METROPOLITAN TRANSPORTATION COMMISSION

Bay Area Metro Center
375 Beale Street
San Francisco, CA 94105

Board Room, 1st Floor

# MEETING AGENDA

**Date:** Wednesday, October 14, 2026 | **Time:** 9:40 a.m.

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# Administration Committee

**Chair**: Gina Papan
**Vice Chair**: Amber Manfree
**Clerk:** Carsie Bonner

The Administration Committee is scheduled to meet at 9:40 a.m. or immediately following the preceding meeting, whichever occurs later.

Meeting attendees may opt to attend in person for public comment and observation at 375 Beale Street, Board Room (1st Floor). In-person attendees must adhere to posted public health protocols while in the building. The meeting webcast will be available at https://mtc.ca.gov-/whats-happening/meetings/live-webcasts. Members of the public are encouraged to participate remotely via Zoom at the following link or phone number.

Members of the public participating by Zoom wishing to speak should use the “raise hand” feature or dial *9. When called upon, unmute yourself or dial *6. In order to get the full Zoom experience, please make sure your application is up to date.

**Attendee Link:** https://bayareametro.zoom.us/j/84869632765

iPhone One-Tap: US:
+16699006833,,84869632765# US (San Jose)
+14086380968,,84869632765# US (San Jose)
Join by Telephone (for higher quality, dial a number based on your current location) US:
888 788 0099 (Toll Free) or 877 853 5247 (Toll Free)
Webinar ID:848 6963 2765
International numbers available: https://bayareametro.zoom.us/u/kcGSPtY7Ws

Detailed instructions on participating via Zoom are available at:
https://bayareametro.zoom.us/u/kdR1hznEgA
https://mtc.ca.gov-/how-provide-public-comment-board--meeting-zoom

Members of the public may participate by phone or Zoom during the meeting. In order to be posted to the meeting’s web page and circulated to committee members prior to the meeting, written comments must be sent by email at info@bayareametro.gov by 5:00 p.m. two (2) business days before the scheduled

meeting date. Please include the committee or board meeting name and agenda item number in the subject line. All comments received will be submitted into the record.

## Roster

**Gina Papan**
Chair

**Amber Manfree**
Vice Chair

**Margaret Abe-Koga**
**Myrna Melgar**
**Belia Ramos**
**Victoria Fleming**
**Nate Miley**
**Libby Schaaf***
**Barbara Lee**
**Doanh Nguyen***

**Non-Voting Members*

## Agenda

### 1. Call to Order / Roll Call / Confirm Quorum

A quorum of the Administration Committee shall be a majority of its voting members (5).

### 2. Chair's Report

### 3. Consent Calendar

**3a. Approval of the Administration Committee September 9, 2026, Meeting Minutes.** 26-2158

**Action:** Committee Approval

**Attachments:**

- 3a_26-2158_09-09-2026_Administration_Draft_Minutes.pdf

**3b. Contract – Federal Advocacy Services: Summit Strategies Government Affairs LLC ($1,297,840)** 26-2159

**Action:** Committee Approval

**Presenter(s):** Georgia Gann Dohrmann

**Attachments:**

- 3b_26-2159_Contract_Federal_Advocacy.pdf

**3c. Contract - Nelson\Nygaard Consulting Associates, Inc. - Equity Priority Communities (EPC) Refresh Phase One Evaluation ($500,000)** 26-2160

**Action:** Committee Approval

**Presenter(s):** Natasha Opfell

**Attachments:**

- 3c_26-2160_Equity_Priority_Community_Refresh_Phase_One_Evaluation_RPP.pdf

**3d.** **MTC Resolution No. 4723, Revised. Establish Data Analyst classification series and amend MTC's Classification Plan.** 26-2161

**Action:** Commission Approval

**Presenter(s):** Sukari Beshears

**Attachments:**

- 3d_26-2161_1_Summary_Sheet_Data_Analyst_Series.pdf
- 3d_26-2161_2_MTC_Resolution_No_4723_Revised.pdf

## 4. Commission Approval

**4a.** **MTC Resolution No. 4798. Approval of Pay Schedules for CSR and Confidential Employees for Fiscal Years 22/23 through 26/27 in accordance with California Code of Regulation, Title 2, Section 570.5.** 26-2163

Approve Pay Schedules for CSR and Confidential Employees for Fiscal Years 22/23 through 26/27 in accordance with California Code of Regulation, Title 2, Section 570.5 (2 CCR §570.5).

**Action:** Commission Approval

**Presenter(s):** Nick Roethel

**Attachments:**

- 4a_26-2163_1_Summary_Sheet_Pay_Schedules.pdf
- 4a_26-2163_2_MTC_Resolution_No_4798.pdf
- 4a_26-2163_3_Appendix_A.pdf

**4b.** **MTC Resolution No. 4799. Approval of Pay Schedules for Specific Executive Employees for Fiscal Years 24/25 through 26/27 in accordance with California Code of Regulation, Title 2, Section 570.5.** 26-2164

Approve Pay Schedules for Specific Executive Employees for Fiscal Years 24/25 through 26/27 in accordance with California Code of Regulation, Title 2, Section 570.5 (2 CCR §570.5).

**Action:** Commission Approval

**Presenter(s):** Nick Roethel

**Attachments:**

- 4b_26-2164_1_Summary_Sheet_Salaries.pdf
- 4b_26-2164_2_MTC_Resolution_No_4799.pdf
- 4b_26-2164_3_Appendix_A.pdf

## 5. Public Comment / Other Business

Commissioners and members of the public participating by Zoom wishing to speak should use the "raise hand" feature or dial *9. When called upon, unmute yourself or dial *6.

## 6. Adjournment / Next Meetings:

**The next regular meeting of the Administration Committee is scheduled to be held at the Bay Area Metro Center, 375 Beale Street, San Francisco on Wednesday, November 4, 2026 at 9:40 a.m. Any changes to the schedule will be duly noticed to the public. *** Please note: the next meeting is on the 1st Wednesday of the month due to the Veteran's Day Holiday.***

**Public Comment:** The public is encouraged to comment on agenda items at meetings by completing a request-to-speak card (available from the Clerk) and passing it to the Clerk. Public comment may be limited by any of the procedures set forth in Section 3.09 of MTC's Procedures Manual (Resolution No. 1058, Revised) if, in the chair's judgment, it is necessary to maintain the orderly flow of business.

**Meeting Conduct:** If this meeting is willfully interrupted or disrupted by one or more persons rendering orderly conduct of the meeting unfeasible, the Chair may order the removal of individuals who are willfully disrupting the meeting. Such individuals may be arrested. If order cannot be restored by such removal, the members of the meeting body may direct that the meeting room be cleared (except for representatives of the press or other news media not participating in the disturbance), and the session may continue.

**Record of Meeting:** Meetings are recorded. Copies of recordings are available at a nominal charge, or recordings may be listened to at MTC offices by appointment. Audiocasts are maintained on MTC's Web site (mtc.ca.gov) for public review for at least one year.

**Accessibility and Title VI:** MTC provides services/accommodations upon request to persons with disabilities and individuals who are limited-English proficient who wish to address Commission matters. For accommodations or translations assistance, please call 415.778.6757 or 415.778.6769 for TDD/TTY. We require three working days' notice to accommodate your request.

**可及性和法令第六章：**MTC 根據要求向希望來委員會討論有關事宜的殘疾人士及英語有限者提供服務/方便。需要便利設施或翻譯協助者，請致電 415.778.6757 或 415.778.6769 TDD / TTY。我們要求您在三個工作日前告知，以滿足您的要求。

**Acceso y el Titulo VI:** La MTC puede proveer asistencia/facilitar la comunicación a las personas discapacitadas y los individuos con conocimiento limitado del inglés quienes quieran dirigirse a la Comisión. Para solicitar asistencia, por favor llame al número 415.778.6757 o al 415.778.6769 para TDD/TTY. Requerimos que solicite asistencia con tres días hábiles de anticipación para poderle proveer asistencia.

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Attachments are sent to meeting body members, key staff and others as appropriate. Copies will be available at the meeting.

Agenda Item 3a

# Metropolitan Transportation Commission

## Meeting Minutes

Bay Area Metro Center
375 Beale Street
San Francisco, CA 94105

## Administration Committee

*Gina Papan, Chair* *Amber Manfree, Vice Chair*

**Wednesday, September 9, 2026** **9:40 AM** **Board Room - 1st Floor**

**Chair Papan called the meeting to order at 9:56 a.m.**

**Roster**
**Gina Papan (Chair), Amber Manfree (Vice Chair),**
**Margaret Abe-Koga, Victoria Fleming, Barbara Lee,**
**Myrna Melgar, Nate Miley, Belia Ramos**
**Non-Voting Member: Libby Schaaf, Doanh Nguyen**

### 1. Call to Order / Roll Call / Confirm Quorum

**Present:** 7 - Commissioner Abe-Koga, Commissioner Miley, Chair Papan, Commissioner Lee, Commissioner Melgar, Commissioner Ramos and Vice Chair Manfree

**Absent:** 1 - Commissioner Fleming

Non-voting member present: Commissioner Nguyen

Non-voting member absent: Commissioner Schaaf

Ex-Officio Voting Member Present: Commission Chair Noack and Commission Vice Chair Moulton-Peters

Ad-Hoc Non-voting members present: Commissioner Andersen (remote)

### 2. Chair's Report

### 3. Consent Calendar

**Upon the motion by Vice Chair Manfree and seconded by Commissioner Melgar, the Consent Calendar was unanimously approved. The motion carried by the following vote:**

**Aye:** 7 - Commissioner Abe-Koga, Commissioner Miley, Chair Papan, Commissioner Lee, Commissioner Melgar, Commissioner Ramos and Vice Chair Manfree

**Absent:** 1 - Commissioner Fleming

**3a.** 26-0983 Approval of the Administration Committee August 12, 2026, Meeting Minutes.

***Action:*** Committee Approval

**3b.** 26-0976 MTC Resolution No. 4794 - Draft 2026 MTC Title VI Program.

***Action:*** Commission Approval

***Presenter:*** Ryan DeCoud

**3c.** 26-0978 Contract Amendment: ActivitySim/emme Model Conversion Project: WSP USA, Inc ($400,000).

***Action:*** Committee Approval

***Presenter:*** Lisa Zorn

## 4. Committee Approval

**4a.** 26-0977 Grant Agreement - US EPA San Francisco Bay Program Funding for SR 37 Tolay Creek Bridge Channel Excavation and Tubbs Island Beneficial Use ($9,570,000);Subaward Agreements - 1) California Department of Transportation ($6,000,000), 2) National Audubon Society ($945,000.00), and 3) Vallejo Flood and Wastewater District ($2,625,000.00).

Authorization to accept an award from and enter into a grant agreement with the US Environmental Protection Agency (EPA) to receive $9,570,000 and to enter into subaward agreements with: 1) California Department of Transportation (Caltrans) in an amount not to exceed $6,000,000, 2) National Audubon Society in an amount not to exceed $945,000.00, 3) Vallejo Flood and Wastewater District in an amount not to exceed $2,625,000.00. This funding is for the SR 37 Tolay Creek Bridge Channel Excavation and Tubbs Island Beneficial Use and supports the integrated transportation ecological enhancement as part of the Resilience SR 37 Program.

***Action:*** Committee Approval

***Presenter:*** Jeanette Weisman

**Upon the motion by Vice Chair Manfree and seconded by Commissioner Melgar, the Committee unanimously approved authorization to accept and award and enter into a grant agreement with US EPA to receive $9, 570,000 and enter into subawards agreements with 1) California Department of Transportation ($6,000,000), 2) National Audubon Society ($945,000.00), and 3) Vallejo Flood and Wastewater District ($2,625,000.00). The motion carried by the following vote:**

**Aye:** 7 - Commissioner Abe-Koga, Commissioner Miley, Chair Papan, Commissioner Lee, Commissioner Melgar, Commissioner Ramos and Vice Chair Manfree

**Absent:** 1 - Commissioner Fleming

## 5. Public Comment / Other Business

## 6. Adjournment / Next Meetings:

**The next regular meeting of the Administration Committee is scheduled to be held at the Bay Area Metro Center, 375 Beale Street, San Francisco on Wednesday, October 14, 2026 at 9:40 a.m. Any changes to the schedule will be duly noticed to the public.**

Chair Papan adjourned the meeting at 10:02 a.m.

**Metropolitan Transportation Commission**
**Administration Committee**

**October 14, 2026** **Agenda Item 3b-26-2159**

**Contract – Federal Advocacy Services: Summit Strategies Government Affairs LLC ($1,297,840)**

**Subject:**

Request for authorization to negotiate and execute a contract with Summit Strategies Government Affairs LLC in an amount not to exceed $1,297,840 for federal legislative advocacy services for a term of four years, with an option to extend for another four years.

