

ATTACHMENT C
SALARY RESOLUTION 25-10

RESOLUTION NO. 25-10

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE KINGS COUNTY AREA PUBLIC TRANSIT AGENCY ESTABLISHING RULES FOR THE APPLICATION OF EMPLOYEE COMPENSATION RATES AND SCHEDULES AND RELATED REQUIREMENTS AND ESTABLISHING COMPENSATION RATES AND SCHEDULES FOR FISCAL YEAR 2025/26.

NOW, THEREFORE, BE IT RESOLVED, that this resolution shall be known as "THE SALARY RESOLUTION" and hereby establishes a basic salary plan for payment of all Kings County Area Public Transit agency employees; that said salary plan provides for a bi-weekly pay period; that the basic pay plan and compensation provisions are applied herein to the several classes or positions as shown in the following sections:

BASIC SALARY SCHEDULE

SECTION I

The following basic monthly salary schedule of five stop salary ranges shall apply to all full or part-time employment in Kings County Area Public Transit Agency for those positions assigned to salary range:

| Salary Range Number | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Salary Range Number | Approximate Monthly Equivalent |
|------------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|------------------------------------|---|
| 147.5 | 15.04 | 15.81 | 16.61 | 17.47 | 18.36 | 147.5 | 2607-3182 |
| 148.0 | 15.12 | 15.89 | 16.70 | 17.55 | 18.45 | 148.0 | 2621-3198 |
| 148.5 | 15.20 | 15.97 | 16.78 | 17.64 | 18.54 | 148.5 | 2635-3214 |
| 149.0 | 15.27 | 16.05 | 16.87 | 17.73 | 18.63 | 149.0 | 2647-3229 |
| 149.5 | 15.35 | 16.13 | 16.95 | 17.82 | 18.72 | 149.5 | 2661-3245 |
| 150.0 | 15.42 | 16.21 | 17.04 | 17.91 | 18.82 | 150.0 | 2673-3262 |
| 150.5 | 15.50 | 16.29 | 17.13 | 18.00 | 18.91 | 150.5 | 2687-3278 |
| 151.0 | 15.57 | 16.37 | 17.21 | 18.09 | 19.01 | 151.0 | 2699-3295 |
| 151.5 | 15.65 | 16.45 | 17.30 | 18.18 | 19.11 | 151.5 | 2713-3312 |
| 152.0 | 15.73 | 16.53 | 17.38 | 18.27 | 19.20 | 152.0 | 2727-3328 |
