

Exhibit A 2025 Operating Budget – Transit Fund

	Current Year	Prior Year	Variance		Five Year Outlook				
	Budget (2025)	Budget (2024)	(\$)	(%)	2026	2027	2028	2029	2030
Routed Fare	1,682,000	1,339,200	342,800	25.60%	1,715,600	1,749,900	1,784,900	1,820,600	1,857,000
Worker Driver Fare	748,000	752,400	(4,400)	-0.58%	763,000	778,300	793,900	809,800	826,000
Van Pool Fare	251,000	201,600	49,400	24.50%	256,000	261,100	266,300	271,600	277,000
Access Fare	160,000	223,200	(63,200)	-28.32%	163,200	166,500	169,800	173,200	176,700
Parking	204,000	180,000	24,000	13.33%	204,000	204,000	204,000	204,000	204,000
Lease Income	498,000	500,000	(2,000)	-0.40%	314,100	259,700	262,300	264,900	267,500
Other Operating Income	30,000	12,000	18,000	150.00%	30,000	30,000	30,000	30,000	30,000
Operating Revenue	3,573,000	3,208,400	364,600	11.36%	3,445,900	3,449,500	3,511,200	3,574,100	3,638,200
General Administration	7,409,089	6,982,106	426,983	6.12%	7,528,000	7,904,000	8,299,000	8,714,000	9,150,000
Capital Development	1,380,739	1,085,547	295,192	27.19%	1,334,000	1,401,000	1,392,000	1,462,000	1,535,000
Customer Service	1,187,081	1,126,743	60,338	5.36%	1,246,000	1,308,000	1,373,000	1,442,000	1,514,000
Routed Service	18,087,434	17,183,324	904,110	5.26%	18,887,000	19,768,000	20,756,000	21,794,000	22,884,000
Worker Driver	1,452,573	1,461,176	(8,603)	-0.59%	1,525,000	1,601,000	1,681,000	1,765,000	1,853,000
Access	12,918,024	11,738,613	1,179,411	10.05%	13,459,000	14,069,000	14,772,000	15,511,000	16,287,000
Rideshare	426,555	472,846	(46,291)	-9.79%	448,000	470,000	494,000	519,000	545,000
Vehicle Maintenance	12,531,726	12,125,589	406,137	3.35%	13,158,000	13,816,000	14,507,000	15,232,000	15,994,000
Facilities	4,310,449	3,998,962	311,487	7.79%	4,526,000	4,752,000	4,990,000	5,240,000	5,502,000
Service Development	3,503,500	3,934,025	(430,525)	-10.94%	3,490,000	3,665,000	3,848,000	4,040,000	4,242,000
Operating Expense	63,207,170	60,108,931	3,098,239	5.15%	65,601,000	68,754,000	72,112,000	75,719,000	79,506,000
Sales Tax Revenue	59,352,000	58,926,000	426,000	0.72%	61,429,320	63,579,000	65,804,000	68,107,000	70,491,000
State Operating Grant - CTR / SNPT	125,000	115,000	10,000	8.70%	125,000	125,000	125,000	125,000	125,000
State Transit Support Grant	-	-	-	-	7,000,000	-	7,000,000	-	7,000,000
Interest Income	2,100,000	2,400,000	(300,000)	-12.50%	1,070,000	954,000	546,000	441,000	322,000
Depreciation	(8,980,000)	(7,600,000)	(1,380,000)	18.16%	(8,980,000)	(8,980,000)	(8,980,000)	(8,980,000)	(8,980,000)
Amortization	(313,324)	(66,000)	(247,324)	374.73%	(68,000)	(68,000)	(68,000)	(68,000)	(68,000)
Interest Expense	(2,400)	(7,700)	5,300	-68.83%	-	-	-	-	-
Sales Tax Collection Fee	(593,520)	(589,260)	(4,260)	0.72%	(614,300)	(635,800)	(658,000)	(681,100)	(704,900)
NonOperating Revenue/Expense	51,687,756	53,178,040	(1,490,284)	-2.80%	59,962,020	54,974,200	63,769,000	58,943,900	68,185,100
Net Income (loss)	(7,946,414)	(3,722,491)	(4,223,923)		(2,193,080)	(10,330,300)	(4,831,800)	(13,201,000)	(7,682,700)
BEGINNING UNRESTRICTED RESERVE	71,076,000	65,900,000			65,564,910	61,198,830	48,695,530	41,690,730	26,316,730
Cash Flow From Operations	1,346,910	3,943,509			6,854,920	(1,282,300)	4,216,200	(4,153,000)	1,365,300
Debt Service (principal)	(282,000)	(271,050)			-	-	-	-	-
Capital Program (net local contribution)	(39,776,000)	(15,805,000)			(11,221,000)	(11,221,000)	(11,221,000)	(11,221,000)	(11,221,000)
Bremerton UZA Stimulus Funding	18,100,000	15,805,000			-	-	-	-	-
Fuel Reserve	(900,000)	(600,000)			-	-	-	-	-
Release of Restricted Reserves	16,000,000	-			-	-	-	-	-
ENDING UNRESTRICTED RESERVE	65,564,910	68,972,459			61,198,830	48,695,530	41,690,730	26,316,730	16,461,030
Estimated Minimum Reserve	18,118,000	-			18,645,000	19,434,000	20,273,000	21,175,000	22,122,000
Estimated Excess of Reserve	47,446,910	-			42,553,830	29,261,530	21,417,730	5,141,730	(5,660,970)
Restricted Reserve - Capital Project	-	-			-	-	-	-	-
Restricted Reserve - Fleet Reserve	-	-			-	-	-	-	-
Restricted Reserve - Contingency	4,000,000	-			4,000,000	4,000,000	4,000,000	4,000,000	4,000,000
Restricted Reserve - Fuel	2,235,960	-			2,235,960	2,235,960	2,235,960	2,235,960	2,235,960

