	Annual	\$108,210	\$143,378	\$178,645
Chief Administrative Services Officer	Annual	\$116,893	\$154,883	\$192,874
Director of Maintenance	Annual	\$116,893	\$154,883	\$192,874
Chief Financial Officer	Annual	\$112,682	\$162,555	\$202,426
Chief Operating Officer	Annual	\$112,682	\$162,555	\$202,426
Chief Procurement & Logistics Officer	Annual	\$112,682	\$162,555	\$202,426
Chief Executive Officer	Annual	\$290,426	N/A	\$304,947

ANNUAL SALARY SCHEDULE FOR 07/26/2019-06/30/2020

Position Title	Time Base	Minimum	Mid	Maximum
Clerk of the Board/HR Compliance Specialist	Annual	\$61,524	\$76,905	\$92,286

FY20 PAY SCHEDULE

UNION EMPLOYEES

HOURLY RATE SCHEDULE FOR 07/01/2019-08/31/2019

Position Title	Time Base	Step 1	Step 2	Step 3	Step 4	Step 5
Coach Operator	Hourly	17.14	18.46	19.78	21.10	26.37

Position Title	Time Base	Rate
A Body Mechanic	Hourly	\$ 32.02
A Mechanic	Hourly	\$ 32.02
Electronic Technician	Hourly	\$ 32.02
B Body Mechanic	Hourly	\$ 27.66
B Mechanic	Hourly	\$ 27.66
C Mechanic	Hourly	\$ 23.39
Property Maintainer	Hourly	\$ 23.39
Tire Servicer	Hourly	\$ 27.66
Servicer	Hourly	\$ 19.80
Groundskeeper	Hourly	\$ 19.80
Groundskeeper (Stops & Zones)	Hourly	\$ 19.80
Parts Clerk	Hourly	\$ 19.80

UNION EMPLOYEES

HOURLY RATE SCHEDULE FOR 09/01/2019-06/30/2020

Position Title	Time Base	Step 1	Step 2	Step 3	Step 4	Step 5
Coach Operator	Hourly	17.91	19.29	20.67	22.05	27.56

Position Title	Time Base	Rate
A Body Mechanic	Hourly	\$ 33.46
A Mechanic	Hourly	\$ 33.46
Electronic Technician	Hourly	\$ 33.46
B Body Mechanic	Hourly	\$ 28.90
B Mechanic	Hourly	\$ 28.90
C Mechanic	Hourly	\$ 24.44
Property Maintainer	Hourly	\$ 24.44
Tire Servicer	Hourly	\$ 28.90
Servicer	Hourly	\$ 20.69
Groundskeeper	Hourly	\$ 20.69
Groundskeeper (Stops & Zones)	Hourly	\$ 20.69
Parts Clerk	Hourly	\$ 20.69

Schedule was revised on June 25, 2020. Rates listed above represent employee base salary and do not include overtime, shift differential, special compensation, etc.