**Background:**

MTC is the San Francisco Bay Area's federally designated metropolitan planning organization. As such, it is responsible for adopting and regularly updating the San Francisco Bay Area's long-range transportation plan and transportation improvement plan. In addition to MTC's federally designated planning responsibilities, MTC distributes approximately $200 million annually in federal highway funds and approximately $690 million annually in federal transit funds. MTC works with the Bay Area transportation partners to establish regional Capital Investment Grant project priorities and to advocate for grant awards. MTC also functions as the Bay Area Toll Authority and the Bay Area Infrastructure Financing Authority, whose tolling functions may be impacted by federal tolling law and policy.

The firm selected as a result of the Request for Qualifications (RFQ) will be expected to advance MTC's federal legislative and regulatory goals, as described in MTC-ABAG's joint advocacy program, which is updated annually.

MTC has been represented in Washington D.C. by Summit Strategies Government Affairs LLC (Summit Strategies) since 2020. Summit Strategies was retained under an initial three-year contract with an option to extend. MTC acted to extend the contract three times, reaching the maximum term allowed under the contract. As a result, MTC conducted a new competitive procurement for federal advocacy services this summer.

**Procurement Process**

In July 2026, MTC issued a Request for Qualifications (RFQ) for federal legislative advocacy services for an initial four-year contract with an option to extend an additional four years. The

RFQ was posted through MTC's online procurement system. Recipients included more than 5,500 individuals, including known federal lobbyists and public agency and private sector partners who work on legislative issues to ensure wide distribution to potential proposers. Nearly 1,900 individuals opened the Constant Contact email and 48 individuals downloaded the RFQ. MTC received proposals from the following two firms: Dennis Cardoza Consulting Services LLC (Dennis Cardoza Consulting) and Summit Strategies.

The proposals were evaluated by panel of MTC staff against the following criteria:

- An assessment of overall experience and track record as a successful federal advocate and qualifications in relation to supporting the federal legislative and regulatory advocacy efforts described in Appendix A and the experience requirements described in Section II, Minimum Qualifications (including, without limitation, the firm's ability to enter into the agencies' legislative arena with a sound base of understanding and experience, the qualifications of the particular individuals involved, and references) (50%)
- Demonstrated knowledge of federal transportation policy and funding issues (20%)
- An assessment of potential conflicts of interest that may arise in Proposer representing MTC in light of Proposer's other clients (20%)
- Annual rates and costs to MTC (10%)

Though each team met the minimum qualifications, Summit Strategies scored higher in the staff evaluation. Summit Strategies proposed a team approach bringing together six individuals with both broad and deep qualifications. The Summit team collectively has many years of experience; team members have served in senior roles in the U.S. House of Representatives and U.S. Senate on surface transportation authorizing and appropriations committees, worked in senior roles at the U.S. Department of Transportation, and advocated on behalf of transportation clients. The Summit team's existing relationships with key committee staff will be particularly important in the coming years, given the upcoming transportation reauthorization and the ever-expanding role of the Appropriations Committee in policy decisions. Dennis Cardoza Consulting had strong relationships in Washington, D.C. with non-surface transportation legislative and administration leadership, but limited experience with surface transportation decision makers or advocating on behalf of transportation clients.

Summit Strategies also scored higher on the second evaluation factor — demonstrated knowledge of federal transportation policy — with their proposal demonstrating a depth and breadth of experience across all surface transportation modes. Dennis Cardoza Consulting demonstrated limited expertise in this area.

Neither firm held direct conflicts of interest with Bay Area transportation. Both proposals were within the $350,000/year budgeted amount. Dennis Cardoza proposed an annual cost of $348,000. Summit Strategies proposed an annual cost of $324,460.

Following a thorough review of the proposals, the evaluation panel recommends the selection of Summit Strategies. The panel is confident that the Summit Strategies team is well-suited to serve as MTC's legislative advocate in Washington, D.C.

The Summit Strategies team does not include any Small Business Enterprise (SBE) subcontractors.

**Issues:**

None identified.

**Recommendation:**

Staff recommends that the Committee authorize the Executive Director or his designee to negotiate and enter into a contract with Summit Strategies for federal advocacy services in an amount not to exceed $1,297,840 for a four-year term.

**Attachments:**

- Attachment A: Disadvantaged Business Enterprise and Small Business Enterprise Status
- Request for Committee Approval - Summary of Proposed Contract

Andrew B. Fremier

## Attachment A

### Small Business Enterprise Status

| | Firm Name | Role on Project | SBE* Yes / No | If SBE Yes, List # |
|---|---|---|---|---|
| Prime Contractor | Summit Strategies LLC | | No | |
| Subcontractor | | | | |
| Subcontractor | | | | |
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*Denotes certification by the State of California.

## Request for Committee Approval

### Summary of Proposed Consultant Contract for Federal Advocacy Services

| | |
|---|---|
| Work Item No.: | 1132 |
| Consultant: | Summit Strategies Government Affairs LLC<br>Washington, D.C. |
| Work Project Title: | Federal Advocacy Services |
| Purpose of Project: | To act as a legislative advocate on behalf of MTC with the U.S. Congress and executive branch of the federal government in Washington, D.C. |
| Brief Scope of Work: | Advance MTC's federal legislative and regulatory goals, as described in MTC-ABAG's annual advocacy program. |
| Project Cost Not to Exceed: | $1,297,840 |
| Funding Source: | General Fund |
| Fiscal Impact: | Funding at a rate of $324,460/year is included in the FY 2026-27 Agency Budget. Subsequent year budgets are expected to be comparable and are subject to approval of future MTC budgets. |
| Motion by Committee: | That the Executive Director or designee is authorized to negotiate and enter into a contract with Summit Strategies Government Affairs LLC for the federal advocacy services described above and in the Administration Committee Summary Sheet dated October 14, 2026 and that the Chief Financial Officer is authorized to set aside $1,297,840 for such contract. |
| Administration Committee: | |
| | Gina Papan, Chair |
| Approved: | October 14, 2026 |

**Metropolitan Transportation Commission**

# Administration Committee

**October 14, 2026** **Agenda Item 3c-26-2160**

## Contract - Nelson\Nygaard Consulting Associates, Inc.- Equity Priority Communities (EPC) Refresh Phase One Evaluation ($500,000)

**Subject:**

Request for authorization to negotiate and execute a contract with Nelson\Nygaard Consulting Associates, Inc., (Nelson\Nygaard) in an amount not to exceed $500,000 to support work on the Equity Priority Communities (EPC) Framework Refresh Project. The contract term shall be through December 31, 2027, with an option to extend for up to four (4) additional years to conduct the Phase 1 Evaluation, with the potential to proceed to Phase 2 Implementation depending on project funding and direction.

**Background:**

EPCs are census tract-level designations developed by MTC-ABAG to identify socially and economically disadvantaged populations across the Bay Area. First introduced as Communities of Concern in 1999 and refined across successive Plan Bay Area cycles, the framework has become foundational to equity practice across the agency and its partners.

EPCs have become central to regional planning and funding decisions and help fulfill state and federal equity requirements, but the current framework may not fully reflect recent demographic shifts, changing regional conditions, or evolving equity and policy priorities. This can lead to misalignment with equity goals, inconsistent application across programs, and reduced stakeholder credibility.

The EPC Refresh Phase One Evaluation, launched in spring 2026, seeks to critically examine the existing EPC Framework and will collaboratively identify limitations and opportunities for improvement. Through stakeholder engagement, data review, and visioning and goal setting, the project will develop a set of potential conceptual frameworks to advance equity and improve outcomes for the Bay Area's socially and economically disadvantaged communities. Phase One is expected to complete by spring 2028. Phase Two, not included in this initial scope, could focus on translating one or more concepts from Phase One into a usable framework and associated tools. Through this RFP, MTC reserved the right to pursue Phase 2 implementation activities with this consultant depending on additional funding and project direction.

**Procurement:**

MTC issued a Request for Proposals (RFP) on June 29, 2026, for consulting services to support the EPC Refresh Phase One Evaluation. On July 6, 2026, MTC hosted a virtual Proposers' Conference that was attended by 38 individuals. On August 19, 2026, MTC received twenty qualified proposals from consulting teams.

The proposals were evaluated by panel of MTC staff against the following evaluation criteria:

| Evaluation Criterion | Weight |
|---|---|
| Qualifications and Experience - PM Experience + | 15% |
| Qualifications and Experience - Firm and Team Experience | 20% |
| Approach | 20% |
| Cost Effectiveness | 20% |
| Past Performance | 10% |
| Presentation | 10% |
| Optional Tasks | 5% |
| MTC Small Business Enterprise (SBE) Program* | 10% |

*The MTC Small Business Enterprise (SBE) Program was applied to this Project. The SBE Program awards firms up to ten (10) additional bonus percentage points depending on their percent of proposed SBE participation on the Project.

Following a thorough review of the proposals and one round of interviews, the evaluation panel recommends the selection of a team led by Nelson\Nygaard, with SBE firms Estolano Advisors and Civic Edge Consulting, LLC as subcontractors. This team received 104 points out of a maximum of 110 points.

The evaluation panel is confident that the team led by Nelson\Nygaard will meet MTC's expectations for the EPC Refresh Phase One Evaluation. The panel identified several strengths in Nelson\Nygaard's proposal that led to its recommendation. These included a project manager and team with extensive demonstrated experience in equity framework development and regional planning, and a clear, well-structured thoughtful approach to stakeholder engagement and technical analysis. The panel also noted the depth and relevance of the team's past performance at comparable regional agencies, and its understanding of how the EPC Framework is applied across MTC's work.

Attachment A includes a summary of Nelson\Nygaard and its subconsultants' small business status related to the work described in this memorandum.

**Issues:**

None identified.

**Recommendations:**

Staff recommends that the Committee authorize the Executive Director or his designee to negotiate and enter into a contract in an amount not to exceed $500,000 with Nelson\Nygaard for Phase One of the Equity Priority Communities (EPC) Framework Refresh Project.

**Attachments:**

- Attachment A: Small Business Enterprise Status
- Request for Committee Approval - Summary of Proposed

Andrew B. Fremier

**Attachment A**

**Small Business Enterprise Status**

| | Firm Name | Role on Project | SBE* Yes / No | If SBE Yes, List # |
|---|---|---|---|---|
| Prime Contractor | Nelson\Nygaard Consulting Associates, Inc. | Prime | No | |
| Subcontractor | Estolano Advisors | Subconsultant | Yes | **2002042** |
| Subcontractor | Civic Edge Consulting, LLC | Subconsultant | Yes | **1800102** |
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*Denotes certification by the State of California.

## Request for Committee Approval

### Summary of Proposed Consultant Contract for Equity Priority Communities Refresh Phase One Evaluation

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|---|---|
| Work Item No.: | 1121 |
| Consultant: | Nelson\Nygaard Consulting Associates, Inc. Oakland, California |
| Work Project Title: | Equity Priority Communities Refresh Project |
| Purpose of Project: | To evaluate and establish a strategic foundation for the refresh of MTC's Equity Priority Communities framework used to guide regional planning, investment, and decision-making. |
| Brief Scope of Work: | Provide consulting services for Equity Priority Communities Refresh Project. Phase One Evaluation includes stakeholder engagement support, an EPC evaluation survey, a vision and goals statement, data availability and methodology exploration, and preliminary conceptual framework options. Phase Two Implementation is reserved for future funding and direction. |
| Project Cost Not to Exceed: | $500,000 |
| Funding Source: | Senate Bill 1 (SB 1) Sustainable Communities Formula Funds |
| Fiscal Impact: | Is included in the FY 2026-27 Agency Budget. |
| Motion by Committee: | That the Executive Director or designee is authorized to negotiate and enter into a contract with Nelson\Nygaard Consulting Associates, Inc., for the Equity Priority Communities Refresh Project described above and in the Administration Committee Summary Sheet dated October 14, 2026 and that the Chief Financial Officer is authorized to set aside $500,000 for such contract. |
| Administration Committee: | _____<br>Gina Papan, Chair |
| Approved: | October 14, 2026 |

**Metropolitan Transportation Commission**
**Administration Committee**

**October 14, 2026** **Agenda Item 3d-26-2161**

**MTC Resolution No. 4723, Revised. Establish Data Analyst Classification Series and Amend MTC's Classification Plan**

**Subject:**

Request for authorization to establish a Data Analyst classification series and amend MTC's Classification Plan.

**Background:**

MTC identified positions within the Planner/Analyst and Technology classification series whose primary duties are not fully captured by the existing classifications in MTC's Classification Plan.

In partnership with Human Resources, Gallagher Benefit Services, Inc. (Gallagher) reviewed the duties, responsibilities, and qualifications associated with these positions. Gallagher's public sector consulting team, who were formerly with Koff & Associates, have completed various research, analysis, and reporting on MTC's organizational structure, protocols and policies, job classifications, and total compensation since 2016.

Based on this analysis, it is recommended that MTC establish a new classification series of Data Analyst to recognize positions primarily responsible for collecting, managing, integrating, and disseminating data in support of agency operations and decision-making. The Data Analyst series will include the following classifications:

- Data Analyst I
- Data Analyst II
- Data Analyst III
- Principal Data Analyst

Following a review of the proposed duties and responsibilities, the Data Analyst classification series has been determined to align with classifications represented by the Committee for Staff Representation (CSR). Accordingly, the Data Analyst classifications will be assigned to the CSR bargaining unit.