Exhibit A

2025 Capital Budget – Transit Fund

	2025 Budget Total	Total Local	FTA 5307	FTA 5337	FTAPFG	FTA 5339	FTA RAISE	FHWA FBP	FHWA STP	WSDOT	WSDOC	2025 Est Local Expense
Bus Fund												
Vehicles												
Routed Coaches	20,610,452	8,334,949	11,476,775			798,728						8,339,434
Access Bus/VanLink Replacements (19 PT/27 VL Rep/3 Expansion- Encumbered)	8,592,059	1,661,310								6,930,749		1,661,310
Inductive Charging (Bases)	4,608,000	768,000								3,840,000		1,600,000
Electric Bus (10) Charleston & North Base Chargers	12,093,655	2,418,731								9,674,924		1,500,000
Supervisor Vehicles (4 Encumbered)	262,223	262,223										262,223
Worker Driver Buses (5 Encumbered)	5,379,275	5,379,275										5,379,275
Gillig Rebuilds	700,000	700,000										700,000
Vanpool Replacements/Expansion (11 Encumbered)	735,640	735,640										735,640
APC Systems Equipment/Digital Signage	7,769,683	7,769,683										5,800,000
Operations Bases		0										
Harborside/BTC:		0										
Harborside Tenant Improvements	20,000	20,000										20,000
Third Floor Design and Remodel (2025 design budget only)	500,000	500,000										250,000
Charleston Base:	0	0										
Crash Deterrent System	200,000	200,000										200,000
Dispatch Furniture	80,000	80,000										80,000
Mini Heat Pump Replacements (5)	95,000	95,000										0
Charleston Generator Replacement	2,072,895	414,579								1,658,316		414,579
North Base:		0										
North Base HD Maintenance Facility PE/Env	2,700,417	19,459	2,299,373			381,585						19,459
North Base HD Maintenance Facility RAISE CN	21,250,000	4,250,000					17,000,000					175,000
South Base:		0										
South Base (ESA, Permits, CM) (Env.)	215,483	42,603				172,880						42,603
Transit Centers / Park & Ride		0										
HWY 16 P & R PE/Design/ROW (Ruby Creek)	3,157,825	587,652							2,570,173			587,652
HWY 16 P & R CN (Ruby Creek)	19,070,812	8,648,936	4,031,762			140,114				6,250,000		2,800,000
Sewer Lift Station Hwy 16 (Ruby Creek)	3,307,251	3,307,251										1,500,000
Silverdale Transit Center	4,766,587	1,125,000	3,533,642			107,945						1,125,000
Gateway Bus Storage Facility & P/R PE/Design	842,400	122,400							720,000			130,000
Gateway Center Rehabilitation - Environmental & Improvements (warehouse lighting/flooring)	900,000	900,000										160,000
Gateway Training Room Expansion & ACCESS CSA Move	500,000	500,000										500,000
SR 104 Park & Ride PE/Design	560,000	85,000							475,000			85,000
Port Orchard Transit Center PL	665,867	133,174							532,693			133,174
Bus Stops (shelters, pads & CN)	100,000	100,000										13,315
West Bremerton Hydrogen Fueling & P&R (Environmental, Demo & Design)	6,880,484	2,120,953	2,959,531						1,800,000			500,000
Poulsbo Park & Ride (10% Design, ROW & PE) (Johnson Rd.)	2,735,738	1,345,738							1,390,000			500,000
Inductive Charging TC's (NB, WBTC & BITC) (encumbered)	2,255,000	2,085,000								170,000		2,085,000
Silverdale Park & Ride (Site Analysis, 10% & ROW)	150,000	150,000										0
Operator Training Facility (10% & ROW)	1,200,000	1,200,000										1,200,000
Day Road Park & Ride (Design & Construction)	11,103,497	3,094,117								8,009,380		575,000

Exhibit A
2025 Capital Budget – Transit Fund (Cont.)

	2025 Budget Total	Total Local	FTA 5307	FTA 5337	FTAPFG	FTA 5339	FTA RAISE	FHWA FBP	FHWA STP	WSDOT	WSDOC	2025 Est Local Expense
Bus Fund												
Equipment and Systems												
Computer Infrastructure Improvements (Fiber SB & CB) (encumbered)	67,000	67,000										67,000
Servers and Capitalized Computer Equip.	70,000	70,000										70,000
VEEM Backup and Recovery Software/Server	25,000	25,000										25,000
APC UPS for Servers	60,000	60,000										60,000
IP Cameras (Resulting from Perimeter Security Study)/BTC Security Upgrades	947,500	397,500							550,000			137,500
Digital Bus Stop Panels (APC Dep.)	100,000	100,000										0
Payroll Systems Implementation	50,000	50,000										50,000
Event Bleachers	8,000	8,000										0
Maintenance Training Equipment (encumbered)	125,000	125,000										125,000
Simulator Programming	170,000	170,000										0
Radio System Upgrade	500,000	500,000										150,000
Website Content Management System	150,000	150,000										18,000
Bus Fund Total	148,352,743	60,879,173	24,301,083	0	0	1,601,252	17,000,000	0	8,037,866	36,533,369	0	39,776,164

Exhibit B
2025 Operating Budget – Ferry Fund

	Current Year	Prior Year	Variance		Five Year Outlook				
	Budget	Budget	(\$)	(%)	2026	2027	2028	2029	2030
	(2025)	(2024)							
Local Ferry Fare Revenue	775,000	627,600	147,400	23.49%	791,000	807,000	823,000	839,000	856,000
Fast Ferry Fare Revenue - Bremerton	3,593,000	2,095,300	1,497,700	71.48%	3,845,000	4,037,000	4,239,000	4,451,000	4,674,000
Fast Ferry Fare Revenue - Kingston	745,000	420,200	324,800	77.30%	797,000	837,000	879,000	923,000	969,000
Fast Ferry Fare Revenue - Southworth	1,155,000	554,400	600,600	108.33%	1,236,000	1,298,000	1,363,000	1,431,000	1,503,000
Operating Revenue	6,268,000	3,697,500	2,570,500	69.52%	6,669,000	6,979,000	7,304,000	7,644,000	8,002,000
General Administration	2,722,225	2,776,084	(53,859)	-1.94%	2,543,000	2,670,000	2,804,000	2,944,000	3,091,000
Local Foot Ferry	2,531,121	2,310,196	220,925	9.56%	2,658,000	2,791,000	2,931,000	3,078,000	3,232,000
Bremerton Fast Ferry	4,316,494	4,373,649	(57,155)	-1.31%	4,532,000	4,759,000	4,997,000	5,247,000	5,509,000
Kingston Fast Ferry	3,663,545	3,518,607	144,938	4.12%	3,847,000	4,039,000	4,241,000	4,453,000	4,676,000
Southworth Fast Ferry	3,787,479	3,323,126	464,353	13.97%	3,977,000	4,176,000	4,385,000	4,604,000	4,834,000
Maintenance - Vessel and Terminal	9,425,850	7,681,775	1,744,075	22.70%	7,797,000	8,187,000	8,596,000	9,026,000	9,477,000
Operating Expense	26,446,714	23,983,437	2,463,277	10.27%	25,354,000	26,622,000	27,954,000	29,352,000	30,819,000
Sales Tax Revenue	22,228,000	22,086,000	142,000	0.64%	23,006,000	23,811,000	24,644,000	25,507,000	26,400,000
State Transit Support Grant	300,000	-	300,000		3,000,000		3,000,000		3,000,000
Other Operating Grant - PM	2,000,000	700,000	1,300,000	185.71%	2,206,000	2,000,000	2,000,000	2,000,000	2,000,000
Interest Income	192,000	300,000	(108,000)	-36.00%	282,000	277,000	160,000	133,000	105,000
Depreciation	(3,660,000)	(2,700,000)	(960,000)	35.56%	(3,660,000)	(3,660,000)	(3,660,000)	(3,660,000)	(3,660,000)
Amortization	(12,156)	(12,000)	(156)	1.30%	(12,000)	(12,000)	(12,000)	(12,000)	(12,000)
Interest Expense - 2017 Bond	(710,000)	(792,000)	82,000	-10.35%	(628,000)	(544,000)	(459,000)	(371,270)	(281,704)
Sales Tax Collection Fee	(222,280)	(220,860)	(1,420)	0.64%	(230,000)	(238,000)	(246,000)	(255,000)	(264,000)
NonOperating Revenue/Expense	20,115,564	19,361,140	754,424	3.90%	23,964,000	21,634,000	25,427,000	23,341,730	27,287,296
Net Income (loss)	(63,150)	(924,797)	861,647	-93.2%	5,279,000	1,991,000	4,777,000	1,633,730	4,470,296
BEGINNING RESERVES	17,242,000	15,508,000			17,446,006	22,780,841	20,806,841	21,543,841	19,057,571
Cash Flow From Operations	3,609,006	1,787,203			8,951,000	5,663,000	8,449,000	5,305,730	8,142,296
2017 Bond (principal)	(3,005,000)	(2,935,000)			(3,080,000)	(3,150,000)	(3,225,000)	(3,305,000)	(3,385,000)
Capital Program Expenditures	(4,794,000)	(5,558,000)			(4,487,000)	(4,487,000)	(4,487,000)	(4,487,000)	(4,487,000)
Capital Reserve - Draw / (Deposit)	1,000,000	-			-	-	-	-	-
Seattle UZA Stimulus Funding	-	-			-	-	-	-	-
Bremerton UZA Stimulus Funding	3,794,000	5,558,000			3,950,835	-	-	-	-
Fuel Reserve	(400,000)	-			-	-	-	-	-
ENDING RESERVES	17,446,006	14,360,203			22,780,841	20,806,841	21,543,841	19,057,571	19,327,867
Estimated Minimum Reserve	8,455,000				8,181,000	8,494,000	8,825,000	9,172,000	9,536,000
Estimated Excess of Reserve	8,991,006				14,599,841	12,312,841	12,718,841	9,885,571	9,791,867
Restricted Reserve - Fuel	400,000				400,000	400,000	400,000	400,000	400,000

