

Southern California Regional Rail Authority
Approved FY24 Classification and Salary Plan
Effective: 7/1/2023

Salary Grade	Classification Title		Minimum	Mid-point	Maximum
Grade A	None	Bi-Weekly	\$1,342.35	\$1,719.69	\$2,096.92
		Hourly	\$16.78	\$21.50	\$26.21
		Annual	\$34,901.00	\$44,712.00	\$54,520.00
Grade B	None	Bi-Weekly	\$1,423.27	\$1,824.04	\$2,224.69
		Hourly	\$17.79	\$22.80	\$27.81
		Annual	\$37,005.00	\$47,425.00	\$57,842.00
Grade C	None	Bi-Weekly	\$1,504.15	\$1,927.19	\$2,350.35
		Hourly	\$18.80	\$24.09	\$29.38
		Annual	\$39,108.00	\$50,107.00	\$61,109.00
Grade D	Administrative Assistant I	Bi-Weekly	\$1,549.88	\$1,986.27	\$2,422.50
		Hourly	\$19.37	\$24.83	\$30.28
		Annual	\$40,297.00	\$51,643.00	\$62,985.00
	Finance Specialist I				
	Inventory Control Operator I				
	Maintenance Technician I				
Grade E	Administrative Assistant II	Bi-Weekly	\$1,754.12	\$2,247.73	\$2,741.31
		Hourly	\$21.93	\$28.10	\$34.27
		Annual	\$45,607.00	\$58,441.00	\$71,274.00
	Finance Specialist II				
	Maintenance Technician II				
	Inventory Control Operator II				
	Department Assistant				
Grade F	Executive Assistant I	Bi-Weekly	\$1,988.58	\$2,547.92	\$3,107.27
		Hourly	\$24.86	\$31.85	\$38.84
		Annual	\$51,703.00	\$66,246.00	\$80,789.00
	Senior Administrative Assistant				
	Senior Finance Specialist				
	Senior Inventory Control Operator				
	Senior Maintenance Technician				
	Accounts Payable Specialist I				
Grade G	Business Analyst I	Bi-Weekly	\$2,198.92	\$2,817.54	\$3,436.15
		Hourly	\$27.49	\$35.22	\$42.95
		Annual	\$57,172.00	\$73,256.00	\$89,340.00

Red (12): Phase out current class

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	Civil Design Specialist				
	Contract Specialist				
	Corporate Sales Specialist				
	Executive Assistant II				
	Finance Analyst I				
	Human Resources Specialist				
	Management Analyst I				
	Public Affairs Specialist				
Grade H	Accountant I	Bi-Weekly	\$2,439.96	\$3,125.96	\$3,812.04
		Hourly	\$30.50	\$39.07	\$47.65
		Annual	\$63,439.00	\$81,275.00	\$99,113.00
	Auditor I				
	Budget Analyst I				
	Coordinator, Compliance				
	Coordinator, Customer Relations				
	Coordinator, Facilities Maintenance				
	Coordinator, Fleet Maintenance				
	Coordinator, Grants Funding & Reporting				
	Coordinator, Marketing				
	Coordinator, Right-Of-Way				
	Coordinator, Safety & Compliance				
	Senior Civil Design Specialist				
	Senior Executive Assistant				
Grade I	Accountant II	Bi-Weekly	\$2,728.08	\$3,495.54	\$4,262.92
		Hourly	\$34.10	\$43.69	\$53.29
		Annual	\$70,930.00	\$90,884.00	\$110,836.00
	Assistant Board Secretary/Executive Assistant				
	Budget Analyst II				
	Business Analyst II				
	Compliance Officer I				
	Executive Assistant to the CEO				
	Finance Analyst II				
	Human Resources Analyst I				
	Management Analyst II				

