

ATTACHMENT 13A

North County Transit - San Diego Railroad
REVISED FY 2026 CLASSIFICATION SALARY RANGE TABLE (July 1, 2025 - June 30, 2026)

Class No	POSITION CLASSIFICATIONS	HOURLY SALARY RANGE			ANNUAL SALARY RANGES		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
A01	CLASS SALARY RANGE Intern	\$16.44	\$19.73	\$23.02	\$34,203.42	\$41,044.10	\$47,884.78
A02	CLASS SALARY RANGE Receptionist	\$18.28	\$21.94	\$25.59	\$38,024.00	\$45,628.79	\$53,233.58
B01	CLASS SALARY RANGE Customer Experience Assistant	\$18.57	\$23.12	\$27.68	\$38,616.76	\$48,094.42	\$57,572.08
B02	CLASS SALARY RANGE Accounting Technician I Administrative Assistant Eligibility and Administrative Coordinator Fare Revenue Specialist Human Resources Coordinator Payroll Assistant Senior Customer Experience Assistant	\$22.01	\$27.52	\$33.02	\$45,790.60	\$57,232.47	\$68,674.33
B03	CLASS SALARY RANGE Accounting Technician II Document Control Coordinator Grants Analyst Paratransit Scheduler Payroll Specialist I Senior Administrative Assistant Transit Clerk	\$24.66	\$31.23	\$37.80	\$51,283.06	\$64,953.40	\$78,623.72
B04	CLASS SALARY RANGE Help Desk Administrator I Information Technology Technician I Payroll Specialist II	\$30.77	\$39.58	\$46.15	\$63,993.49	\$82,319.91	\$95,990.23
B05	CLASS SALARY RANGE Help Desk Administrator II Information Technology Technician II	\$37.31	\$48.49	\$59.68	\$77,596.69	\$100,861.00	\$124,125.30
C01	CLASS SALARY RANGE Asset Administrator I Graphic Communication Designer Human Resources Specialist Information Technology Project Coordinator Management Analyst I	\$30.53	\$38.17	\$45.80	\$63,508.02	\$79,385.03	\$95,262.03

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		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	Operations Instructor						
	Planner						
	Quality Control Supervisor						
	Real Estate Administrator						
	Staff Accountant						
C02	CLASS SALARY RANGE.....	\$32.85	\$41.05	\$49.25	\$68,318.56	\$85,376.14	\$102,433.71
	Administrative Analyst						
	Associate Project Manager						
	Engineering Technician I						
	Grants Coordinator/Government Affairs						
	IT Software Training Specialist						
	Marketing & Communications Associate I						
	Procurement Contracting Officer						
	Quality Assurance/Quality Control Specialist						
	Senior Accountant I						
	Senior Planner						
	Senior Quality Control Supervisor						
	Senior Real Estate Administrator						
	Senior Right of Way Coordinator						
	Systems Engineer I						
C03	CLASS SALARY RANGE.....	\$38.35	\$49.01	\$59.68	\$79,771.19	\$101,948.25	\$124,125.30
	Asset Administrator II						
	Engineering Technician II						
	Executive Assistant/Deputy Clerk						
	Field Safety Specialist						
	General Services Supervisor						
	Human Resources Business Partner						
	Labor Relations Specialist						
	Maintenance Supervisor						
	Management Analyst II						
	Operations Supervisor (All)						
	Project Analyst						
	Recruiter						
	Senior Accountant II						
	Senior Financial Analyst						

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		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
C04	Senior Graphic Communications Designer						
	Senior Marketing and Communications Associate						
	Senior Procurement Contracting Officer						
	Senior Strategic Planner						
	System Safety & Compliance Inspector						
	Systems Engineer II						
	Training Analyst						
	CLASS SALARY RANGE.....	\$39.76	\$53.16	\$66.56	\$82,706.06	\$110,576.33	\$138,446.61
	Business Intelligence Analyst						
	Paralegal						
	Principal Contracting Officer						
	Senior Human Resources Business Partner						
	Senior Operations Instructor						
	Senior Project Analyst						
Senior Systems Engineer I							
Senior Trainer							
Senior Training Analyst							
Technical Trainer							
Telecommunications Engineer							
Transit On-Boards Systems Technician							
C05	CLASS SALARY RANGE.....	\$46.79	\$63.69	\$81.59	\$97,314.24	\$132,484.69	\$169,715.14
	Architect I						
	Civil Engineer I						
	Drug & Alcohol Program Administrator						
	Facilities Engineer						
	Program Manager						
	Project Manager						
	Rail Structures Engineer						
	Safety Trainer						
	Senior Network Engineer						
	Senior Quality Control Supervisor - Signals						
	Senior Systems Engineer II						
	Supervisor of Rail Operations						
	Supervisor, Maintenance of Equipment						
	System Safety Specialist (All)						

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		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
C06	CLASS SALARY RANGE	\$58.69	\$76.29	\$93.90	\$122,073.10	\$158,692.82	\$195,312.53
	Architect II						
	Civil Engineer II						
	Program Network Operations Manager						
	Senior Rail Engineer						
	Senior Systems Engineer III						
D01	CLASS SALARY RANGE	\$42.70	\$57.27	\$71.84	\$88,807.40	\$119,121.62	\$149,435.83
	Maintenance of Way Supervisor						
	Manager (All)						
	Principal Management Analyst						
D02	CLASS SALARY RANGE	\$58.69	\$76.29	\$93.90	\$122,073.10	\$158,692.82	\$195,312.53
	Senior Manager (All)						
D03	CLASS SALARY RANGE	\$66.10	\$86.85	\$107.60	\$137,496.88	\$180,648.46	\$223,800.04
	Controller						
	Director (All)						
	Staff Attorney (All)						
E01	CLASS SALARY RANGE	\$73.53	\$97.41	\$121.29	\$152,940.91	\$202,605.59	\$252,288.81
	Deputy Chief (All)						
	Senior Legal Counsel						
E02	CLASS SALARY RANGE	\$101.41	\$122.15	\$152.12	\$210,935.78	\$254,081.73	\$316,403.66
	Chief Development Officer						
	Chief Financial Officer						
	Chief of Staff						
	Chief Operating Officer						
	Deputy General Counsel						
E03	CLASS SALARY RANGE	\$109.85	\$135.65	\$171.35	\$228,481.75	\$282,141.77	\$356,401.81
	Deputy Chief Executive Officer						
BOARD -GC	CLASS SALARY RANGE	\$116.85	\$142.10	\$179.51	\$217,780.87	\$295,577.09	\$373,373.32
	Deputy Chief Executive Officer /Chief General Counsel						
BOARD-CEO	CLASS SALARY RANGE	\$135.99	\$176.78	\$217.58	\$282,851.21	\$367,708.78	\$452,566.36
	Chief Executive Officer						

Revision Date 10/23/2025

Adoption Date:

Total Count 122