Exhibit B
2025 Capital Budget – Ferry Fund

	2025 Budget Total	Total Local	FTA 5307	FTA 5337	FTAPFG	FTA 5339	FTA RAISE	FHWA FBP	FHWA STP	WSDOT	WSDOC	2025 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	5,750,000	550,000									5,200,000	175,000
Kingston Fast Ferry	17,531,963	4,031,963						13,500,000				125,000
Electric Foot Ferry & Infrastructure (Design & Construction) - Waterman II	14,735,674	1,695,503			7,700,000					5,340,171		600,000
Ferry Terminal & Maintenance Facilities	-	-										
Seattle Terminal PE (10% & Environmental/PE)	6,846,734	1,193,570	4,872,260	780,904								750,000
Southworth Terminal Redevelopment (WSF Partner)	3,103,804	853,804		2,250,000								300,000
Annapolis Environmental	118,925	118,925										118,925
POF System PM (Vessel & Terminal) (Maint. Parts, Labor, KN Grating, Generators, Nozzles, Water, BFloat Decking)	5,011,818	-	3,210,787	1,801,031								0
Breakwater at Port Orchard Marina (Partnership)	1,000,000	1,000,000										1,000,000
Spare Parts Lady & Commander	148,311	-						148,311				0
Marine Maintenance Fac. (Locate, 10% & ROW)	825,425	825,425										825,425
Marine Maintenance Fac. (Environmental)	2,250,000	2,250,000										500,000
PO Intermodal Terminal PE (partial cost, awaiting add'l grant \$)	1,022,059	170,343							851,716			85,000
Ferry Tools & Equipment	-	-										
Ultrasonic Parts Cleaner	40,000	40,000										40,000
Ferry Fund Total	60,384,713	14,729,533	8,083,047	4,831,935	7,700,000	0	0	13,648,311	851,716	5,340,171	5,200,000	4,794,350

Exhibit C

2025 Kitsap Transit Structure and Staffing Chart

KITSAP TRANSIT BOARD OF COMMISSIONERS (Nine voting & 10 total)
 Three Kitsap County Commissioners, City of Bremerton Mayor and one Bremerton Council Member,
 City of Port Orchard Mayor or Council Member, City of Bainbridge Island Mayor or Council Member, City of Poulsbo Mayor or
 Council Member, One at-large member chosen from the City of Port Orchard, Bainbridge Island or Poulsbo, and
 one non-voting labor unions' representative.

Legal Counsel EXECUTIVE DIRECTOR John Clauson Special Counsel

Exec Asst/Deputy COB Charlotte Sampson COB/Public Records Officer Jackie Bidon

Additions

New Position

Marketing	Marine Services	Maintenance	Operations		Finance	Service & Capital Development	Human Resources
Sanjay Bhatt	Raymond Scott	Dennis Griffey	Michael Bozarth		Paul Shinnars	Steffani Lillie	Mary Pauly
Public Info Coordinator	Port Captain	ESMS Coordinator	Operations Coordinator		Accounting Supervisor	Project Coordinator	
Marketing/PI Coordinator	Captain (12)	Admin Associate 4	Admin Associate 3		Accounting Specialist (2.5)	IT Manager (1)	HR Manager / EEO Officer
Public Outreach Coordinator	Captain (1) UF	Admin Associate 3 (.05)	Routed Ops Manager	ACCESS Ops Manager	Payroll Supervisor	Info Tech Administrator (2)	Admin Associate 4
Marketing/PI Associate	Deckhand (38)	Maintenance Manager	Admin Assoc 3 (3)	ACCESS Info Systems Coordinator	Payroll Specialist (2)	Cyber Security Specialist	Drug & Alcohol Manager (1)
Research & Data Analyst	Deckhand (as-needed) (3)	VM Supervisor Trainer (1)	Ops Tech Spec	Ops Tech Spec	Purchasing Supervisor	Smart Card Proj Coord	HR Associate (1)
Customer Service Manager (1)	Marine Maint Manager	Vehicle Maint Supervisor(3)	Courier (1)*1	Admin Associate 3 (2)	Purchasing Specialist (3)	IT Help Desk	Safety Security Manager
Lead Customer Svs Spec (1)	Inventory Control Spec (2)	Lead Mechanic (5)	Ops Sup 2 (8)	ADA Eligibility Spec		Trans & Land Use Planner	Safety & Security Trainer (1)
Customer Svs Spec (8)	Marine Mechanic I (1)	Mechanic (9) +2	Fixed Route Disp (6)	Paratransit Assessment Spec		Transit Planner	Marine Safety Trainer (1)
Admin Assoc 2	Marine Mechanic I (1) UF	PM Maint Lead	FT Operators	Sched/Disp (12)		CTR Administrator	Training Specialist
	Marine Mechanic II (6)	Prevent Maint Tech (4) +2	EB Operators	Lead CS Specialist (2)		Vanpool Coordinator (2)	Operator Trainer (1)
	Marine Mechanic II (1) UF	VM Worker Lead	A Board Operators	CS Spec (7)		Admin Assoc 3 (1)	Simulator Trainer (1)
	Marine Mechanic III (6)	VM Worker 2 (16)	B Board Operators	Operations Sup 2 (6)		Svc Dev Helper	Benefits Coordinator
	Marine Mechanic III (1) UF	Facilities Maint Supervisor	Worker/Driver Manager	FT Operators			Recruiter
	MS Supervisor	Lead FM Tech	Admin Assoc 3 (0.5)	EB Operators			
	Admin Associate 4	FM Technician (2)	Worker/Driver Instr (0.5)	A Board Operators			
	FT Marine Svcs Amb (2)	FM Worker Lead	Lead Worker/Drivers	B Board Operators			
	PT Marine Svcs Amb (2)	FM Worker 1 (8)	Back-up Worker/Drivers				
		Lead Custodian					
		Custodian (3)					
		Inventory Control Supervisor					
		Lead Parts Person					
		Parts Person (4)					
		Warehouse Person					