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	Railroad Civil Engineer I				
	Railroad Systems Engineer I				
	Train Control Systems Engineer I				
	Grants Funding and Reporting Administrator				
		Bi-Weekly	\$2,966.31	\$3,800.69	\$4,635.04
		Hourly	\$37.08	\$47.51	\$57.94
Grade J	Board Secretary	Annual	\$77,124.00	\$98,818.00	\$120,511.00
	Business Operations Administrator				
	Compliance Officer II				
	Contract & Compliance Administrator				
	Customer Relations Administrator				
	Human Resources Analyst II				
	Mechanical Operations Officer I				
	Network Engineer I				
	PTC Equipment Engineer I				
	Salesforce Developer				
	Senior Accountant				
	Senior Budget Analyst				
	Senior Business Analyst				
	Senior Finance Analyst				
	Senior Management Analyst				
	Supervisor, Customer Communications				
	Supervisor, Customer Relations				
	Supervisor, Facilities Maintenance				
		Bi-Weekly	\$3,201.19	\$4,101.85	\$5,002.46
		Hourly	\$40.01	\$51.27	\$62.53
Grade K	Auditor II	Annual	\$83,231.00	\$106,648.00	\$130,064.00
	Configuration Management Manager				
	Corporate Accounts Manager				
	Customer Relations Manager				
	Government Relations Manager				
	Information Technology Manager				
	IT Architect I				
	Manager (various) I				

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	Marketing Manager I				
	Mechanical Operations Officer II				
	Network Engineer II				
	Operations Administrator				
	Planning Manager I				
	Project Engineer I				
	PTC Equipment Engineer II				
	Public Affairs Manager				
	Public Safety Manager				
	Railroad Civil Engineer II				
	Railroad Systems Engineer II				
	Security Manager				
	Senior Compliance Officer				
	Senior Contract & Compliance Administrator				
	Senior Human Resources Analyst				
	Social Media Manager				
	Supervisor, Communications Systems				
	Supervisor, Inventory Control				
	Supervisor, Signal Systems				
	Supervisor, Track & Structures				
	Train Control Network Engineer				
	Train Control Systems Engineer II				
	Web Services Manager				
	Business Administrator				
	District T & S Maintenance Supervisor				
		Bi-Weekly	\$3,564.04	\$4,566.27	\$5,568.42
		Hourly	\$44.55	\$57.08	\$69.61
Grade L	Field Operations Manager	Annual	\$92,665.00	\$118,723.00	\$144,779.00
	IT Architect II				
	Manager (various) II				
	Marketing Manager II				
	Planning Manager II				
	Principal Contract & Compliance Administrator				
	Project Engineer II				

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	Rolling Stock Engineering Manager I				
	Senior Auditor				
	Senior Engineer, Track & Structures				
	Senior Mechanical Operations Officer				
	Senior Network Engineer				
	Senior PTC Equipment Engineer				
	Senior Railroad Civil Engineer				
	Senior Railroad Systems Engineer				
	Senior Train Control Systems Engineer				
	Program Management Analyst II				
	Public Safety & Environment Manager				
		Bi-Weekly	\$3,843.31	\$4,924.23	\$6,005.19
		Hourly	\$48.04	\$61.55	\$75.06
Grade M	Business Intelligence Manager	Annual	\$99,926.00	\$128,030.00	\$156,135.00
	Rolling Stock Engineering Manager II				
	Senior IT Architect				
	Senior Manager, Business Operations				
	Senior Manager, Communication Systems				
	Senior Manager, Compliance				
	Senior Manager, Contract & Compliance				
	Senior Manager, Customer Relations				
	Senior Manager, Facilities & Fleet Maintenance				
	Senior Manager, Fare Collections				
	Senior Manager, Finance				
	Senior Manager, Inventory Control				
	Senior Manager, Marketing & Digital Programs				
	Senior Manager, Talent Development				
	Senior Project Engineer				
	Senior Manager (Various)				
	IT Systems Manager				
		Bi-Weekly	\$4,176.62	\$5,351.31	\$6,525.96
		Hourly	\$52.21	\$66.89	\$81.57
Grade N	Principal Engineer	Annual	\$108,592.00	\$139,134.00	\$169,675.00
	Senior Manager, Audit				

