2020 Intercity Transit Step Structure with 3% General Wage Increase- Effective 1/1/2020

E Exempt
N Non Exempt

Range		Position Titles		Minimum Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Midpoint Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Maximum Step 15
A12			Annual	$45,920.84	$46,980.05	$48,083.38	$49,186.72	$50,334.19	$51,503.72	$52,717.39	$53,931.06	$55,012.33	$56,137.74	$57,263.14	$58,410.61	$59,580.14	$60,771.75	$62,007.48
			Pay Period	$1,766.19	$1,806.92	$1,849.36	$1,891.80	$1,935.93	$1,980.91	$2,027.59	$2,074.27	$2,115.86	$2,159.14	$2,202.43	$2,246.56	$2,291.54	$2,337.37	$2,384.90
			Hourly	$22.08	$22.59	$23.12	$23.65	$24.20	$24.76	$25.34	$25.93	$26.45	$26.99	$27.53	$28.08	$28.64	$29.22	$29.81
A13	N	Facilities Specialist	Annual	$48,679.18	$49,826.65	$50,996.19	$52,187.79	$53,401.46	$54,637.20	$55,917.07	$57,241.07	$58,366.47	$59,536.01	$60,727.61	$61,941.28	$63,177.02	$64,434.82	$65,714.69
	N	Information Systems Help Desk Technician	Pay Period	$1,872.28	$1,916.41	$1,961.39	$2,007.22	$2,053.90	$2,101.43	$2,150.66	$2,201.58	$2,244.86	$2,289.85	$2,335.68	$2,382.36	$2,429.89	$2,478.26	$2,527.49
			Hourly	$23.40	$23.96	$24.52	$25.09	$25.67	$26.27	$26.88	$27.52	$28.06	$28.62	$29.20	$29.78	$30.37	$30.98	$31.59
B21	N	Administrative Assistant	Annual	$51,481.66	$52,673.26	$53,909.00	$55,166.80	$56,446.67	$57,770.67	$59,116.74	$60,484.88	$61,698.55	$62,934.29	$64,214.16	$65,494.02	$66,818.03	$68,164.10	$69,532.23
	N	Bicycle Commuter Contest Assistant	Pay Period	$1,980.06	$2,025.89	$2,073.42	$2,121.80	$2,171.03	$2,221.95	$2,273.72	$2,326.34	$2,373.02	$2,420.55	$2,469.78	$2,519.00	$2,569.92	$2,621.70	$2,674.32
	N	Commuter Services Assistant	Hourly	$24.75	$25.32	$25.92	$26.52	$27.14	$27.77	$28.42	$29.08	$29.66	$30.26	$30.87	$31.49	$32.12	$32.77	$33.43
	N	Development Assistant																
	N	Marketing, Communications & Outreach Representative																
	N	Operations Assistant																
	N	Maintenance Administrative Assistant																
	N	Village Vans Assistant																
	N	Youth Education Assistant																
B22	N	Accounting Specialist	Annual	$54,262.06	$55,519.87	$56,821.80	$58,145.81	$59,513.94	$60,904.15	$62,316.42	$63,772.82	$65,052.69	$66,354.63	$67,678.63	$69,024.70	$70,392.84	$71,805.11	$73,239.44
	N	Facilities Technician	Pay Period	$2,087.00	$2,135.38	$2,185.45	$2,236.38	$2,289.00	$2,342.47	$2,396.79	$2,452.80	$2,502.03	$2,552.10	$2,603.02	$2,654.80	$2,707.42	$2,761.73	$2,816.90
	N	Human Resources Specialist	Hourly	$26.09	$26.69	$27.32	$27.95	$28.61	$29.28	$29.96	$30.66	$31.28	$31.90	$32.54	$33.18	$33.84	$34.52	$35.21
	N	Executive Assistant II																
	N	Inventory Specialist (Purchasing & Payables)																
	N	Inventory Specialist (Purchasing & Warehouse)																