Exhibit D

Non-Represented Employee Group Salary Schedule – Effective January 1, 2025

Occupational Job Classes	Salary Range	2025 Proposed Non-Rep Salary Schedule							Longevity Premium (wage may vary based on employee's current step)		
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 years	20 years	25 years
Courier	1	\$ 41,373.29	\$ 43,372.37	\$ 45,573.88	\$ 47,901.92	\$ 50,407.09	\$ 52,912.26	\$ 55,619.87	\$ 56,732.27	\$ 57,844.67	\$ 60,069.46
	Monthly	\$ 3,447.77	\$ 3,614.36	\$ 3,797.82	\$ 3,991.83	\$ 4,200.59	\$ 4,409.36	\$ 4,634.99	\$ 4,727.69	\$ 4,820.39	\$ 5,005.79
	Hourly	\$ 19.89	\$ 20.85	\$ 21.91	\$ 23.03	\$ 24.23	\$ 25.44	\$ 26.74	\$ 27.28	\$ 27.81	\$ 28.88
Farebox Puller Svc Dev Helper/Parking Lot Att	2	\$ 42,410.79	\$ 44,511.08	\$ 46,737.90	\$ 49,116.55	\$ 51,647.03	\$ 54,202.81	\$ 56,961.03	\$ 58,100.25	\$ 59,239.47	\$ 61,517.91
	Monthly	\$ 3,534.23	\$ 3,709.26	\$ 3,894.83	\$ 4,093.05	\$ 4,303.92	\$ 4,516.90	\$ 4,746.75	\$ 4,841.69	\$ 4,936.62	\$ 5,126.49
	Hourly	\$ 20.39	\$ 21.40	\$ 22.47	\$ 23.61	\$ 24.83	\$ 26.06	\$ 27.39	\$ 27.93	\$ 28.48	\$ 29.58
	3	\$ 43,372.37	\$ 45,573.88	\$ 47,901.92	\$ 50,407.09	\$ 52,912.26	\$ 55,619.87	\$ 58,352.79	\$ 59,519.84	\$ 60,686.90	\$ 63,021.01
	Monthly	\$ 3,614.36	\$ 3,797.82	\$ 3,991.83	\$ 4,200.59	\$ 4,409.36	\$ 4,634.99	\$ 4,862.73	\$ 4,959.99	\$ 5,057.24	\$ 5,251.75
	Hourly	\$ 20.85	\$ 21.91	\$ 23.03	\$ 24.23	\$ 25.44	\$ 26.74	\$ 28.05	\$ 28.62	\$ 29.18	\$ 30.30
	4	\$ 44,511.08	\$ 46,737.90	\$ 49,116.55	\$ 51,647.03	\$ 54,202.81	\$ 56,961.03	\$ 59,845.77	\$ 61,042.69	\$ 62,239.60	\$ 64,633.43
	Monthly	\$ 3,709.26	\$ 3,894.83	\$ 4,093.05	\$ 4,303.92	\$ 4,516.90	\$ 4,746.75	\$ 4,987.15	\$ 5,086.89	\$ 5,186.63	\$ 5,386.12
	Hourly	\$ 21.40	\$ 22.47	\$ 23.61	\$ 24.83	\$ 26.06	\$ 27.39	\$ 28.77	\$ 29.35	\$ 29.92	\$ 31.07
	5	\$ 45,573.88	\$ 47,901.92	\$ 50,407.09	\$ 52,912.26	\$ 55,619.87	\$ 58,352.79	\$ 61,364.06	\$ 62,591.34	\$ 63,818.62	\$ 66,273.18
	Monthly	\$ 3,797.82	\$ 3,991.83	\$ 4,200.59	\$ 4,409.36	\$ 4,634.99	\$ 4,862.73	\$ 5,113.67	\$ 5,215.94	\$ 5,318.22	\$ 5,522.77
	Hourly	\$ 21.91	\$ 23.03	\$ 24.23	\$ 25.44	\$ 26.74	\$ 28.05	\$ 29.50	\$ 30.09	\$ 30.68	\$ 31.86
	6	\$ 46,737.90	\$ 49,116.55	\$ 51,647.03	\$ 54,202.81	\$ 56,961.03	\$ 59,845.77	\$ 62,857.04	\$ 64,114.18	\$ 65,371.32	\$ 67,885.60
	Monthly	\$ 3,894.83	\$ 4,093.05	\$ 4,303.92	\$ 4,516.90	\$ 4,746.75	\$ 4,987.15	\$ 5,238.09	\$ 5,342.85	\$ 5,447.61	\$ 5,657.13
	Hourly	\$ 22.47	\$ 23.61	\$ 24.83	\$ 26.06	\$ 27.39	\$ 28.77	\$ 30.22	\$ 30.82	\$ 31.43	\$ 32.64
	7	\$ 47,901.92	\$ 50,407.09	\$ 52,912.26	\$ 55,619.87	\$ 58,352.79	\$ 61,364.06	\$ 64,425.93	\$ 65,714.45	\$ 67,002.97	\$ 69,580.01
	Monthly	\$ 3,991.83	\$ 4,200.59	\$ 4,409.36	\$ 4,634.99	\$ 4,862.73	\$ 5,113.67	\$ 5,368.83	\$ 5,476.20	\$ 5,583.58	\$ 5,798.33
	Hourly	\$ 23.03	\$ 24.23	\$ 25.44	\$ 26.74	\$ 28.05	\$ 29.50	\$ 30.97	\$ 31.59	\$ 32.21	\$ 33.45
	8	\$ 49,116.55	\$ 51,647.03	\$ 54,202.81	\$ 56,961.03	\$ 59,845.77	\$ 62,857.04	\$ 66,070.74	\$ 67,392.16	\$ 68,713.57	\$ 71,356.40
	Monthly	\$ 4,093.05	\$ 4,303.92	\$ 4,516.90	\$ 4,746.75	\$ 4,987.15	\$ 5,238.09	\$ 5,505.90	\$ 5,616.01	\$ 5,726.13	\$ 5,946.37
