

Southern California Regional Rail Authority
 FY25 Classification and Salary Plan
 Effective: 7/1/24

Salary Grade	Classification Title		Minimum	Mid-point	Maximum
Grade 1	None	Bi-Weekly	\$1,515.53	\$1,932.32	\$2,349.07
		Hourly	\$18.9441	\$24.1540	\$29.3634
		Annual	\$39,404	\$50,240	\$61,076
Grade 2	Administrative Assistant I Finance Specialist I Inventory Control Operator I Maintenance Technician I	Bi-Weekly	\$1,667.09	\$2,125.56	\$2,583.99
		Hourly	\$20.8387	\$26.5695	\$32.2999
		Annual	\$43,344	\$55,265	\$67,184
Grade 3	Administrative Assistant II Finance Specialist II Inventory Control Operator II Maintenance Technician II	Bi-Weekly	\$1,883.79	\$2,401.88	\$2,919.89
		Hourly	\$23.5474	\$30.0235	\$36.4986
		Annual	\$48,979	\$62,449	\$75,917
Grade 4	Executive Assistant I Senior Administrative Assistant Senior Finance Specialist Senior Inventory Control Operator Senior Maintenance Technician Accounts Payable Specialist I	Bi-Weekly	\$2,128.69	\$2,714.13	\$3,299.49
		Hourly	\$26.6087	\$33.9266	\$41.2436
		Annual	\$55,346	\$70,567	\$85,787

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Salary Grade	Classification Title		Minimum	Mid-point	Maximum
		Bi-Weekly	\$2,362.86	\$3,012.67	\$3,662.44
		Hourly	\$29.5357	\$37.6584	\$45.7805
Grade 5	Business Analyst I	Annual	\$61,434	\$78,329	\$95,224
	Civil Design Specialist				
	Contract Specialist				
	Corporate Sales Specialist				
	Executive Assistant II				
	Finance Analyst I				
	Human Resources Specialist				
	Management Analyst I				
	Public Affairs Specialist				
		Bi-Weekly	\$2,622.78	\$3,344.05	\$4,065.29
		Hourly	\$32.7847	\$41.8007	\$50.8161
Grade 6	Accountant I	Annual	\$68,192	\$86,945	\$105,698
	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				

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Grade 7	Accountant II	Bi-Weekly	\$2,937.48	\$3,745.36	\$4,553.12
		Hourly	\$36.7185	\$46.8170	\$56.9139
		Annual	\$76,375	\$97,379	\$118,381
	Assistant Board Clerk				
	Budget Analyst II				
	Business Analyst II				
	Compliance Officer I				
	Executive Assistant to the CEO				
	Finance Analyst II				
	Human Resources Analyst I				
	Management Analyst II				
	Railroad Civil Engineer I				
	Railroad Systems Engineer I				
	Train Control Systems Engineer I				
Grade 8	Board Clerk	Bi-Weekly	\$3,201.87	\$4,082.44	\$4,962.90
		Hourly	\$40.0234	\$51.0306	\$62.0362
		Annual	\$83,249	\$106,144	\$129,035
	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, Communications				
	Supervisor, Customer Relations				
	Supervisor, Facilities Maintenance				

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		Bi-Weekly	\$3,458.03	\$4,409.03	\$5,359.96
		Hourly	\$43.2253	\$55.1129	\$66.9995
Grade 9	Auditor II	Annual	\$89,909	\$114,635	\$139,359
	Configuration Management Manager				
	Corporate Accounts Manager				
	Customer Relations Manager				
	Government Relations Manager				
	Information Technology Manager				
	IT Architect I				
	Manager I (Various)				
	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				

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		Bi-Weekly	\$3,838.41	\$4,894.01	\$5,949.56
		Hourly	\$47.9802	\$61.1751	\$74.3695
Grade 10	Field Operations Manager	Annual	\$99,799	\$127,244	\$154,688
	IT Architect II				
	Manager II (Various)				
	Marketing Manager II				
	Planning Manager II				
	Manager II, Contract & Compliance				
	Project Engineer II				
	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				