	N	Operations Scheduling Coordinator																
	N	Travel Training Coordinator																
	N	Youth Education Specialist																
B23	N	Information Systems Technician	Annual	$57,020.40	$58,344.41	$59,712.54	$61,102.75	$62,515.02	$63,971.42	$65,449.89	$66,972.50	$68,318.57	$69,686.70	$71,098.97	$72,533.31	$73,989.71	$75,468.18	$76,990.79
	N	Lead Accounting Specialist	Pay Period	$2,193.09	$2,244.02	$2,296.64	$2,350.11	$2,404.42	$2,460.44	$2,517.30	$2,575.87	$2,627.64	$2,680.26	$2,734.58	$2,789.74	$2,845.76	$2,902.62	$2,961.18
	N	Operations Trainer	Hourly	$27.41	$28.05	$28.71	$29.38	$30.06	$30.76	$31.47	$32.20	$32.85	$33.50	$34.18	$34.87	$35.57	$36.28	$37.01
	N	Vanpool Coordinator																
C41	N	Information Systems Analyst	Annual	$68,164.10	$69,752.90	$71,363.77	$73,040.84	$74,739.98	$76,461.18	$78,248.59	$80,080.13	$81,668.93	$83,323.93	$85,001.01	$86,700.14	$88,443.41	$90,208.75	$92,018.22
	N	Operations Supervisor	Pay Period	$2,621.70	$2,682.80	$2,744.76	$2,809.26	$2,874.61	$2,940.81	$3,009.56	$3,080.00	$3,141.11	$3,204.77	$3,269.27	$3,334.62	$3,401.67	$3,469.57	$3,539.16
	N	Dial-A-Lift Supervisor	Hourly	$32.77	$33.54	$34.31	$35.12	$35.93	$36.76	$37.62	$38.50	$39.26	$40.06	$40.87	$41.68	$42.52	$43.37	$44.24
	N	Information Systems Database Developer																
	E	Customer Service Supervisor																
	E	ADA Eligibility Coordinator																
	E	Planning - Scheduler																
	E	Associate Transit Planner																
	E	Environmental and Sustainability Coordinator																
C42	E	Grants Program Administrator	Annual	$70,944.50	$72,687.78	$74,475.18	$76,284.65	$78,160.32	$80,080.13	$82,066.13	$84,074.20	$85,663.01	$87,273.88	$88,906.81	$90,583.89	$92,283.02	$94,004.23	$95,769.56
	E	Human Resources Analyst	Pay Period	$2,728.63	$2,795.68	$2,864.43	$2,934.03	$3,006.17	$3,080.00	$3,156.39	$3,233.62	$3,294.73	$3,356.69	$3,419.49	$3,484.00	$3,549.35	$3,615.55	$3,683.44
	E	Inventory Supervisor	Hourly	$34.11	$34.95	$35.81	$36.68	$37.58	$38.50	$39.45	$40.42	$41.18	$41.96	$42.74	$43.55	$44.37	$45.19	$46.04
	E	Marketing, Communications & Outreach Coordinator																
	E	Procurement Coordinator																
	E	Senior Planner																
	E	Maintenance Supervisor																
C43	E	Senior Information Systems Analyst	Annual	$75,137.18	$76,880.45	$78,667.86	$80,499.39	$82,375.07	$84,294.87	$86,258.81	$88,288.95	$90,054.28	$91,841.69	$93,695.29	$95,570.96	$97,490.77	$99,432.64	$101,418.65
	E	Human Resources Supervisor	Pay Period	$2,889.89	$2,956.94	$3,025.69	$3,096.13	$3,168.27	$3,242.11	$3,317.65	$3,395.73	$3,463.63	$3,532.37	$3,603.67	$3,675.81	$3,749.64	$3,824.33	$3,900.72
	E	Finance Supervisor	Hourly	$36.12	$36.96	$37.82	$38.70	$39.60	$40.53	$41.47	$42.45	$43.30	$44.15	$45.05	$45.95	$46.87	$47.80	$48.76