Commission approval is requested to establish the Data Analyst classification series and amend the MTC Classification Plan. Related amendments to the 2026-27 pay schedule are included in Resolution 4798, which is being presented separately for Commission consideration.

**Next Steps:**

Staff will implement the approved Data Analyst classification series continue to maintain and administer the classification plan.

**Issues:**

None identified.

**Recommendations:**

Staff recommends that the Commission approve the following actions, effective the pay period beginning November 7, 2026:

- Approve MTC Resolution No. 4723, Revised, to establish the Data Analyst classification series and amend MTC's Classification Plan accordingly.

**Attachments:**

- MTC Resolution No. 4723, Revised

Andrew B. Fremier

Date: June 25, 2025
Referred By: Administration
Revised: 10/28/26-C

# ABSTRACT

Resolution No. 4723, Revised

This resolution sets forth the active classifications and associated salary grades for Metropolitan Transportation Commission's Classification Plan.

Attachment A was revised on October 28, 2026 to add the Data Analyst classification series to the Classification Plan.

Further discussion of this subject is contained in the Summary Sheet dated October 14, 2026.

Date: June 25, 2025
Referred By: Administration

RE: Active classifications and associated salary grades for Metropolitan Transportation Commission's Classification Plan

METROPOLITAN TRANSPORTATION COMMISSION
RESOLUTION NO. 4723

WHEREAS, the Metropolitan Transportation Commission (MTC) is the regional transportation planning agency for the San Francisco Bay Area pursuant to Government Code Section 66500 et seq.; and

WHEREAS, MTC is the designated Metropolitan Planning Organization (MPO) for the nine-county San Francisco Bay Area region; and

WHEREAS, MTC maintains a Classification Plan that sets forth active classifications and associated salary grades; and

WHEREAS, it is needed to periodically update classifications and associated salary grades in the Classification Plan based on current and future needs of the Agency; and

WHEREAS, labor representatives have met and conferred with the appointed management negotiator regarding modifications to the Classification Plan that fall within mandatory subjects of bargaining under the Meyers-Milias-Brown Act (MMBA);

NOW, THEREFORE, BE IT RESOLVED, that MTC approved the active classifications and associated salary grades within MTC's Classification Plan as is set forth in Attachment A to this resolution, attached hereto and incorporated herein as though set forth in length; and be it further

RESOLVED, that the Executive Director, or their designee, shall approve applicable policies and procedures to effectively administer MTC's Classification Plan.

METROPOLITAN TRANSPORTATION COMMISSION

_____
Sue Noack, Chair

The above resolution was entered into by the Metropolitan Transportation Commission at a duly called and noticed meeting held in San Francisco, California and at other remote locations, on June 25, 2025.

ATTACHMENT A

| JOB FAMILY | TITLE | SALARY GRADE |
|---|---|---|
| ACCOUNTING/FINANCE | FINANCE TECHNICIAN | 5 |
| ACCOUNTING/FINANCE | FINANCIAL ANALYST/ACCOUNTANT I | 6 |
| ACCOUNTING/FINANCE | FINANCIAL ANALYST/ACCOUNTANT II | 7 |
| ACCOUNTING/FINANCE | FINANCIAL ANALYST/ACCOUNTANT III | 8 |
| ACCOUNTING/FINANCE | PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT | 9 |
| ATTORNEY | ASSOCIATE COUNSEL I/II | L2 |
| ATTORNEY | DEPUTY GENERAL COUNSEL | L3 |
| ATTORNEY | SENIOR ATTORNEY | L3 |
| ATTORNEY | SENIOR DEPUTY GENERAL COUNSEL | L4 |
| BUILDING SERVICES | GSU ASSISTANT I | 2 |
| BUILDING SERVICES | GSU ASSISTANT II | 3 |
| BUILDING SERVICES | BUILDING SERVICES ASSISTANT I | 4 |
| BUILDING SERVICES | GSU ASSISTANT III | 4 |
| BUILDING SERVICES | BUILDING SERVICES ASSISTANT II | 5 |
| BUILDING SERVICES | ASSISTANT BUILDING ENGINEER / BUILDING SUPERVISOR | 6 |
| BUILDING SERVICES | BUILDING ENGINEER | 7 |
| BUILDING SERVICES | BUILDING ADMINISTRATOR | 8 |
| BUILDING SERVICES | BUILDING MANAGER | 9 |
| COMMUNICATIONS | COMMUNICATIONS SPECIALIST I | 6 |
| COMMUNICATIONS | COMMUNICATIONS SPECIALIST II | 7 |
| COMMUNICATIONS | COMMUNICATIONS SPECIALIST III | 8 |
| COMMUNICATIONS | PRINCIPAL COMMUNICATIONS SPECIALIST | 9 |
| CONTRACTS/PURCHASING | CONTRACTS SPECIALIST I | 6 |
| CONTRACTS/PURCHASING | CONTRACTS SPECIALIST II | 7 |
| CONTRACTS/PURCHASING | CONTRACTS SPECIALIST III | 8 |
| CONTRACTS/PURCHASING | PRINCIPAL CONTRACTS SPECIALIST | 9 |
| DATA | DATA ANALYST I | 6 |
| DATA | DATA ANALYST II | 7 |
| DATA | DATA ANALYST III | 8 |
| DATA | PRINCIPAL DATA ANALYST | 9 |
| DIRECTOR | FINANCE ASSISTANT DIRECTOR | F2 |
| DIRECTOR | DEPUTY FINANCIAL OFFICER | F3 |
| DIRECTOR | ADMINISTRATIVE DIRECTOR | XA |
| DIRECTOR | DEPUTY DIRECTOR | XA |

| JOB FAMILY | TITLE | SALARY GRADE |
|---|---|---|
| DIRECTOR | SECTION DIRECTOR | XA |
| DIRECTOR | ASSISTANT DIRECTOR | XB |
| ENGINEERING | ENGINEER I | 6 |
| ENGINEERING | ENGINEER II | 7 |
| ENGINEERING | ENGINEER III | 8 |
| ENGINEERING | PRINCIPAL ENGINEER | 9 |
| EXEC | EXECUTIVE DIRECTOR | X1 |
| EXEC | GENERAL COUNSEL | X2 |
| EXEC | DEPUTY EXECUTIVE DIRECTOR | X3 |
| EXEC | CHIEF FINANCIAL OFFICER | X4 |
| EXEC | CHIEF OPERATING OFFICER | X5 |
| EXEC | CHIEF DEPUTY EXECUTIVE DIRECTOR | X6 |
| EXECUTIVE ADMIN | EXECUTIVE ASSISTANT I | 5 |
| EXECUTIVE ADMIN | EXECUTIVE ASSISTANT II | 6 |
| EXECUTIVE ADMIN | EXECUTIVE ASSISTANT III | 7 |
| HUMAN RESOURCES | HUMAN RESOURCES ANALYST I | 6 |
| HUMAN RESOURCES | HUMAN RESOURCES ANALYST II | 7 |
| HUMAN RESOURCES | HUMAN RESOURCES ANALYST III | 8 |
| HUMAN RESOURCES | PRINCIPAL HUMAN RESOURCES ANALYST | 9 |
| LEGAL ASSISTANT | LEGAL ASSISTANT I | 5 |
| LEGAL ASSISTANT | LEGAL ASSISTANT II | 6 |
| LEGAL ASSISTANT | LEGAL ASSISTANT III | 7 |
| MANAGEMENT ANALYST | MANAGEMENT ANALYST I | 6 |
| MANAGEMENT ANALYST | MANAGEMENT ANALYST II | 7 |
| MANAGEMENT ANALYST | MANAGEMENT ANALYST III | 8 |
| MANAGEMENT ANALYST | PRINCIPAL MANAGEMENT ANALYST | 9 |
| N/A | INTERN | 1 |
| PLANNER/ANALYST | PLANNER/ANALYST I | 6 |
| PLANNER/ANALYST | PLANNER/ANALYST II | 7 |
| PLANNER/ANALYST | PLANNER/ANALYST III | 8 |
| PLANNER/ANALYST | PRINCIPAL PLANNER/ANALYST | 9 |
| PROGRAM COORDINATOR | PROGRAM COORDINATOR I | 6 |
| PROGRAM COORDINATOR | PROGRAM COORDINATOR II | 7 |
| PROGRAM COORDINATOR | PROGRAM COORDINATOR III | 8 |
| PROGRAM COORDINATOR | PRINCIPAL PROGRAM COORDINATOR | 9 |
| TECHNOLOGY | TECHNOLOGY SPECIALIST | 6 |

| JOB FAMILY | TITLE | SALARY GRADE |
|---|---|---|
| TECHNOLOGY | TECHNOLOGY ADMINISTRATOR | 7 |
| TECHNOLOGY | TECHNOLOGY ANALYST | 8 |
| TECHNOLOGY | PRINCIPAL TECHNOLOGY ANALYST | 9 |

**Metropolitan Transportation Commission**
**Administration Committee**

**October 14, 2026** **Agenda Item 4a-26-2163**

# MTC Resolution No. 4798. Approval of Pay Schedules for CSR and Confidential Employees for Fiscal Years 22/23 through 26/27 in accordance with California Code of Regulation, Title 2, Section 570.5

**Subject:**

Approve Pay Schedules for CSR and Confidential Employees for Fiscal Years 22/23 through 26/27 in accordance with California Code of Regulation, Title 2, Section 570.5 (2 CCR §570.5).

**Background:**

As a California Public Employees' Retirement System (CalPERS) contracting public agency, the Metropolitan Transportation Commission (MTC) must maintain publicly available pay schedules in compliance with the Public Employees' Retirement Law (PERL), the Public Employees' Pension Reform Act (PEPRA) of 2013, and California Code of Regulations, title 2, section 570.5. Under PERL and PEPRA, compensation earnable and pensionable compensation are determined based on amounts identified in publicly available pay schedules.

Through prior employee MOUs and the customary budget process, the Chief Financial Officer and Executive Director have provided the Commission with complete salary information, including cost-of-living adjustments and anticipated salary steps.

This action formally codifies those pay schedules using an acceptable format and data required by CalPERS. No individual salaries, job classifications, or compensation levels are being changed through this action.

Consistent with CalPERS requirements under California Code of Regulations, title 2, section 570.5, this action ensures that retiree pensions will continue to be calculated using properly approved and publicly available pay schedules.

**Next Steps:**

Staff will implement the Commission approved pay schedules and maintain the publicly available pay schedules in accordance with 2 CCR §570.5.

**Issues:**

If the Pay Schedules are not approved by the Commission, MTC will be out of compliance with 2 CCR §570.5 and may impact retiree pension calculations.

**Recommendations:**

Staff recommends that the Commission approve the following actions, effective on the date prescribed on the pay schedules as follows:

- Approve MTC Resolution No. 4798, Pay Schedules for CSR and Confidential Employees

**Attachments:**

- MTC Resolution No. 4798
- Attachment A: Pay Schedules for CSR and Confidential (FY 22/23 – FY 26/27)

Andrew B. Fremier

Date: October 28, 2026
W.I.: 1153
Referred by: Administration


ABSTRACT
Resolution No. 4798

This resolution sets forth the MTC Pay Schedules for CSR and Confidential Employees from July 1, 2022, through and including June 30, 2027.

Further discussion is contained in the Executive Director's memorandum dated October 14, 2026.

Date: October 28, 2026
W.I.: 1153
Referred by: Administration

RE: MTC Pay Schedules from July 1, 2022, through and including June 30, 2027 for CSR and Confidential Employees

METROPOLITAN TRANSPORTATION COMMISSION
RESOLUTION NO. 4798

WHEREAS, MTC Resolution No. 4341, adopted June 27, 2018, revised on June 22, 2022, established employment benefits and pay schedule for non-management employees of MTC for the period beginning July 1, 2018, through and including June 30, 2023; and

WHEREAS, MTC Resolution No. 4581, adopted May 24, 2023, established employment benefits and pay schedule for non-management employees of MTC for the period beginning July 1, 2023, through and including June 30, 2027; and

WHEREAS, this resolution clarifies the pay schedules provided in Resolution Nos. 4341 and 4581 for non-management employees of MTC; and

WHEREAS, MTC contracts with the California Public Employees Retirement System (CalPERS) to provide retirement benefits for its employees and CalPERS uses MTC's pay schedules to calculate retirement benefits earned by MTC's employees; and

WHEREAS, MTC is adhering to the California Code of Regulations, Title 2, Section 570.5, which sets forth reporting regulations for CalPERS contracting public agencies to have duly approved and adopted publicly available pay schedules; now, therefore, be it

RESOLVED, that FY 22/23 through and including FY 26/27 pay schedules for implementation during this agreement for CSR and confidential employees shall be set forth in Attachment B to this resolution, attached hereto and incorporated herein as though set forth at length; and be it further

RESOLVED, that this Resolution will be posted at MTC's offices or immediately accessible for public review during normal business hours or posted on MTC's internet.

METROPOLITAN TRANSPORTATION COMMISSION

Sue Noack, Chair

The above resolution was entered into by the Metropolitan Transportation Commission at a regular meeting of the Commission held in San Francisco, California, and at other remote locations, on October 28, 2026.