	Hourly	\$ 23.61	\$ 24.83	\$ 26.06	\$ 27.39	\$ 28.77	\$ 30.22	\$ 31.76	\$ 32.40	\$ 33.04	\$ 34.31
	9	\$ 50,407.09	\$ 52,912.26	\$ 55,619.87	\$ 58,352.79	\$ 61,364.06	\$ 64,425.93	\$ 67,766.16	\$ 69,121.49	\$ 70,476.81	\$ 73,187.45
	Monthly	\$ 4,200.59	\$ 4,409.36	\$ 4,634.99	\$ 4,862.73	\$ 5,113.67	\$ 5,368.83	\$ 5,647.18	\$ 5,760.12	\$ 5,873.07	\$ 6,098.95
	Hourly	\$ 24.23	\$ 25.44	\$ 26.74	\$ 28.05	\$ 29.50	\$ 30.97	\$ 32.58	\$ 33.23	\$ 33.88	\$ 35.19
	10	\$ 51,647.03	\$ 54,202.81	\$ 56,961.03	\$ 59,845.77	\$ 62,857.04	\$ 66,070.74	\$ 69,436.28	\$ 70,825.00	\$ 72,213.73	\$ 74,991.18
	Monthly	\$ 4,303.92	\$ 4,516.90	\$ 4,746.75	\$ 4,987.15	\$ 5,238.09	\$ 5,505.90	\$ 5,786.36	\$ 5,902.08	\$ 6,017.81	\$ 6,249.26
	Hourly	\$ 24.83	\$ 26.06	\$ 27.39	\$ 28.77	\$ 30.22	\$ 31.76	\$ 33.38	\$ 34.05	\$ 34.72	\$ 36.05
Administrative Associate 2 Customer Service Specialist	11	\$ 52,912.26	\$ 55,619.87	\$ 58,352.79	\$ 61,364.06	\$ 64,425.93	\$ 67,766.16	\$ 71,182.31	\$ 72,605.95	\$ 74,029.60	\$ 76,876.89
	Monthly	\$ 4,409.36	\$ 4,634.99	\$ 4,862.73	\$ 5,113.67	\$ 5,368.83	\$ 5,647.18	\$ 5,931.86	\$ 6,050.50	\$ 6,169.13	\$ 6,406.41
	Hourly	\$ 25.44	\$ 26.74	\$ 28.05	\$ 29.50	\$ 30.97	\$ 32.58	\$ 34.22	\$ 34.91	\$ 35.59	\$ 36.96
	12	\$ 54,202.81	\$ 56,961.03	\$ 59,845.77	\$ 62,857.04	\$ 66,070.74	\$ 69,436.28	\$ 72,953.64	\$ 74,412.71	\$ 75,871.78	\$ 78,789.93
	Monthly	\$ 4,516.90	\$ 4,746.75	\$ 4,987.15	\$ 5,238.09	\$ 5,505.90	\$ 5,786.36	\$ 6,079.47	\$ 6,201.06	\$ 6,322.65	\$ 6,565.83
	Hourly	\$ 26.06	\$ 27.39	\$ 28.77	\$ 30.22	\$ 31.76	\$ 33.38	\$ 35.07	\$ 35.78	\$ 36.48	\$ 37.88
	13	\$ 55,619.87	\$ 58,352.79	\$ 61,364.06	\$ 64,425.93	\$ 67,766.16	\$ 71,182.31	\$ 74,699.67	\$ 76,193.66	\$ 77,687.65	\$ 80,675.64
	Monthly	\$ 4,634.99	\$ 4,862.73	\$ 5,113.67	\$ 5,368.83	\$ 5,647.18	\$ 5,931.86	\$ 6,224.97	\$ 6,349.47	\$ 6,473.97	\$ 6,722.97
	Hourly	\$ 26.74	\$ 28.05	\$ 29.50	\$ 30.97	\$ 32.58	\$ 34.22	\$ 35.91	\$ 36.63	\$ 37.35	\$ 38.79
Administrative Associate 3 Marine Services Ambassador Worker Driver Instructor	14	\$ 56,961.03	\$ 59,845.77	\$ 62,857.04	\$ 66,070.74	\$ 69,436.28	\$ 72,953.64	\$ 76,622.83	\$ 78,155.29	\$ 79,687.74	\$ 82,752.66
	Monthly	\$ 4,746.75	\$ 4,987.15	\$ 5,238.09	\$ 5,505.90	\$ 5,786.36	\$ 6,079.47	\$ 6,385.24	\$ 6,512.94	\$ 6,640.65	\$ 6,896.05
	Hourly	\$ 27.39	\$ 28.77	\$ 30.22	\$ 31.76	\$ 33.38	\$ 35.07	\$ 36.84	\$ 37.57	\$ 38.31	\$ 39.78
Lead Customer Service Speciali	15	\$ 58,352.79	\$ 61,364.06	\$ 64,425.93	\$ 67,766.16	\$ 71,182.31	\$ 74,699.67	\$ 78,520.69	\$ 80,091.10	\$ 81,661.51	\$ 84,802.34
	Monthly	\$ 4,862.73	\$ 5,113.67	\$ 5,368.83	\$ 5,647.18	\$ 5,931.86	\$ 6,224.97	\$ 6,543.39	\$ 6,674.26	\$ 6,805.13	\$ 7,066.86
	Hourly	\$ 28.05	\$ 29.50	\$ 30.97	\$ 32.58	\$ 34.22	\$ 35.91	\$ 37.75	\$ 38.51	\$ 39.26	\$ 40.77
	16	\$ 59,845.77	\$ 62,857.04	\$ 66,070.74	\$ 69,436.28	\$ 72,953.64	\$ 76,622.83	\$ 80,494.46	\$ 82,104.35	\$ 83,714.24	\$ 86,934.02
	Monthly	\$ 4,987.15	\$ 5,238.09	\$ 5,505.90	\$ 5,786.36	\$ 6,079.47	\$ 6,385.24	\$ 6,707.87	\$ 6,842.03	\$ 6,976.19	\$ 7,244.50
	Hourly	\$ 28.77	\$ 30.22	\$ 31.76	\$ 33.38	\$ 35.07	\$ 36.84	\$ 38.70	\$ 39.47	\$ 40.25	\$ 41.80

