Southern California Regional Rail Authority
FY27 Classification and Salary Plan
Effective: 7/1/2026

Salary Grade	Classification Title		Minimum	Mid-point	Maximum
Grade 1	None	**Bi-Weekly**	$1,607.82	$2,050.00	$2,492.13
		Hourly	$20.0978	$25.6250	$31.1517
		Annual	$41,803	$53,300	$64,795
Grade 2	Administrative Assistant I*	**Bi-Weekly**	$1,768.62	$2,255.01	$2,741.36
	Finance Specialist I*	**Hourly**	$22.1078	$28.1876	$34.2670
	Inventory Control Operator I*	**Annual**	$45,984	$58,630	$71,275
	Maintenance Technician I*				
Grade 3	Administrative Assistant II*	**Bi-Weekly**	$1,998.51	$2,548.16	$3,097.71
	Finance Specialist II*	**Hourly**	$24.9814	$31.8519	$38.7214
	Inventory Control Operator II*	**Annual**	$51,961	$66,252	$80,541
	Maintenance Technician II*				
Grade 4	Executive Assistant I*	**Bi-Weekly**	$2,258.33	$2,879.42	$3,500.42
	Senior Administrative Assistant*	**Hourly**	$28.2291	$35.9927	$43.7553
	Senior Finance Specialist*	**Annual**	$58,717	$74,865	$91,011
	Senior Inventory Control Operator*				
	Senior Maintenance Technician*				
Grade 5	Business Analyst I*	**Bi-Weekly**	$2,506.76	$3,196.14	$3,885.49
	Contracts Specialist	**Hourly**	$31.3345	$39.9518	$48.5686
	Digital Content Creator	**Annual**	$65,176	$83,100	$101,023
	Executive Assistant II*				
	Finance Analyst I*				
	Human Resources Specialist				
	Management Analyst I*				
	Public Affairs Specialist				
	Social Media Specialist				
Grade 6	Accountant I*	**Bi-Weekly**	$2,782.50	$3,547.71	$4,312.87
	Auditor I*	**Hourly**	$34.7813	$44.3463	$53.9108
	Budget Analyst I*	**Annual**	$72,345	$92,240	$112,135
	Coordinator, Compliance				
	Coordinator, Right-Of-Way				
	Coordinator, Train Control & Communications				
	Partnerships Coordinator				
	Senior Executive Assistant*				

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Grade 7	Accountant II*	**Bi-Weekly**	$3,116.37	$3,973.45	$4,830.40
	Assistant Board Clerk*	**Hourly**	$38.9547	$49.6681	$60.3800
	Budget Analyst II*	**Annual**	$81,026	$103,310	$125,590
	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**	$3,396.87	$4,331.07	$5,265.14
	Business Operations Administrator	**Hourly**	$42.4608	$54.1383	$65.8142
	CADD Designer and Database Administrator	**Annual**	$88,319	$112,608	$136,894
	Compliance Officer II*				
	Contracts & Procurement Administrator*				
	Innovation & Partnerships Analyst				
	Human Resources Analyst II*				
	Mechanical Operations Officer I*				
	Network Engineer I*				
	PTC Equipment Engineer I*				
	Senior Accountant*				
	Senior Budget Analyst*				
	Senior Business Analyst*				
	Senior Finance Analyst*				
	Senior Management Analyst*				
	Environmental Compliance & Station Administrator				
	Supervisor, Customer Communications				
	Supervisor, Customer Relations				
	Supervisor, Facilities Maintenance				
Grade 9	Auditor II*	**Bi-Weekly**	$3,668.62	$4,677.54	$5,686.38
	Configuration Management Manager	**Hourly**	$45.8578	$58.4693	$71.0798
	Fleet Manager	**Annual**	$95,384	$121,616	$147,846
	Government Relations Manager				
	IT Architect I*				
	Manager I (Various)*				
	Marketing Manager I*				

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Salary Grade	Classification Title		Minimum	Mid-point	Maximum
	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*				
	Senior Compliance Officer*				
	Senior Contracts & Procurement Administrator*				
	Senior Human Resources Analyst*				
	Supervisor, Inventory Control				
	Technology Product Manager*				
	Train Control Network Engineer				
	Train Control Systems Engineer II*				
	Business Administrator				
Grade 10	Communications Systems Manager	**Bi-Weekly**	$4,072.17	$5,192.05	$6,311.89
	Disadvantaged Business Enterprise Liaison Officer	**Hourly**	$50.9022	$64.9006	$78.8986
	Environmental Compliance & Station Maintenance Manager	**Annual**	$105,877	$134,993	$164,109
	Field Operations Manager				
	IT Architect II*				
	Manager II (Various)*				
	Manager II, Contracts & Procurement				
	Marketing Manager II*				
	Planning Manager II*				
	Project Engineer II*				
	Senior Auditor*				
	Senior Engineer, Track & Structures				
	Senior Mechanical Operations Officer*				
	Senior Network Engineer				
	Senior PTC Equipment Engineer*				
	Senior PTC Office Systems Engineer*				
	Senior Railroad Civil Engineer*				
	Senior Railroad Systems Engineer*				
	Senior Technology Product Manager*				
	Senior Train Control Systems Engineer*				
	Signal Maintenance Manager				

