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|  PERSONNEL POLICY MANUAL | POLICY 402 PAGE 1 OF 3 |
| SUBJECT Salary Ranges Management Confidential Classifications | APPROVED BY OMNITRANS BOARD OF DIRECTORS DATE: June 4, 2025 |

I. Purpose

To state Omnitrans' policy on salary ranges for Management and Confidential classifications.

II. Scope

All Departments

III. Procedure

- A. The Director of Human Resources is responsible for compensation administration and will modify and issue, from time to time, pay ranges and guidelines for salary adjustments as approved by the Board of Directors.

| Job Level | Job Title | FLSA | Salary Breakdown | Pay Range | | |
|-----------|---|--------|--------------------------------|---|---|---|
| | | | | Minimum | Mid-Point | Maximum |
| 1 | Senior Director/Chief | Exempt | Bi-weekly Monthly Annual | \$5,857.96 \$12,692.25 \$152,307.00 | \$7,322.44 \$15,865.29 \$190,383.48 | \$8,786.92 \$19,038.33 \$228,459.96 |
| 1 A | Director of Finance Director of Human Resources Director of Information Technology Director of Maintenance Director of Marketing & Communications Director of Operations Director of Procurement Director of Safety & Regulatory Compliance Director of Strategic Development | Exempt | Bi-weekly Monthly Annual | \$5,012.11 \$10,859.58 \$130,314.96 | \$6,265.12 \$13,574.43 \$162,893.16 | \$7,518.17 \$16,289.37 \$195,472.44 |
| 2 | Senior Manager/ Deputy Director | Exempt | Bi-weekly Monthly Annual | \$4,396.60 \$9,525.96 \$114,311.52 | \$5,495.75 \$11,907.45 \$142,889.40 | \$6,594.90 \$14,288.94 \$171,467.28 |
| 3 | Accounting Manager Budget & Grants Manager Capital Projects Services Manager Contracts Manager Development Planning Manager Employee Relations Manager Facility Manager Maintenance Manager Marketing Manager Materials Manager Mobility Services Manager IT Infrastructure Manager Risk Manager Environmental Health & Safety Manager Service Planning Manager Technical Services Manager Transportation Manager | Exempt | Bi-weekly Monthly Annual | \$3,856.64 \$8,356.05 \$100,272.60 | \$4,820.83 \$10,445.13 \$125,341.56 | \$5,784.98 \$12,534.12 \$150,409.44 |

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| Job Level | Job Title | FLSA | Salary Breakdown | Pay Range | | |
|-----------|---|--------|------------------|-------------|--------------|--------------|
| | | | | Minimum | Mid-Point | Maximum |
| 4 | Application Developer | Exempt | Bi-weekly | \$3,383.02 | \$4,228.78 | \$5,074.55 |
| | Assistant Transportation Manager | | Monthly | \$7,329.87 | \$9,162.36 | \$10,994.85 |
| | Database Developer | | Annual | \$87,958.44 | \$109,948.32 | \$131,938.20 |
| | Senior Contract Administrator | | | | | |
| | Systems Coordinator | | | | | |
| 5 | Business Intelligence Analyst | Exempt | Bi-weekly | \$2,967.55 | \$3,709.43 | \$4,451.34 |
| | Contract Administrator | | Monthly | \$6,429.69 | \$8,037.09 | \$9,644.58 |
| | Customer Service Supervisor | | Annual | \$77,156.28 | \$96,445.08 | \$115,734.96 |
| | Facility Supervisor | | | | | |
| | Fleet Safety & Training Supervisor | | | | | |
| | Maintenance Shift Supervisor | | | | | |
| | Planner II | | | | | |
| | Mobility Services Coordinator | | | | | |
| | Purchased Transportation Administrator | | | | | |
| | Safety & Regulatory Compliance Specialist | | | | | |
| | Security Specialist | | | | | |
| | Senior Accountant | | | | | |
| | Sr. Executive Assistant to the CEO/Clerk of the Board | | | | | |
| | Sr. Human Resources Analyst | | | | | |
| | Senior Financial Analyst | | | | | |
| | Systems Engineer II | | | | | |
| | Systems Specialist | | | | | |
| | Web Developer | | | | | |
| 6 | Accountant | Exempt | Bi-weekly | \$2,603.13 | \$3,253.92 | \$3,904.70 |
| | Community Outreach Coordinator | | Monthly | \$5,640.12 | \$7,050.15 | \$8,460.18 |
| | Dispatcher | | Annual | \$67,681.44 | \$84,601.80 | \$101,522.16 |
| | Executive Assistant/Deputy Clerk of the Board | | | | | |
| | Field Supervisor | | | | | |
| | Fleet Safety & Training Instructor | | | | | |
| | Human Resources Analyst | | | | | |
| | Materials Supervisor | | | | | |
| | Operations Analyst | | | | | |
| | Planner I | | | | | |
| | Scheduling Analyst | | | | | |
| | Payroll Analyst | | | | | |
| | Stops and Stations Supervisor | | | | | |
| | Systems Engineer I | | | | | |
| | Transit Technical Trainer | | | | | |

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| Job Level | Job Title | FLSA | Salary Breakdown | Pay Range | | |
|-----------|--|------------|------------------|-------------|-------------|-------------|
| | | | | Minimum | Mid-Point | Maximum |
| 7 | Senior Administrative Assistant Human Resources Technician | Non-Exempt | Hourly | \$28.54 | \$35.68 | \$42.81 |
| | | | Bi-weekly | \$2,283.45 | \$2,854.32 | \$3,425.18 |
| | | | Monthly | \$4,947.48 | \$6,184.35 | \$7,421.22 |
| | | | Annual | \$59,369.76 | \$74,212.20 | \$89,054.64 |
| 8 | Associate Contract Administrator Marketing Specialist Senior Fleet Analyst | Exempt | Hourly | | | |
| | | | Bi-weekly | | | |
| | | | Monthly | | | |
| | | | Annual | | | |
| 9 | Accounting Technician Administrative Assistant Community Mobility Specialist Payroll Technician | Non-Exempt | Hourly | \$24.19 | \$30.24 | \$36.28 |
| | | | Bi-weekly | \$1,935.11 | \$2,418.91 | \$2,902.71 |
| | | | Monthly | \$4,192.74 | \$5,240.97 | \$6,289.20 |
| | | | Annual | \$50,312.88 | \$62,891.64 | \$75,470.40 |
| 9 | Human Resources Assistant | Non-Exempt | Hourly | \$20.50 | \$25.62 | \$30.75 |
| | | | Bi-weekly | \$1,639.94 | \$2,049.92 | \$2,459.91 |
| | | | Monthly | \$3,553.20 | \$4,441.50 | \$5,329.80 |
| | | | Annual | \$42,638.40 | \$53,298.00 | \$63,957.60 |

Range changes occur every two years.

Performance merit increases for employees who reach the maximum of their pay range will be treated as follows:

- The employee's base pay will be brought to the maximum of their pay range;
- Any amount in excess pay, over the maximum pay range, will not be included in the employee's base pay;
- The excess amount of the merit award will be paid in a one-time lump sum.

The CEO/GM has the authority for a special merit award up to 3% of an employee's salary for work outside routine responsibilities.