

Southern California Regional Rail Authority
FY26 Classification and Salary Plan
Effective: 10/24/25

Salary Grade	Classification Title		Minimum	Mid-point	Maximum
Grade 1	None	Bi-Weekly	\$1,560.99	\$1,990.29	\$2,419.55
		Hourly	\$19.5124	\$24.8786	\$30.2443
		Annual	\$40,586	\$51,748	\$62,908
Grade 2	Administrative Assistant I	Bi-Weekly	\$1,717.11	\$2,189.33	\$2,661.51
		Hourly	\$21.4638	\$27.3666	\$33.2689
		Annual	\$44,645	\$56,923	\$69,199
	Finance Specialist I				
	Inventory Control Operator I				
	Maintenance Technician I				
Grade 3	Administrative Assistant II	Bi-Weekly	\$1,940.30	\$2,473.94	\$3,007.49
		Hourly	\$24.2538	\$30.9242	\$37.5936
		Annual	\$50,448	\$64,322	\$78,195
	Finance Specialist II				
	Inventory Control Operator II				
	Maintenance Technician II				
Grade 4	Executive Assistant I	Bi-Weekly	\$2,192.55	\$2,795.55	\$3,398.47
		Hourly	\$27.4069	\$34.9444	\$42.4809
		Annual	\$57,006	\$72,684	\$88,360
	Senior Administrative Assistant				
	Senior Finance Specialist				
	Senior Inventory Control Operator				
	Senior Maintenance Technician				
	Accounts Payable Specialist I				
Grade 5	Business Analyst I	Bi-Weekly	\$2,433.75	\$3,103.05	\$3,772.32
		Hourly	\$30.4218	\$38.7881	\$47.1539
		Annual	\$63,277	\$80,679	\$98,080
	Civil Design Specialist				
	Contract Specialist				
	Corporate Sales Specialist				
	Digital Content Creator				
	Executive Assistant II				
	Finance Analyst I				
	Human Resources Specialist				
	Management Analyst I				

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	Public Affairs Specialist				
	Social Media Specialist				
Grade 6		Bi-Weekly	\$2,701.46	\$3,444.38	\$4,187.25
		Hourly	\$33.7682	\$43.0547	\$52.3406
		Annual	\$70,238	\$89,554	\$108,868
	Accountant I				
	Auditor I				
	Budget Analyst I				
	Coordinator, Compliance				
	Coordinator, Customer Relations				
	Coordinator, Facilities Maintenance				
	Coordinator, Fleet Maintenance				
	Coordinator, Grants Funding & Reporting				
	Coordinator, Right-Of-Way				
	Coordinator, Safety & Compliance				
	Partnerships Coordinator				
	Senior Civil Design Specialist				
	Senior Executive Assistant				
Grade 7		Bi-Weekly	\$3,025.61	\$3,857.72	\$4,689.71
		Hourly	\$37.8201	\$48.2215	\$58.6214
		Annual	\$78,666	\$100,301	\$121,932
	Accountant II				
	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		Bi-Weekly	\$3,297.93	\$4,204.92	\$5,111.78
		Hourly	\$41.2241	\$52.5615	\$63.8973
		Annual	\$85,746	\$109,328	\$132,906
	Board Clerk				
	Business Operations Administrator				

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	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				
	Station Maintenance Administrator				
	Supervisor, Customer Communications				
	Supervisor, Communications				
	Supervisor, Customer Relations				
	Supervisor, Facilities Maintenance				
Grade 9	Auditor II	Bi-Weekly	\$3,561.77	\$4,541.30	\$5,520.76
		Hourly	\$44.5221	\$56.7663	\$69.0095
		Annual	\$92,606	\$118,074	\$143,540
	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				

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	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	\$3,953.57	\$5,040.83	\$6,128.04
		Hourly	\$49.4196	\$63.0103	\$76.6006
Grade 10	Field Operations Manager	Annual	\$102,793	\$131,061	\$159,329
	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 PTC Office Systems Engineer				
	Senior Railroad Civil Engineer				
	Senior Railroad Systems Engineer				
	Senior Train Control Systems Engineer				
	Public Safety & Environment Manager				

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Grade 11A	Business Intelligence Manager	Bi-Weekly	\$4,586.11	\$5,847.40	\$7,108.52
		Hourly	\$57.3263	\$73.0924	\$88.8565
		Annual	\$119,239	\$152,032	\$184,822
	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 and Technical Services				
	Senior Manager, Train Control Systems Design				
	Senior Project Engineer				
	IT Systems Manager				
Grade 11B	Assistant Director (Various)	Bi-Weekly	\$4,998.88	\$6,373.64	\$7,748.28
		Hourly	\$62.4860	\$79.6705	\$96.8535
		Annual	\$129,971	\$165,715	\$201,455
	Assistant Director , General Accounting				
	Assistant Director, Finance				

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	Assistant Director, Signal Systems				
	Assistant Director, Maintenance of Equipment				
	Legal Counsel, Associate Risk Manager				
Grade 12	Director, Capital Construction	Bi-Weekly	\$5,398.80	\$6,883.53	\$8,368.13
		Hourly	\$67.4850	\$86.0441	\$104.6017
		Annual	\$140,369	\$178,972	\$217,571
	Director, Capital Rolling Stock and Facilities				
	Director, Communications				
	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, 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, Train Control Systems, Network Operations				
	Director, Signals & Communications				
	Special Assistant to the CEO				
Grade 13	Controller	Bi-Weekly	\$5,776.68	\$7,365.38	\$8,953.91
		Hourly	\$72.2085	\$92.0672	\$111.9239
		Annual	\$150,194	\$191,500	\$232,802
	Director, Dispatching Operations				
	Director, Audit				
	Director, Engineering & Construction				
	Director, Information Technology				

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	Director, Maintenance of Equipment				
	Director, Planning & Development				
		Bi-Weekly	\$7,105.34	\$9,059.43	\$11,013.33
		Hourly	\$88.8167	\$113.2429	\$137.6666
Grade 14	Associate General Counsel	Annual	\$184,739	\$235,545	\$286,346
	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				
		Bi-Weekly	\$8,171.13	\$10,418.32	\$12,665.31
		Hourly	\$102.1392	\$130.2290	\$158.3164
Grade 15	Chief Financial Officer	Annual	\$212,449	\$270,876	\$329,298
	Chief Operating Officer				
	Chief, Program Delivery				
		Bi-Weekly	\$9,396.80	\$11,981.07	\$14,565.10
		Hourly	\$117.4600	\$149.7634	\$182.0637
Grade 16	Deputy Chief Executive Officer	Annual	\$244,317	\$311,508	\$378,692
	General Counsel				
		Bi-Weekly	\$11,182.21	\$14,257.48	\$17,332.45
		Hourly	\$139.7777	\$178.2184	\$216.6557
Grade 17	Chief Executive Officer	Annual	\$290,738	\$370,694	\$450,644