2021 Intercity Transit Step Structure with 3% General Wage Increase- Effective 1/1/2021

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	$47,320.00	$48,401.60	$49,545.60	$50,668.80	$51,854.40	$53,040.00	$54,288.00	$55,536.00	$56,659.20	$57,824.00	$58,988.80	$60,153.60	$61,360.00	$62,608.00	$63,856.00
			Pay Period	$1,820.00	$1,861.60	$1,905.60	$1,948.80	$1,994.40	$2,040.00	$2,088.00	$2,136.00	$2,179.20	$2,224.00	$2,268.80	$2,313.60	$2,360.00	$2,408.00	$2,456.00
			Hourly	$22.75	$23.27	$23.82	$24.36	$24.93	$25.50	$26.10	$26.70	$27.24	$27.80	$28.36	$28.92	$29.50	$30.10	$30.70
A13	N	Facilities Specialist	Annual	$50,128.00	$51,334.40	$52,540.80	$53,747.20	$54,995.20	$56,264.00	$57,595.20	$58,968.00	$60,112.00	$61,318.40	$62,566.40	$63,793.60	$65,083.20	$66,372.80	$67,683.20
	N	Information Systems Help Desk Technician	Pay Period	$1,928.00	$1,974.40	$2,020.80	$2,067.20	$2,115.20	$2,164.00	$2,215.20	$2,268.00	$2,312.00	$2,358.40	$2,406.40	$2,453.60	$2,503.20	$2,552.80	$2,603.20
			Hourly	$24.10	$24.68	$25.26	$25.84	$26.44	$27.05	$27.69	$28.35	$28.90	$29.48	$30.08	$30.67	$31.29	$31.91	$32.54
B21	N	Administrative Assistant	Annual	$53,019.20	$54,246.40	$55,536.00	$56,825.60	$58,136.00	$59,488.00	$60,881.60	$62,296.00	$63,544.00	$64,833.60	$66,144.00	$67,454.40	$68,827.20	$70,220.80	$71,635.20
	N	Bicycle Commuter Contest Assistant	Pay Period	$2,039.20	$2,086.40	$2,136.00	$2,185.60	$2,236.00	$2,288.00	$2,341.60	$2,396.00	$2,444.00	$2,493.60	$2,544.00	$2,594.40	$2,647.20	$2,700.80	$2,755.20
	N	Commuter Services Assistant	Hourly	$25.49	$26.08	$26.70	$27.32	$27.95	$28.60	$29.27	$29.95	$30.55	$31.17	$31.80	$32.43	$33.09	$33.76	$34.44
	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	$55,889.60	$57,179.20	$58,531.20	$59,883.20	$61,297.60	$62,732.80	$64,188.80	$65,686.40	$67,017.60	$68,348.80	$69,700.80	$71,094.40	$72,508.80	$73,964.80	$75,441.60
	N	Facilities Technician	Pay Period	$2,149.60	$2,199.20	$2,251.20	$2,303.20	$2,357.60	$2,412.80	$2,468.80	$2,526.40	$2,577.60	$2,628.80	$2,680.80	$2,734.40	$2,788.80	$2,844.80	$2,901.60
	N	Human Resources Specialist	Hourly	$26.87	$27.49	$28.14	$28.79	$29.47	$30.16	$30.86	$31.58	$32.22	$32.86	$33.51	$34.18	$34.86	$35.56	$36.27
	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	$58,718.40	$60,091.20	$61,505.60	$62,940.80	$64,396.80	$65,894.40	$67,412.80	$68,972.80	$70,366.40	$71,780.80	$73,236.80	$74,713.60	$76,211.20	$77,729.60	$79,289.60
	N	Lead Accounting Specialist	Pay Period	$2,258.40	$2,311.20	$2,365.60	$2,420.80	$2,476.80	$2,534.40	$2,592.80	$2,652.80	$2,706.40	$2,760.80	$2,816.80	$2,873.60	$2,931.20	$2,989.60	$3,049.60
	N	Operations Trainer	Hourly	$28.23	$28.89	$29.57	$30.26	$30.96	$31.68	$32.41	$33.16	$33.83	$34.51	$35.21	$35.92	$36.64	$37.37	$38.12
	N	Vanpool Coordinator																
C41	N	Information Systems Analyst	Annual	$70,220.80	$71,843.20	$73,507.20	$75,233.60	$76,980.80	$78,748.80	$80,579.20	$82,492.80	$84,115.20	$85,820.80	$87,568.00	$89,294.40	$91,083.20	$92,913.60	$94,785.60
	N	Operations Supervisor	Pay Period	$2,700.80	$2,763.20	$2,827.20	$2,893.60	$2,960.80	$3,028.80	$3,099.20	$3,172.80	$3,235.20	$3,300.80	$3,368.00	$3,434.40	$3,503.20	$3,573.60	$3,645.60
	N	Dial-A-Lift Supervisor	Hourly	$33.76	$34.54	$35.34	$36.17	$37.01	$37.86	$38.74	$39.66	$40.44	$41.26	$42.10	$42.93	$43.79	$44.67	$45.57
	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	$73,070.40	$74,880.00	$76,710.40	$78,582.40	$80,516.80	$82,492.80	$84,510.40	$86,590.40	$88,212.80	$89,897.60	$91,561.60	$93,288.00	$95,056.00	$96,824.00	$98,633.60
	E	Human Resources Analyst	Pay Period	$2,810.40	$2,880.00	$2,950.40	$3,022.40	$3,096.80	$3,172.80	$3,250.40	$3,330.40	$3,392.80	$3,457.60	$3,521.60	$3,588.00	$3,656.00	$3,724.00	$3,793.60
