

RESOLUTION NO. 25-73

A RESOLUTION OF KITSAP TRANSIT BOARD OF COMMISSIONERS
APPROVING THE 2026 OPERATING AND CAPITAL BUDGETS FOR KITSAP
TRANSIT

WHEREAS, Kitsap Transit is required to have an annual budget for its Operating and Capital expenditures; and

WHEREAS, Kitsap Transit staff prepared the proposed 2026 Operating and Capital Budgets for the Transit Fund and Ferry Fund, attached and incorporated by reference herein as Exhibits A and B; and

WHEREAS, staff also prepared the 2026 structure and staffing chart and the proposed non-represented salary schedule, which are attached and incorporated by reference herein as Exhibits C and D; and

WHEREAS, staff have either presented, or made available, the 2026 budgets and supporting materials to each member of the Board of Commissioners; and

WHEREAS, staff now recommend adoption of the attached 2026 Kitsap Transit Operating and Capital Budgets and all supporting documents referenced herein as Exhibits A through D.

NOW THEREFORE, BE IT RESOLVED, the Board of Commissioners hereby approve the 2026 Operating and Capital Budgets for the Transit Fund and Ferry Fund, the structure and staffing chart, and the non-represented salary schedule for Kitsap Transit as presented in Exhibits A through D.

ADOPTED by the Board of Commissioners of Kitsap Transit at a regular meeting held on the 4th day of November, 2025.

Signed by:

Rob Putaansuu

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Robert Putaansuu, Chairperson

ATTEST:

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Jackie Bidon

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Jackie Bidon, Clerk of the Board

2026 Operating Budget – Consolidated

	2026 Operating Budget			Five Year Outlook				
	Transit Fund	Ferry Fund	Consolidated	2027	2028	2029	2030	2031
Routed Fare	1,739,800	-	1,739,800	1,774,600	1,810,100	1,846,300	1,883,200	1,920,900
Worker Driver Fare	755,700	-	755,700	770,800	786,200	801,900	817,900	834,300
Van Pool Fare	307,700	-	307,700	313,900	320,200	326,600	333,100	339,800
Ferry Fare	-	6,011,700	6,011,700	5,953,000	6,229,000	6,519,000	6,821,000	7,139,000
Access Fare	170,800	-	170,800	174,200	177,700	181,300	184,900	188,600
Parking	192,000	-	192,000	192,000	192,000	192,000	192,000	192,000
Lease Income	380,000	-	380,000	380,000	383,800	387,600	391,500	395,400
Other Operating Income	30,000	-	30,000	30,000	30,000	30,000	30,000	30,000
Operating Revenue	3,576,000	6,011,700	9,587,700	9,588,500	9,929,000	10,284,700	10,653,600	11,040,000
General Administration	7,416,435	2,999,159	10,415,594	10,936,000	11,482,000	12,056,000	12,659,000	13,292,000
Capital Development	1,077,721	-	1,077,721	1,132,000	1,189,000	1,248,000	1,310,000	1,376,000
Customer Service	1,145,024	-	1,145,024	1,202,000	1,262,000	1,325,000	1,391,000	1,461,000
Routed Service	20,534,057	-	20,534,057	21,561,000	22,639,000	23,771,000	24,960,000	26,208,000
Worker Driver	1,636,215	-	1,636,215	1,718,000	1,804,000	1,894,000	1,989,000	2,088,000
Access	15,552,050	-	15,552,050	16,330,000	17,147,000	18,004,000	18,904,000	19,849,000
Rideshare	480,021	-	480,021	504,000	529,000	555,000	583,000	612,000
Ferry Service (Local & Fast Ferry)	-	14,660,107	14,660,107	15,393,000	16,162,000	16,971,000	17,820,000	18,711,000
Vehicle Maintenance	12,516,084	-	12,516,084	13,142,000	13,799,000	14,489,000	15,213,000	15,974,000
Vessel and Ferry Terminal Maintenance	-	11,072,861	11,072,861	10,078,011	7,559,235	10,501,032	8,266,215	12,097,640
Transit Facility Maintenance	4,704,180	-	4,704,180	4,939,000	5,186,000	5,445,000	5,717,000	6,003,000
Service Development	4,587,913	-	4,587,913	4,817,000	5,058,000	5,311,000	5,577,000	5,856,000
Operating Expense	69,649,700	28,732,127	98,381,827	101,752,011	103,816,235	111,570,032	114,389,215	123,527,640
Sales Tax Revenue	63,762,000	23,898,000	87,660,000	91,166,480	94,813,000	98,606,000	102,550,000	106,652,000
State Operating Grant - CTR / SNPT	125,000	-	125,000	125,000	125,000	125,000	125,000	125,000
State Transit Support Grant	-	-	-	8,080,000	-	8,080,000	-	8,080,000
Other Operating Grant - PM	-	800,000	800,000	4,360,000	2,000,000	2,000,000	2,000,000	2,000,000
Interest Income	3,480,000	462,000	3,942,000	1,978,000	1,327,000	1,039,000	826,000	681,000
Depreciation	(10,500,000)	(3,900,000)	(14,400,000)	(14,400,000)	(14,400,000)	(14,400,000)	(14,400,000)	(14,400,000)
Amortization	(66,324)	(12,156)	(78,480)	(80,000)	(80,000)	(80,000)	(80,000)	(80,000)
Interest Expense	-	(624,000)	(624,000)	(544,000)	(459,000)	(371,270)	(281,704)	(189,972)
Sales Tax Collection Fee	(637,620)	(238,980)	(876,600)	(912,100)	(947,700)	(986,200)	(1,025,900)	(1,066,800)
NonOperating Revenue/Expense	56,163,056	20,384,864	76,547,920	89,773,380	82,378,300	94,012,530	89,713,396	101,801,228
Net Income (loss)	(9,910,644)	(2,335,563)	(12,246,207)	(2,390,131)	(11,508,935)	(7,272,802)	(14,022,219)	(10,686,412)
BEGINNING UNRESTRICTED RESERVE	74,202,000	22,624,000	96,826,000	88,944,577	88,165,436	65,629,502	47,249,699	34,822,480
Cash Flow From Operations	655,680	1,576,593	2,232,273	12,089,869	2,971,065	7,207,198	457,781	3,793,588
Debt Service (bond principal)	-	(3,080,000)	(3,080,000)	(3,150,000)	(3,225,000)	(3,305,000)	(3,385,000)	(3,465,000)
Capital Program (net local contribution)	(21,218,321)	(4,520,375)	(25,738,696)	(22,282,000)	(22,282,000)	(22,282,000)	(9,500,000)	(9,500,000)
Reserve - Draw / (Deposit)	(250,000)	(400,000)	(650,000)	-	-	-	-	-
Transit Support Grant	5,656,000	2,424,000	8,080,000	-	-	-	-	-
Bremerton UZA Stimulus Funding	10,000,000	1,275,000	11,275,000	12,562,990	-	-	-	-
ENDING UNRESTRICTED RESERVE	69,045,359	19,899,218	88,944,577	88,165,436	65,629,502	47,249,699	34,822,480	25,651,068
Estimated Minimum Reserve	20,037,000	9,084,000	29,121,000	29,962,000	30,475,000	32,412,000	33,114,000	35,396,000
Estimated Excess of Reserve	49,008,359	10,815,218	59,823,577	58,203,436	35,154,502	14,837,699	1,708,480	(9,744,932)
Restricted Reserve - Contingency	4,000,000	-	4,000,000	4,000,000	4,000,000	4,000,000	4,000,000	4,000,000
Restricted Reserve - Fuel	2,633,925	973,400	3,607,325	3,607,325	3,607,325	3,607,325	3,607,325	3,607,325