| 152.5 | 15.81 | 16.61 | 17.47 | 18.36 | 19.30 | 152.5 | 2740-3345 |
| 153.0 | 15.89 | 16.70 | 17.55 | 18.45 | 19.39 | 153.0 | 2754-3361 |
| 153.5 | 15.97 | 16.78 | 17.64 | 18.54 | 19.49 | 153.5 | 2768-3378 |
| 154.0 | 16.05 | 16.87 | 17.73 | 18.63 | 19.58 | 154.0 | 2782-3394 |
| 154.5 | 16.13 | 16.95 | 17.82 | 18.72 | 19.68 | 154.5 | 2796-3411 |
| 155.0 | 16.21 | 17.04 | 17.91 | 18.82 | 19.78 | 155.0 | 2810-3429 |
| 155.5 | 16.29 | 17.13 | 18.00 | 18.91 | 19.88 | 155.5 | 2824-3446 |
| 156.0 | 16.37 | 17.21 | 18.09 | 19.01 | 19.98 | 156.0 | 2837-3463 |
| 156.5 | 16.45 | 17.30 | 18.18 | 19.11 | 20.08 | 156.5 | 2851-3481 |
| 157.0 | 16.53 | 17.38 | 18.27 | 19.20 | 20.18 | 157.0 | 2865-3498 |
| 157.5 | 16.61 | 17.47 | 18.36 | 19.30 | 20.28 | 157.5 | 2879-3515 |
| 158.0 | 16.70 | 17.55 | 18.45 | 19.39 | 20.38 | 158.0 | 2895-3533 |
| 158.5 | 16.78 | 17.64 | 18.54 | 19.49 | 20.48 | 158.5 | 2909-3550 |
| 159.0 | 16.87 | 17.73 | 18.63 | 19.58 | 20.58 | 159.0 | 2924-3567 |
| 159.5 | 16.95 | 17.82 | 18.72 | 19.68 | 20.68 | 159.5 | 2938-3585 |
| 160.0 | 17.04 | 17.91 | 18.82 | 19.78 | 20.79 | 160.0 | 2954-3604 |
| 160.5 | 17.13 | 18.00 | 18.91 | 19.88 | 20.89 | 160.5 | 2969-3621 |
| 161.0 | 17.21 | 18.09 | 19.01 | 19.98 | 21.00 | 161.0 | 2983-3640 |
| 161.5 | 17.30 | 18.18 | 19.11 | 20.08 | 21.11 | 161.5 | 2999-3659 |
| 162.0 | 17.38 | 18.27 | 19.20 | 20.18 | 21.21 | 162.0 | 3013-3676 |
| 162.5 | 17.47 | 18.36 | 19.30 | 20.28 | 21.32 | 162.5 | 3028-3695 |
| 163.0 | 17.55 | 18.45 | 19.39 | 20.38 | 21.42 | 163.0 | 3042-3713 |
| 163.5 | 17.64 | 18.54 | 19.49 | 20.48 | 21.53 | 163.5 | 3058-3732 |
| 164.0 | 17.73 | 18.63 | 19.58 | 20.58 | 21.63 | 164.0 | 3073-3749 |
| 164.5 | 17.82 | 18.72 | 19.68 | 20.68 | 21.74 | 164.5 | 3089-3768 |
| 165.0 | 17.91 | 18.82 | 19.78 | 20.79 | 21.85 | 165.0 | 3104-3787 |
| 165.5 | 18.00 | 18.91 | 19.88 | 20.89 | 21.96 | 165.5 | 3120-3806 |