	E	Inventory Supervisor	Hourly	$35.13	$36.00	$36.88	$37.78	$38.71	$39.66	$40.63	$41.63	$42.41	$43.22	$44.02	$44.85	$45.70	$46.55	$47.42
	E	Marketing, Communications & Outreach Coordinator																
	E	Procurement Coordinator																
	E	Senior Planner																
	E	Maintenance Supervisor																
C43	E	Senior Information Systems Analyst	Annual	$77,396.80	$79,185.60	$81,036.80	$82,908.80	$84,843.20	$86,840.00	$88,836.80	$90,937.60	$92,768.00	$94,577.60	$96,512.00	$98,446.40	$100,422.40	$102,419.20	$104,457.60
	E	Human Resources Supervisor	Pay Period	$2,976.80	$3,045.60	$3,116.80	$3,188.80	$3,263.20	$3,340.00	$3,416.80	$3,497.60	$3,568.00	$3,637.60	$3,712.00	$3,786.40	$3,862.40	$3,939.20	$4,017.60
	E	Finance Supervisor	Hourly	$37.21	$38.07	$38.96	$39.86	$40.79	$41.75	$42.71	$43.72	$44.60	$45.47	$46.40	$47.33	$48.28	$49.24	$50.22
	E	Village Vans Supervisor																

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E Exempt
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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	$81,265.60	$83,137.60	$85,092.80	$87,068.80	$89,107.20	$91,166.40	$93,288.00	$95,492.80	$97,406.40	$99,340.80	$101,316.80	$103,355.20	$105,456.00	$107,536.00	$109,699.20
	E	Vanpool Manager	Pay Period	$3,125.60	$3,197.60	$3,272.80	$3,348.80	$3,427.20	$3,506.40	$3,588.00	$3,672.80	$3,746.40	$3,820.80	$3,896.80	$3,975.20	$4,056.00	$4,136.00	$4,219.20
			Hourly	$39.07	$39.97	$40.91	$41.86	$42.84	$43.83	$44.85	$45.91	$46.83	$47.76	$48.71	$49.69	$50.70	$51.70	$52.74
C45/C52	E	Dial-A-Lift Manager	Annual	$86,569.60	$88,587.20	$90,667.20	$92,788.80	$94,931.20	$97,136.00	$99,403.20	$101,732.80	$103,771.20	$105,851.20	$107,952.00	$110,136.00	$112,340.80	$114,587.20	$116,896.00
	E	Facilities Manager	Pay Period	$3,329.60	$3,407.20	$3,487.20	$3,568.80	$3,651.20	$3,736.00	$3,823.20	$3,912.80	$3,991.20	$4,071.20	$4,152.00	$4,236.00	$4,320.80	$4,407.20	$4,496.00
	E	Fixed Route Manager	Hourly	$41.62	$42.59	$43.59	$44.61	$45.64	$46.70	$47.79	$48.91	$49.89	$50.89	$51.90	$52.95	$54.01	$55.09	$56.20
	E	Fleet Manager																
D61	E	Information Systems Manager	Annual	$93,600.00	$95,784.00	$98,009.60	$100,297.60	$102,648.00	$105,019.20	$107,494.40	$109,990.40	$112,195.20	$114,441.60	$116,729.60	$119,059.20	$121,430.40	$123,884.80	$126,380.80
	E	Chief Safety Manager	Pay Period	$3,600.00	$3,684.00	$3,769.60	$3,857.60	$3,948.00	$4,039.20	$4,134.40	$4,230.40	$4,315.20	$4,401.60	$4,489.60	$4,579.20	$4,670.40	$4,764.80	$4,860.80
	E	Marketing, Communications & Outreach Manager	Hourly	$45.00	$46.05	$47.12	$48.22	$49.35	$50.49	$51.68	$52.88	$53.94	$55.02	$56.12	$57.24	$58.38	$59.56	$60.76
	E	Operations Superintendent																
	E	Planning Manager																
	E	Principle Planner																
	E	Procurement & Capital Projects Manager																
	E	Finance Manager																
E81	E	Development Director	Annual	$108,451.20	$110,947.20	$113,547.20	$116,188.80	$118,892.80	$121,680.00	$124,508.80	$127,004.80	$129,563.20	$132,142.40	$134,784.00	$137,467.20	$140,233.60	$143,062.40	$145,932.80
	E	Operations Director	Pay Period	$4,171.20	$4,267.20	$4,367.20	$4,468.80	$4,572.80	$4,680.00	$4,788.80	$4,884.80	$4,983.20	$5,082.40	$5,184.00	$5,287.20	$5,393.60	$5,502.40	$5,612.80
	E	Fleet & Facilities Maintenance Director	Hourly	$52.14	$53.34	$54.59	$55.86	$57.16	$58.50	$59.86	$61.06	$62.29	$63.53	$64.80	$66.09	$67.42	$68.78	$70.16
	E	Administrative Services Director																
F82	E	General Manager (CEO)	Annual	$176,696.00														
			Pay Period	$6,796.00														
			Hourly	$84.95														