**Metropolitan Transportation Commission**
**Pay Schedule for CSR Represented Employees and Confidential Employees**
**Fiscal Year 2022 - 2023, Effective July 1, 2022 to June 30, 2023**

*The base salary rate is stated as the hourly rate for each classification grade level and each step within the grade level*

| CLASSIFICATION LEVEL & POSITIONS INCLUDED | SALARY GRADE LEVEL | STEP A HOURLY RATE | STEP A1 HOURLY RATE | STEP B HOURLY RATE | STEP B1 HOURLY RATE | STEP C HOURLY RATE | STEP C1 HOURLY RATE | STEP D HOURLY RATE | STEP D1 HOURLY RATE | STEP E HOURLY RATE | STEP E1 HOURLY RATE | STEP F HOURLY RATE | STEP F1 HOURLY RATE | STEP G HOURLY RATE |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **ADMINISTRATOR I** | **I** | **$24.1825** | **$24.6663** | **$25.1596** | **$25.6628** | **$26.1760** | **$26.6995** | **$27.2335** | **$27.7782** | **$28.3338** | **$28.9004** | **$29.4785** | **$30.0681** | **$30.6694** |
| *Intern* | | | | | | | | | | | | | | |
| **ADMINISTRATOR II** | **II** | **$27.4683** | **$28.0176** | **$28.5779** | **$29.1495** | **$29.7325** | **$30.3271** | **$30.9336** | **$31.5524** | **$32.1834** | **$32.8271** | **$33.4835** | **$34.1532** | **$34.8364** |
| *Administrative Assistant I* | | | | | | | | | | | | | | |
| *GSU Assistant I* | | | | | | | | | | | | | | |
| *Accounting Assistant I* | | | | | | | | | | | | | | |
| **ADMINISTRATOR III** | **III** | **$30.2677** | **$30.8731** | **$31.4905** | **$32.1204** | **$32.7628** | **$33.4180** | **$34.0864** | **$34.7681** | **$35.4635** | **$36.1727** | **$36.8962** | **$37.6341** | **$38.3868** |
| *Administrative Assistant II* | | | | | | | | | | | | | | |
| *GSU Assistant II* | | | | | | | | | | | | | | |
| *Accounting Assistant II* | | | | | | | | | | | | | | |
| **ADMINISTRATOR/TECHNICIAN** | **IV** | **$33.2853** | **$33.9511** | **$34.6300** | **$35.3225** | **$36.0291** | **$36.7497** | **$37.4846** | **$38.2343** | **$38.9990** | **$39.7790** | **$40.5745** | **$41.3861** | **$42.2137** |
| *Administrative Assistant III* | | | | | | | | | | | | | | |
| *Purchasing Technician* | | | | | | | | | | | | | | |
| *GSU Assistant III/Buiding Services Assistant I* | | | | | | | | | | | | | | |
| *Information Systems Technician I* | | | | | | | | | | | | | | |
| *Accounting Assistant III* | | | | | | | | | | | | | | |
| *Library Technician I* | | | | | | | | | | | | | | |
| *Public Info & Outreach Technician I* | | | | | | | | | | | | | | |
| **TECHNICIAN** | **V** | **$36.6232** | **$37.3557** | **$38.1028** | **$38.8648** | **$39.6421** | **$40.4349** | **$41.2437** | **$42.0685** | **$42.9099** | **$43.7682** | **$44.6436** | **$45.5363** | **$46.4470** |
| *Executive Assistant I* | | | | | | | | | | | | | | |
| *Legal Assistant I* | | | | | | | | | | | | | | |
| *Purchasing/Procurement Specialist* | | | | | | | | | | | | | | |
| *Building Services Assistant* | | | | | | | | | | | | | | |
| *Human Resources Technician* | | | | | | | | | | | | | | |
| *Information Systems Technician II* | | | | | | | | | | | | | | |
| *Finance Technician I* | | | | | | | | | | | | | | |
| *GIS Planner/Analyst I* | | | | | | | | | | | | | | |
| *Graphic Artist I* | | | | | | | | | | | | | | |
| *Library Technician II* | | | | | | | | | | | | | | |
| *Public Info & Outreach Technician II* | | | | | | | | | | | | | | |
| *Planning Technician* | | | | | | | | | | | | | | |
| *Program Technician* | | | | | | | | | | | | | | |

**Metropolitan Transportation Commission**
**Pay Schedule for CSR Represented Employees and Confidential Employees**
**Fiscal Year 2022 - 2023, Effective July 1, 2022 to June 30, 2023**

*The base salary rate is stated as the hourly rate for each classification grade level and each step within the grade level*

| CLASSIFICATION LEVEL & POSITIONS INCLUDED | SALARY GRADE LEVEL | STEP A HOURLY RATE | STEP A1 HOURLY RATE | STEP B HOURLY RATE | STEP B1 HOURLY RATE | STEP C HOURLY RATE | STEP C1 HOURLY RATE | STEP D HOURLY RATE | STEP D1 HOURLY RATE | STEP E HOURLY RATE | STEP E1 HOURLY RATE | STEP F HOURLY RATE | STEP F1 HOURLY RATE | STEP G HOURLY RATE |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **JUNIOR** | **VI** | **$40.3978** | **$41.2058** | **$42.0299** | **$42.8705** | **$43.7279** | **$44.6025** | **$45.4946** | **$46.4044** | **$47.3324** | **$48.2792** | **$49.2447** | **$50.2296** | **$51.2342** |
| *Executive Assistant II* | | | | | | | | | | | | | | |
| *Legal Assistant II* | | | | | | | | | | | | | | |
| *Contract Assistant* | | | | | | | | | | | | | | |
| *Assistant Building Engineer* | | | | | | | | | | | | | | |
| *Human Resources Analyst I* | | | | | | | | | | | | | | |
| *Information Systems Specialist I* | | | | | | | | | | | | | | |
| *Systems Analyst I* | | | | | | | | | | | | | | |
| *Junior Financial Analyst* | | | | | | | | | | | | | | |
| *Accountant/Auditor I* | | | | | | | | | | | | | | |
| *Finance Technician II* | | | | | | | | | | | | | | |
| *GIS Planner/Analyst II* | | | | | | | | | | | | | | |
| *Graphic Artist II* | | | | | | | | | | | | | | |
| *Librarian I* | | | | | | | | | | | | | | |
| *Junior Public Info/Outreach Analyst* | | | | | | | | | | | | | | |
| *Junior Planner/Analyst* | | | | | | | | | | | | | | |
| *Junior Program Coordinator* | | | | | | | | | | | | | | |
| **ASSISTANT** | **VII** | **$46.5792** | **$47.5107** | **$48.4609** | **$49.4302** | **$50.4187** | **$51.4272** | **$52.4557** | **$53.5048** | **$54.5750** | **$55.6663** | **$56.7797** | **$57.9153** | **$59.0737** |
| *Contract Specialist* | | | | | | | | | | | | | | |
| *Executive Assistant III* | | | | | | | | | | | | | | |
| *Legal Assistant III* | | | | | | | | | | | | | | |
| *Building Engineer* | | | | | | | | | | | | | | |
| *Human Resources Analyst II* | | | | | | | | | | | | | | |
| *Information Systems Specialist II* | | | | | | | | | | | | | | |
| *Systems Analyst II* | | | | | | | | | | | | | | |
| *Assistant Financial Analyst* | | | | | | | | | | | | | | |
| *Accountant/Auditor II* | | | | | | | | | | | | | | |
| *GIS Planner/Analyst III* | | | | | | | | | | | | | | |
| *Graphic Artist III* | | | | | | | | | | | | | | |
| *Librarian II* | | | | | | | | | | | | | | |
| *Assistant Public Info/Outreach Analyst* | | | | | | | | | | | | | | |
| *Assistant Legislative Analyst* | | | | | | | | | | | | | | |
| *Assistant Planner/Analyst* | | | | | | | | | | | | | | |
| *Assistant Program Coordinator* | | | | | | | | | | | | | | |

**Metropolitan Transportation Commission**
**Pay Schedule for CSR Represented Employees and Confidential Employees**
**Fiscal Year 2022 - 2023, Effective July 1, 2022 to June 30, 2023**

*The base salary rate is stated as the hourly rate for each classification grade level and each step within the grade level*

| CLASSIFICATION LEVEL & POSITIONS INCLUDED | SALARY GRADE LEVEL | STEP A HOURLY RATE | STEP A1 HOURLY RATE | STEP B HOURLY RATE | STEP B1 HOURLY RATE | STEP C HOURLY RATE | STEP C1 HOURLY RATE | STEP D HOURLY RATE | STEP D1 HOURLY RATE | STEP E HOURLY RATE | STEP E1 HOURLY RATE | STEP F HOURLY RATE | STEP F1 HOURLY RATE | STEP G HOURLY RATE |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **ASSOCIATE** | **VIII(a)** | **$53.7020** | **$54.7761** | **$55.8716** | **$56.9891** | **$58.1289** | **$59.2914** | **$60.4772** | **$61.6868** | **$62.9205** | **$64.1790** | **$65.4625** | **$66.7718** | **$68.1072** |
| *Contract Administrator* | | | | | | | | | | | | | | |
| *Building Administrator* | | | | | | | | | | | | | | |
| *Human Resources Analyst III* | | | | | | | | | | | | | | |
| *Information Systems Specialist III* | | | | | | | | | | | | | | |
| *Systems Analyst III* | | | | | | | | | | | | | | |
| *Associate Financial Analyst* | | | | | | | | | | | | | | |
| *Accountant/Auditor III* | | | | | | | | | | | | | | |
| *GIS Coordinator* | | | | | | | | | | | | | | |
| *Graphic Artist Coordinator* | | | | | | | | | | | | | | |
| *Head Librarian* | | | | | | | | | | | | | | |
| *Associate Public Info/Outreach Analyst* | | | | | | | | | | | | | | |
| *Associate Legislative Analyst* | | | | | | | | | | | | | | |
| *Associate Planner/Analyst* | | | | | | | | | | | | | | |
| *Associate Program Coordinator* | | | | | | | | | | | | | | |
| **SENIOR** | **VIII(b)** | **$56.4208** | **$57.5491** | **$58.7001** | **$59.8742** | **$61.0716** | **$62.2931** | **$63.5389** | **$64.8097** | **$66.1059** | **$67.4279** | **$68.7766** | **$70.1520** | **$71.5551** |
| *Senior Contract Administrator* | | | | | | | | | | | | | | |
| *Senior Building Administrator* | | | | | | | | | | | | | | |
| *Senior Human Resources Analyst IIIb* | | | | | | | | | | | | | | |
| *Information Systems Specialist IIIb* | | | | | | | | | | | | | | |
| *Systems Analyst IIIb* | | | | | | | | | | | | | | |
| *Senior Financial Analyst* | | | | | | | | | | | | | | |
| *Accountant/Auditor IIIb* | | | | | | | | | | | | | | |
| *GIS Senior Coordinator* | | | | | | | | | | | | | | |
| *Graphic Artist Senior Coordinator* | | | | | | | | | | | | | | |
| *Head Librarian IIIb* | | | | | | | | | | | | | | |
| *Senior Public Info/Outreach Analyst* | | | | | | | | | | | | | | |
| *Senior Legislative Analyst* | | | | | | | | | | | | | | |
| *Senior Planner/Analyst* | | | | | | | | | | | | | | |
| *Senior Program Coordinator* | | | | | | | | | | | | | | |

**Metropolitan Transportation Commission**
**Pay Schedule for CSR Represented Employees and Confidential Employees**
**Fiscal Year 2022 - 2023, Effective July 1, 2022 to June 30, 2023**

*The base salary rate is stated as the hourly rate for each classification grade level and each step within the grade level*

| CLASSIFICATION LEVEL & POSITIONS INCLUDED | SALARY GRADE LEVEL | STEP A HOURLY RATE | STEP A1 HOURLY RATE | STEP B HOURLY RATE | STEP B1 HOURLY RATE | STEP C HOURLY RATE | STEP C1 HOURLY RATE | STEP D HOURLY RATE | STEP D1 HOURLY RATE | STEP E HOURLY RATE | STEP E1 HOURLY RATE | STEP F HOURLY RATE | STEP F1 HOURLY RATE | STEP G HOURLY RATE |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **PRINCIPAL** | **IX** | **$65.7515** | **$67.0665** | **$68.4077** | **$69.7760** | **$71.1715** | **$72.5949** | **$74.0467** | **$75.5278** | **$77.0383** | **$78.5790** | **$80.1506** | **$81.7537** | **$83.3887** |
| *Contract Manager* | | | | | | | | | | | | | | |
| *Building Manager* | | | | | | | | | | | | | | |
| *Assistant Human Resources Manager* | | | | | | | | | | | | | | |
| *Principal Information Systems Manager* | | | | | | | | | | | | | | |
| *Principal Systems Manager* | | | | | | | | | | | | | | |
| *Revenue & Budget Manager* | | | | | | | | | | | | | | |
| *Principal Financial Analyst* | | | | | | | | | | | | | | |
| *Accounting Manager* | | | | | | | | | | | | | | |
| *GIS Principal* | | | | | | | | | | | | | | |
| *Principal Public Info/Outreach Analyst* | | | | | | | | | | | | | | |
| *Principal Legislative Analyst* | | | | | | | | | | | | | | |
| *Principal Planner/Analyst* | | | | | | | | | | | | | | |
| *Principal Program Coordinator* | | | | | | | | | | | | | | |