| Salary Range Number | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Salary Range Number | Approximate Monthly Equivalent |
|------------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|------------------------------------|---|
| 166.0 | 18.09 | 19.01 | 19.98 | 21.00 | 22.07 | 166.0 | 3136-3825 |
| 166.5 | 18.18 | 19.11 | 20.08 | 21.11 | 22.18 | 166.5 | 3151-3845 |
| 167.0 | 18.27 | 19.20 | 20.18 | 21.21 | 22.29 | 167.0 | 3167-3864 |
| 167.5 | 18.36 | 19.30 | 20.28 | 21.32 | 22.40 | 167.5 | 3182-3883 |
| 168.0 | 18.46 | 19.39 | 20.38 | 21.42 | 22.51 | 168.0 | 3198-3902 |
| 168.5 | 18.54 | 19.49 | 20.48 | 21.53 | 22.62 | 168.5 | 3214-3921 |
| 169.0 | 18.63 | 19.58 | 20.58 | 21.63 | 22.74 | 169.0 | 3229-3942 |
| 169.5 | 18.72 | 19.68 | 20.68 | 21.74 | 22.85 | 169.5 | 3245-3961 |
| 170.0 | 18.82 | 19.78 | 20.79 | 21.85 | 22.97 | 170.0 | 3262-3981 |
| 170.5 | 18.91 | 19.88 | 20.89 | 21.96 | 23.08 | 170.5 | 3278-4001 |
| 171.0 | 19.01 | 19.98 | 21.00 | 22.07 | 23.20 | 171.0 | 3295-4021 |
| 171.5 | 19.11 | 20.08 | 21.11 | 22.18 | 23.32 | 171.5 | 3312-4042 |
| 172.0 | 19.20 | 20.18 | 21.21 | 22.29 | 23.43 | 172.0 | 3328-4061 |
| 172.5 | 19.30 | 20.28 | 21.32 | 22.40 | 23.55 | 172.5 | 3345-4082 |
| 173.0 | 19.39 | 20.38 | 21.42 | 22.51 | 23.66 | 173.0 | 3361-4101 |
| 173.5 | 19.49 | 20.48 | 21.53 | 22.62 | 23.78 | 173.5 | 3378-4122 |
| 174.0 | 19.58 | 20.58 | 21.63 | 22.74 | 23.90 | 174.0 | 3394-4143 |
| 174.5 | 19.68 | 20.68 | 21.74 | 22.85 | 24.02 | 174.5 | 3411-4163 |
| 175.0 | 19.78 | 20.79 | 21.85 | 22.97 | 24.14 | 175.0 | 3429-4184 |
| 175.5 | 19.88 | 20.89 | 21.96 | 23.08 | 24.26 | 175.5 | 3446-4205 |
| 176.0 | 19.98 | 21.00 | 22.07 | 23.20 | 24.38 | 176.0 | 3463-4226 |
| 176.5 | 20.08 | 21.11 | 22.18 | 23.32 | 24.50 | 176.5 | 3481-4247 |
| 177.0 | 20.18 | 21.21 | 22.29 | 23.43 | 24.62 | 177.0 | 3498-4267 |
| 177.5 | 20.28 | 21.32 | 22.40 | 23.55 | 24.74 | 177.5 | 3515-4288 |
| 178.0 | 20.38 | 21.42 | 22.51 | 23.66 | 24.87 | 178.0 | 3533-4311 |
| 178.5 | 20.48 | 21.53 | 22.62 | 23.78 | 24.99 | 178.5 | 3550-4332 |
| 179.0 | 20.58 | 21.63 | 22.74 | 23.90 | 25.12 | 179.0 | 3567-4354 |
| 179.5 | 20.68 | 21.74 | 22.85 | 24.02 | 25.25 | 179.5 | 3585-4377 |
| 180.0 | 20.79 | 21.85 | 22.97 | 24.14 | 25.37 | 180.0 | 3604-4397 |
| 180.5 | 20.89 | 21.96 | 23.08 | 24.26 | 25.50 | 180.5 | 3621-4420 |
| 181.0 | 21.00 | 22.07 | 23.20 | 24.38 | 25.62 | 181.0 | 3640-4441 |
| 181.5 | 21.11 | 22.18 | 23.32 | 24.50 | 25.75 | 181.5 | 3659-4463 |
| 182.0 | 21.21 | 22.29 | 23.43 | 24.62 | 25.88 | 182.0 | 3676-4486 |
| 182.5 | 21.32 | 22.40 | 23.55 | 24.74 | 26.01 | 182.5 | 3695-4508 |
| 183.0 | 21.42 | 22.51 | 23.66 | 24.87 | 26.14 | 183.0 | 3713-4531 |
| 183.5 | 21.53 | 22.62 | 23.78 | 24.99 | 26.27 | 183.5 | 3732-4553 |
| 184.0 | 21.63 | 22.74 | 23.90 | 25.12 | 26.40 | 184.0 | 3749-4576 |
| 184.5 | 21.74 | 22.85 | 24.02 | 25.25 | 26.53 | 184.5 | 3768-4599 |
| 185.0 | 21.85 | 22.97 | 24.14 | 25.37 | 26.66 | 185.0 | 3787-4621 |
| 185.5 | 21.96 | 23.08 | 24.26 | 25.50 | 26.79 | 185.5 | 3806-4644 |
| 186.0 | 22.07 | 23.20 | 24.38 | 25.62 | 26.93 | 186.0 | 3825-4668 |
| 186.5 | 22.18 | 23.32 | 24.50 | 25.75 | 27.06 | 186.5 | 3845-4690 |