exhibit A

2026 Operating Budget – Transit Fund

	Current Year	Prior Year	Variance		Five Year Outlook				
	Budget (2026)	Budget (2025)	(\$)	(%)	2027	2028	2029	2030	2031
Routed Fare	1,739,800	1,682,000	57,800	3.44%	1,774,600	1,810,100	1,846,300	1,883,200	1,920,900
Worker Driver Fare	755,700	748,000	7,700	1.03%	770,800	786,200	801,900	817,900	834,300
Van Pool Fare	307,700	251,000	56,700	22.59%	313,900	320,200	326,600	333,100	339,800
Access Fare	170,800	160,000	10,800	6.75%	174,200	177,700	181,300	184,900	188,600
Parking	192,000	204,000	(12,000)	-5.88%	192,000	192,000	192,000	192,000	192,000
Lease Income	380,000	498,000	(118,000)	-23.69%	380,000	383,800	387,600	391,500	395,400
Other Operating Income	30,000	30,000	-	0.00%	30,000	30,000	30,000	30,000	30,000
Operating Revenue	3,576,000	3,573,000	3,000	0.08%	3,635,500	3,700,000	3,765,700	3,832,600	3,901,000
General Administration	7,416,435	7,409,089	7,346	0.10%	7,787,000	8,176,000	8,585,000	9,014,000	9,465,000
Capital Development	1,077,721	1,380,739	(303,018)	-21.95%	1,132,000	1,189,000	1,248,000	1,310,000	1,376,000
Customer Service	1,145,024	1,187,081	(42,057)	-3.54%	1,202,000	1,262,000	1,325,000	1,391,000	1,461,000
Routed Service	20,534,057	18,087,434	2,446,623	13.53%	21,561,000	22,639,000	23,771,000	24,960,000	26,208,000
Worker Driver	1,636,215	1,452,573	183,642	12.64%	1,718,000	1,804,000	1,894,000	1,989,000	2,088,000
Access	15,552,050	12,918,024	2,634,026	20.39%	16,330,000	17,147,000	18,004,000	18,904,000	19,849,000
Rideshare	480,021	426,555	53,466	12.53%	504,000	529,000	555,000	583,000	612,000
Vehicle Maintenance	12,516,084	12,531,726	(15,642)	-0.12%	13,142,000	13,799,000	14,489,000	15,213,000	15,974,000
Facilities	4,704,180	4,310,449	393,731	9.13%	4,939,000	5,186,000	5,445,000	5,717,000	6,003,000
Service Development	4,587,913	3,503,500	1,084,413	30.95%	4,817,000	5,058,000	5,311,000	5,577,000	5,856,000
Operating Expense	69,649,700	63,207,170	6,442,530	10.19%	73,132,000	76,789,000	80,627,000	84,658,000	88,892,000
Sales Tax Revenue	63,762,000	59,352,000	4,410,000	7.43%	66,312,480	68,965,000	71,724,000	74,593,000	77,577,000
State Operating Grant - CTR / SNPT	125,000	125,000	-	0.00%	125,000	125,000	125,000	125,000	125,000
State Transit Support Grant	-	-	-		5,656,000	-	5,656,000	-	5,656,000
Interest Income	3,480,000	2,100,000	1,380,000	65.71%	1,511,000	950,000	685,000	474,000	317,000
Depreciation	(10,500,000)	(8,980,000)	(1,520,000)	16.93%	(10,500,000)	(10,500,000)	(10,500,000)	(10,500,000)	(10,500,000)
Amortization	(66,324)	(313,324)	247,000	-78.83%	(68,000)	(68,000)	(68,000)	(68,000)	(68,000)
Interest Expense	-	(2,400)	2,400	-100.00%	-	-	-	-	-
Sales Tax Collection Fee	(637,620)	(593,520)	(44,100)	7.43%	(663,100)	(689,700)	(717,200)	(745,900)	(775,800)
NonOperating Revenue/Expense	56,163,056	51,687,756	4,475,300	8.66%	62,373,380	58,782,300	66,904,800	63,878,100	72,331,200
Net Income (loss)	(9,910,644)	(7,946,414)	(1,964,230)		(7,123,120)	(14,306,700)	(9,956,500)	(16,947,300)	(12,659,800)
BEGINNING UNRESTRICTED RESERVE	74,202,000	71,076,000			69,045,359	63,613,239	42,897,539	26,532,039	13,152,739
Cash Flow From Operations	655,680	1,346,910			3,444,880	(3,738,700)	611,500	(6,379,300)	(2,091,800)
Debt Service (principal)	-	(282,000)			-	-	-	-	-
Capital Program (net local contribution)	(21,218,321)	(39,776,000)			(16,977,000)	(16,977,000)	(16,977,000)	(7,000,000)	(7,000,000)
Bremerton UZA Stimulus Funding	10,000,000	18,100,000			8,100,000	-	-	-	-
Fuel Reserve	(250,000)	(900,000)			-	-	-	-	-
Transit Support Grant	5,656,000	16,000,000			-	-	-	-	-
ENDING UNRESTRICTED RESERVE	69,045,359	65,564,910			63,613,239	42,897,539	26,532,039	13,152,739	4,060,939
Estimated Minimum Reserve	20,037,000				20,908,000	21,822,000	22,782,000	23,790,000	24,848,000
Estimated Excess of Reserve	49,008,359				42,705,239	21,075,539	3,750,039	(10,637,261)	(20,787,061)
Restricted Reserve - Contingency	4,000,000				4,000,000	4,000,000	4,000,000	4,000,000	4,000,000
Restricted Reserve - Fuel	2,633,925				2,633,925	2,633,925	2,633,925	2,633,925	2,633,925

Exhibit A

2026 Capital Budget – Transit Fund

Description/Project Name	Total Local	FTA 5307	FTA 5337	FTAPFG	FTA 5339	FTA RAISE	FHWA FBP	FHWA STP	WSDOT	2026 Funding Total	2026 Est Local Expense
Bus Fund											
Revenue Vehicles											
Routed Coaches	7,672,063	4,518,643			595,043					12,785,749	1,500,000
Access Bus/VanLink Replacements	0								7,534,015	7,534,015	0
Inductive Charging (Bases Equipment & CN)	1,509,560								1,390,440	2,900,000	1,509,560
Electric Bus (10) Charleston & North Base Chargers	272,767				1,091,068					1,363,835	272,767
Vanpool/Vanlink Expansion Vehicles (3/3)	360,000									360,000	360,000
Double Decker Buses	1,650,000					6,600,000				8,250,000	0
APC Systems Equipment/Digital Signage	6,653,663									6,653,663	6,653,663
Operations Bases											
Harborside/BTC:											
Third Floor Design and Remodel (Parametrix Space)	500,000									500,000	250,000
Charleston Base:											
Driver Room Rehabilitation (Kitchen/Lockers/Furniture)	30,000									30,000	30,000
Mini Heat Pump Replacements (2)	60,000									60,000	60,000
Elevator Replacement	210,000									210,000	210,000
North Base:											
North Base HD Maintenance Facility PE/Env	19,459	1,444,283			35,463					1,499,205	19,459
North Base Temporary Operating Facility & Connections	195,000									195,000	195,000
North Base HD Maintenance Facility CN & CN Mgmt	4,219,369	11,072,208			839,047	10,400,000				26,530,624	2,300,000
South Base:											
South Base (ESA, Permits, CM) (Env.)	15,586				64,814					80,400	15,586
Transit Centers / Park & Ride											
HWY 16 P & R PE/Design/ROW (Ruby Creek)	396,553							830,171		1,226,724	396,553
HWY 16 P & R CN (Ruby Creek)	8,648,936	4,031,762			140,114				6,250,000	19,070,812	1,000,000
Sewer Lift Station Hwy 16 (Ruby Creek)	3,121,678									3,121,678	1,000,000
Silverdale Transit Center	493,145									493,145	493,145
Gateway Bus Storage Facility & P/R PE/Design	112,370							669,738		782,108	112,370
SR 104 Park & Ride ROW Only	600,000									600,000	600,000
Bus Stops (shelters, pads & CN)	100,000									100,000	100,000
West Bremerton Hydrogen Fueling & P&R (Environmental, Demo & Design)	1,340,383	2,959,531						1,800,000		6,099,914	100,000
Poulsbo Park & Ride (10% Design, ROW & PE) (Johnson Rd.)	1,324,196							1,164,707		2,488,903	300,000
Inductive Charging TC's (encumbered)	113,318									113,318	113,118
Inductive Charging Combined Construction (CB, NB, BITC, WWTC)	2,800,000								11,200,000	14,000,000	1,400,000
Operator Training Facility (10%, Env.)	786,331									786,331	120,000
Day Road Park & Ride (Design & Construction)	6,220,332								8,009,380	14,229,712	800,000

Exhibit A
2026 Capital Budget – Transit Fund (Cont.)

Description/Project Name	Total Local	FTA 5307	FTA 5337	FTAPFG	FTA 5339	FTA RAISE	FHWA FBP	FHWA STP	WSDOT	2026 Funding Total	2026 Est Local Expense
Bus Fund											
Equipment and Systems											
Computer Infrastructure Improvements (Fiber SB & CB) (encumbered)	67,000									67,000	67,000
Network Switches	100,000									100,000	100,000
Routers (3)	25,000									25,000	25,000
APC UPS for Servers	30,000									30,000	30,000
IP Cameras (Resulting from Perimeter Security Study)/BTC Security Upgrades	397,500							550,000		947,500	300,000
Digital Display Panels	150,000									150,000	150,000
Env. Health Mgmt. System	78,500									78,500	78,500
Firewalls	60,000									60,000	60,000
Hyper Converge (Server/Storage/Netowrk Off Site Recovery System)	200,000									200,000	200,000
Website Content Management System	418,000									418,000	175,000
Engine Repair Trainer	100,000									100,000	100,000
Rodeo/Training Speed Radar Sign	7,500									7,500	7,500
Rodeo Trailer	14,100									14,100	14,100
Bus Fund Total	51,072,309	24,026,427	0	0	2,765,549	17,000,000	0	5,014,616	34,383,835	134,262,736	21,218,321