*Regular full-time positions work a 30 hour a week minimum and up to 40 hours a week. 30 hrs a week equals 1,560 hrs worked a year. 32 hrs a week equals 1,664 hrs worked a year. 36 hrs a week equals 1,872 hrs worked a year. 40 hrs a week equals 2,080 hrs worked a year.*

*Regular part-time positions work a 20 hour a week minimum and up to 29 hours a week. 20 hrs a week equals 1,040 hrs worked a year. 24 hrs a week equals 1, 248 hrs worked a year. 26 hrs a week equals 1,352 hrs worked a year. 29 hrs a week equals 1,508 hrs worked a year.*

**Metropolitan Transportation Commission**
**Pay Schedule for CSR Represented Employees and Confidential Employees**
**Fiscal Year 2023 - 2024, Effective July 1, 2023 to June 30, 2024**

*The base salary rate is stated as the hourly rate for each classification grade level and each step within the grade level*

| CLASSIFICATION LEVEL & POSITIONS INCLUDED | SALARY GRADE LEVEL | STEP A HOURLY RATE | STEP A1 HOURLY RATE | STEP B HOURLY RATE | STEP B1 HOURLY RATE | STEP C HOURLY RATE | STEP C1 HOURLY RATE | STEP D HOURLY RATE | STEP D1 HOURLY RATE | STEP E HOURLY RATE | STEP E1 HOURLY RATE | STEP F HOURLY RATE | STEP F1 HOURLY RATE | STEP G HOURLY RATE |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **ADMINISTRATOR I** | **I** | **$25.2707** | **$25.7763** | **$26.2918** | **$26.8176** | **$27.3539** | **$27.9010** | **$28.4590** | **$29.0282** | **$29.6088** | **$30.2009** | **$30.8050** | **$31.4212** | **$32.0495** |
| *Intern* | | | | | | | | | | | | | | |
| **ADMINISTRATOR II** | **II** | **$28.7044** | **$29.2784** | **$29.8639** | **$30.4612** | **$31.0705** | **$31.6918** | **$32.3256** | **$32.9723** | **$33.6317** | **$34.3043** | **$34.9903** | **$35.6901** | **$36.4040** |
| *Administrative Assistant I* | | | | | | | | | | | | | | |
| *GSU Assistant I* | | | | | | | | | | | | | | |
| *Accounting Assistant I* | | | | | | | | | | | | | | |
| **ADMINISTRATOR III** | **III** | **$31.6297** | **$32.2624** | **$32.9076** | **$33.5658** | **$34.2371** | **$34.9218** | **$35.6203** | **$36.3327** | **$37.0594** | **$37.8005** | **$38.5565** | **$39.3276** | **$40.1142** |
| *Administrative Assistant II* | | | | | | | | | | | | | | |
| *GSU Assistant II* | | | | | | | | | | | | | | |
| *Accounting Assistant II* | | | | | | | | | | | | | | |
| **ADMINISTRATOR/TECHNICIAN** | **IV** | **$34.7831** | **$35.4789** | **$36.1884** | **$36.9120** | **$37.6504** | **$38.4034** | **$39.1714** | **$39.9548** | **$40.7540** | **$41.5691** | **$42.4004** | **$43.2485** | **$44.1133** |
| *Administrative Assistant III* | | | | | | | | | | | | | | |
| *Purchasing Technician* | | | | | | | | | | | | | | |
| *GSU Assistant III/Buiding Services Assistant I* | | | | | | | | | | | | | | |
| *Information Systems Technician I* | | | | | | | | | | | | | | |
| *Accounting Assistant III* | | | | | | | | | | | | | | |
| *Library Technician I* | | | | | | | | | | | | | | |
| *Public Info & Outreach Technician I* | | | | | | | | | | | | | | |
| **TECHNICIAN** | **V** | **$38.2712** | **$39.0367** | **$39.8174** | **$40.6137** | **$41.4260** | **$42.2545** | **$43.0997** | **$43.9616** | **$44.8408** | **$45.7378** | **$46.6526** | **$47.5854** | **$48.5371** |
| *Executive Assistant I* | | | | | | | | | | | | | | |
| *Legal Assistant I* | | | | | | | | | | | | | | |
| *Purchasing/Procurement Specialist* | | | | | | | | | | | | | | |
| *Building Services Assistant* | | | | | | | | | | | | | | |
| *Human Resources Technician* | | | | | | | | | | | | | | |
| *Information Systems Technician II* | | | | | | | | | | | | | | |
| *Finance Technician I* | | | | | | | | | | | | | | |
| *GIS Planner/Analyst I* | | | | | | | | | | | | | | |
| *Graphic Artist I* | | | | | | | | | | | | | | |
| *Library Technician II* | | | | | | | | | | | | | | |
| *Public Info & Outreach Technician II* | | | | | | | | | | | | | | |
| *Planning Technician* | | | | | | | | | | | | | | |
| *Program Technician* | | | | | | | | | | | | | | |

**Metropolitan Transportation Commission**
**Pay Schedule for CSR Represented Employees and Confidential Employees**
**Fiscal Year 2023 - 2024, Effective July 1, 2023 to June 30, 2024**

*The base salary rate is stated as the hourly rate for each classification grade level and each step within the grade level*

| CLASSIFICATION LEVEL & POSITIONS INCLUDED | SALARY GRADE LEVEL | STEP A HOURLY RATE | STEP A1 HOURLY RATE | STEP B HOURLY RATE | STEP B1 HOURLY RATE | STEP C HOURLY RATE | STEP C1 HOURLY RATE | STEP D HOURLY RATE | STEP D1 HOURLY RATE | STEP E HOURLY RATE | STEP E1 HOURLY RATE | STEP F HOURLY RATE | STEP F1 HOURLY RATE | STEP G HOURLY RATE |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **JUNIOR** | **VI** | **$42.2157** | **$43.0601** | **$43.9212** | **$44.7997** | **$45.6957** | **$46.6096** | **$47.5419** | **$48.4926** | **$49.4624** | **$50.4518** | **$51.4607** | **$52.4899** | **$53.5397** |
| *Executive Assistant II* | | | | | | | | | | | | | | |
| *Legal Assistant II* | | | | | | | | | | | | | | |
| *Contract Assistant* | | | | | | | | | | | | | | |
| *Assistant Building Engineer* | | | | | | | | | | | | | | |
| *Human Resources Analyst I* | | | | | | | | | | | | | | |
| *Information Systems Specialist I* | | | | | | | | | | | | | | |
| *Systems Analyst I* | | | | | | | | | | | | | | |
| *Junior Financial Analyst* | | | | | | | | | | | | | | |
| *Accountant/Auditor I* | | | | | | | | | | | | | | |
| *Finance Technician II* | | | | | | | | | | | | | | |
| *GIS Planner/Analyst II* | | | | | | | | | | | | | | |
| *Graphic Artist II* | | | | | | | | | | | | | | |
| *Librarian I* | | | | | | | | | | | | | | |
| *Junior Public Info/Outreach Analyst* | | | | | | | | | | | | | | |
| *Junior Planner/Analyst* | | | | | | | | | | | | | | |
| *Junior Program Coordinator* | | | | | | | | | | | | | | |
| **ASSISTANT** | **VII** | **$48.6753** | **$49.6487** | **$50.6416** | **$51.6546** | **$52.6875** | **$53.7414** | **$54.8162** | **$55.9125** | **$57.0309** | **$58.1713** | **$59.3348** | **$60.5215** | **$61.7320** |
| *Contract Specialist* | | | | | | | | | | | | | | |
| *Executive Assistant III* | | | | | | | | | | | | | | |
| *Legal Assistant III* | | | | | | | | | | | | | | |
| *Building Engineer* | | | | | | | | | | | | | | |
| *Human Resources Analyst II* | | | | | | | | | | | | | | |
| *Information Systems Specialist II* | | | | | | | | | | | | | | |
| *Systems Analyst II* | | | | | | | | | | | | | | |
| *Assistant Financial Analyst* | | | | | | | | | | | | | | |
| *Accountant/Auditor II* | | | | | | | | | | | | | | |
| *GIS Planner/Analyst III* | | | | | | | | | | | | | | |
| *Graphic Artist III* | | | | | | | | | | | | | | |
| *Librarian II* | | | | | | | | | | | | | | |
| *Assistant Public Info/Outreach Analyst* | | | | | | | | | | | | | | |
| *Assistant Legislative Analyst* | | | | | | | | | | | | | | |
| *Assistant Planner/Analyst* | | | | | | | | | | | | | | |
| *Assistant Program Coordinator* | | | | | | | | | | | | | | |

**Metropolitan Transportation Commission**
**Pay Schedule for CSR Represented Employees and Confidential Employees**
**Fiscal Year 2023 - 2024, Effective July 1, 2023 to June 30, 2024**

*The base salary rate is stated as the hourly rate for each classification grade level and each step within the grade level*

| CLASSIFICATION LEVEL & POSITIONS INCLUDED | SALARY GRADE LEVEL | STEP A HOURLY RATE | STEP A1 HOURLY RATE | STEP B HOURLY RATE | STEP B1 HOURLY RATE | STEP C HOURLY RATE | STEP C1 HOURLY RATE | STEP D HOURLY RATE | STEP D1 HOURLY RATE | STEP E HOURLY RATE | STEP E1 HOURLY RATE | STEP F HOURLY RATE | STEP F1 HOURLY RATE | STEP G HOURLY RATE |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **ASSOCIATE** | **VIII(a)** | **$56.1186** | **$57.2410** | **$58.3858** | **$59.5536** | **$60.7447** | **$61.9595** | **$63.1987** | **$64.4627** | **$65.7519** | **$67.0671** | **$68.4083** | **$69.7765** | **$71.1720** |
| *Contract Administrator* | | | | | | | | | | | | | | |
| *Building Administrator* | | | | | | | | | | | | | | |
| *Human Resources Analyst III* | | | | | | | | | | | | | | |
| *Information Systems Specialist III* | | | | | | | | | | | | | | |
| *Systems Analyst III* | | | | | | | | | | | | | | |
| *Associate Financial Analyst* | | | | | | | | | | | | | | |
| *Accountant/Auditor III* | | | | | | | | | | | | | | |
| *GIS Coordinator* | | | | | | | | | | | | | | |
| *Graphic Artist Coordinator* | | | | | | | | | | | | | | |
| *Head Librarian* | | | | | | | | | | | | | | |
| *Associate Public Info/Outreach Analyst* | | | | | | | | | | | | | | |
| *Associate Legislative Analyst* | | | | | | | | | | | | | | |
| *Associate Planner/Analyst* | | | | | | | | | | | | | | |
| *Associate Program Coordinator* | | | | | | | | | | | | | | |
| **SENIOR** | **VIII(b)** | **$58.9597** | **$60.1388** | **$61.3416** | **$62.5685** | **$63.8198** | **$65.0963** | **$66.3982** | **$67.7261** | **$69.0807** | **$70.4622** | **$71.8715** | **$73.3088** | **$74.7751** |
| *Senior Contract Administrator* | | | | | | | | | | | | | | |
| *Senior Building Administrator* | | | | | | | | | | | | | | |
| *Senior Human Resources Analyst IIIb* | | | | | | | | | | | | | | |
| *Information Systems Specialist IIIb* | | | | | | | | | | | | | | |
| *Systems Analyst IIIb* | | | | | | | | | | | | | | |
| *Senior Financial Analyst* | | | | | | | | | | | | | | |
| *Accountant/Auditor IIIb* | | | | | | | | | | | | | | |
| *GIS Senior Coordinator* | | | | | | | | | | | | | | |
| *Graphic Artist Senior Coordinator* | | | | | | | | | | | | | | |
| *Head Librarian IIIb* | | | | | | | | | | | | | | |
| *Senior Public Info/Outreach Analyst* | | | | | | | | | | | | | | |
| *Senior Legislative Analyst* | | | | | | | | | | | | | | |
| *Senior Planner/Analyst* | | | | | | | | | | | | | | |
| *Senior Program Coordinator* | | | | | | | | | | | | | | |

**Metropolitan Transportation Commission**
**Pay Schedule for CSR Represented Employees and Confidential Employees**
**Fiscal Year 2023 - 2024, Effective July 1, 2023 to June 30, 2024**