| Salary Range Number | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Salary Range Number | Approximate Monthly Equivalent |
|---------------------------|-----------|-----------|-----------|-----------|-----------|---------------------------|--------------------------------------|
| 187.0 | 22.29 | 23.43 | 24.62 | 25.88 | 27.20 | 187.0 | 3864-4715 |
| 187.5 | 22.40 | 23.55 | 24.74 | 26.01 | 27.34 | 187.5 | 3883-4739 |
| 188.0 | 22.51 | 23.66 | 24.87 | 26.14 | 27.47 | 188.0 | 3902-4761 |
| 188.5 | 22.62 | 23.78 | 24.99 | 26.27 | 27.61 | 188.5 | 3921-4786 |
| 189.0 | 22.74 | 23.90 | 25.12 | 26.40 | 27.74 | 189.0 | 3942-4808 |
| 189.5 | 22.85 | 24.02 | 25.25 | 26.53 | 27.88 | 189.5 | 3961-4833 |
| 190.0 | 22.97 | 24.14 | 25.37 | 26.66 | 28.02 | 190.0 | 3981-4867 |
| 190.5 | 23.08 | 24.26 | 25.50 | 26.79 | 28.16 | 190.5 | 4001-4881 |
| 191.0 | 23.20 | 24.38 | 25.62 | 26.93 | 28.30 | 191.0 | 4021-4905 |
| 191.5 | 23.32 | 24.50 | 25.75 | 27.06 | 28.44 | 191.5 | 4042-4930 |
| 192.0 | 23.43 | 24.62 | 25.88 | 27.20 | 28.58 | 192.0 | 4061-4954 |
| 192.5 | 23.55 | 24.74 | 26.01 | 27.34 | 28.72 | 192.5 | 4082-4978 |
| 193.0 | 23.66 | 24.87 | 26.14 | 27.47 | 28.87 | 193.0 | 4101-5004 |
| 193.5 | 23.78 | 24.99 | 26.27 | 27.61 | 29.01 | 193.5 | 4122-5028 |
| 194.0 | 23.90 | 25.12 | 26.40 | 27.74 | 29.16 | 194.0 | 4143-5054 |
| 194.5 | 24.02 | 25.25 | 26.53 | 27.88 | 29.31 | 194.5 | 4163-5080 |
| 195.0 | 24.14 | 25.37 | 26.66 | 28.02 | 29.45 | 195.0 | 4184-5105 |
| 195.5 | 24.26 | 25.50 | 26.79 | 28.16 | 29.60 | 195.5 | 4205-5131 |
| 196.0 | 24.38 | 25.62 | 26.93 | 28.30 | 29.74 | 196.0 | 4226-5155 |