exhibit B

2026 Operating Budget – Ferry Fund

	Current Year	Prior Year	Variance		Five Year Outlook				
	Budget	Budget							
	(2026)	(2025)	(\$)	(%)	2027	2028	2029	2030	2031
Local Ferry Fare Revenue	716,200	775,000	(58,800)	-7.59%	731,000	746,000	761,000	776,000	792,000
Fast Ferry Fare Revenue - Bremerton	3,218,800	3,593,000	(374,200)	-10.41%	3,000,000	3,150,000	3,308,000	3,473,000	3,647,000
Fast Ferry Fare Revenue - Kingston	749,800	745,000	4,800	0.64%	802,000	842,000	884,000	928,000	974,000
Fast Ferry Fare Revenue - Southworth	1,326,900	1,155,000	171,900	14.88%	1,420,000	1,491,000	1,566,000	1,644,000	1,726,000
Operating Revenue	6,011,700	6,268,000	(256,300)	-4.09%	5,953,000	6,229,000	6,519,000	6,821,000	7,139,000
General Administration	2,999,159	2,722,225	276,934	10.17%	3,149,000	3,306,000	3,471,000	3,645,000	3,827,000
Local Foot Ferry	2,464,974	2,531,121	(66,147)	-2.61%	2,588,000	2,717,000	2,853,000	2,996,000	3,146,000
Bremerton Fast Ferry	4,291,389	4,316,494	(25,105)	-0.58%	4,506,000	4,731,000	4,968,000	5,216,000	5,477,000
Kingston Fast Ferry	4,002,468	3,663,545	338,923	9.25%	4,203,000	4,413,000	4,634,000	4,866,000	5,109,000
Southworth Fast Ferry	3,901,276	3,787,479	113,797	3.00%	4,096,000	4,301,000	4,516,000	4,742,000	4,979,000
Maintenance - Vessel and Terminal	11,072,861	9,425,850	1,647,011	17.47%	10,078,011	7,559,235	10,501,032	8,266,215	12,097,640
Operating Expense	28,732,127	26,446,714	2,285,413	8.64%	28,620,011	27,027,235	30,943,032	29,731,215	34,635,640
Sales Tax Revenue	23,898,000	22,228,000	1,670,000	7.51%	24,854,000	25,848,000	26,882,000	27,957,000	29,075,000
State Transit Support Grant	-	300,000	(300,000)		2,424,000	-	2,424,000	-	2,424,000
Other Operating Grant - PM	800,000	2,000,000	(1,200,000)	-60.00%	4,360,000	2,000,000	2,000,000	2,000,000	2,000,000
Interest Income	462,000	192,000	270,000	140.63%	467,000	377,000	354,000	352,000	364,000
Depreciation	(3,900,000)	(3,660,000)	(240,000)	6.56%	(3,900,000)	(3,900,000)	(3,900,000)	(3,900,000)	(3,900,000)
Amortization	(12,156)	(12,156)	-	0.00%	(12,000)	(12,000)	(12,000)	(12,000)	(12,000)
Interest Expense - 2017 Bond	(624,000)	(710,000)	86,000	-12.11%	(544,000)	(459,000)	(371,270)	(281,704)	(189,972)
Sales Tax Collection Fee	(238,980)	(222,280)	(16,700)	7.51%	(249,000)	(258,000)	(269,000)	(280,000)	(291,000)
NonOperating Revenue/Expense	20,384,864	20,115,564	269,300	1.34%	27,400,000	23,596,000	27,107,730	25,835,296	29,470,028
Net Income (loss)	(2,335,563)	(63,150)	(2,272,413)	3598.4%	4,732,989	2,797,765	2,683,698	2,925,081	1,973,388
BEGINNING RESERVES	22,624,000	17,242,000			19,899,218	24,552,197	22,731,963	20,717,660	21,669,741
Cash Flow From Operations	1,576,593	3,609,006			8,644,989	6,709,765	6,595,698	6,837,081	5,885,388
2017 Bond (principal)	(3,080,000)	(3,005,000)			(3,150,000)	(3,225,000)	(3,305,000)	(3,385,000)	(3,465,000)
Capital Program Expenditures	(4,520,375)	(4,794,000)			(5,305,000)	(5,305,000)	(5,305,000)	(2,500,000)	(2,500,000)
Bremerton UZA Stimulus Funding	1,275,000	3,794,000			4,462,990	-	-	-	-
Fuel Reserve	(400,000)	(400,000)			-	-	-	-	-
Transit Support Grant	2,424,000	-			-	-	-	-	-
Capital Reserve - Draw / (Deposit)	-	1,000,000			-	-	-	-	-
ENDING RESERVES	19,899,218	17,446,006			24,552,197	22,731,963	20,717,660	21,669,741	21,590,129
Estimated Minimum Reserve	9,084,000				9,054,000	8,653,000	9,630,000	9,324,000	10,548,000
Estimated Excess of Reserve	10,815,218				15,498,197	14,078,963	11,087,660	12,345,741	11,042,129
Restricted Reserve - Fuel	973,400				973,400	973,400	973,400	973,400	973,400

Exhibit B

2026 Capital Budget – Ferry Fund

Description/Project Name	Total Local	FTA 5307	FTA 5337	FTAPFG	FTA 5339	FTA RAISE	FHWA FBP	FHWA STP	WSDOT	Toll Credit	2026 Funding Total	2026 Est Local Expense
Ferry Fund												
Vessels												
Owner Representation (All Ferry Projects)	2,000,000										2,000,000	275,000
Electric Fast Foil Ferry Design & Prototype	245,950								4,000,000		4,245,950	245,950
Kingston Fast Ferry	4,031,963						13,500,000				17,531,963	125,000
Electric Foot Ferry & Infrastructure (Design & Construction) - Waterman II	2,680,000			7,700,000					4,635,136		15,015,136	600,000
Ferry Terminal & Maintenance Facilities												
Seattle Terminal PE (10% & Environmental/PE)	965,024	4,249,968	780,924							195,228	5,995,916	700,000
Southworth Terminal Redevelopment (WSF Partner)	852,691		2,250,000								3,102,691	500,000
POF System PM (Vessel & Terminal) (Maint. Parts, Labor & Cleaning)	0	3,210,787	1,463,181		486,432					1,350,242	5,160,400	0
Breakwater at Port Orchard Marina (Partnership)	1,000,000										1,000,000	1,000,000
Marine Maintenance Fac. (Locate, 10% & ROW)	825,425										825,425	825,425
PO Intermodal Terminal PE	170,343							851,716		1,648,284	1,022,059	85,000
Navigational Software	11,000							0		0	11,000	11,000
Navigational Hardware	33,000							0		0	33,000	33,000
Ferries Maint. Vehicles (2)	120,000							0		0	120,000	120,000
Ferry Tools & Equipment												
Ferry Fund Total	12,935,396	7,460,755	4,494,105	7,700,000	486,432	0	13,500,000	851,716	8,635,136	3,193,754	56,063,540	4,520,375