	E	Village Vans Supervisor																

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Range				Minimum							Midpoint							Maximum
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
C44/C51	E	Customer Service Manager	Annual	$78,888.52	$80,720.06	$82,617.80	$84,537.60	$86,501.54	$88,509.61	$90,583.89	$92,702.29	$94,555.90	$96,453.63	$98,373.44	$100,337.38	$102,367.51	$104,397.65	$106,493.99
	E	Vanpool Manager	Pay Period	$3,034.17	$3,104.62	$3,177.61	$3,251.45	$3,326.98	$3,404.22	$3,484.00	$3,565.47	$3,636.77	$3,709.76	$3,783.59	$3,859.13	$3,937.21	$4,015.29	$4,095.92
			Hourly	$37.93	$38.81	$39.72	$40.64	$41.59	$42.55	$43.55	$44.57	$45.46	$46.37	$47.29	$48.24	$49.22	$50.19	$51.20
C45/C52	E	Dial-A-Lift Manager	Annual	$84,052.14	$86,016.07	$88,024.15	$90,076.35	$92,172.69	$94,313.16	$96,519.83	$98,770.64	$100,756.64	$102,764.72	$104,816.92	$106,935.33	$109,075.80	$111,260.40	$113,489.14
	E	Facilities Manager	Pay Period	$3,232.77	$3,308.31	$3,385.54	$3,464.48	$3,545.10	$3,627.43	$3,712.30	$3,798.87	$3,875.26	$3,952.49	$4,031.42	$4,112.90	$4,195.22	$4,279.25	$4,364.97
	E	Fixed Route Manager	Hourly	$40.41	$41.35	$42.32	$43.31	$44.31	$45.34	$46.40	$47.49	$48.44	$49.41	$50.39	$51.41	$52.44	$53.49	$54.56
	E	Fleet Manager																
D61	E	Information Systems Manager	Annual	$90,870.75	$92,989.16	$95,151.70	$97,380.44	$99,653.31	$101,970.31	$104,353.52	$106,780.86	$108,921.33	$111,105.94	$113,334.67	$115,585.48	$117,902.48	$120,263.62	$122,690.96
	E	Chief Safety Manager	Pay Period	$3,495.03	$3,576.51	$3,659.68	$3,745.40	$3,832.82	$3,921.94	$4,013.60	$4,106.96	$4,189.28	$4,273.31	$4,359.03	$4,445.60	$4,534.71	$4,625.52	$4,718.88
	E	Marketing, Communications & Outreach Manager	Hourly	$43.69	$44.71	$45.75	$46.82	$47.91	$49.02	$50.17	$51.34	$52.37	$53.42	$54.49	$55.57	$56.68	$57.82	$58.99
	E	Operations Superintendent																
	E	Planning Manager																
	E	Principle Planner																
	E	Procurement & Capital Projects Manager																
	E	Finance Manager																
E81	E	Development Director	Annual	$105,280.32	$107,729.73	$110,245.33	$112,805.07	$115,431.01	$118,123.15	$120,881.49	$123,308.83	$125,780.30	$128,295.91	$130,855.65	$133,481.59	$136,151.66	$138,887.94	$141,668.34
	E	Operations Director	Pay Period	$4,049.24	$4,143.45	$4,240.21	$4,338.66	$4,439.65	$4,543.20	$4,649.29	$4,742.65	$4,837.70	$4,934.46	$5,032.91	$5,133.91	$5,236.60	$5,341.84	$5,448.78
	E	Fleet & Facilities Maintenance Director	Hourly	$50.62	$51.79	$53.00	$54.23	$55.50	$56.79	$58.12	$59.28	$60.47	$61.68	$62.91	$64.17	$65.46	$66.77	$68.11
	E	Administrative Services Director																
F82	E	General Manager (CEO)	Annual	$171,558.00														
			Hourly	$82.48														