| 196.5 | 24.50 | 25.75 | 27.06 | 28.44 | 29.89 | 196.5 | 4247-5181 |
| 197.0 | 24.62 | 25.88 | 27.20 | 28.58 | 30.04 | 197.0 | 4267-5207 |
| 197.5 | 24.74 | 26.01 | 27.34 | 28.72 | 30.19 | 197.5 | 4288-5233 |
| 198.0 | 24.87 | 26.14 | 27.47 | 28.87 | 30.34 | 198.0 | 4311-5259 |
| 198.5 | 24.99 | 26.27 | 27.61 | 29.01 | 30.49 | 198.5 | 4332-5285 |
| 199.0 | 25.12 | 26.40 | 27.74 | 29.16 | 30.64 | 199.0 | 4354-5311 |
| 199.5 | 25.25 | 26.53 | 27.88 | 29.31 | 30.79 | 199.5 | 4377-5337 |
| 200.0 | 25.37 | 26.66 | 28.02 | 29.45 | 30.95 | 200.0 | 4397-5365 |
| 200.5 | 25.50 | 26.79 | 28.16 | 29.60 | 31.10 | 200.5 | 4420-5391 |
| 201.0 | 25.62 | 26.93 | 28.30 | 29.74 | 31.26 | 201.0 | 4441-5418 |
| 201.5 | 25.75 | 27.06 | 28.44 | 29.89 | 31.42 | 201.5 | 4463-5446 |
| 202.0 | 25.88 | 27.20 | 28.58 | 30.04 | 31.57 | 202.0 | 4486-5472 |
| 202.5 | 26.01 | 27.34 | 28.72 | 30.19 | 31.73 | 202.5 | 4508-5500 |
| 203.0 | 26.14 | 27.47 | 28.87 | 30.34 | 31.89 | 203.0 | 4531-5528 |
| 203.5 | 26.27 | 27.61 | 29.01 | 30.49 | 32.05 | 203.5 | 4553-5555 |
| 204.0 | 26.40 | 27.74 | 29.16 | 30.64 | 32.21 | 204.0 | 4576-5583 |
| 204.5 | 26.53 | 27.88 | 29.31 | 30.79 | 32.37 | 204.5 | 4599-5611 |
| 205.0 | 26.66 | 28.02 | 29.45 | 30.95 | 32.53 | 205.0 | 4621-5639 |
| 205.5 | 26.79 | 28.16 | 29.60 | 31.10 | 32.69 | 205.5 | 4644-5666 |
| 206.0 | 26.93 | 28.30 | 29.74 | 31.26 | 32.86 | 206.0 | 4668-5696 |
| 206.5 | 27.06 | 28.44 | 29.89 | 31.42 | 33.02 | 206.5 | 4690-5723 |
| 207.0 | 27.20 | 28.58 | 30.04 | 31.57 | 33.19 | 207.0 | 4715-5753 |
| 207.5 | 27.34 | 28.72 | 30.19 | 31.73 | 33.36 | 207.5 | 4739-5782 |

