

**NCTD FY2018  
CLASSIFICATION AND COMPENSATION SCHEDULE**

| <b>GRADE</b>    | <b>MINIMUM</b> | <b>MIDPOINT</b> | <b>MAXIMUM</b> | <b>POSITION TITLE</b>                        |
|-----------------|----------------|-----------------|----------------|--|
| A13             | \$2,391        | \$2,749         | \$3,108        | Customer Service Assistant                   |
|                 | \$28,689       | \$32,992        | \$37,295       | Document Control Clerks   LTD - 2017         |
| B21             | \$2,660        | \$3,193         | \$3,725        | Administrative Assistant                     |
|                 | \$31,926       | \$38,311        | \$44,696       | Customer Service Assistant Lead              |
| B22             | \$3,029        | \$3,635         | \$4,240        | Accounting Technician                        |
|                 | \$36,345       | \$43,614        | \$50,833       | Control Center Technician                    |
| B23             | \$3,397        | \$4,076         | \$4,756        | Accounting Specialist                        |
|                 | \$40,764       | \$48,917        | \$57,070       | Fare Revenue Specialist                      |
| B31             | \$4,135        | \$4,962         | \$5,789        | Customer Service Supervisor                  |
|                 | \$49,616       | \$59,539        | \$69,462       | Document Control Coordinator                 |
|                 |                |                 |                | Operations Control Center Coordinator        |
|                 |                |                 |                | Paralegal                                    |
|                 |                |                 |                | Payroll Specialist                           |
|                 |                |                 |                | Technical Writer PT                          |
| C41             | \$4,677        | \$5,847         | \$7,016        | HR Generalist                                |
|                 | \$56,129       | \$70,161        | \$84,193       | Management Analyst                           |
|                 |                |                 |                | Management Analyst - Contracts               |
|                 |                |                 |                | Management Analyst - DSD                     |
|                 |                |                 |                | Network Engineer                             |
|                 |                |                 |                | Quality Control Supervisor - Bus Operations  |
|                 |                |                 |                | Quality Control Supervisor-Facilities        |
|                 |                |                 |                | Real Estate Administrator                    |
|                 |                |                 |                | Right of Way Coordinator                     |
|                 |                |                 |                | Schedule Analyst                             |
|                 |                |                 |                | Senior Accountant                            |
|                 |                |                 |                | Senior Accountant (LTD) - 18-24 months       |
|                 |                |                 |                | Senior Graphic Communication Designer        |
|                 |                |                 |                | Systems Engineer                             |
| Transit Planner |                |                 |                |  |
| C42             | \$5,031        | \$6,289         | \$7,546        | Marketing and Communications Coordinator     |
|                 | \$60,371       | \$75,464        | \$90,577       | Procurement Contracting Officer              |
|                 |                |                 |                | Project Safety Review Officer                |
|                 |                |                 |                | Senior Planner                               |
|                 |                |                 |                | Senior Quality Control Supervisor-Facilities |