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	Senior Manager, General Accounting				
	Senior Manager, Government Relations				
	Senior Manager, Grants & Capital Development				
	Senior Manager, Human Resources				
	Senior Manager, Information Technology				
	Senior Manager, Project Management				
Grade O	Assistant Director (Various)	Bi-Weekly	\$4,507.88	\$5,775.88	\$7,043.85
		Hourly	\$56.35	\$72.20	\$88.05
		Annual	\$117,205.00	\$150,173.00	\$183,140.00
	Senior Manager, Dispatching				
	Senior Manager, Maintenance of Equipment				
	Senior Manager, Signal Systems				
	Senior Manager, System Safety				
	Senior Manager, Track & Structures				
	Senior Manager, Train Control Systems				
	Senior Manager, Train Control Systems Design				
	Senior Manager, Train Control On-Board Systems				
	Assistant Director, Maintenance of Equipment				
	Assistant Director, PTC Technical Services				
	Assistant Director, Signal Systems				
Grade P	Director, Contracts, Procurement and Materials Management	Bi-Weekly	\$4,862.62	\$6,230.38	\$7,598.19
		Hourly	\$60.78	\$77.88	\$94.98
		Annual	\$126,428.00	\$161,990.00	\$197,553.00
	Director, Communications				
	Director, Customer Experience				
	Director, Government and Community Relations				
	Director, Grants				
	Director, Maintenance of Equipment				
	Director, Material Management				
	Director, Program Management				
	Director, PTC				
	Director, Train Control & Communications				
	Director, Special Projects				
	Director, System Safety & Security				

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	Director, Track and Signal Infrastructure Maintenance				
	Director, Train Control Systems				
	Special Assistant to the CEO				
Grade Q	Controller	Bi-Weekly	\$5,227.46	\$6,697.50	\$8,167.58
		Hourly	\$65.34	\$83.72	\$102.09
		Annual	\$135,914.00	\$174,135.00	\$212,357.00
	Chief of Staff				
	Director, Dispatching Operations				
	Director, Engineering & Construction				
	Director, Planning & Development				
Grade R	Chief Customer Experience Officer	Bi-Weekly	\$5,635.62	\$7,223.31	\$8,810.88
		Hourly	\$70.45	\$90.29	\$110.14
		Annual	\$146,526.00	\$187,806.00	\$229,083.00
	Chief People Officer				
	Chief Safety, Security, & Compliance Officer				
	Director, Information Technology				
	Senior Director, Information Technology				
Grade S	Associate General Counsel	Bi-Weekly	\$6,489.62	\$8,311.96	\$10,134.27
		Hourly	\$81.12	\$103.90	\$126.68
		Annual	\$168,730.00	\$216,111.00	\$263,491.00
	Chief Strategy Officer				
	Chief Technology Officer				
	Deputy Chief Operating Officer				
	Senior Counsel, Risk Manager				
Grade T	Chief Financial Officer	Bi-Weekly	\$7,463.12	\$9,558.77	\$11,654.38
		Hourly	\$93.29	\$119.48	\$145.68
		Annual	\$194,041.00	\$248,528.00	\$303,014.00
	Chief Operating Officer				
	Chief, Program Delivery				
Grade U	Deputy Chief Executive Officer	Bi-Weekly	\$8,582.62	\$10,992.54	\$13,402.50
		Hourly	\$107.28	\$137.41	\$167.53
		Annual	\$223,148.00	\$285,806.00	\$348,465.00
	General Counsel				
		Bi-Weekly	\$9,869.92	\$12,641.42	\$15,412.96

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Salary Grade	Classification Title		Minimum	Mid-point	Maximum
		Hourly	\$123.37	\$158.02	\$192.66
Grade V	Chief Executive Officer	Annual	\$256,618.00	\$328,677.00	\$400,737.00