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| CLASSIFICATION LEVEL & POSITIONS INCLUDED | SALARY GRADE LEVEL | STEP A HOURLY RATE | STEP A1 HOURLY RATE | STEP B HOURLY RATE | STEP B1 HOURLY RATE | STEP C HOURLY RATE | STEP C1 HOURLY RATE | STEP D HOURLY RATE | STEP D1 HOURLY RATE | STEP E HOURLY RATE | STEP E1 HOURLY RATE | STEP F HOURLY RATE | STEP F1 HOURLY RATE | STEP G HOURLY RATE |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **PRINCIPAL** | **IX** | **$68.7103** | **$70.0845** | **$71.4860** | **$72.9159** | **$74.3742** | **$75.8617** | **$77.3788** | **$78.9266** | **$80.5050** | **$82.1151** | **$83.7574** | **$85.4326** | **$87.1412** |
| *Contract Manager* | | | | | | | | | | | | | | |
| *Building Manager* | | | | | | | | | | | | | | |
| *Assistant Human Resources Manager* | | | | | | | | | | | | | | |
| *Principal Information Systems Manager* | | | | | | | | | | | | | | |
| *Principal Systems Manager* | | | | | | | | | | | | | | |
| *Revenue & Budget Manager* | | | | | | | | | | | | | | |
| *Principal Financial Analyst* | | | | | | | | | | | | | | |
| *Accounting Manager* | | | | | | | | | | | | | | |
| *GIS Principal* | | | | | | | | | | | | | | |
| *Principal Public Info/Outreach Analyst* | | | | | | | | | | | | | | |
| *Principal Legislative Analyst* | | | | | | | | | | | | | | |
| *Principal Planner/Analyst* | | | | | | | | | | | | | | |
| *Principal Program Coordinator* | | | | | | | | | | | | | | |

*Regular full-time positions work a 30 hour a week minimum and up to 40 hours a week. 30 hrs a week equals 1,560 hrs worked a year. 32 hrs a week equals 1,664 hrs worked a year. 36 hrs a week equals 1,872 hrs worked a year. 40 hrs a week equals 2,080 hrs worked a year.*

*Regular part-time positions work a 20 hour a week minimum and up to 29 hours a week. 20 hrs a week equals 1,040 hrs worked a year. 24 hrs a week equals 1, 248 hrs worked a year. 26 hrs a week equals 1,352 hrs worked a year. 29 hrs a week equals 1,508 hrs worked a year.*

**Metropolitan Transportation Commission**
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| CLASSIFICATION LEVEL & POSITIONS INCLUDED | SALARY GRADE LEVEL | STEP A HOURLY RATE | STEP A1 HOURLY RATE | STEP B HOURLY RATE | STEP B1 HOURLY RATE | STEP C HOURLY RATE | STEP C1 HOURLY RATE | STEP D HOURLY RATE | STEP D1 HOURLY RATE | STEP E HOURLY RATE | STEP E1 HOURLY RATE | STEP F HOURLY RATE | STEP F1 HOURLY RATE | STEP G HOURLY RATE |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **ADMINISTRATOR I** | **I** | **$26.2310** | **$26.7558** | **$27.2909** | **$27.8367** | **$28.3933** | **$28.9612** | **$29.5404** | **$30.1313** | **$30.7339** | **$31.3485** | **$31.9756** | **$32.6152** | **$33.2674** |
| *Intern* | | | | | | | | | | | | | | |
| **ADMINISTRATOR II** | **II** | **$29.7952** | **$30.3910** | **$30.9987** | **$31.6187** | **$32.2512** | **$32.8961** | **$33.5540** | **$34.2252** | **$34.9097** | **$35.6079** | **$36.3199** | **$37.0463** | **$37.7874** |
| *Administrative Assistant I* | | | | | | | | | | | | | | |
| *GSU Assistant I* | | | | | | | | | | | | | | |
| *Accounting Assistant I* | | | | | | | | | | | | | | |
| **ADMINISTRATOR III** | **III** | **$32.8316** | **$33.4884** | **$34.1581** | **$34.8413** | **$35.5381** | **$36.2488** | **$36.9739** | **$37.7133** | **$38.4677** | **$39.2369** | **$40.0216** | **$40.8220** | **$41.6385** |
| *Administrative Assistant II* | | | | | | | | | | | | | | |
| *GSU Assistant II* | | | | | | | | | | | | | | |
| *Accounting Assistant II* | | | | | | | | | | | | | | |
| **ADMINISTRATOR/TECHNICIAN** | **IV** | **$36.1049** | **$36.8271** | **$37.5636** | **$38.3147** | **$39.0811** | **$39.8627** | **$40.6599** | **$41.4731** | **$42.3027** | **$43.1487** | **$44.0116** | **$44.8919** | **$45.7896** |
| *Administrative Assistant III* | | | | | | | | | | | | | | |
| *Purchasing Technician* | | | | | | | | | | | | | | |
| *GSU Assistant III/Buiding Services Assistant I* | | | | | | | | | | | | | | |
| *Information Systems Technician I* | | | | | | | | | | | | | | |
| *Accounting Assistant III* | | | | | | | | | | | | | | |
| *Library Technician I* | | | | | | | | | | | | | | |
| *Public Info & Outreach Technician I* | | | | | | | | | | | | | | |
| **TECHNICIAN** | **V** | **$39.7255** | **$40.5201** | **$41.3305** | **$42.1570** | **$43.0002** | **$43.8602** | **$44.7375** | **$45.6321** | **$46.5448** | **$47.4758** | **$48.4254** | **$49.3936** | **$50.3815** |
| *Executive Assistant I* | | | | | | | | | | | | | | |
| *Legal Assistant I* | | | | | | | | | | | | | | |
| *Purchasing/Procurement Specialist* | | | | | | | | | | | | | | |
| *Building Services Assistant* | | | | | | | | | | | | | | |
| *Human Resources Technician* | | | | | | | | | | | | | | |
| *Information Systems Technician II* | | | | | | | | | | | | | | |
| *Finance Technician I* | | | | | | | | | | | | | | |
| *GIS Planner/Analyst I* | | | | | | | | | | | | | | |
| *Graphic Artist I* | | | | | | | | | | | | | | |
| *Library Technician II* | | | | | | | | | | | | | | |
| *Public Info & Outreach Technician II* | | | | | | | | | | | | | | |
| *Planning Technician* | | | | | | | | | | | | | | |
| *Program Technician* | | | | | | | | | | | | | | |

**Metropolitan Transportation Commission**
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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **JUNIOR** | **VI** | **$43.8199** | **$44.6964** | **$45.5902** | **$46.5021** | **$47.4321** | **$48.3808** | **$49.3485** | **$50.3353** | **$51.3420** | **$52.3690** | **$53.4162** | **$54.4845** | **$55.5742** |
| *Executive Assistant II* | | | | | | | | | | | | | | |
| *Legal Assistant II* | | | | | | | | | | | | | | |
| *Contract Assistant* | | | | | | | | | | | | | | |
| *Assistant Building Engineer* | | | | | | | | | | | | | | |
| *Human Resources Analyst I* | | | | | | | | | | | | | | |
| *Information Systems Specialist I* | | | | | | | | | | | | | | |
| *Systems Analyst I* | | | | | | | | | | | | | | |
| *Junior Financial Analyst* | | | | | | | | | | | | | | |
| *Accountant/Auditor I* | | | | | | | | | | | | | | |
| *Finance Technician II* | | | | | | | | | | | | | | |
| *GIS Planner/Analyst II* | | | | | | | | | | | | | | |
| *Graphic Artist II* | | | | | | | | | | | | | | |
| *Librarian I* | | | | | | | | | | | | | | |
| *Junior Public Info/Outreach Analyst* | | | | | | | | | | | | | | |
| *Junior Planner/Analyst* | | | | | | | | | | | | | | |
| *Junior Program Coordinator* | | | | | | | | | | | | | | |
| **ASSISTANT** | **VII** | **$50.5250** | **$51.5354** | **$52.5660** | **$53.6175** | **$54.6896** | **$55.7836** | **$56.8992** | **$58.0372** | **$59.1981** | **$60.3818** | **$61.5895** | **$62.8213** | **$64.0778** |
| *Contract Specialist* | | | | | | | | | | | | | | |
| *Executive Assistant III* | | | | | | | | | | | | | | |
| *Legal Assistant III* | | | | | | | | | | | | | | |
| *Building Engineer* | | | | | | | | | | | | | | |
| *Human Resources Analyst II* | | | | | | | | | | | | | | |
| *Information Systems Specialist II* | | | | | | | | | | | | | | |
| *Systems Analyst II* | | | | | | | | | | | | | | |
| *Assistant Financial Analyst* | | | | | | | | | | | | | | |
| *Accountant/Auditor II* | | | | | | | | | | | | | | |
| *GIS Planner/Analyst III* | | | | | | | | | | | | | | |
| *Graphic Artist III* | | | | | | | | | | | | | | |
| *Librarian II* | | | | | | | | | | | | | | |
| *Assistant Public Info/Outreach Analyst* | | | | | | | | | | | | | | |
| *Assistant Legislative Analyst* | | | | | | | | | | | | | | |
| *Assistant Planner/Analyst* | | | | | | | | | | | | | | |
| *Assistant Program Coordinator* | | | | | | | | | | | | | | |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **ASSOCIATE** | **VIII(a)** | **$58.2511** | **$59.4162** | **$60.6045** | **$61.8166** | **$63.0530** | **$64.3140** | **$65.6003** | **$66.9123** | **$68.2505** | **$69.6156** | **$71.0078** | **$72.4280** | **$73.8765** |
| *Contract Administrator* | | | | | | | | | | | | | | |
| *Building Administrator* | | | | | | | | | | | | | | |
| *Human Resources Analyst III* | | | | | | | | | | | | | | |
| *Information Systems Specialist III* | | | | | | | | | | | | | | |
| *Systems Analyst III* | | | | | | | | | | | | | | |
| *Associate Financial Analyst* | | | | | | | | | | | | | | |
| *Accountant/Auditor III* | | | | | | | | | | | | | | |
| *GIS Coordinator* | | | | | | | | | | | | | | |
| *Graphic Artist Coordinator* | | | | | | | | | | | | | | |
| *Head Librarian* | | | | | | | | | | | | | | |
| *Associate Public Info/Outreach Analyst* | | | | | | | | | | | | | | |
| *Associate Legislative Analyst* | | | | | | | | | | | | | | |
| *Associate Planner/Analyst* | | | | | | | | | | | | | | |
| *Associate Program Coordinator* | | | | | | | | | | | | | | |
| **SENIOR** | **VIII(b)** | **$61.2002** | **$62.4241** | **$63.6726** | **$64.9461** | **$66.2450** | **$67.5700** | **$68.9213** | **$70.2997** | **$71.7058** | **$73.1398** | **$74.6026** | **$76.0945** | **$77.6166** |
| *Senior Contract Administrator* | | | | | | | | | | | | | | |
| *Senior Building Administrator* | | | | | | | | | | | | | | |
| *Senior Human Resources Analyst IIIb* | | | | | | | | | | | | | | |
| *Information Systems Specialist IIIb* | | | | | | | | | | | | | | |
| *Systems Analyst IIIb* | | | | | | | | | | | | | | |
| *Senior Financial Analyst* | | | | | | | | | | | | | | |
| *Accountant/Auditor IIIb* | | | | | | | | | | | | | | |
| *GIS Senior Coordinator* | | | | | | | | | | | | | | |
| *Graphic Artist Senior Coordinator* | | | | | | | | | | | | | | |
| *Head Librarian IIIb* | | | | | | | | | | | | | | |
| *Senior Public Info/Outreach Analyst* | | | | | | | | | | | | | | |
| *Senior Legislative Analyst* | | | | | | | | | | | | | | |
| *Senior Planner/Analyst* | | | | | | | | | | | | | | |
| *Senior Program Coordinator* | | | | | | | | | | | | | | |

**Metropolitan Transportation Commission**
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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **PRINCIPAL** | **IX** | **$71.3213** | **$72.7477** | **$74.2025** | **$75.6867** | **$77.2004** | **$78.7444** | **$80.3192** | **$81.9258** | **$83.5642** | **$85.2355** | **$86.9402** | **$88.6790** | **$90.4526** |
| *Contract Manager* | | | | | | | | | | | | | | |
| *Building Manager* | | | | | | | | | | | | | | |
| *Assistant Human Resources Manager* | | | | | | | | | | | | | | |
| *Principal Information Systems Manager* | | | | | | | | | | | | | | |
| *Principal Systems Manager* | | | | | | | | | | | | | | |
| *Revenue & Budget Manager* | | | | | | | | | | | | | | |
| *Principal Financial Analyst* | | | | | | | | | | | | | | |
| *Accounting Manager* | | | | | | | | | | | | | | |
| *GIS Principal* | | | | | | | | | | | | | | |
| *Principal Public Info/Outreach Analyst* | | | | | | | | | | | | | | |
| *Principal Legislative Analyst* | | | | | | | | | | | | | | |
| *Principal Planner/Analyst* | | | | | | | | | | | | | | |
| *Principal Program Coordinator* | | | | | | | | | | | | | | |

*Regular full-time positions work a 30 hour a week minimum and up to 40 hours a week. 30 hrs a week equals 1,560 hrs worked a year. 32 hrs a week equals 1,664 hrs worked a year. 36 hrs a week equals 1,872 hrs worked a year. 40 hrs a week equals 2,080 hrs worked a year.*

