

**CORE TRANSIT 2026 - 2027 OPEN RANGE PAY SCALE**

| <b>Job Title</b>   | <b>Grade</b> | <b>Min</b> | <b>Mid</b> | <b>Max</b> | <b>Min</b> | <b>Mid</b> | <b>Max</b> | <b>FSLA STATUS</b>        |
|--|--------------|------------|------------|------------|------------|------------|------------|---------------------------|
| Customer Service Rep I                                   | MA12         | \$42,420   | \$49,854   | \$57,266   | \$20.39    | \$23.97    | \$27.53    | Non-exempt                |
| Customer Service Rep II                                  | MA13         | \$46,661   | \$54,845   | \$63,008   | \$22.43    | \$26.37    | \$30.29    | Non-exempt                |
| Administrative Assistant I                               | MA14         | \$51,332   | \$60,330   | \$69,307   | \$24.68    | \$29.00    | \$33.32    | Non-exempt                |
| IT Tech  | MA15         | \$55,295   | \$66,350   | \$77,405   | \$26.58    | \$31.90    | \$37.21    | Non-exempt                |
| Administrative Assistant II                              | MA15         | \$55,295   | \$66,350   | \$77,405   | \$26.58    | \$31.90    | \$37.21    | Non-exempt                |
| Finance Coordinator I                                    | MA15         | \$55,295   | \$66,350   | \$77,405   | \$26.58    | \$31.90    | \$37.21    | Non-exempt                |
| Transit Planner I/Scheduler                              | MA16         | \$60,823   | \$72,992   | \$85,160   | \$29.24    | \$35.09    | \$40.94    | Subject to Job Evaluation |
| IT Generalist  | MA16         | \$60,823   | \$72,992   | \$85,160   | \$29.24    | \$35.09    | \$40.94    | Non-exempt                |
| Finance Coordinator II                                   | MA16         | \$60,823   | \$72,992   | \$85,160   | -          | -          | -          | Exempt                    |
| People & Culture Generalist I                            | MA16         | \$60,823   | \$72,992   | \$85,160   | -          | -          | -          | Exempt                    |
| Transit Maintenance Coordinator                          | MA16         | \$60,823   | \$72,992   | \$85,160   | -          | -          | -          | Exempt                    |
| Executive Assistant and Project Coordinator              | MA17         | \$66,907   | \$80,297   | \$93,666   | -          | -          | -          | Exempt                    |
| Sr. IT Generalist  | MA17         | \$66,907   | \$80,297   | \$93,666   | -          | -          | -          | Subject to Job Evaluation |
| People & Culture Generalist II                           | MA17         | \$66,907   | \$80,297   | \$93,666   | -          | -          | -          | Exempt                    |
| Transit Planner II                                       | MA18         | \$73,591   | \$88,310   | \$103,028  | -          | -          | -          | Exempt                    |
| Customer Service Supervisor                              | MA18         | \$73,591   | \$88,310   | \$103,028  | -          | -          | -          | Exempt                    |
| Sr. People & Culture Generalist                          | MA19         | \$80,961   | \$97,158   | \$113,333  | -          | -          | -          | Exempt                    |
| Safety & Training Supervisor                             | MA19         | \$80,961   | \$97,158   | \$113,333  | -          | -          | -          | Exempt                    |
| Fleet Asset Supervisor                                   | MA19         | \$80,961   | \$97,158   | \$113,333  | -          | -          | -          | Exempt                    |
| Operations Supervisor                                    | MA20         | \$87,239   | \$106,863  | \$126,487  | -          | -          | -          | Exempt                    |
| Planning & Development Manager                           | MA21         | \$95,958   | \$117,553  | \$139,149  | -          | -          | -          | Exempt                    |
| Operations Manager                                       | MA21         | \$95,958   | \$117,553  | \$139,149  | -          | -          | -          | Exempt                    |
| Marketing & Communications Manager                       | MA22         | \$105,556  | \$129,294  | \$153,053  | -          | -          | -          | Exempt                    |
| Finance Director   | MA25         | \$140,499  | \$172,099  | \$203,721  | -          | -          | -          | Exempt                    |
| People & Culture Director                                | MA25         | \$140,499  | \$172,099  | \$203,721  | -          | -          | -          | Exempt                    |
| Director of Operations                                   | MA25         | \$140,499  | \$172,099  | \$203,721  | -          | -          | -          | Exempt                    |
| IT Director  | MA25         | \$140,499  | \$172,099  | \$203,721  | -          | -          | -          | Exempt                    |
| Chief Administrative & Financial Officer/Deputy Director | MA26         | \$154,531  | \$189,302  | \$224,095  | -          | -          | -          | Exempt                    |

Core Transit - People & Culture