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Salary Grade	Classification Title		Minimum	Mid-point	Maximum
	Track & Structures Maintenance Manager				
	Public Safety & Environment Manager				
Grade 11A	Emergency Manager	**Bi-Weekly**	$4,723.69	$6,022.82	$7,321.78
	Principal Engineer	**Hourly**	$59.0461	$75.2852	$91.5222
	Principal Technology Product Manager*	**Annual**	$122,816	$156,593	$190,366
	Senior IT Architect*				
	Senior Manager (Various)				
	Senior Manager, Business Operations				
	Senior Manager, Communication Systems				
	Senior Manager, Community Relations				
	Senior Manager, Compliance				
	Senior Manager, Contracts & Procurement				
	Senior Manager, Dispatching				
	Senior Manager, Facilities Maintenance				
	Senior Manager, Government Relations				
	Senior Manager, Grants				
	Senior Manager, Human Resources				
	Senior Manager, Information Technology				
	Senior Manager, Inventory Control				
	Senior Manager, Market Insights & Analytics				
	Senior Manager, Marketing & Digital Programs				
	Senior Manager, Mission-Critical Technology Solutions				
	Senior Manager, Partnerships				
	Senior Manager, Planning & Development				
	Senior Manager, Project Management				
	Senior Manager, System Safety				
	Senior Manager, Train Control On-Board Systems				
	Senior Manager, Train Control and Technical Services				
	Senior Manager, Transit Asset Management				
	Senior Project Engineer*				

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Grade 11B	Assistant Director (Various)	**Bi-Weekly**	$5,148.85	$6,564.85	$7,980.73
	Assistant Director, Customer Experience	**Hourly**	$64.3606	$82.0606	$99.7591
	Assistant Director, Dispatching Operations	**Annual**	$133,870	$170,686	$207,499
	Assistant Director, Finance				
	Assistant Director , General Accounting				
	Assistant Director, Human Resources				
	Assistant Director, Communications and Public Affairs				
	Assistant Director, Rolling Stock				
	Assistant Director, Maintenance of Equipment				
	Assistant Director, Signal Maintenance				
	Assistant Director, System Safety				
	Assistant Director, Technology Infrastructure				
	Assistant Director, Track & Structures				
	Business Information Security Officer				
	Legal Counsel, Associate Risk Manager				
Grade 12	Director, Capital Construction	**Bi-Weekly**	$5,560.76	$7,090.03	$8,619.18
	Director, Capital Rolling Stock and Facilities	**Hourly**	$69.5095	$88.6254	$107.7397
	Director, Communications and Public Affairs	**Annual**	$144,580	$184,341	$224,099
	Director, Contracts, Procurement and Materials Management				
	Director, Customer Experience				
	Director, Customer Experience Innovation & Partnerships				
	Director, Design				
	Director, Facilities and Fleet Maintenance				
	Director, Government and Community Relations				
	Director, Grants				
	Director, Human Resources				
	Director, Mission-Critical Technology Solutions				
	Director, Program Management				
	Director, Railroad and Real Estate Services				
	Director, Signal Design				
	Director, State of Good Repair				
	Director, Special Projects				
	Director, Sustainability				
	Director, System Safety & Security				
	Director, Track and Signal Infrastructure Maintenance				
	Director, Train Control & Communications				

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Salary Grade	Classification Title		Minimum	Mid-point	Maximum
Grade 13	Controller	**Bi-Weekly**	$5,949.98	$7,586.34	$9,222.53
	Deputy Chief Technology Officer	**Hourly**	$74.3748	$94.8293	$115.2816
	Director, Dispatching Operations	**Annual**	$154,700	$197,245	$239,786
	Director, Audit				
	Director, Maintenance of Equipment				
	Director, Planning & Development				
Grade 14	Associate General Counsel	**Bi-Weekly**	$7,318.50	$9,331.22	$11,343.73
	Chief Customer Experience Officer	**Hourly**	$91.4812	$116.6402	$141.7966
	Chief of Staff	**Annual**	$190,281	$242,612	$294,937
	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**	$8,416.27	$10,730.87	$13,045.27
	Chief Operating Officer	**Hourly**	$105.2033	$134.1359	$163.0659
	Chief, Program Delivery	**Annual**	$218,823	$279,003	$339,177
Grade 16	Deputy Chief Executive Officer	**Bi-Weekly**	$9,678.70	$12,340.50	$15,002.05
	General Counsel	**Hourly**	$120.9838	$154.2563	$187.5256
		Annual	$251,646	$320,853	$390,053
Grade 17	Chief Executive Officer	**Bi-Weekly**	$11,517.68	$14,685.20	$17,852.43
		Hourly	$143.9710	$183.5650	$223.1553
		Annual	$299,460	$381,815	$464,163

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