| Salary Range Number | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Salary Range Number | Approximate Monthly Equivalent |
|---------------------------|-----------|-----------|-----------|-----------|-----------|---------------------------|--------------------------------------|
| 208.0 | 27.47 | 28.87 | 30.34 | 31.89 | 33.52 | 208.0 | 4761-5810 |
| 208.5 | 27.61 | 29.01 | 30.49 | 32.05 | 33.69 | 208.5 | 4786-5840 |
| 209.0 | 27.74 | 29.16 | 30.64 | 32.21 | 33.86 | 209.0 | 4808-5869 |
| 209.5 | 27.88 | 29.31 | 30.79 | 32.37 | 34.03 | 209.5 | 4833-5899 |
| 210.0 | 28.02 | 29.45 | 30.95 | 32.53 | 34.20 | 210.0 | 4857-5928 |
| 210.5 | 28.16 | 29.60 | 31.10 | 32.69 | 34.37 | 210.5 | 4881-5957 |
| 211.0 | 28.30 | 29.74 | 31.26 | 32.86 | 34.54 | 211.0 | 4905-5987 |
| 211.5 | 28.44 | 29.89 | 31.42 | 33.02 | 34.71 | 211.5 | 4930-6016 |
| 212.0 | 28.58 | 30.04 | 31.57 | 33.19 | 34.89 | 212.0 | 4954-6048 |
| 212.5 | 28.72 | 30.19 | 31.73 | 33.36 | 35.06 | 212.5 | 4978-6077 |
| 213.0 | 28.87 | 30.34 | 31.89 | 33.52 | 35.24 | 213.0 | 5004-6108 |
| 213.5 | 29.01 | 30.49 | 32.05 | 33.69 | 35.42 | 213.5 | 5028-6139 |
| 214.0 | 29.16 | 30.64 | 32.21 | 33.86 | 35.59 | 214.0 | 5054-6169 |
| 214.5 | 29.31 | 30.79 | 32.37 | 34.03 | 35.77 | 214.5 | 5080-6200 |
| 215.0 | 29.45 | 30.95 | 32.53 | 34.20 | 35.95 | 215.0 | 5105-6231 |
| 215.5 | 29.60 | 31.10 | 32.69 | 34.37 | 36.13 | 215.5 | 5131-6263 |
| 216.0 | 29.74 | 31.26 | 32.86 | 34.54 | 36.31 | 216.0 | 5155-6294 |
| 216.5 | 29.89 | 31.42 | 33.02 | 34.71 | 36.49 | 216.5 | 5181-6325 |
| 217.0 | 30.04 | 31.57 | 33.19 | 34.89 | 36.67 | 217.0 | 5207-6356 |
| 217.5 | 30.19 | 31.73 | 33.36 | 35.06 | 36.85 | 217.5 | 5233-6387 |
| 218.0 | 30.34 | 31.89 | 33.52 | 35.24 | 37.04 | 218.0 | 5259-6420 |
| 218.5 | 30.49 | 32.05 | 33.69 | 35.42 | 37.23 | 218.5 | 5285-6453 |
| 219.0 | 30.64 | 32.21 | 33.86 | 35.59 | 37.41 | 219.0 | 5311-6484 |
| 219.5 | 30.79 | 32.37 | 34.03 | 35.77 | 37.60 | 219.5 | 5337-6517 |
| 220.0 | 30.95 | 32.53 | 34.20 | 35.95 | 37.78 | 220.0 | 5365-6549 |
| 220.5 | 31.10 | 32.69 | 34.37 | 36.13 | 37.97 | 220.5 | 5391-6581 |
| 221.0 | 31.26 | 32.86 | 34.54 | 36.31 | 38.16 | 221.0 | 5418-6614 |
| 221.5 | 31.42 | 33.02 | 34.71 | 36.49 | 38.35 | 221.5 | 5446-6647 |
| 222.0 | 31.57 | 33.19 | 34.89 | 36.67 | 38.54 | 222.0 | 5472-6680 |
| 222.5 | 31.73 | 33.36 | 35.06 | 36.85 | 38.73 | 222.5 | 5500-6713 |
| 223.0 | 31.89 | 33.52 | 35.24 | 37.04 | 38.93 | 223.0 | 5528-6748 |
| 223.5 | 32.05 | 33.69 | 35.42 | 37.23 | 39.12 | 223.5 | 5555-6781 |
| 224.0 | 32.21 | 33.86 | 35.59 | 37.41 | 39.32 | 224.0 | 5583-6815 |
| 224.5 | 32.37 | 34.03 | 35.77 | 37.60 | 39.52 | 224.5 | 5611-6850 |
| 225.0 | 32.53 | 34.20 | 35.95 | 37.78 | 39.71 | 225.0 | 5639-6883 |
| 225.5 | 32.69 | 34.37 | 36.13 | 37.97 | 39.91 | 225.5 | 5666-6918 |
| 226.0 | 32.86 | 34.54 | 36.31 | 38.16 | 40.11 | 226.0 | 5696-6952 |
| 226.5 | 33.02 | 34.71 | 36.49 | 38.35 | 40.31 | 226.5 | 5723-6987 |
| 227.0 | 33.19 | 34.89 | 36.67 | 38.54 | 40.51 | 227.0 | 5753-7022 |
| 227.5 | 33.36 | 35.06 | 36.85 | 38.73 | 40.71 | 227.5 | 5782-7056 |
| 228.0 | 33.52 | 35.24 | 37.04 | 38.93 | 40.92 | 228.0 | 5810-7093 |
| 228.5 | 33.69 | 35.42 | 37.23 | 39.12 | 41.12 | 228.5 | 5840-7127 |