Exhibit D

Non-Represented Employee Group Salary Schedule – Effective January 1, 2025 (Cont.)

Occupational Job Classes	Salary Range	2025 Proposed Non-Rep Salary Schedule							Longevity Premium (wage may vary based on employee's current step)		
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 years	20 years	25 years
ESMS Coordinator	32	\$ 88,819.73	\$ 93,349.28	\$ 98,055.97	\$ 103,041.01	\$ 108,253.79	\$ 113,719.62	\$ 119,514.41	\$ 121,904.70	\$ 124,294.98	\$ 129,075.56
	Monthly	\$ 7,401.64	\$ 7,779.11	\$ 8,171.33	\$ 8,586.75	\$ 9,021.15	\$ 9,476.63	\$ 9,959.53	\$ 10,158.72	\$ 10,357.92	\$ 10,756.30
	Hourly	\$ 42.70	\$ 44.88	\$ 47.14	\$ 49.54	\$ 52.05	\$ 54.67	\$ 57.46	\$ 58.61	\$ 59.76	\$ 62.06
	33	\$ 91,071.85	\$ 95,677.32	\$ 100,510.53	\$ 105,596.79	\$ 110,961.40	\$ 116,553.75	\$ 122,475.06	\$ 124,924.57	\$ 127,374.07	\$ 132,273.07
	Monthly	\$ 7,589.32	\$ 7,973.11	\$ 8,375.88	\$ 8,799.73	\$ 9,246.78	\$ 9,712.81	\$ 10,206.26	\$ 10,410.38	\$ 10,614.51	\$ 11,022.76
	Hourly	\$ 43.78	\$ 46.00	\$ 48.32	\$ 50.77	\$ 53.35	\$ 56.04	\$ 58.88	\$ 60.06	\$ 61.24	\$ 63.59
Inventory Control Supervisor	34	\$ 93,349.28	\$ 98,055.97	\$ 103,041.01	\$ 108,253.79	\$ 113,719.62	\$ 119,514.41	\$ 125,511.64	\$ 128,021.87	\$ 130,532.10	\$ 135,552.57
	Monthly	\$ 7,779.11	\$ 8,171.33	\$ 8,586.75	\$ 9,021.15	\$ 9,476.63	\$ 9,959.53	\$ 10,459.30	\$ 10,668.49	\$ 10,877.68	\$ 11,296.05
	Hourly	\$ 44.88	\$ 47.14	\$ 49.54	\$ 52.05	\$ 54.67	\$ 57.46	\$ 60.34	\$ 61.55	\$ 62.76	\$ 65.17
Customer Service Manager Grants & Compliance Coordinator Transit Planner Payroll Supervisor Service Change Specialist Purchasing Supervisor	35	\$ 95,677.32	\$ 100,510.53	\$ 105,596.79	\$ 110,961.40	\$ 116,553.75	\$ 122,475.06	\$ 128,649.43	\$ 131,222.42	\$ 133,795.40	\$ 138,941.38
	Monthly	\$ 7,973.11	\$ 8,375.88	\$ 8,799.73	\$ 9,246.78	\$ 9,712.81	\$ 10,206.26	\$ 10,720.79	\$ 10,935.20	\$ 11,149.62	\$ 11,578.45
	Hourly	\$ 46.00	\$ 48.32	\$ 50.77	\$ 53.35	\$ 56.04	\$ 58.88	\$ 61.85	\$ 63.09	\$ 64.32	\$ 66.80
Facilities Maintenance Supervisor Vehicle Maintenance Supervisor COB/Public Records Officer	36	\$ 98,055.97	\$ 103,041.01	\$ 108,253.79	\$ 113,719.62	\$ 119,514.41	\$ 125,511.64	\$ 131,888.44	\$ 134,526.21	\$ 137,163.98	\$ 142,439.51
	Monthly	\$ 8,171.33	\$ 8,586.75	\$ 9,021.15	\$ 9,476.63	\$ 9,959.53	\$ 10,459.30	\$ 10,990.70	\$ 11,210.52	\$ 11,430.33	\$ 11,869.96
	Hourly	\$ 47.14	\$ 49.54	\$ 52.05	\$ 54.67	\$ 57.46	\$ 60.34	\$ 63.41	\$ 64.68	\$ 65.94	\$ 68.48
Info Technology Administrator Transportation & Land Use Planner Cyber Security Specialist	37	\$ 100,510.53	\$ 105,596.79	\$ 110,961.40	\$ 116,553.75	\$ 122,475.06	\$ 128,649.43	\$ 135,178.06	\$ 137,881.62	\$ 140,585.18	\$ 145,992.30
	Monthly	\$ 8,375.88	\$ 8,799.73	\$ 9,246.78	\$ 9,712.81	\$ 10,206.26	\$ 10,720.79	\$ 11,264.84	\$ 11,490.13	\$ 11,715.43	\$ 12,166.03
	Hourly	\$ 48.32	\$ 50.77	\$ 53.35	\$ 56.04	\$ 58.88	\$ 61.85	\$ 64.99	\$ 66.29	\$ 67.59	\$ 70.19
	38	\$ 103,041.01	\$ 108,253.79	\$ 113,719.62	\$ 119,514.41	\$ 125,511.64	\$ 131,888.44	\$ 138,594.20	\$ 141,366.08	\$ 144,137.97	\$ 149,681.74
	Monthly	\$ 8,586.75	\$ 9,021.15	\$ 9,476.63	\$ 9,959.53	\$ 10,459.30	\$ 10,990.70	\$ 11,549.52	\$ 11,780.51	\$ 12,011.50	\$ 12,473.48
	Hourly	\$ 49.54	\$ 52.05	\$ 54.67	\$ 57.46	\$ 60.34	\$ 63.41	\$ 66.63	\$ 67.96	\$ 69.30	\$ 71.96
Accounting Supervisor Marine Mechanic II Worker Driver Manager Safety & Security Manager Human Resources Manager	39	\$ 105,596.79	\$ 110,961.40	\$ 116,553.75	\$ 122,475.06	\$ 128,649.43	\$ 135,178.06	\$ 142,010.34	\$ 144,850.55	\$ 147,690.76	\$ 153,371.17
	Monthly	\$ 8,799.73	\$ 9,246.78	\$ 9,712.81	\$ 10,206.26	\$ 10,720.79	\$ 11,264.84	\$ 11,834.20	\$ 12,070.88	\$ 12,307.56	\$ 12,780.93
	Hourly	\$ 50.77	\$ 53.35	\$ 56.04	\$ 58.88	\$ 61.85	\$ 64.99	\$ 68.27	\$ 69.64	\$ 71.01	\$ 73.74
	40	\$ 108,253.79	\$ 113,719.62	\$ 119,514.41	\$ 125,511.64	\$ 131,888.44	\$ 138,594.20	\$ 145,578.32	\$ 148,489.88	\$ 151,401.45	\$ 157,224.58