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**Metropolitan Transportation Commission**
**Pay Schedule for CSR Represented Employees and Confidential Employees**
**Fiscal Year 2025 - 2026, Effective First Pay Period Including July 1, 2025 to June 30, 2026**

*The base salary rate is stated as the hourly rate for each classification grade level and each step within the grade level*

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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | I | $26.9656 | $27.5049 | $28.0550 | $28.6161 | $29.1884 | $29.7722 | $30.3676 | $30.9750 | $31.5945 | $32.2264 | $32.8709 | $33.5283 | $34.1989 | N/A | N/A | N/A |
| *INTERN* | | | | | | | | | | | | | | | | | |
| | II | $30.6294 | $31.2420 | $31.8668 | $32.5041 | $33.1542 | $33.8173 | $34.4936 | $35.1835 | $35.8872 | $36.6049 | $37.3370 | $38.0837 | $38.8454 | N/A | N/A | N/A |
| *GSU ASSISTANT I* | | | | | | | | | | | | | | | | | |
| | III | $33.7510 | $34.4260 | $35.1145 | $35.8168 | $36.5331 | $37.2638 | $38.0091 | $38.7693 | $39.5447 | $40.3356 | $41.1423 | $41.9651 | $42.8044 | N/A | N/A | N/A |
| *GSU ASSISTANT II* | | | | | | | | | | | | | | | | | |
| | IV | $37.1157 | $37.8580 | $38.6152 | $39.3875 | $40.1752 | $40.9787 | $41.7983 | $42.6343 | $43.4870 | $44.3567 | $45.2438 | $46.1487 | $47.0717 | N/A | N/A | N/A |
| *BUILDING SERVICES ASSISTANT I*<br>*GSU ASSISTANT III* | | | | | | | | | | | | | | | | | |
| | V | $40.8377 | $41.6545 | $42.4876 | $43.3374 | $44.2041 | $45.0882 | $45.9900 | $46.9098 | $47.8480 | $48.8050 | $49.7811 | $50.7767 | $51.7922 | N/A | N/A | N/A |
| *BUILDING SERVICES ASSISTANT II*<br>*EXECUTIVE ASSISTANT I*<br>*FINANCE TECHNICIAN*<br>*LEGAL ASSISTANT I* | | | | | | | | | | | | | | | | | |
| | VI | $45.0469 | $45.9478 | $46.8668 | $47.8041 | $48.7602 | $49.7354 | $50.7301 | $51.7447 | $52.7796 | $53.8352 | $54.9119 | $56.0101 | $57.1303 | N/A | N/A | N/A |
| *ASSISTANT BUILDING ENGINEER/BUILDING SUPERVISOR*<br>*COMMUNICATIONS SPECIALIST I*<br>*CONTRACTS SPECIALIST I*<br>*ENGINEER I*<br>*EXECUTIVE ASSISTANT II*<br>*FINANCIAL ANALYST/ACCOUNTANT I*<br>*HUMAN RESOURCES ANALYST I*<br>*LEGAL ASSISTANT II*<br>*MANAGEMENT ANALYST I*<br>*PLANNER/ANALYST I*<br>*PROGRAM COORDINATOR I*<br>*TECHNOLOGY SPECIALIST* | | | | | | | | | | | | | | | | | |
| | VII | $51.9396 | $52.9784 | $54.0380 | $55.1188 | $56.2212 | $57.3456 | $58.4925 | $59.6623 | $60.8555 | $62.0726 | $63.3141 | $64.5804 | $65.8720 | N/A | N/A | N/A |
| *BUILDING ENGINEER*<br>*COMMUNICATIONS SPECIALIST II*<br>*CONTRACTS SPECIALIST II*<br>*ENGINEER II*<br>*EXECUTIVE ASSISTANT III*<br>*FINANCIAL ANALYST/ACCOUNTANT II*<br>*HUMAN RESOURCES ANALYST II*<br>*LEGAL ASSISTANT III*<br>*MANAGEMENT ANALYST II*<br>*PLANNER/ANALYST II*<br>*PROGRAM COORDINATOR II*<br>*TECHNOLOGY ADMINISTRATOR* | | | | | | | | | | | | | | | | | |

**Metropolitan Transportation Commission**
**Pay Schedule for CSR Represented Employees and Confidential Employees**
**Fiscal Year 2025 - 2026, Effective First Pay Period Including July 1, 2025 to June 30, 2026**

*The base salary rate is stated as the hourly rate for each classification grade level and each step within the grade level*

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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | VIII | $59.8823 | $61.0799 | $62.3015 | $63.5475 | $64.8184 | $66.1148 | $67.4371 | $68.7858 | $70.1615 | $71.5647 | $72.9960 | $74.4559 | $75.9450 | $77.4639 | $79.0132 | $80.5935 |
| *BUILDING ADMINISTRATOR* | | | | | | | | | | | | | | | | | |
| *COMMUNICATIONS SPECIALIST III* | | | | | | | | | | | | | | | | | |
| *CONTRACTS SPECIALIST III* | | | | | | | | | | | | | | | | | |
| *ENGINEER III* | | | | | | | | | | | | | | | | | |
| *FINANCIAL ANALYST/ACCOUNTANT III* | | | | | | | | | | | | | | | | | |
| *HUMAN RESOURCES ANALYST III* | | | | | | | | | | | | | | | | | |
| *MANAGEMENT ANALYST III* | | | | | | | | | | | | | | | | | |
| *PLANNER/ANALYST III* | | | | | | | | | | | | | | | | | |
| *PROGRAM COORDINATOR III* | | | | | | | | | | | | | | | | | |
| *TECHNOLOGY ANALYST* | | | | | | | | | | | | | | | | | |
| | IX | $73.3182 | $74.7846 | $76.2803 | $77.8059 | $79.3620 | $80.9492 | $82.5682 | $84.2196 | $85.9040 | $87.6221 | $89.3745 | $91.1620 | $92.9852 | N/A | N/A | N/A |
| *BUILDING MANAGER* | | | | | | | | | | | | | | | | | |
| *PRINCIPAL COMMUNICATIONS SPECIALIST* | | | | | | | | | | | | | | | | | |
| *PRINCIPAL CONTRACTS SPECIALIST* | | | | | | | | | | | | | | | | | |
| *PRINCIPAL ENGINEER* | | | | | | | | | | | | | | | | | |
| *PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT* | | | | | | | | | | | | | | | | | |
| *PRINCIPAL HUMAN RESOURCES ANALYST* | | | | | | | | | | | | | | | | | |
| *PRINCIPAL MANAGEMENT ANALYST* | | | | | | | | | | | | | | | | | |
| *PRINCIPAL PLANNER/ANALYST* | | | | | | | | | | | | | | | | | |
| *PRINCIPAL PROGRAM COORDINATOR* | | | | | | | | | | | | | | | | | |
| *PRINCIPAL TECHNOLOGY ANALYST* | | | | | | | | | | | | | | | | | |

*Regular full-time positions work a 30 hour a week minimum and up to 40 hours a week. 30 hrs a week equals 1,560 hrs worked a year. 32 hrs a week equals 1,664 hrs worked a year. 36 hrs a week equals 1,872 hrs worked a year. 40 hrs a week equals 2,080 hrs worked a year.*

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**Metropolitan Transportation Commission**
**Pay Schedule for CSR Represented Employees and Confidential Employees**
**Fiscal Year 2026 - 2027, Effective First Pay Period Including July 1, 2026 to June 30, 2027**

*The base salary rate is stated as the hourly rate for each classification grade level and each step within the grade level*

| CLASSIFICATIONS INCLUDED | SALARY GRADE LEVEL | STEP A HOURLY RATE | STEP A1 HOURLY RATE | STEP B HOURLY RATE | STEP B1 HOURLY RATE | STEP C HOURLY RATE | STEP C1 HOURLY RATE | STEP D HOURLY RATE | STEP D1 HOURLY RATE | STEP E HOURLY RATE | STEP E1 HOURLY RATE | STEP F HOURLY RATE | STEP F1 HOURLY RATE | STEP G HOURLY RATE | STEP G1 HOURLY RATE | STEP H HOURLY RATE | STEP H1 HOURLY RATE |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | I | $27.9903 | $28.5501 | $29.1211 | $29.7035 | $30.2976 | $30.9035 | $31.5216 | $32.1520 | $32.7951 | $33.4510 | $34.1200 | $34.8024 | $35.4985 | N/A | N/A | N/A |
| *INTERN* | | | | | | | | | | | | | | | | | |
| | II | $31.7932 | $32.4291 | $33.0777 | $33.7392 | $34.4140 | $35.1023 | $35.8044 | $36.5204 | $37.2509 | $37.9959 | $38.7558 | $39.5309 | $40.3215 | N/A | N/A | N/A |
| *GSU ASSISTANT I* | | | | | | | | | | | | | | | | | |
| | III | $35.0335 | $35.7342 | $36.4489 | $37.1778 | $37.9214 | $38.6798 | $39.4534 | $40.2425 | $41.0473 | $41.8683 | $42.7057 | $43.5598 | $44.4310 | N/A | N/A | N/A |
| *GSU ASSISTANT II* | | | | | | | | | | | | | | | | | |
| | IV | $38.5261 | $39.2966 | $40.0826 | $40.8842 | $41.7019 | $42.5359 | $43.3867 | $44.2544 | $45.1395 | $46.0423 | $46.9631 | $47.9024 | $48.8604 | N/A | N/A | N/A |
| *BUILDING SERVICES ASSISTANT I*<br>*GSU ASSISTANT III* | | | | | | | | | | | | | | | | | |
| | V | $42.3896 | $43.2374 | $44.1022 | $44.9842 | $45.8839 | $46.8016 | $47.7376 | $48.6924 | $49.6662 | $50.6595 | $51.6727 | $52.7062 | $53.7603 | N/A | N/A | N/A |
| *BUILDING SERVICES ASSISTANT II*<br>*EXECUTIVE ASSISTANT I*<br>*FINANCE TECHNICIAN*<br>*LEGAL ASSISTANT I* | | | | | | | | | | | | | | | | | |
| | VI | $46.7586 | $47.6938 | $48.6477 | $49.6206 | $50.6130 | $51.6253 | $52.6578 | $53.7110 | $54.7852 | $55.8809 | $56.9985 | $58.1385 | $59.3013 | N/A | N/A | N/A |
| *ASSISTANT BUILDING ENGINEER/BUILDING SUPERVISOR*<br>*COMMUNICATIONS SPECIALIST I*<br>*CONTRACTS SPECIALIST I*<br>*ENGINEER I*<br>*EXECUTIVE ASSISTANT II*<br>*FINANCIAL ANALYST/ACCOUNTANT I*<br>*HUMAN RESOURCES ANALYST I*<br>*LEGAL ASSISTANT II*<br>*MANAGEMENT ANALYST I*<br>*PLANNER/ANALYST I*<br>*PROGRAM COORDINATOR I*<br>*TECHNOLOGY SPECIALIST* | | | | | | | | | | | | | | | | | |
| | VII | $53.9133 | $54.9916 | $56.0914 | $57.2133 | $58.3575 | $59.5247 | $60.7152 | $61.9295 | $63.1681 | $64.4314 | $65.7200 | $67.0344 | $68.3751 | N/A | N/A | N/A |
| *BUILDING ENGINEER*<br>*COMMUNICATIONS SPECIALIST II*<br>*CONTRACTS SPECIALIST II*<br>*ENGINEER II*<br>*EXECUTIVE ASSISTANT III*<br>*FINANCIAL ANALYST/ACCOUNTANT II*<br>*HUMAN RESOURCES ANALYST II*<br>*LEGAL ASSISTANT III*<br>*MANAGEMENT ANALYST II*<br>*PLANNER/ANALYST II*<br>*PROGRAM COORDINATOR II*<br>*TECHNOLOGY ADMINISTRATOR* | | | | | | | | | | | | | | | | | |

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**Metropolitan Transportation Commission**
**Pay Schedule for CSR Represented Employees and Confidential Employees**
**Fiscal Year 2026 - 2027, Effective First Pay Period Including July 1, 2026 to June 30, 2027**