| Salary Range Number | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Salary Range Number | Approximate Monthly Equivalent |
|---------------------------|-----------|-----------|-----------|-----------|-----------|---------------------------|--------------------------------------|
| 229.0 | 33.86 | 35.59 | 37.41 | 39.32 | 41.33 | 229.0 | 5869-7164 |
| 229.5 | 34.03 | 35.77 | 37.60 | 39.52 | 41.54 | 229.5 | 5899-7200 |
| 230.0 | 34.20 | 35.95 | 37.78 | 39.71 | 41.74 | 230.0 | 5928-7235 |
| 230.5 | 34.37 | 36.13 | 37.97 | 39.91 | 41.95 | 230.5 | 5957-7271 |
| 231.0 | 34.54 | 36.31 | 38.16 | 40.11 | 42.16 | 231.0 | 5987-7308 |
| 231.5 | 34.71 | 36.49 | 38.35 | 40.31 | 42.37 | 231.5 | 6016-7344 |
| 232.0 | 34.89 | 36.67 | 38.54 | 40.51 | 42.58 | 232.0 | 6048-7381 |
| 232.5 | 35.06 | 36.85 | 38.73 | 40.71 | 42.79 | 232.5 | 6077-7417 |
| 233.0 | 35.24 | 37.04 | 38.93 | 40.92 | 43.01 | 233.0 | 6108-7455 |
| 233.5 | 35.42 | 37.23 | 39.12 | 41.12 | 43.23 | 233.5 | 6139-7493 |
| 234.0 | 35.59 | 37.41 | 39.32 | 41.33 | 43.44 | 234.0 | 6169-7530 |
| 234.5 | 35.77 | 37.60 | 39.52 | 41.54 | 43.66 | 234.5 | 6200-7568 |
| 235.0 | 35.95 | 37.78 | 39.71 | 41.74 | 43.87 | 235.0 | 6231-7604 |
| 235.5 | 36.13 | 37.97 | 39.91 | 41.95 | 44.09 | 235.5 | 6263-7642 |
| 236.0 | 36.31 | 38.16 | 40.11 | 42.16 | 44.31 | 236.0 | 6294-7680 |
| 236.5 | 36.49 | 38.35 | 40.31 | 42.37 | 44.53 | 236.5 | 6325-7719 |
| 237.0 | 36.67 | 38.54 | 40.51 | 42.58 | 44.75 | 237.0 | 6356-7757 |
| 237.5 | 36.85 | 38.73 | 40.71 | 42.79 | 44.97 | 237.5 | 6387-7795 |
| 238.0 | 37.04 | 38.93 | 40.92 | 43.01 | 45.20 | 238.0 | 6420-7835 |
| 238.5 | 37.23 | 39.12 | 41.12 | 43.23 | 45.43 | 238.5 | 6453-7875 |
| 239.0 | 37.41 | 39.32 | 41.33 | 43.44 | 45.66 | 239.0 | 6484-7913 |
| 239.5 | 37.60 | 39.52 | 41.54 | 43.66 | 45.88 | 239.5 | 6517-7953 |
| 240.0 | 37.78 | 39.71 | 41.74 | 43.87 | 46.11 | 240.0 | 6549-7992 |
| 240.5 | 37.97 | 39.91 | 41.95 | 44.09 | 46.34 | 240.5 | 6581-8032 |
| 241.0 | 38.16 | 40.11 | 42.16 | 44.31 | 46.57 | 241.0 | 6614-8072 |
| 241.5 | 38.35 | 40.31 | 42.37 | 44.53 | 46.80 | 241.5 | 6647-8112 |
| 242.0 | 38.54 | 40.51 | 42.58 | 44.75 | 47.04 | 242.0 | 6680-8154 |
| 242.5 | 38.73 | 40.71 | 42.79 | 44.97 | 47.28 | 242.5 | 6713-8195 |
| 243.0 | 38.93 | 40.92 | 43.01 | 45.20 | 47.51 | 243.0 | 6748-8235 |
| 243.5 | 39.12 | 41.12 | 43.23 | 45.43 | 47.75 | 243.5 | 6781-8277 |
| 244.0 | 39.32 | 41.33 | 43.44 | 45.66 | 47.99 | 244.0 | 6815-8318 |
| 244.5 | 39.52 | 41.54 | 43.66 | 45.88 | 48.23 | 244.5 | 6850-8360 |
| 245.0 | 39.71 | 41.74 | 43.87 | 46.11 | 48.47 | 245.0 | 6883-8401 |
| 245.5 | 39.91 | 41.95 | 44.09 | 46.34 | 48.71 | 245.5 | 6918-8443 |
| 246.0 | 40.11 | 42.16 | 44.31 | 46.57 | 48.95 | 246.0 | 6952-8485 |
| 246.5 | 40.31 | 42.37 | 44.53 | 46.80 | 49.19 | 246.5 | 6987-8526 |
| 247.0 | 40.51 | 42.58 | 44.75 | 47.04 | 49.44 | 247.0 | 7022-8570 |
| 247.5 | 40.71 | 42.79 | 44.97 | 47.28 | 49.69 | 247.5 | 7056-8613 |
| 248.0 | 40.92 | 43.01 | 45.20 | 47.51 | 49.93 | 248.0 | 7093-8655 |
| 248.5 | 41.12 | 43.23 | 45.43 | 47.75 | 50.18 | 248.5 | 7127-8698 |
| 249.0 | 41.33 | 43.44 | 45.66 | 47.99 | 50.43 | 249.0 | 7164-8741 |
| 249.5 | 41.54 | 43.66 | 45.88 | 48.23 | 50.68 | 249.5 | 7200-8785 |