Exhibit C

2026 Kitsap Transit Structure and Staffing Chart

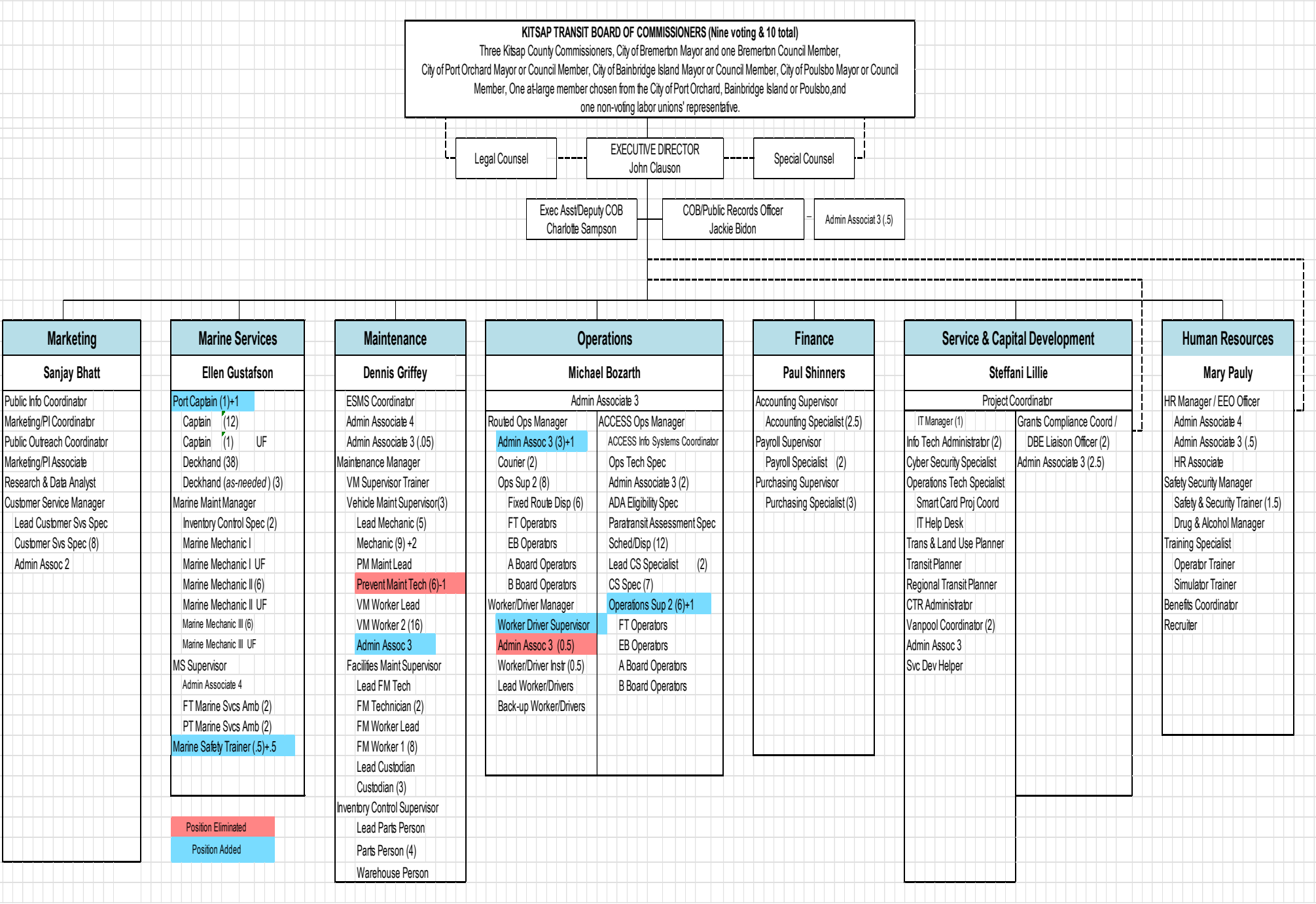


Exhibit D

Non-Represented Employee Group Salary Schedule – Effective January 1, 2026

		1.1.26 Proposed Non-Rep Salary Schedule							Longevity Premium (wage may vary based on employee's current step)		
Occupational Job Classes	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 years	20 years	25 years
Courier	1	\$ 43,358.69	\$ 45,453.70	\$ 47,760.86	\$ 50,200.61	\$ 52,826.00	\$ 55,451.39	\$ 58,288.93	\$ 59,454.71	\$ 60,620.49	\$ 62,952.05
Farebox Puller	Monthly	\$ 3,613.22	\$ 3,787.81	\$ 3,980.07	\$ 4,183.38	\$ 4,402.17	\$ 4,620.95	\$ 4,857.41	\$ 4,954.56	\$ 5,051.71	\$ 5,246.00
Svc Dev Helper/Parking Lot Attendant	Hourly	\$ 20.85	\$ 21.85	\$ 22.96	\$ 24.13	\$ 25.40	\$ 26.66	\$ 28.02	\$ 28.58	\$ 29.14	\$ 30.27
	2	\$ 44,445.97	\$ 46,647.06	\$ 48,980.74	\$ 51,473.53	\$ 54,125.44	\$ 56,803.86	\$ 59,694.44	\$ 60,888.33	\$ 62,082.22	\$ 64,470.00
	Monthly	\$ 3,703.83	\$ 3,887.25	\$ 4,081.73	\$ 4,289.46	\$ 4,510.45	\$ 4,733.66	\$ 4,974.54	\$ 5,074.03	\$ 5,173.52	\$ 5,372.50
	Hourly	\$ 21.37	\$ 22.43	\$ 23.55	\$ 24.75	\$ 26.02	\$ 27.31	\$ 28.70	\$ 29.27	\$ 29.85	\$ 31.00
	3	\$ 45,453.70	\$ 47,760.86	\$ 50,200.61	\$ 52,826.00	\$ 55,451.39	\$ 58,288.93	\$ 61,152.99	\$ 62,376.05	\$ 63,599.11	\$ 66,045.23
	Monthly	\$ 3,787.81	\$ 3,980.07	\$ 4,183.38	\$ 4,402.17	\$ 4,620.95	\$ 4,857.41	\$ 5,096.08	\$ 5,198.00	\$ 5,299.93	\$ 5,503.77
	Hourly	\$ 21.85	\$ 22.96	\$ 24.13	\$ 25.40	\$ 26.66	\$ 28.02	\$ 29.40	\$ 29.99	\$ 30.58	\$ 31.75
	4	\$ 46,647.06	\$ 48,980.74	\$ 51,473.53	\$ 54,125.44	\$ 56,803.86	\$ 59,694.44	\$ 62,717.62	\$ 63,971.97	\$ 65,226.32	\$ 67,735.03
	Monthly	\$ 3,887.25	\$ 4,081.73	\$ 4,289.46	\$ 4,510.45	\$ 4,733.66	\$ 4,974.54	\$ 5,226.47	\$ 5,331.00	\$ 5,435.53	\$ 5,644.59
	Hourly	\$ 22.43	\$ 23.55	\$ 24.75	\$ 26.02	\$ 27.31	\$ 28.70	\$ 30.15	\$ 30.76	\$ 31.36	\$ 32.56
	5	\$ 47,760.86	\$ 50,200.61	\$ 52,826.00	\$ 55,451.39	\$ 58,288.93	\$ 61,152.99	\$ 64,308.76	\$ 65,594.94	\$ 66,881.11	\$ 69,453.47
	Monthly	\$ 3,980.07	\$ 4,183.38	\$ 4,402.17	\$ 4,620.95	\$ 4,857.41	\$ 5,096.08	\$ 5,359.06	\$ 5,466.24	\$ 5,573.43	\$ 5,787.79
	Hourly	\$ 22.96	\$ 24.13	\$ 25.40	\$ 26.66	\$ 28.02	\$ 29.40	\$ 30.92	\$ 31.54	\$ 32.15	\$ 33.39
	6	\$ 48,980.74	\$ 51,473.53	\$ 54,125.44	\$ 56,803.86	\$ 59,694.44	\$ 62,717.62	\$ 65,873.39	\$ 67,190.86	\$ 68,508.33	\$ 71,143.26
	Monthly	\$ 4,081.73	\$ 4,289.46	\$ 4,510.45	\$ 4,733.66	\$ 4,974.54	\$ 5,226.47	\$ 5,489.45	\$ 5,599.24	\$ 5,709.03	\$ 5,928.61
	Hourly	\$ 23.55	\$ 24.75	\$ 26.02	\$ 27.31	\$ 28.70	\$ 30.15	\$ 31.67	\$ 32.30	\$ 32.94	\$ 34.20
	7	\$ 50,200.61	\$ 52,826.00	\$ 55,451.39	\$ 58,288.93	\$ 61,152.99	\$ 64,308.76	\$ 67,517.57	\$ 68,867.92	\$ 70,218.28	\$ 72,918.98
	Monthly	\$ 4,183.38	\$ 4,402.17	\$ 4,620.95	\$ 4,857.41	\$ 5,096.08	\$ 5,359.06	\$ 5,626.46	\$ 5,738.99	\$ 5,851.52	\$ 6,076.58
	Hourly	\$ 24.13	\$ 25.40	\$ 26.66	\$ 28.02	\$ 29.40	\$ 30.92	\$ 32.46	\$ 33.11	\$ 33.76	\$ 35.06