	Monthly	\$ 9,021.15	\$ 9,476.63	\$ 9,959.53	\$ 10,459.30	\$ 10,990.70	\$ 11,549.52	\$ 12,131.53	\$ 12,374.16	\$ 12,616.79	\$ 13,102.05
	Hourly	\$ 52.05	\$ 54.67	\$ 57.46	\$ 60.34	\$ 63.41	\$ 66.63	\$ 69.99	\$ 71.39	\$ 72.79	\$ 75.59
Marine Mechanic I	41	\$ 110,961.40	\$ 116,553.75	\$ 122,475.06	\$ 128,649.43	\$ 135,178.06	\$ 142,010.34	\$ 149,247.51	\$ 152,232.46	\$ 155,217.41	\$ 161,187.31
	Monthly	\$ 9,246.78	\$ 9,712.81	\$ 10,206.26	\$ 10,720.79	\$ 11,264.84	\$ 11,834.20	\$ 12,437.29	\$ 12,686.04	\$ 12,934.78	\$ 13,432.28
	Hourly	\$ 53.35	\$ 56.04	\$ 58.88	\$ 61.85	\$ 64.99	\$ 68.27	\$ 71.75	\$ 73.19	\$ 74.62	\$ 77.49
Captain	42	\$ 113,719.62	\$ 119,514.41	\$ 125,511.64	\$ 131,863.13	\$ 138,619.51	\$ 145,553.01	\$ 152,916.70	\$ 155,975.03	\$ 159,033.37	\$ 165,150.03
	Monthly	\$ 9,476.63	\$ 9,959.53	\$ 10,459.30	\$ 10,988.59	\$ 11,551.63	\$ 12,129.42	\$ 12,743.06	\$ 12,997.92	\$ 13,252.78	\$ 13,762.50
	Hourly	\$ 54.67	\$ 57.46	\$ 60.34	\$ 63.40	\$ 66.64	\$ 69.98	\$ 73.52	\$ 74.99	\$ 76.46	\$ 79.40
	43	\$ 116,553.75	\$ 122,475.06	\$ 128,649.43	\$ 135,152.75	\$ 142,010.34	\$ 149,247.51	\$ 156,763.02	\$ 159,898.28	\$ 163,033.54	\$ 169,304.06
	Monthly	\$ 9,712.81	\$ 10,206.26	\$ 10,720.79	\$ 11,262.73	\$ 11,834.20	\$ 12,437.29	\$ 13,063.59	\$ 13,324.86	\$ 13,586.13	\$ 14,108.67
	Hourly	\$ 56.04	\$ 58.88	\$ 61.85	\$ 64.98	\$ 68.27	\$ 71.75	\$ 75.37	\$ 76.87	\$ 78.38	\$ 81.40
ACCESS Operations Manager Maintenance Manager Marine Maintenance Manager Routed Operations Manager	44	\$ 119,514.41	\$ 125,511.64	\$ 131,888.44	\$ 138,594.20	\$ 145,578.32	\$ 152,916.70	\$ 160,685.26	\$ 163,898.97	\$ 167,112.67	\$ 173,540.08
	Monthly	\$ 9,959.53	\$ 10,459.30	\$ 10,990.70	\$ 11,549.52	\$ 12,131.53	\$ 12,743.06	\$ 13,390.44	\$ 13,658.25	\$ 13,926.06	\$ 14,461.67
	Hourly	\$ 57.46	\$ 60.34	\$ 63.41	\$ 66.63	\$ 69.99	\$ 73.52	\$ 77.25	\$ 78.80	\$ 80.34	\$ 83.43
	45	\$ 122,475.06	\$ 128,649.43	\$ 135,178.06	\$ 142,010.34	\$ 149,247.51	\$ 156,737.72	\$ 164,683.41	\$ 167,977.08	\$ 171,270.75	\$ 177,858.09
	Monthly	\$ 10,206.26	\$ 10,720.79	\$ 11,264.84	\$ 11,834.20	\$ 12,437.29	\$ 13,061.48	\$ 13,723.62	\$ 13,998.09	\$ 14,272.56	\$ 14,821.51
	Hourly	\$ 58.88	\$ 61.85	\$ 64.99	\$ 68.27	\$ 71.75	\$ 75.35	\$ 79.17	\$ 80.76	\$ 82.34	\$ 85.51
Port Captain IT Manager	46	\$ 125,511.64	\$ 131,888.44	\$ 138,594.20	\$ 145,578.32	\$ 152,916.70	\$ 160,685.26	\$ 168,808.09	\$ 172,184.25	\$ 175,560.41	\$ 182,312.74
	Monthly	\$ 10,459.30	\$ 10,990.70	\$ 11,549.52	\$ 12,131.53	\$ 12,743.06	\$ 13,390.44	\$ 14,067.34	\$ 14,348.69	\$ 14,630.03	\$ 15,192.73
	Hourly	\$ 60.34	\$ 63.41	\$ 66.63	\$ 69.99	\$ 73.52	\$ 77.25	\$ 81.16	\$ 82.78	\$ 84.40	\$ 87.65
	47	\$ 128,649.43	\$ 135,178.06	\$ 142,010.34	\$ 149,247.51	\$ 156,737.72	\$ 164,683.41	\$ 173,008.68	\$ 176,468.86	\$ 179,929.03	\$ 186,849.38
	Monthly	\$ 10,720.79	\$ 11,264.84	\$ 11,834.20	\$ 12,437.29	\$ 13,061.48	\$ 13,723.62	\$ 14,417.39	\$ 14,705.74	\$ 14,994.09	\$ 15,570.78
	Hourly	\$ 61.85	\$ 64.99	\$ 68.27	\$ 71.75	\$ 75.35	\$ 79.17	\$ 83.18	\$ 84.84	\$ 86.50	\$ 89.83
	48	\$ 131,888.44	\$ 138,594.20	\$ 145,578.32	\$ 152,916.70	\$ 160,685.26	\$ 168,808.09	\$ 177,335.80	\$ 180,882.51	\$ 184,429.23	\$ 191,522.66
	Monthly	\$ 10,990.70	\$ 11,549.52	\$ 12,131.53	\$ 12,743.06	\$ 13,390.44	\$ 14,067.34	\$ 14,777.98	\$ 15,073.54	\$ 15,369.10	\$ 15,960.22
	Hourly	\$ 63.41	\$ 66.63	\$ 69.99	\$ 73.52	\$ 77.25	\$ 81.16	\$ 85.26	\$ 86.96	\$ 88.67	\$ 92.08
	49	\$ 135,178.06	\$ 142,010.34	\$ 149,247.51	\$ 156,737.72	\$ 164,683.41	\$ 173,008.68	\$ 181,764.13	\$ 185,399.41	\$ 189,034.70	\$ 196,305.26
	Monthly	\$ 11,264.84	\$ 11,834.20	\$ 12,437.29	\$ 13,061.48	\$ 13,723.62	\$ 14,417.39	\$ 15,147.01	\$ 15,449.95	\$ 15,752.89	\$ 16,358.77
	Hourly	\$ 64.99	\$ 68.27	\$ 71.75	\$ 75.35	\$ 79.17	\$ 83.18	\$ 87.39	\$ 89.13	\$ 90.88	\$ 94.38