SECTION II – General Employee**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below:

| <u>Class Title</u> | <u>Salary Range Number</u> | <u>Monthly Salary</u> |
|--------------------------------|--------------------------------|---------------------------|
| Facilities & Fleet Specialist | 221 | 5418-6614 |
| Fiscal Specialist I/II | 204 | 4576-5583 |
| Transit Assistant | 182 | 3676-4486 |
| Custodial & Maintenance Worker | 168 | 3198-3902 |

Employees who are designated "Classic Members" of PERS pay the full employee contribution for the 2% at 55 Miscellaneous Plan. Employees who are designated "New Members" of PERS pay the full employee contribution for the 2% at 62 Miscellaneous Plan.

SECTION II – Middle Management**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below:

| <u>Class Title</u> | <u>Salary Range Number</u> | <u>Monthly Salary</u> |
|--------------------|--------------------------------|---------------------------|
| Accountant/Auditor | 246 | 6952-8485 |
| Transit Manager | 246 | 6952-8485 |

Employees who are designated "Classic Members" of PERS pay the full employee contribution for the 2% at 55 Miscellaneous Plan. Employees who are designated "New Members" of PERS pay the full employee contribution for the 2% at 62 Miscellaneous Plan.

SECTION III – Department Head

The following Department Head shall receive compensation within the following band structure:

| <u>Classification</u> | <u>Band Designation</u> | <u>Monthly Salary</u> |
|-----------------------|-------------------------|-----------------------|
| Executive Director | 4 | \$14,000 |

Employees who are designated "Classic Members" of PERS pay the full employee contribution for the 2% at 55 Miscellaneous Plan. Employees who are designated "New Members" of PERS pay the full employee contribution for the 2% at 62 Miscellaneous Plan.

Salary Bands

The selected management position receives the equivalent of a flat rate monthly salary. Kings County Area Public Transit Agency's Board has adopted salary bands specifying a minimum and maximum flat

dollar amount (Salary) payable to each position. Adjustments to this flat dollar amount is based on action of the Kings County Area Public Transit Agency's Board of Directors.

1. Is not intended to be adjusted periodically based on length of service (which distinguishes Salary Bands from Salary Ranges which require a consideration of 5% incremental pay adjustments at predetermined intervals);
2. Salary Bands, may be adjusted by the Board, from time to time but not necessarily annually, and are to remain fixed for one or more years, during which time salary increase or decrease to an individual position may be made based on such factors and conditions as the Board deems appropriate including but not limited to: employee performance, changes in the cost of living and the Agency's ability to pay.

SECTION IV

BASE AND TIME OF PAY

Compensation shall be paid on a bi-weekly basis within the hourly or monthly rate established for the class and position to which an individual has been appointed except where otherwise indicated in this resolution. For accounting purposes, the employment records of all employees whether paid at the monthly or hourly rate, will be maintained on an hourly basis. The first pay period shall be from Monday (starting at 0001 Monday morning) to midnight (2400) of the second Sunday thereafter. Compensation shall be payable on or before the fifth working day after the conclusion of each pay period for service rendered during the preceding pay period.

SECTION V

BILINGUAL PAY

Bilingual employees in the Transit Assistant and Fiscal Specialist positions shall be entitled to bilingual compensation in the amount of \$50 per pay period for the use of bilingual skills. In these positions where highly specialized job knowledge is critical to ensuring that competent and accurate translation is available and on call as needed.

EFFECTIVE DATE

This Resolution shall take effect June 22, 2025, except as to those items previously approved by action of the Kings County Area Public Transit Agency, and as to those items the effective date shall be the date of the Board Action.

The Foregoing resolution was adopted upon motion by Commissioner _____, seconded by Commissioner _____, at a special meeting held May 28, 2025 by the following vote:

AYES: Commissioners _____

NOES: Commissioners _____

ABSENT: Commissioners _____

Joe Neves, Chairman of the Board

County of Kings, State of California

WITNESS my hand this _____ day of _____, 2025

AGENCY BOARD DESIGNEE:

BY: _____