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		Bi-Weekly	\$4,452.53	\$5,677.08	\$6,901.48
		Hourly	\$55.6566	\$70.9635	\$86.2684
Grade 11A	Business Intelligence Manager	Annual	\$115,766	\$147,604	\$179,438
	Principal Engineer				
	Rolling Stock Engineering Manager II				
	Senior IT Architect				
	Senior Manager (Various)				
	Senior Manager, Business Operations				
	Senior Manager, Communication Systems				
	Senior Manager, Compliance				
	Senior Manager, Contract & Compliance				
	Senior Manager, Customer Relations				
	Senior Manager, Dispatching				
	Senior Manager, Fare Collections				
	Senior Manager, Government Relations				
	Senior Manager, Grants & Capital Development				
	Senior Manager, Human Resources				
	Senior Manager, Information Technology				
	Senior Manager, Inventory Control				
	Senior Manager, Maintenance of Equipment				
	Senior Manager, Marketing & Digital Programs				
	Senior Manager, Project Management				
	Senior Manager, Signal Systems				
	Senior Manager, System Safety				
	Senior Manager, Talent Development				
	Senior Manager, Track & Structures				
	Senior Manager, Train Control On-Board Systems				
	Senior Manager, Train Control Systems				
	Senior Manager, Train Control Systems Design				
	Senior Project Engineer				
	IT Systems Manager				

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Grade 11B	Assistant Director (Various)	Bi-Weekly	\$4,853.28	\$6,188.00	\$7,522.61	
		Hourly	\$60.6660	\$77.3500	\$94.0326	
		Annual	\$126,185	\$160,888	\$195,588	
	Assistant Director , General Accounting					
	Assistant Director, Finance					
	Assistant Director, Signal Systems					
	Assistant Director, Maintenance of Equipment					
Grade 12	Director, Capital Construction	Bi-Weekly	\$5,241.55	\$6,683.04	\$8,124.40	
		Hourly	\$65.5194	\$83.5380	\$101.5550	
		Annual	\$136,280	\$173,759	\$211,234	
			Director, Communications			
			Director, Contracts, Procurement and Materials Management			
			Director, Customer Experience			
			Director, Design			
			Director, Facilities and Fleet Maintenance			
			Director, Government and Community Relations			
			Director, Grants			
			Director, Human Resources			
			Director, Material Management			
			Director, Program Management			
			Director, PTC			
			Director, State of Good Repair			
			Director, Special Projects			
			Director, Sustainability			
			Director, System Safety & Security			
			Director, Track and Signal Infrastructure Maintenance			
	Director, Train Control & Communications					
	Director, Train Control Systems					
	Director, Signals & Communications					
	Special Assistant to the CEO					

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Grade 13	Controller	Bi-Weekly	\$5,608.43	\$7,150.85	\$8,693.12
		Hourly	\$70.1054	\$89.3857	\$108.6640
		Annual	\$145,819	\$185,922	\$226,021
	Director, Dispatching Operations				
	Director, Audit				
	Director, Engineering & Construction				
	Director, Information Technology				
	Director, Maintenance of Equipment				
	Director, Planning & Development				
	Senior Director, Information Technology				
Grade 14	Associate General Counsel	Bi-Weekly	\$6,898.39	\$8,795.57	\$10,692.55
		Hourly	\$86.2298	\$109.9446	\$133.6569
		Annual	\$179,358	\$228,685	\$278,006
	Chief Customer Experience Officer				
	Chief of Staff				
	Chief People Officer				
	Chief Safety, Security, & Compliance Officer				
	Chief Strategy Officer				
	Chief Technology Officer				
	Deputy Chief Operating Officer				
	Senior Counsel, Risk Manager				
Grade 15	Chief Financial Officer	Bi-Weekly	\$7,933.14	\$10,114.88	\$12,296.42
		Hourly	\$99.1642	\$126.4360	\$153.7052
		Annual	\$206,262	\$262,987	\$319,707
	Chief Operating Officer				
	Chief, Program Delivery				
Grade 16	Deputy Chief Executive Officer	Bi-Weekly	\$9,123.11	\$11,632.11	\$14,140.87
		Hourly	\$114.0388	\$145.4013	\$176.7609
		Annual	\$237,201	\$302,435	\$367,663
	General Counsel				
Grade 17	Chief Executive Officer	Bi-Weekly	\$10,856.52	\$13,842.21	\$16,827.63
		Hourly	\$135.7065	\$173.0276	\$210.3453
		Annual	\$282,269	\$359,897	\$437,518

Red (9): Phase out current class