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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | VIII | $62.1577 | $63.4009 | $64.6689 | $65.9623 | $67.2815 | $68.6272 | $69.9997 | $71.3997 | $72.8277 | $74.2843 | $75.7699 | $77.2853 | $78.8310 | $80.4077 | $82.0158 | $83.6561 |
| *BUILDING ADMINISTRATOR* | | | | | | | | | | | | | | | | | |
| *COMMUNICATIONS SPECIALIST III* | | | | | | | | | | | | | | | | | |
| *CONTRACTS SPECIALIST III* | | | | | | | | | | | | | | | | | |
| *ENGINEER III* | | | | | | | | | | | | | | | | | |
| *FINANCIAL ANALYST/ACCOUNTANT III* | | | | | | | | | | | | | | | | | |
| *HUMAN RESOURCES ANALYST III* | | | | | | | | | | | | | | | | | |
| *MANAGEMENT ANALYST III* | | | | | | | | | | | | | | | | | |
| *PLANNER/ANALYST III* | | | | | | | | | | | | | | | | | |
| *PROGRAM COORDINATOR III* | | | | | | | | | | | | | | | | | |
| *TECHNOLOGY ANALYST* | | | | | | | | | | | | | | | | | |
| | IX | $76.1043 | $77.6264 | $79.1789 | $80.7625 | $82.3777 | $84.0253 | $85.7058 | $87.4199 | $89.1683 | $90.9517 | $92.7707 | $94.6261 | $96.5186 | N/A | N/A | N/A |
| *BUILDING MANAGER* | | | | | | | | | | | | | | | | | |
| *PRINCIPAL COMMUNICATIONS SPECIALIST* | | | | | | | | | | | | | | | | | |
| *PRINCIPAL CONTRACTS SPECIALIST* | | | | | | | | | | | | | | | | | |
| *PRINCIPAL ENGINEER* | | | | | | | | | | | | | | | | | |
| *PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT* | | | | | | | | | | | | | | | | | |
| *PRINCIPAL HUMAN RESOURCES ANALYST* | | | | | | | | | | | | | | | | | |
| *PRINCIPAL MANAGEMENT ANALYST* | | | | | | | | | | | | | | | | | |
| *PRINCIPAL PLANNER/ANALYST* | | | | | | | | | | | | | | | | | |
| *PRINCIPAL PROGRAM COORDINATOR* | | | | | | | | | | | | | | | | | |
| *PRINCIPAL TECHNOLOGY ANALYST* | | | | | | | | | | | | | | | | | |

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*Regular part-time positions work a 20 hour a week minimum and up to 29 hours a week. 20 hrs a week equals 1,040 hrs worked a year. 24 hrs a week equals 1, 248 hrs worked a year. 26 hrs a week equals 1,352 hrs worked a year. 29 hrs a week equals 1,508 hrs worked a year.*

**Metropolitan Transportation Commission**
**Administration Committee**

**October 14, 2026** **Agenda Item 4b-26-2164**

**MTC Resolution No. 4799. Approval of Pay Schedules for Specific Executive Employees for Fiscal Years 24/25 through 26/27 in accordance with California Code of Regulation, Title 2, Section 570.5**

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**Subject:**

Approve Pay Schedules for Specific Executive Employees for Fiscal Years 24/25 through 26/27 in accordance with California Code of Regulation, Title 2, Section 570.5 (2 CCR §570.5).

**Background:**

As a California Public Employees' Retirement System (CalPERS) contracting public agency, the Metropolitan Transportation Commission (MTC) must maintain publicly available pay schedules in compliance with the Public Employees' Retirement Law (PERL), the Public Employees' Pension Reform Act (PEPRA) of 2013, and California Code of Regulations, title 2, section 570.5. Under PERL and PEPRA, compensation earnable and pensionable compensation are determined based on amounts identified in publicly available pay schedules.

Through prior employee MOUs and the customary budget process, the Chief Financial Officer and Executive Director have provided the Commission with complete salary information, including cost-of-living adjustments and anticipated salary steps.

This action formally codifies those pay schedules using an acceptable format and data required by CalPERS. No individual salaries, job classifications, or compensation levels are being changed through this action.

Consistent with CalPERS requirements under California Code of Regulations, title 2, section 570.5, this action ensures that retiree pensions will continue to be calculated using properly approved and publicly available pay schedules.

**Next Steps:**

Staff will implement the Commission approved pay schedules and maintain the publicly available pay schedules in accordance with 2 CCR §570.5.

**Issues:**

If the Pay Schedules are not approved by the Commission, MTC will be out of compliance with 2 CCR §570.5 and may impact retiree pension calculations.

**Recommendations:**

Staff recommends that the Commission approve the following actions, effective on the date prescribed on the pay schedules as follows:

- Approve MTC Resolution No. 4799, Pay Schedules for Specific Executive Employees

**Attachments:**

- MTC Resolution No. 4799
- Attachment A: Pay Schedules for Specific Executive Employees (FY 24/25 – FY 26/27)

Andrew B. Fremier

Date: October 28, 2026
W.I.: 1153
Referred by: Administration


ABSTRACT
Resolution No. 4799

This resolution sets forth the MTC Pay Schedules for Specific Executive Employees from July 1, 2024, through and including June 30, 2027.

Further discussion is contained in the Executive Director's memorandum dated October 14, 2026.

Date: October 28, 2026
W.I.: 1153
Referred by: Administration

RE: MTC Pay Schedules from July 1, 2024, through and including June 30, 2027, Specific Executive Employees

METROPOLITAN TRANSPORTATION COMMISSION
RESOLUTION NO. 4799

WHEREAS, MTC Resolution No. 4582, adopted May 24, 2023, established employment benefits and pay schedule for specific executive employees of MTC for the period beginning July 1, 2023 through and including June 30, 2027 and approved the FY 23/24 pay schedule for specific executive employees of MTC; and

WHEREAS, this resolution clarifies the pay schedules provided in Resolution No. 4582 for specific executive employees of MTC; and

WHEREAS, MTC contracts with the California Public Employees Retirement System (CalPERS) to provide retirement benefits for its employees and CalPERS uses MTC's pay schedules to calculate retirement benefits earned by MTC's employees; and

WHEREAS, MTC is adhering to the California Code of Regulations, Title 2, Section 570.5, which sets forth reporting regulations for CalPERS contracting public agencies to have duly approved and adopted publicly available pay schedules; now, therefore, be it

RESOLVED, that FY 24/25 through and including FY 26/27 pay schedules for implementation during this agreement for specific executive employees shall be set forth in Attachment B to this resolution, attached hereto and incorporated herein as though set forth at length; and be it further

RESOLVED, that this Resolution will be posted at MTC's offices or immediately accessible for public review during normal business hours or posted on MTC's internet.

METROPOLITAN TRANSPORTATION COMMISSION

Sue Noack, Chair

The above resolution was entered into by the Metropolitan Transportation Commission at a regular meeting of the Commission held in San Francisco, California, and at other remote locations, on October 28, 2026.

## Pay Schedule for MTC Specific Executive Employees
## Fiscal Year 2024-25 Effective First Pay Period Including July 1, 2024 through June 30, 2025

| CLASS/POSITION | GRADE | MIN | MAX | Hourly Base Rate |
|---|---|---|---|---|
| | | | | |
| **ASSOCIATE COUNSEL I/II** | **L/2** | **$82.3117** | **$109.6692** | **HOURLY BASE RATE** |
| Associate Counsel I | | | | |
| Associate Counsel II | | | | |
| **EXECUTIVE ADMINISTRATIVE** | **X/B & F/2** | **$82.3117** | **$109.6692** | **HOURLY BASE RATE** |
| Assistant Director | | | | |
| BARC Director | | | | |
| Finance Assistant Director | | | | |
| **DEPUTY GENERAL COUNSEL** | **L/3** | **$107.9999** | **$134.2843** | **HOURLY BASE RATE** |
| Deputy General Counsel | | | | |
| Senior Attorney | | | | |
| **EXECUTIVE MANAGEMENT** | **X/A & F/3** | **$107.9999** | **$134.2843** | **HOURLY BASE RATE** |
| Section Director | | | | |
| Deputy Financial Officer | | | | |
| Deputy Director | | | | |
| Administrative Director | | | | |
| **SENIOR DEPUTY GENERAL COUNSEL** | **L/4** | **$119.7961** | **$140.0943** | **HOURLY BASE RATE** |
| Senior Deputy General Counsel | | | | |
| **DEPUTY EXECUTIVE DIRECTOR/CHIEF FINANCIAL OFFICER/CHIEF OPERATING OFFICER** | **X/3 & X/4 & X/5** | **$134.4910** | **$160.7347** | **HOURLY BASE RATE** |
| Deputy Executive Director | | | | |
| Chief Financial Officer | | | | |
| Chief Operating Officer | | | | |
| **Chief Deputy Executive Director** | **X/6** | **$159.9662** | **$174.6643** | **HOURLY BASE RATE** |
| Chief Deputy Executive Director | | | | |

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*Regular part-time positions work a 20 hour a week minimum and up to 29 hours a week. 20 hrs a week equals 1,040 hrs worked a year. 24 hrs a week equals 1, 248 hrs worked a year. 26 hrs a week equals 1,352 hrs worked a year. 29 hrs a week equals 1,508 hrs worked a year.*

## Pay Schedule for MTC Specific Executive Employees
## Fiscal Year 2025-26 Effective First Pay Period Including July 1, 2025 through June 30, 2026

| CLASS/POSITION | GRADE | MIN | MAX | Hourly Base Rate |
|---|---|---|---|---|
| | | | | |
| **ASSOCIATE COUNSEL I/II** | **L/2** | **$84.6164** | **$112.7399** | **HOURLY BASE RATE** |
| Associate Counsel I | | | | |
| Associate Counsel II | | | | |
| **EXECUTIVE ADMINISTRATIVE** | **X/B & F/2** | **$84.6164** | **$112.7399** | **HOURLY BASE RATE** |
| Assistant Director | | | | |
| BARC Director | | | | |
| Finance Assistant Director | | | | |
| **DEPUTY GENERAL COUNSEL** | **L/3** | **$111.0239** | **$138.0443** | **HOURLY BASE RATE** |
| Deputy General Counsel | | | | |
| Senior Attorney | | | | |
| **EXECUTIVE MANAGEMENT** | **X/A & F/3** | **$111.0239** | **$138.0443** | **HOURLY BASE RATE** |
| Section Director | | | | |
| Deputy Financial Officer | | | | |
| Deputy Director | | | | |
| Administrative Director | | | | |
| **SENIOR DEPUTY GENERAL COUNSEL** | **L/4** | **$123.1504** | **$144.0169** | **HOURLY BASE RATE** |
| Senior Deputy General Counsel | | | | |
| **DEPUTY EXECUTIVE DIRECTOR/CHIEF FINANCIAL OFFICER/CHIEF OPERATING OFFICER** | **X/3 & X/4 & X/5** | **$138.2567** | **$165.2353** | **HOURLY BASE RATE** |
| Deputy Executive Director | | | | |
| Chief Financial Officer | | | | |
| Chief Operating Officer | | | | |
| **Chief Deputy Executive Director** | **X/6** | **$164.4453** | **$179.5549** | **HOURLY BASE RATE** |
| Chief Deputy Executive Director | | | | |

*Regular full-time positions work a 30 hour a week minimum and up to 40 hours a week. 30 hrs a week equals 1,560 hrs worked a year. 32 hrs a week equals 1,664 hrs worked a year. 36 hrs a week equals 1,872 hrs worked a year. 40 hrs a week equals 2,080 hrs worked a year.*

*Regular part-time positions work a 20 hour a week minimum and up to 29 hours a week. 20 hrs a week equals 1,040 hrs worked a year. 24 hrs a week equals 1, 248 hrs worked a year. 26 hrs a week equals 1,352 hrs worked a year. 29 hrs a week equals 1,508 hrs worked a year.*

## Pay Schedule for MTC Specific Executive Employees
## Fiscal Year 2026-27 Effective First Pay Period Including July 1, 2026 through June 30, 2027

| CLASS/POSITION | GRADE | MIN | MAX | Hourly Base Rate |
|---|---|---|---|---|
| | | | | |
| **ASSOCIATE COUNSEL I/II** | **L/2** | **$87.8319** | **$117.0240** | **HOURLY BASE RATE** |
| Associate Counsel I | | | | |
| Associate Counsel II | | | | |
| **EXECUTIVE ADMINISTRATIVE** | **X/B & F/2** | **$87.8319** | **$117.0240** | **HOURLY BASE RATE** |
| Assistant Director | | | | |
| BARC Director | | | | |
| Finance Assistant Director | | | | |
| **DEPUTY GENERAL COUNSEL** | **L/3** | **$115.2428** | **$143.2900** | **HOURLY BASE RATE** |
| Deputy General Counsel | | | | |
| Senior Attorney | | | | |
| **EXECUTIVE MANAGEMENT** | **X/A & F/3** | **$115.2428** | **$143.2900** | **HOURLY BASE RATE** |
| Section Director | | | | |
| Deputy Financial Officer | | | | |
| Deputy Director | | | | |
| Administrative Director | | | | |
| **SENIOR DEPUTY GENERAL COUNSEL** | **L/4** | **$127.8301** | **$149.4895** | **HOURLY BASE RATE** |
| Senior Deputy General Counsel | | | | |
| **DEPUTY EXECUTIVE DIRECTOR/CHIEF FINANCIAL OFFICER/CHIEF OPERATING OFFICER** | **X/3 & X/4 & X/5** | **$143.5105** | **$171.5142** | **HOURLY BASE RATE** |
| Deputy Executive Director | | | | |
| Chief Financial Officer | | | | |
| Chief Operating Officer | | | | |
| **Chief Deputy Executive Director** | **X/6** | **$170.6942** | **$186.3780** | **HOURLY BASE RATE** |
| Chief Deputy Executive Director | | | | |

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*Regular part-time positions work a 20 hour a week minimum and up to 29 hours a week. 20 hrs a week equals 1,040 hrs worked a year. 24 hrs a week equals 1, 248 hrs worked a year. 26 hrs a week equals 1,352 hrs worked a year. 29 hrs a week equals 1,508 hrs worked a year.*