**NCTD FY2018  
CLASSIFICATION AND COMPENSATION SCHEDULE**

| GRADE | MINIMUM  | MIDPOINT  | MAXIMUM                 | POSITION TITLE                                    |
|-------|----------|-----------|-------------------------|---|
| C43   | \$5,384  | \$6,731   | \$8,077                 | Claims & Insurance Specialist                     |
|       | \$64,608 | \$80,772  | \$96,924                | Enterprise Resource Planning Administrator        |
|       |          |           |                         | Executive Coordinator                             |
|       |          |           |                         | Facilities Project Planner & Estimator            |
|       |          |           |                         | IT Coordinator                                    |
|       |          |           |                         | Rail Mechanical Officer II                        |
|       |          |           |                         | Senior Financial Analyst                          |
|       |          |           |                         | Senior Procurement Contracting Officer            |
|       |          |           |                         | Senior Procurement Contracting Officer-Facilities |
|       |          |           |                         | System Safety & Compliance Inspector              |
| C51   | \$6,093  | \$7,616   | \$9,139                 | Assistant Controller                              |
|       | \$73,111 | \$91,389  | \$109,667               | Bus Mechanical Officer II                         |
|       |          |           |                         | Bus System Safety Specialist                      |
|       |          |           |                         | Bus Transportation Officer                        |
|       |          |           |                         | Civil Engineer                                    |
|       |          |           |                         | Civil Engineer - Rail                             |
|       |          |           |                         | Facilities Engineer                               |
|       |          |           |                         | Manager of Administration                         |
|       |          |           |                         | Rail Operations Officer                           |
|       |          |           |                         | Rail System Safety Specialist                     |
|       |          |           |                         | ROW Officer                                       |
|       |          |           |                         | Senior Network Engineer                           |
|       |          |           |                         | Senior Network Engineer PTC   LTD 2018            |
|       |          |           | Senior Systems Engineer |   |
| C52   | \$6,316  | \$9,277   | \$12,500                | Architect   |
|       | \$75,795 | \$111,321 | \$150,009               | Civil Rights Officer                              |
|       |          |           |                         | Compliance Officer                                |
|       |          |           |                         | Paratransit Program Administrator                 |
|       |          |           |                         | Principal Contracting Officer                     |
|       |          |           |                         | Principal Project Planner                         |
|       |          |           |                         | Rail Mechanical Officer                           |
|       |          |           |                         | Rail Systems Project Manager                      |
|       |          |           |                         | Senior Bus Mechanical Officer                     |
|       |          |           |                         | Senior Rail Engineer                              |
|       |          |           |                         | Signal Engineer                                   |
|       |          |           |                         | Transportation Program Services Officer           |

**NCTD FY2018  
CLASSIFICATION AND COMPENSATION SCHEDULE**

| <b>GRADE</b> | <b>MINIMUM</b> | <b>MIDPOINT</b> | <b>MAXIMUM</b>       | <b>POSITION TITLE</b>                                      |
|--------------|----------------|-----------------|----------------------|--|
| D61          | \$6,539        | \$8,501         | \$10,463             | Controller   |
|              | \$78,470       | \$102,011       | \$125,522            | Human Resources Manager                                    |
|              |                |                 |                      | Manager of Customer Service                                |
|              |                |                 |                      | Manager of Marketing and Communications                    |
|              |                |                 |                      | Manager, Real Estate                                       |
|              |                |                 |                      | Manager, Right of Way                                      |
|              |                |                 |                      | Transportation Program Manager                             |
| D62          | \$6,879        | \$8,943         | \$11,007             |  |
|              | \$82,549       | \$107,314       | \$132,079            |  |
| D63          | \$7,219        | \$9,385         | \$11,550             | Director Operations Control Center                         |
|              | \$86,628       | \$112,617       | \$138,606            |  |
| E81          | \$8,263        | \$11,155        | \$14,047             | Deputy Chief Budget & Fare Revenue                         |
|              | \$99,156       | \$133,860       | \$168,565            | Deputy Chief Accounting & Financial Officer                |
|              |                |                 |                      | Deputy Chief of Safety and Security                        |
|              |                |                 |                      | Deputy Chief of Transit Operations Planning                |
|              |                |                 |                      | Deputy Chief Operations Officer - Rail                     |
|              |                |                 |                      | Deputy Chief Procurement & Contract Administration Officer |
|              |                |                 |                      | Director of Facilities & Project Management                |
|              |                |                 |                      | Director of Railroad Engineering                           |
|              |                |                 | Senior Legal Counsel |  |
| E82          | \$8,590        | \$11,597        | \$14,604             | Chief Administrative Officer                               |
|              | \$103,084      | \$139,164       | \$175,244            | Chief Development Officer                                  |
|              |                |                 |                      | Chief Financial Officer                                    |
|              |                |                 |                      | Chief of Procurement & Contract Administration             |
|              |                |                 |                      | Chief of Safety and Security                               |
|              |                |                 |                      | Chief Operations Officer-Rail                              |
|              |                |                 |                      | Chief Operations Officer-Transit Planning & Bus Operations |
|              |                |                 |                      | Chief Technology Officer                                   |
| E83          | \$8,918        | \$12,039        | \$15,160             |  |
|              | \$107,013      | \$144,467       | \$181,921            |  |
| Board-GC     | \$134,231      | \$201,335       | \$239,352            | General Counsel  |
| Board-ED     | \$158,560      | \$280,000       | \$364,196            | Executive Director   |

1/1/2018