	8	\$ 51,473.53	\$ 54,125.44	\$ 56,803.86	\$ 59,694.44	\$ 62,717.62	\$ 65,873.39	\$ 69,241.31	\$ 70,626.14	\$ 72,010.96	\$ 74,780.62
	Monthly	\$ 4,289.46	\$ 4,510.45	\$ 4,733.66	\$ 4,974.54	\$ 5,226.47	\$ 5,489.45	\$ 5,770.11	\$ 5,885.51	\$ 6,000.91	\$ 6,231.72
	Hourly	\$ 24.75	\$ 26.02	\$ 27.31	\$ 28.70	\$ 30.15	\$ 31.67	\$ 33.29	\$ 33.95	\$ 34.62	\$ 35.95
	9	\$ 52,826.00	\$ 55,451.39	\$ 58,288.93	\$ 61,152.99	\$ 64,308.76	\$ 67,517.57	\$ 71,018.09	\$ 72,438.45	\$ 73,858.81	\$ 76,699.54
	Monthly	\$ 4,402.17	\$ 4,620.95	\$ 4,857.41	\$ 5,096.08	\$ 5,359.06	\$ 5,626.46	\$ 5,918.17	\$ 6,036.54	\$ 6,154.90	\$ 6,391.63
	Hourly	\$ 25.40	\$ 26.66	\$ 28.02	\$ 29.40	\$ 30.92	\$ 32.46	\$ 34.14	\$ 34.83	\$ 35.51	\$ 36.87
	10	\$ 54,125.44	\$ 56,803.86	\$ 59,694.44	\$ 62,717.62	\$ 65,873.39	\$ 69,241.31	\$ 72,768.35	\$ 74,223.72	\$ 75,679.08	\$ 78,589.82
	Monthly	\$ 4,510.45	\$ 4,733.66	\$ 4,974.54	\$ 5,226.47	\$ 5,489.45	\$ 5,770.11	\$ 6,064.03	\$ 6,185.31	\$ 6,306.59	\$ 6,549.15
	Hourly	\$ 26.02	\$ 27.31	\$ 28.70	\$ 30.15	\$ 31.67	\$ 33.29	\$ 34.98	\$ 35.68	\$ 36.38	\$ 37.78
Administrative Associate 2	11	\$ 55,451.39	\$ 58,288.93	\$ 61,152.99	\$ 64,308.76	\$ 67,517.57	\$ 71,018.09	\$ 74,598.17	\$ 76,090.13	\$ 77,582.09	\$ 80,566.02
Customer Service Specialist	Monthly	\$ 4,620.95	\$ 4,857.41	\$ 5,096.08	\$ 5,359.06	\$ 5,626.46	\$ 5,918.17	\$ 6,216.51	\$ 6,340.84	\$ 6,465.17	\$ 6,713.83
	Hourly	\$ 26.66	\$ 28.02	\$ 29.40	\$ 30.92	\$ 32.46	\$ 34.14	\$ 35.86	\$ 36.58	\$ 37.30	\$ 38.73
Physical Assessment Coordinator	12	\$ 56,803.86	\$ 59,694.44	\$ 62,717.62	\$ 65,873.39	\$ 69,241.31	\$ 72,768.35	\$ 76,454.50	\$ 77,983.59	\$ 79,512.68	\$ 82,570.86
	Monthly	\$ 4,733.66	\$ 4,974.54	\$ 5,226.47	\$ 5,489.45	\$ 5,770.11	\$ 6,064.03	\$ 6,371.21	\$ 6,498.63	\$ 6,626.06	\$ 6,880.91
	Hourly	\$ 27.31	\$ 28.70	\$ 30.15	\$ 31.67	\$ 33.29	\$ 34.98	\$ 36.76	\$ 37.49	\$ 38.23	\$ 39.70
	13	\$ 58,288.93	\$ 61,152.99	\$ 64,308.76	\$ 67,517.57	\$ 71,018.09	\$ 74,598.17	\$ 78,284.32	\$ 79,850.00	\$ 81,415.69	\$ 84,547.06
	Monthly	\$ 4,857.41	\$ 5,096.08	\$ 5,359.06	\$ 5,626.46	\$ 5,918.17	\$ 6,216.51	\$ 6,523.69	\$ 6,654.17	\$ 6,784.64	\$ 7,045.59
	Hourly	\$ 28.02	\$ 29.40	\$ 30.92	\$ 32.46	\$ 34.14	\$ 35.86	\$ 37.64	\$ 38.39	\$ 39.14	\$ 40.65
Administrative Associate 3	14	\$ 59,694.44	\$ 62,717.62	\$ 65,873.39	\$ 69,241.31	\$ 72,768.35	\$ 76,454.50	\$ 80,299.77	\$ 81,905.76	\$ 83,511.76	\$ 86,723.75
Marine Services Ambassador	Monthly	\$ 4,974.54	\$ 5,226.47	\$ 5,489.45	\$ 5,770.11	\$ 6,064.03	\$ 6,371.21	\$ 6,691.65	\$ 6,825.48	\$ 6,959.31	\$ 7,226.98
Worker Driver Instructor	Hourly	\$ 28.70	\$ 30.15	\$ 31.67	\$ 33.29	\$ 34.98	\$ 36.76	\$ 38.61	\$ 39.38	\$ 40.15	\$ 41.69
Lead Customer Service Specialist	15	\$ 61,152.99	\$ 64,308.76	\$ 67,517.57	\$ 71,018.09	\$ 74,598.17	\$ 78,284.32	\$ 82,288.70	\$ 83,934.47	\$ 85,580.25	\$ 88,871.79
	Monthly	\$ 5,096.08	\$ 5,359.06	\$ 5,626.46	\$ 5,918.17	\$ 6,216.51	\$ 6,523.69	\$ 6,857.39	\$ 6,994.54	\$ 7,131.69	\$ 7,405.98
	Hourly	\$ 29.40	\$ 30.92	\$ 32.46	\$ 34.14	\$ 35.86	\$ 37.64	\$ 39.56	\$ 40.35	\$ 41.14	\$ 42.73