Exhibit D

Non-Represented Employee Group Salary Schedule – Effective January 1, 2025 (Cont.)

Occupational Job Classes	Salary Range	2025 Proposed Non-Rep Salary Schedule							Longevity Premium (wage may vary based on employee's current step)		
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 years	20 years	25 years
Human Resources Director	50	\$ 138,594.20	\$ 145,578.32	\$ 152,916.70	\$ 160,685.26	\$ 168,808.09	\$ 177,335.80	\$ 186,293.68	\$ 190,019.56	\$ 193,745.43	\$ 201,197.18
Marketing & Public Info Director	Monthly	\$ 11,549.52	\$ 12,131.53	\$ 12,743.06	\$ 13,390.44	\$ 14,067.34	\$ 14,777.98	\$ 15,524.47	\$ 15,834.96	\$ 16,145.45	\$ 16,766.43
Serv & Cap Development Director	Hourly	\$ 66.63	\$ 69.99	\$ 73.52	\$ 77.25	\$ 81.16	\$ 85.26	\$ 89.56	\$ 91.36	\$ 93.15	\$ 96.73
	51	\$ 142,010.34	\$ 149,247.51	\$ 156,737.72	\$ 164,683.41	\$ 173,008.68	\$ 181,764.13	\$ 191,000.37	\$ 194,820.38	\$ 198,640.38	\$ 206,280.40
	Monthly	\$ 11,834.20	\$ 12,437.29	\$ 13,061.48	\$ 13,723.62	\$ 14,417.39	\$ 15,147.01	\$ 15,916.70	\$ 16,235.03	\$ 16,553.37	\$ 17,190.03
	Hourly	\$ 68.27	\$ 71.75	\$ 75.35	\$ 79.17	\$ 83.18	\$ 87.39	\$ 91.83	\$ 93.66	\$ 95.50	\$ 99.17
Finance Director	52	\$ 145,578.32	\$ 152,916.70	\$ 160,685.26	\$ 168,808.09	\$ 177,335.80	\$ 186,293.68	\$ 195,757.67	\$ 199,672.82	\$ 203,587.97	\$ 211,418.28
Marine Services Director	Monthly	\$ 12,131.53	\$ 12,743.06	\$ 13,390.44	\$ 14,067.34	\$ 14,777.98	\$ 15,524.47	\$ 16,313.14	\$ 16,639.40	\$ 16,965.66	\$ 17,618.19
Operations Director	Hourly	\$ 69.99	\$ 73.52	\$ 77.25	\$ 81.16	\$ 85.26	\$ 89.56	\$ 94.11	\$ 96.00	\$ 97.88	\$ 101.64
Vehicle & Facilities Maint Director											
	53	\$ 149,247.51	\$ 156,763.02	\$ 164,683.41	\$ 173,008.68	\$ 181,738.83	\$ 190,975.07	\$ 200,666.79	\$ 204,680.13	\$ 208,693.46	\$ 216,720.13
	Monthly	\$ 12,437.29	\$ 13,063.59	\$ 13,723.62	\$ 14,417.39	\$ 15,144.90	\$ 15,914.59	\$ 16,722.23	\$ 17,056.68	\$ 17,391.12	\$ 18,060.01
	Hourly	\$ 71.75	\$ 75.37	\$ 79.17	\$ 83.18	\$ 87.37	\$ 91.81	\$ 96.47	\$ 98.40	\$ 100.33	\$ 104.19
	54	\$ 152,916.70	\$ 160,685.26	\$ 168,808.09	\$ 177,335.80	\$ 186,293.68	\$ 195,757.67	\$ 205,677.13	\$ 209,790.68	\$ 213,904.22	\$ 222,131.30
	Monthly	\$ 12,743.06	\$ 13,390.44	\$ 14,067.34	\$ 14,777.98	\$ 15,524.47	\$ 16,313.14	\$ 17,139.76	\$ 17,482.56	\$ 17,825.35	\$ 18,510.94
	Hourly	\$ 73.52	\$ 77.25	\$ 81.16	\$ 85.26	\$ 89.56	\$ 94.11	\$ 98.88	\$ 100.86	\$ 102.84	\$ 106.79
	55	\$ 156,737.72	\$ 164,683.41	\$ 173,008.68	\$ 181,764.13	\$ 191,000.37	\$ 200,641.49	\$ 210,814.00	\$ 215,030.28	\$ 219,246.56	\$ 227,679.12
	Monthly	\$ 13,061.48	\$ 13,723.62	\$ 14,417.39	\$ 15,147.01	\$ 15,916.70	\$ 16,720.12	\$ 17,567.83	\$ 17,919.19	\$ 18,270.55	\$ 18,973.26
	Hourly	\$ 75.35	\$ 79.17	\$ 83.18	\$ 87.39	\$ 91.83	\$ 96.46	\$ 101.35	\$ 103.38	\$ 105.41	\$ 109.46
	56	\$ 160,685.26	\$ 168,808.09	\$ 177,335.80	\$ 186,293.68	\$ 195,757.67	\$ 205,677.13	\$ 216,077.39	\$ 220,398.94	\$ 224,720.49	\$ 233,363.58
	Monthly	\$ 13,390.44	\$ 14,067.34	\$ 14,777.98	\$ 15,524.47	\$ 16,313.14	\$ 17,139.76	\$ 18,006.45	\$ 18,366.58	\$ 18,726.71	\$ 19,446.97
	Hourly	\$ 77.25	\$ 81.16	\$ 85.26	\$ 89.56	\$ 94.11	\$ 98.88	\$ 103.88	\$ 105.96	\$ 108.04	\$ 112.19
	57	\$ 164,683.41	\$ 173,008.68	\$ 181,764.13	\$ 191,000.37	\$ 200,641.49	\$ 210,814.00	\$ 221,492.61	\$ 225,922.46	\$ 230,352.32	\$ 239,212.02
	Monthly	\$ 13,723.62	\$ 14,417.39	\$ 15,147.01	\$ 15,916.70	\$ 16,720.12	\$ 17,567.83	\$ 18,457.72	\$ 18,826.87	\$ 19,196.03	\$ 19,934.34
	Hourly	\$ 79.17	\$ 83.18	\$ 87.39	\$ 91.83	\$ 96.46	\$ 101.35	\$ 106.49	\$ 108.62	\$ 110.75	\$ 115.01
	58	\$ 168,808.09	\$ 177,335.80	\$ 186,293.68	\$ 195,757.67	\$ 205,677.13	\$ 216,077.39	\$ 226,882.53	\$ 231,420.18	\$ 235,957.83	\$ 245,033.13
	Monthly	\$ 14,067.34	\$ 14,777.98	\$ 15,524.47	\$ 16,313.14	\$ 17,139.76	\$ 18,006.45	\$ 18,906.88	\$ 19,285.01	\$ 19,663.15	\$ 20,419.43
	Hourly	\$ 81.16	\$ 85.26	\$ 89.56	\$ 94.11	\$ 98.88	\$ 103.88	\$ 109.08	\$ 111.26	\$ 113.44	\$ 117.80
	59	\$ 173,008.68	\$ 181,764.13	\$ 191,000.37	\$ 200,641.49	\$ 210,814.00	\$ 221,492.61	\$ 232,576.10	\$ 237,227.62	\$ 241,879.14	\$ 251,182.19
	Monthly	\$ 14,417.39	\$ 15,147.01	\$ 15,916.70	\$ 16,720.12	\$ 17,567.83	\$ 18,457.72	\$ 19,381.34	\$ 19,768.97	\$ 20,156.60	\$ 20,931.85
	Hourly	\$ 83.18	\$ 87.39	\$ 91.83	\$ 96.46	\$ 101.35	\$ 106.49	\$ 111.82	\$ 114.05	\$ 116.29	\$ 120.76
	60	\$ 177,335.80	\$ 186,293.68	\$ 195,757.67	\$ 205,677.13	\$ 216,077.39	\$ 226,882.53	\$ 238,193.76	\$ 242,957.63	\$ 247,721.51	\$ 257,249.26
	Monthly	\$ 14,777.98	\$ 15,524.47	\$ 16,313.14	\$ 17,139.76	\$ 18,006.45	\$ 18,906.88	\$ 19,849.48	\$ 20,246.47	\$ 20,643.46	\$ 21,437.44
	Hourly	\$ 85.26	\$ 89.56	\$ 94.11	\$ 98.88	\$ 103.88	\$ 109.08	\$ 114.52	\$ 116.81	\$ 119.10	\$ 123.68
	61	\$ 181,769.19	\$ 190,951.03	\$ 200,651.61	\$ 210,819.06	\$ 221,479.33	\$ 232,554.59	\$ 244,148.60	\$ 249,031.57	\$ 253,914.55	\$ 263,680.49
	Monthly	\$ 15,147.43	\$ 15,912.59	\$ 16,720.97	\$ 17,568.26	\$ 18,456.61	\$ 19,379.55	\$ 20,345.72	\$ 20,752.63	\$ 21,159.55	\$ 21,973.37
	Hourly	\$ 87.39	\$ 91.80	\$ 96.47	\$ 101.36	\$ 106.48	\$ 111.81	\$ 117.38	\$ 119.73	\$ 122.07	\$ 126.77
Executive Director	62	\$ 186,313.42	\$ 195,724.80	\$ 205,667.90	\$ 216,089.54	\$ 227,016.31	\$ 238,368.46	\$ 250,252.32	\$ 255,257.36	\$ 260,262.41	\$ 270,272.50
	Monthly	\$ 15,526.12	\$ 16,310.40	\$ 17,138.99	\$ 18,007.46	\$ 18,918.03	\$ 19,864.04	\$ 20,854.36	\$ 21,271.45	\$ 21,688.53	\$ 22,522.71
	Hourly	\$ 89.57	\$ 94.10	\$ 98.88	\$ 103.89	\$ 109.14	\$ 114.60	\$ 120.31	\$ 122.72	\$ 125.13	\$ 129.94