		1.1.26 Proposed Non-Rep Salary Schedule							Longevity Premium (wage may vary based on employee's current step)		
Occupational Job Classes	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 years	20 years	25 years
	16	\$ 62,717.62	\$ 65,873.39	\$ 69,241.31	\$ 72,768.35	\$ 76,454.50	\$ 80,299.77	\$ 84,357.19	\$ 86,044.33	\$ 87,731.47	\$ 91,105.76
	Monthly	\$ 5,226.47	\$ 5,489.45	\$ 5,770.11	\$ 6,064.03	\$ 6,371.21	\$ 6,691.65	\$ 7,029.77	\$ 7,170.36	\$ 7,310.96	\$ 7,592.15
	Hourly	\$ 30.15	\$ 31.67	\$ 33.29	\$ 34.98	\$ 36.76	\$ 38.61	\$ 40.56	\$ 41.37	\$ 42.18	\$ 43.80
Administrative Associate 4 ADA Eligibility Specialist	17	\$ 64,308.76	\$ 67,517.57	\$ 71,018.09	\$ 74,598.17	\$ 78,284.32	\$ 82,288.70	\$ 86,452.19	\$ 88,181.24	\$ 89,910.28	\$ 93,368.37
	Monthly	\$ 5,359.06	\$ 5,626.46	\$ 5,918.17	\$ 6,216.51	\$ 6,523.69	\$ 6,857.39	\$ 7,204.35	\$ 7,348.44	\$ 7,492.52	\$ 7,780.70
	Hourly	\$ 30.92	\$ 32.46	\$ 34.14	\$ 35.86	\$ 37.64	\$ 39.56	\$ 41.56	\$ 42.39	\$ 43.23	\$ 44.89
	18	\$ 65,873.39	\$ 69,241.31	\$ 72,768.35	\$ 76,454.50	\$ 80,299.77	\$ 84,357.19	\$ 88,626.76	\$ 90,399.29	\$ 92,171.83	\$ 95,716.90
	Monthly	\$ 5,489.45	\$ 5,770.11	\$ 6,064.03	\$ 6,371.21	\$ 6,691.65	\$ 7,029.77	\$ 7,385.56	\$ 7,533.27	\$ 7,680.99	\$ 7,976.41
	Hourly	\$ 31.67	\$ 33.29	\$ 34.98	\$ 36.76	\$ 38.61	\$ 40.56	\$ 42.61	\$ 43.46	\$ 44.31	\$ 46.02
Accounting Specialist Purchasing Specialist Marketing & Public Info Associate Marine Inventory Control Specialist	19	\$ 67,517.57	\$ 71,018.09	\$ 74,598.17	\$ 78,284.32	\$ 82,288.70	\$ 86,452.19	\$ 90,827.84	\$ 92,644.40	\$ 94,460.96	\$ 98,094.07
	Monthly	\$ 5,626.46	\$ 5,918.17	\$ 6,216.51	\$ 6,523.69	\$ 6,857.39	\$ 7,204.35	\$ 7,568.99	\$ 7,720.37	\$ 7,871.75	\$ 8,174.51
	Hourly	\$ 32.46	\$ 34.14	\$ 35.86	\$ 37.64	\$ 39.56	\$ 41.56	\$ 43.67	\$ 44.54	\$ 45.41	\$ 47.16
IT Help Desk Technician Ops Technical Specialist	20	\$ 69,241.31	\$ 72,768.35	\$ 76,454.50	\$ 80,299.77	\$ 84,357.19	\$ 88,626.76	\$ 93,081.96	\$ 94,943.60	\$ 96,805.24	\$ 100,528.52
	Monthly	\$ 5,770.11	\$ 6,064.03	\$ 6,371.21	\$ 6,691.65	\$ 7,029.77	\$ 7,385.56	\$ 7,756.83	\$ 7,911.97	\$ 8,067.10	\$ 8,377.38
	Hourly	\$ 33.29	\$ 34.98	\$ 36.76	\$ 38.61	\$ 40.56	\$ 42.61	\$ 44.75	\$ 45.65	\$ 46.54	\$ 48.33
Payroll Specialist	21	\$ 71,018.09	\$ 74,598.17	\$ 78,284.32	\$ 82,288.70	\$ 86,452.19	\$ 90,827.84	\$ 95,442.16	\$ 97,351.00	\$ 99,259.85	\$ 103,077.53
	Monthly	\$ 5,918.17	\$ 6,216.51	\$ 6,523.69	\$ 6,857.39	\$ 7,204.35	\$ 7,568.99	\$ 7,953.51	\$ 8,112.58	\$ 8,271.65	\$ 8,589.79
	Hourly	\$ 34.14	\$ 35.86	\$ 37.64	\$ 39.56	\$ 41.56	\$ 43.67	\$ 45.89	\$ 46.80	\$ 47.72	\$ 49.56
Scheduler/Dispatcher	22	\$ 72,768.35	\$ 76,454.50	\$ 80,299.77	\$ 84,357.19	\$ 88,626.76	\$ 93,081.96	\$ 97,828.88	\$ 99,785.46	\$ 101,742.03	\$ 105,655.19
	Monthly	\$ 6,064.03	\$ 6,371.21	\$ 6,691.65	\$ 7,029.77	\$ 7,385.56	\$ 7,756.83	\$ 8,152.41	\$ 8,315.45	\$ 8,478.50	\$ 8,804.60
	Hourly	\$ 34.98	\$ 36.76	\$ 38.61	\$ 40.56	\$ 42.61	\$ 44.75	\$ 47.03	\$ 47.97	\$ 48.91	\$ 50.80
	23	\$ 74,598.17	\$ 78,284.32	\$ 82,288.70	\$ 86,452.19	\$ 90,827.84	\$ 95,442.16	\$ 100,268.63	\$ 102,274.01	\$ 104,279.38	\$ 108,290.12
	Monthly	\$ 6,216.51	\$ 6,523.69	\$ 6,857.39	\$ 7,204.35	\$ 7,568.99	\$ 7,953.51	\$ 8,355.72	\$ 8,522.83	\$ 8,689.95	\$ 9,024.18
	Hourly	\$ 35.86	\$ 37.6								

Exhibit D

Non-Represented Employee Group Salary Schedule – Effective January 1, 2026 (Cont.)

1.1.26 Proposed Non-Rep Salary Schedule									Longevity Premium (wage may vary based on employee's current step)		
Occupational Job Classes	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 years	20 years	25 years
Safety and Security Trainer	30	\$ 88,626.76	\$ 93,081.96	\$ 97,828.88	\$ 102,761.43	\$ 107,985.69	\$ 113,448.62	\$ 119,176.74	\$ 121,560.27	\$ 123,943.81	\$ 128,710.88
Operator Trainer	Monthly	\$ 7,385.56	\$ 7,756.83	\$ 8,152.41	\$ 8,563.45	\$ 8,998.81	\$ 9,454.05	\$ 9,931.39	\$ 10,130.02	\$ 10,328.65	\$ 10,725.91
Simulator Trainer	Hourly	\$ 42.61	\$ 44.75	\$ 47.03	\$ 49.40	\$ 51.92	\$ 54.54	\$ 57.30	\$ 58.44	\$ 59.59	\$ 61.88
Recruiter/HR											
Marketing & Public Info Coordinator	31	\$ 90,827.84	\$ 95,442.16	\$ 100,268.63	\$ 105,333.78	\$ 110,664.11	\$ 116,286.16	\$ 122,146.87	\$ 124,589.81	\$ 127,032.75	\$ 131,918.62
Public Information Coordinator	Monthly	\$ 7,568.99	\$ 7,953.51	\$ 8,355.72	\$ 8,777.81	\$ 9,222.01	\$ 9,690.51	\$ 10,178.91	\$ 10,382.48	\$ 10,586.06	\$ 10,993.22
Marine Safety Trainer	Hourly	\$ 43.67	\$ 45.89	\$ 48.21	\$ 50.64	\$ 53.20	\$ 55.91	\$ 58.72	\$ 59.90	\$ 61.07	\$ 63.42
Public Outreach Coordinator											
Sr. Deckhand											
Training Specialist											
ESMS Coordinator	32	\$ 93,081.96	\$ 97,828.88	\$ 102,761.43	\$ 107,985.69	\$ 113,448.62	\$ 119,176.74	\$ 125,249.60	\$ 127,754.60	\$ 130,259.59	\$ 135,269.57
	Monthly	\$ 7,756.83	\$ 8,152.41	\$ 8,563.45	\$ 8,998.81	\$ 9,454.05	\$ 9,931.39	\$ 10,437.47	\$ 10,646.22	\$ 10,854.97	\$ 11,272.46
	Hourly	\$ 44.75	\$ 47.03	\$ 49.40	\$ 51.92	\$ 54.54	\$ 57.30	\$ 60.22	\$ 61.42	\$ 62.62	\$ 65.03
	33	\$ 95,442.16	\$ 100,268.63	\$ 105,333.78	\$ 110,664.11	\$ 116,286.16	\$ 122,146.87	\$ 128,352.34	\$ 130,919.38	\$ 133,486.43	\$ 138,620.52
	Monthly	\$ 7,953.51	\$ 8,355.72	\$ 8,777.81	\$ 9,222.01	\$ 9,690.51	\$ 10,178.91	\$ 10,696.03	\$ 10,909.95	\$ 11,123.87	\$ 11,551.71
	Hourly	\$ 45.89	\$ 48.21	\$ 50.64	\$ 53.20	\$ 55.91	\$ 58.72	\$ 61.71	\$ 62.94	\$ 64.18	\$ 66.64
Inventory Control Supervisor	34	\$ 97,828.88	\$ 102,761.43	\$ 107,985.69	\$ 113,448.62	\$ 119,176.74	\$ 125,249.60	\$ 131,534.63	\$ 134,165.32	\$ 136,796.01	\$ 142,057.40
	Monthly	\$ 8,152.41	\$ 8,563.45	\$ 8,998.81	\$ 9,454.05	\$ 9,931.39	\$ 10,437.47	\$ 10,961.22	\$ 11,180.44	\$ 11,399.67	\$ 11,838.12
	Hourly	\$ 47.03	\$ 49.40	\$ 51.92	\$ 54.54	\$ 57.30	\$ 60.22	\$ 63.24	\$ 64.50	\$ 65.77	\$ 68.30
Customer Service Manager	35	\$ 100,268.63	\$ 105,333.78	\$ 110,664.11	\$ 116,286.16	\$ 122,146.87	\$ 128,352.34	\$ 134,822.99	\$ 137,519.45	\$ 140,215.91	\$ 145,608.83
Grants & Compliance Coordinator	Monthly	\$ 8,355.72	\$ 8,777.81	\$ 9,222.01	\$ 9,690.51	\$ 10,178.91	\$ 10,696.03	\$ 11,235.25	\$ 11,459.95	\$ 11,684.66	\$ 12,134.07
Transit Planner	Hourly	\$ 48.21	\$ 50.64	\$ 53.20	\$ 55.91	\$ 58.72	\$ 61.71	\$ 64.82	\$ 66.12	\$ 67.41	\$ 70.00
Regional Transit Planner											
Payroll Supervisor											
Research & Data Analyst											
Purchasing Supervisor											
Facilities Maintenance Supervisor	36	\$ 102,761.43	\$ 107,985.69	\$ 113,448.62	\$ 119,176.74	\$ 125,249.60	\$ 131,534.63	\$ 138,217.43	\$ 140,981.78	\$ 143,746.13	\$ 149,274.83
Vehicle Maintenance Supervisor	Monthly	\$ 8,563.45	\$ 8,998.81	\$ 9,454.05	\$ 9,931.39	\$ 10,437.47	\$ 10,961.22	\$ 11,518.12	\$ 11,748.48	\$ 11,978.84	\$ 12,439.57
COB/Public Records Officer	Hourly	\$ 49.40	\$ 51.92	\$ 54.54	\$ 57.30	\$ 60.22	\$ 63.24	\$ 66.45	\$ 67.78	\$ 69.11	\$ 71.77
Info Technology Administrator	37	\$ 105,333.78	\$ 110,664.11	\$ 116,286.16	\$ 122,146.87	\$ 128,352.34	\$ 134,822.99	\$ 141,664.91	\$ 144,498.21	\$ 147,331.51	\$ 152,998.11
Transportation & Land Use Planner	Monthly	\$ 8,777.81	\$ 9,222.01	\$ 9,690.51	\$ 10,178.91	\$ 10,696.03	\$ 11,235.25	\$ 11,805.41	\$ 12,041.52	\$ 12,277.63	\$ 12,749.84
Cyber Security Specialist	Hourly	\$ 50.64	\$ 53.20	\$ 55.91	\$ 58.72	\$ 61.71	\$ 64.82	\$ 68.11	\$ 69.47	\$ 70.83	\$ 73.56
Vehicle Maintenance Supervisor Trainee	38	\$ 107,985.69	\$ 113,448.62	\$ 119,176.74	\$ 125,249.60	\$ 131,534.63	\$ 138,217.43	\$ 145,244.99	\$ 148,149.89	\$ 151,054.79	\$ 156,864.59
	Monthly	\$ 8,998.81	\$ 9,454.05	\$ 9,931.39	\$ 10,437.47	\$ 10,961.22	\$ 11,518.12	\$ 12,103.75	\$ 12,345.82	\$ 12,587.90	\$ 13,072.05
	Hourly	\$ 51.92	\$ 54.54	\$ 57.30	\$ 60.22	\$ 63.24	\$ 66.45	\$ 69.83	\$ 71.23	\$ 72.62	\$ 75.42
Accounting Supervisor	39	\$ 110,664.11	\$ 116,286.16	\$ 122,146.87	\$ 128,352.34	\$ 134,822.99	\$ 141,664.91	\$ 148,825.07	\$ 151,801.57	\$ 154,778.07	\$ 160,731.07
Marine Mechanic II	Monthly	\$ 9,222.01	\$ 9,690.51	\$ 10,178.91	\$ 10,696.03	\$ 11,235.25	\$ 11,805.41	\$ 12,402.09	\$ 12,650.13	\$ 12,898.17	\$ 13,394.26
Worker Driver Manager	Hourly	\$ 53.20	\$ 55.91	\$ 58.72	\$ 61.71	\$ 64.82	\$ 68.11	\$ 71.55	\$ 72.98	\$ 74.41	\$ 77.27
Safety & Security Manager											
Human Resources Manager											
	40	\$ 113,448.62	\$ 119,176.74	\$ 125,249.60	\$ 131,534.63	\$ 138,217.43	\$ 145,244.99	\$ 152,564.26	\$ 155,615.54	\$ 158,666.83	\$ 164,769.40
	Monthly	\$ 9,454.05	\$ 9,931.39	\$ 10,437.47	\$ 10,961.22	\$ 11,518.12	\$ 12,103.75	\$ 12,713.69	\$ 12,967.96	\$ 13,222.24	\$ 13,730.78
	Hourly	\$ 54.54	\$ 57.30	\$ 60.22	\$ 63.24	\$ 66.45	\$ 69.83	\$ 73.35	\$ 74.82	\$ 76.28	\$ 79.22
Marine Mechanic I	41	\$ 116,286.16	\$ 122,146.87	\$ 128,352.34	\$ 134,822.99	\$ 141,664.91	\$ 148,825.07	\$ 156,409.52	\$ 159,537.71	\$ 162,665.90	\$ 168,922.28
	Monthly	\$ 9,690.51	\$ 10,178.91	\$ 10,696.03	\$ 11,235.25	\$ 11,805.41	\$ 12,402.09	\$ 13,034.13	\$ 13,294.81	\$ 13,555.49	\$ 14,076.86
	Hourly	\$ 55.91	\$ 58.72	\$ 61.71	\$ 64.82	\$ 68.11	\$ 71.55	\$ 75.20	\$ 76.70	\$ 78.20	\$ 81.21
Captain	42	\$ 119,176.74	\$ 125,249.60	\$ 131,534.63	\$ 138,190.92	\$ 145,271.51	\$ 152,537.74	\$ 160,254.79	\$ 163,459.88	\$ 166,664.98	\$ 173,075.17
	Monthly	\$ 9,931.39	\$ 10,437.47	\$ 10,961.22	\$ 11,515.91	\$ 12,105.96	\$ 12,711.48	\$ 13,354.57	\$ 13,621.66	\$ 13,888.75	\$ 14,422.93
	Hourly	\$ 57.30	\$ 60.22	\$ 63.24	\$ 66.44	\$ 69.84	\$ 73.34	\$ 77.05	\$ 78.59	\$ 80.13	\$ 83.21
	43	\$ 122,146.87	\$ 128,352.34	\$ 134,822.99	\$ 141,638.40	\$ 148,825.07	\$ 156,409.52	\$ 164,285.69	\$ 167,571.40	\$ 170,857.12	\$ 177,428.54
	Monthly	\$ 10,178.91	\$ 10,696.03	\$ 11,235.25	\$ 11,803.20	\$ 12,402.09	\$ 13,034.13	\$ 13,690.47	\$ 13,964.28	\$ 14,238.09	\$ 14,785.71
	Hourly	\$ 58.72	\$ 61.71	\$ 64.82	\$ 68.10	\$ 71.55	\$ 75.20	\$ 78.98	\$ 80.56	\$ 82.14	\$ 85.30
ACCESS Operations Manager	44	\$ 125,249.60	\$ 131,534.63	\$ 138,217.43	\$ 145,244.99	\$ 152,564.26	\$ 160,254.79	\$ 168,396.14	\$ 171,764.07	\$ 175,131.99	\$ 181,867.84
Maintenance Manager	Monthly	\$ 10,437.47	\$ 10,961.22	\$ 11,518.12	\$ 12,103.75	\$ 12,713.69	\$ 13,354.57	\$ 14,033.01	\$ 14,313.67	\$ 14,594.33	\$ 15,155.65
Routed Operations Manager	Hourly	\$ 60.22	\$ 63.24	\$ 66.45	\$ 69.83	\$ 73.35	\$ 77.05	\$ 80.96	\$ 82.58	\$ 84.20	\$ 87.44
	45	\$ 128,352.34	\$ 134,822.99	\$ 141,664.91	\$ 148,825.07	\$ 156,409.52	\$ 164,259.17	\$ 172,586.16	\$ 176,037.88	\$ 179,489.61	\$ 186,393.05
	Monthly	\$ 10,696.03	\$ 11,235.25	\$ 11,805.41	\$ 12,402.09	\$ 13,034.13	\$ 13,688.26	\$ 14,382.18	\$ 14,669.82	\$ 14,957.47	\$ 15,532.75
	Hourly	\$ 61.71	\$ 64.82	\$ 68.11	\$ 71.55	\$ 75.20	\$ 78.97	\$ 82.97	\$ 84.63	\$ 86.29	\$ 89.61

Exhibit D

Non-Represented Employee Group Salary Schedule – Effective January 1, 2026 (Cont.)

		1.1.26 Proposed Non-Rep Salary Schedule							Longevity Premium (wage may vary based on employee's current step)		
Occupational Job Classes	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 years	20 years	25 years
Port Captain	46	\$ 131,534.63	\$ 138,217.43	\$ 145,244.99	\$ 152,564.26	\$ 160,254.79	\$ 168,396.14	\$ 176,908.77	\$ 180,446.94	\$ 183,985.12	\$ 191,061.47
IT Manager	Monthly	\$ 10,961.22	\$ 11,518.12	\$ 12,103.75	\$ 12,713.69	\$ 13,354.57	\$ 14,033.01	\$ 14,742.40	\$ 15,037.25	\$ 15,332.09	\$ 15,921.79
Marine Maintenance Manager	Hourly	\$ 63.24	\$ 66.45	\$ 69.83	\$ 73.35	\$ 77.05	\$ 80.96	\$ 85.05	\$ 86.75	\$ 88.45	\$ 91.86
	47	\$ 134,822.99	\$ 141,664.91	\$ 148,825.07	\$ 156,409.52	\$ 164,259.17	\$ 172,586.16	\$ 181,310.94	\$ 184,937.15	\$ 188,563.37	\$ 195,815.81
	Monthly	\$ 11,235.25	\$ 11,805.41	\$ 12,402.09	\$ 13,034.13	\$ 13,688.26	\$ 14,382.18	\$ 15,109.24	\$ 15,411.43	\$ 15,713.61	\$ 16,317.98
	Hourly	\$ 64.82	\$ 68.11	\$ 71.55	\$ 75.20	\$ 78.97	\$ 82.97	\$ 87.17	\$ 88.91	\$ 90.66	\$ 94.14
	48	\$ 138,217.43	\$ 145,244.99	\$ 152,564.26	\$ 160,254.79	\$ 168,396.14	\$ 176,908.77	\$ 185,845.70	\$ 189,562.61	\$ 193,279.53	\$ 200,713.35
	Monthly	\$ 11,518.12	\$ 12,103.75	\$ 12,713.69	\$ 13,354.57	\$ 14,033.01	\$ 14,742.40	\$ 15,487.14	\$ 15,796.88	\$ 16,106.63	\$ 16,726.11
	Hourly	\$ 66.45	\$ 69.83	\$ 73.35	\$ 77.05	\$ 80.96	\$ 85.05	\$ 89.35	\$ 91.14	\$ 92.92	\$ 96.50
	49	\$ 141,664.91	\$ 148,825.07	\$ 156,409.52	\$ 164,259.17	\$ 172,586.16	\$ 181,310.94	\$ 190,486.54	\$ 194,296.27	\$ 198,106.00	\$ 205,725.46
	Monthly	\$ 11,805.41	\$ 12,402.09	\$ 13,034.13	\$ 13,688.26	\$ 14,382.18	\$ 15,109.24	\$ 15,873.88	\$ 16,191.36	\$ 16,508.83	\$ 17,143.79
	Hourly	\$ 68.11	\$ 71.55	\$ 75.20	\$ 78.97	\$ 82.97	\$ 87.17	\$ 91.58	\$ 93.41	\$ 95.24	\$ 98.91
Human Resources Director	50	\$ 145,244.99	\$ 152,564.26	\$ 160,254.79	\$ 168,396.14	\$ 176,908.77	\$ 185,845.70	\$ 195,233.45	\$ 199,138.12	\$ 203,042.79	\$ 210,852.13
Marketing & Public Info Director	Monthly	\$ 12,103.75	\$ 12,713.69	\$ 13,354.57	\$ 14,033.01	\$ 14,742.40	\$ 15,487.14	\$ 16,269.45	\$ 16,594.84	\$ 16,920.23	\$ 17,571.01
Serv & Cap Development Director	Hourly	\$ 69.83	\$ 73.35	\$ 77.05	\$ 80.96	\$ 85.05	\$ 89.35	\$ 93.86	\$ 95.74	\$ 97.62	\$ 101.37
	51	\$ 148,825.07	\$ 156,409.52	\$ 164,259.17	\$ 172,586.16	\$ 181,310.94	\$ 190,486.54	\$ 200,166.00	\$ 204,169.32	\$ 208,172.64	\$ 216,179.28
	Monthly	\$ 12,402.09	\$ 13,034.13	\$ 13,688.26	\$ 14,382.18	\$ 15,109.24	\$ 15,873.88	\$ 16,680.50	\$ 17,014.11	\$ 17,347.72	\$ 18,014.94
	Hourly	\$ 71.55	\$ 75.20	\$ 78.97	\$ 82.97	\$ 87.17	\$ 91.58	\$ 96.23	\$ 98.16	\$ 100.08	\$ 103.93
Finance Director	52	\$ 152,564.26	\$ 160,254.79	\$ 168,396.14	\$ 176,908.77	\$ 185,845.70	\$ 195,233.45	\$ 205,151.59	\$ 209,254.62	\$ 213,357.65	\$ 221,563.71
Marine Services Director	Monthly	\$ 12,713.69	\$ 13,354.57	\$ 14,033.01	\$ 14,742.40	\$ 15,487.14	\$ 16,269.45	\$ 17,095.97	\$ 17,437.88	\$ 17,779.80	\$ 18,463.64
Operations Director	Hourly	\$ 73.35	\$ 77.05	\$ 80.96	\$ 85.05	\$ 89.35	\$ 93.86	\$ 98.63	\$ 100.60	\$ 102.58	\$ 106.52
Vehicle & Facilities Maint Director											
	53	\$ 156,409.52	\$ 164,285.69	\$ 172,586.16	\$ 181,310.94	\$ 190,460.02	\$ 200,139.48	\$ 210,296.29	\$ 214,502.21	\$ 218,708.14	\$ 227,119.99
	Monthly	\$ 13,034.13	\$ 13,690.47	\$ 14,382.18	\$ 15,109.24	\$ 15,871.67	\$ 16,678.29	\$ 17,524.69	\$ 17,875.18	\$ 18,225.68	\$ 18,926.67
	Hourly	\$ 75.20	\$ 78.98	\$ 82.97	\$ 87.17	\$ 91.57	\$ 96.22	\$ 101.10	\$ 103.13	\$ 105.15	\$ 109.19
	54	\$ 160,254.79	\$ 168,396.14	\$ 176,908.77	\$ 185,845.70	\$ 195,233.45	\$ 205,151.59	\$ 215,547.07	\$ 219,858.01	\$ 224,168.95	\$ 232,790.83
	Monthly	\$ 13,354.57	\$ 14,033.01	\$ 14,742.40	\$ 15,487.14	\$ 16,269.45	\$ 17,095.97	\$ 17,962.26	\$ 18,321.50	\$ 18,680.75	\$ 19,399.24
	Hourly	\$ 77.05	\$ 80.96	\$ 85.05	\$ 89.35	\$ 93.86	\$ 98.63	\$ 103.63	\$ 105.70	\$ 107.77	\$ 111.92
	55	\$ 164,259.17	\$ 172,586.16	\$ 181,310.94	\$ 190,486.54	\$ 200,166.00	\$ 210,269.77	\$ 220,930.44	\$ 225,349.05	\$ 229,767.66	\$ 238,604.87
	Monthly	\$ 13,688.26	\$ 14,382.18	\$ 15,109.24	\$ 15,873.88	\$ 16,680.50	\$ 17,522.48	\$ 18,410.87	\$ 18,779.09	\$ 19,147.30	\$ 19,883.74
	Hourly	\$ 78.97	\$ 82.97	\$ 87.17	\$ 91.58	\$ 96.23	\$ 101.09	\$ 106.22	\$ 108.34	\$ 110.47	\$ 114.71
	56	\$ 168,396.14	\$ 176,908.77	\$ 185,845.70	\$ 195,233.45	\$ 205,151.59	\$ 215,547.07	\$ 226,446.41	\$ 230,975.33	\$ 235,504.26	\$ 244,562.12
	Monthly	\$ 14,033.01	\$ 14,742.40	\$ 15,487.14	\$ 16,269.45	\$ 17,095.97	\$ 17,962.26	\$ 18,870.53	\$ 19,247.94	\$ 19,625.36	\$ 20,380.18
	Hourly	\$ 80.96	\$ 85.05	\$ 89.35	\$ 93.86	\$ 98.63	\$ 103.63	\$ 108.87	\$ 111.05	\$ 113.22	\$ 117.58
	57	\$ 172,586.16	\$ 181,310.94	\$ 190,486.54	\$ 200,166.00	\$ 210,269.77	\$ 220,930.44	\$ 232,121.49	\$ 236,763.92	\$ 241,406.35	\$ 250,691.21
	Monthly	\$ 14,382.18	\$ 15,109.24	\$ 15,873.88	\$ 16,680.50	\$ 17,522.48	\$ 18,410.87	\$ 19,343.46	\$ 19,730.33	\$ 20,117.20	\$ 20,890.93
	Hourly	\$ 82.97	\$ 87.17	\$ 91.58	\$ 96.23	\$ 101.09	\$ 106.22	\$ 111.60	\$ 113.83	\$ 116.06	\$ 120.52
	58	\$ 176,908.77	\$ 185,845.70	\$ 195,233.45	\$ 205,151.59	\$ 215,547.07	\$ 226,446.41	\$ 237,770.05	\$ 242,525.45	\$ 247,280.85	\$ 256,791.66
	Monthly	\$ 14,742.40	\$ 15,487.14	\$ 16,269.45	\$ 17,095.97	\$ 17,962.26	\$ 18,870.53	\$ 19,814.17	\$ 20,210.45	\$ 20,606.74	\$ 21,399.30
	Hourly	\$ 85.05	\$ 89.35	\$ 93.86	\$ 98.63	\$ 103.63	\$ 108.87	\$ 114.31	\$ 116.60	\$ 118.89	\$ 123.46
	59	\$ 181,310.94	\$ 190,486.54	\$ 200,166.00	\$ 210,269.77	\$ 220,930.44	\$ 232,121.49	\$ 243,736.85	\$ 248,611.58	\$ 253,486.32	\$ 263,235.79
	Monthly	\$ 15,109.24	\$ 15,873.88	\$ 16,680.50	\$ 17,522.48	\$ 18,410.87	\$ 19,343.46	\$ 20,311.40	\$ 20,717.63	\$ 21,123.86	\$ 21,936.32
	Hourly	\$ 87.17	\$ 91.58	\$ 96.23	\$ 101.09	\$ 106.22	\$ 111.60	\$ 117.18	\$ 119.52	\$ 121.87	\$ 126.56
	60	\$ 185,845.70	\$ 195,233.45	\$ 205,151.59	\$ 215,547.07	\$ 226,446.41	\$ 237,770.05	\$ 249,624.08	\$ 254,616.56	\$ 259,609.04	\$ 269,594.01
	Monthly	\$ 15,487.14	\$ 16,269.45	\$ 17,095.97	\$ 17,962.26	\$ 18,870.53	\$ 19,814.17	\$ 20,802.01	\$ 21,218.05	\$ 21,634.09	\$ 22,466.17
	Hourly	\$ 89.35	\$ 93.86	\$ 98.63	\$ 103.63	\$ 108.87	\$ 114.31	\$ 120.01	\$ 122.41	\$ 124.81	\$ 129.61
	61	\$ 190,491.84	\$ 200,114.29	\$ 210,280.38	\$ 220,935.74	\$ 232,107.57	\$ 243,714.30	\$ 255,864.68	\$ 260,981.98	\$ 266,099.27	\$ 276,333.86
	Monthly	\$ 15,874.32	\$ 16,676.19	\$ 17,523.36	\$ 18,411.31	\$ 19,342.30	\$ 20,309.53	\$ 21,322.06	\$ 21,748.50	\$ 22,174.94	\$ 23,027.82
	Hourly	\$ 91.58	\$ 96.21	\$ 101.10	\$ 106.22	\$ 111.59	\$ 117.17	\$ 123.01	\$ 125.47	\$ 127.93	\$ 132.85
Executive Director	62	\$ 195,254.14	\$ 205,117.15	\$ 215,537.39	\$ 226,459.14	\$ 237,910.26	\$ 249,807.16	\$ 262,261.30	\$ 267,506.53	\$ 272,751.75	\$ 283,242.20
	Monthly	\$ 16,271.18	\$ 17,093.10	\$ 17,961.45	\$ 18,871.59	\$ 19,825.85	\$ 20,817.26	\$ 21,855.11	\$ 22,292.21	\$ 22,729.31	\$ 23,603.52
	Hourly	\$ 93.87	\$ 98.61	\$ 103.62	\$ 108.87	\$ 114.38	\$ 120.10	\$ 126.09	\$ 128.61	\$ 131.13	\$ 136.17