

CLALLAM TRANSIT SYSTEM - NON-REPRESENTED SALARY SCHEDULE

EFFECTIVE: January 1, 2026

RANGE	POSITION		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L
1	Operations Manager Maintenance Manager	Annual Salary	103,010	105,585	108,225	110,930	113,704	116,546	119,460	122,446	125,508	128,645	131,861	135,158	138,537
		Monthly Salary	8,584	8,799	9,019	9,244	9,475	9,712	9,955	10,204	10,459	10,720	10,988	11,263	11,545
		Hourly Wage	49.52	50.76	52.03	53.33	54.67	56.03	57.43	58.87	60.34	61.85	63.39	64.98	66.60
2	Human Resources Manager Finance Manager	Annual Salary	98,046	100,498	103,010	105,585	108,225	110,930	113,704	116,546	119,460	122,446	125,508	128,645	131,861
		Monthly Salary	8,171	8,375	8,584	8,799	9,019	9,244	9,475	9,712	9,955	10,204	10,459	10,720	10,988
		Hourly Wage	47.14	48.32	49.52	50.76	52.03	53.33	54.67	56.03	57.43	58.87	60.34	61.85	63.39
3		Annual Salary	93,322	95,655	98,046	100,498	103,010	105,585	108,225	110,930	113,704	116,546	119,460	122,446	125,508
		Monthly Salary	7,777	7,971	8,171	8,375	8,584	8,799	9,019	9,244	9,475	9,712	9,955	10,204	10,459
		Hourly Wage	44.87	45.99	47.14	48.32	49.52	50.76	52.03	53.33	54.67	56.03	57.43	58.87	60.34
4		Annual Salary	88,825	91,046	93,322	95,655	98,046	100,498	103,010	105,585	108,225	110,930	113,704	116,546	119,460
		Monthly Salary	7,402	7,587	7,777	7,971	8,171	8,375	8,584	8,799	9,019	9,244	9,475	9,712	9,955
		Hourly Wage	42.70	43.77	44.87	45.99	47.14	48.32	49.52	50.76	52.03	53.33	54.67	56.03	57.43
5		Annual Salary	84,545	86,659	88,825	91,046	93,322	95,655	98,046	100,498	103,010	105,585	108,225	110,930	113,704
		Monthly Salary	7,045.42	7,221.56	7,402.10	7,587.15	7,776.83	7,971.25	8,170.53	8,374.79	8,584.16	8,798.77	9,018.74	9,244.20	9,475.31
		Hourly Wage	40.65	41.66	42.70	43.77	44.87	45.99	47.14	48.32	49.52	50.76	52.03	53.33	54.67
6	Operations Supervisor Maintenance Supervisor IT/Application&Software Specialists	Annual Salary	80,471	82,483	84,545	86,659	88,825	91,046	93,322	95,655	98,046	100,498	103,010	105,585	108,225
		Monthly Salary	6,706	6,873.58	7,045.42	7,221.56	7,402.10	7,587.15	7,776.83	7,971.25	8,170.53	8,374.79	8,584.16	8,798.77	9,018.74
		Hourly Wage	38.69	39.66	40.65	41.66	42.70	43.77	44.87	45.99	47.14	48.32	49.52	50.76	52.03
7		Annual Salary	76,594	78,508	80,471	82,483	84,545	86,659	88,825	91,046	93,322	95,655	98,046	100,498	103,010
		Monthly Salary	6,383	6,542	6,706	6,874	7,045	7,222	7,402	7,587	7,777	7,971	8,171	8,375	8,584
		Hourly Wage	36.82	37.74	38.69	39.66	40.65	41.66	42.70	43.77	44.87	45.99	47.14	48.32	49.52
8		Annual Salary	72,903	74,726	76,594	78,508	80,471	82,483	84,545	86,659	88,825	91,046	93,322	95,655	98,046
		Monthly Salary	6,075	6,227	6,383	6,542	6,706	6,874	7,045	7,222	7,402	7,587	7,777	7,971	8,171
		Hourly Wage	35.05	35.93	36.82	37.74	38.69	39.66	40.65	41.66	42.70	43.77	44.87	45.99	47.14
9	Department Office Manager	Annual Salary	69,390	71,125	72,903	74,726	76,594	78,508	80,471	82,483	84,545	86,659	88,825	91,046	93,322
		Monthly Salary	5,783	5,927	6,075	6,227	6,383	6,542	6,706	6,874	7,045	7,222	7,402	7,587	7,777
		Hourly Wage	33.36	34.19	35.05	35.93	36.82	37.74	38.69	39.66	40.65	41.66	42.70	43.77	44.87
10		Annual Salary	66,046	67,698	69,390	71,125	72,903	74,726	76,594	78,508	80,471	82,483	84,545	86,659	88,825
		Monthly Salary	5,504	5,641	5,783	5,927	6,075	6,227	6,383	6,542	6,706	6,874	7,045	7,222	7,402
		Hourly Wage	31.75	32.55	33.36	34.19	35.05	35.93	36.82	37.74	38.69	39.66	40.65	41.66	42.70
11	Payroll Specialist Fiscal Specialist Procure/Grant/Proj. Specialist	Annual Salary	62,864	64,436	66,046	67,698	69,390	71,125	72,903	74,726	76,594	78,508	80,471	82,483	84,545
		Monthly Salary	5,239	5,370	5,504	5,641	5,783	5,927	6,075	6,227	6,383	6,542	6,706	6,874	7,045
		Hourly Wage	30.22	30.98	31.75	32.55	33.36	34.19	35.05	35.93	36.82	37.74	38.69	39.66	40.65
12	Department Coordinator Mobility Coordinator	Annual Salary	59,835	61,331	62,864	64,436	66,046	67,698	69,390	71,125	72,903	74,726	76,594	78,508	80,471
		Monthly Salary	4,986	5,111	5,239	5,370	5,504	5,641	5,783	5,927	6,075	6,227	6,383	6,542	6,706
		Hourly Wage	28.77	29.49	30.22	30.98	31.75	32.55	33.36	34.19	35.05	35.93	36.82	37.74	38.69
13		Annual Salary	56,952	58,375	59,835	61,331	62,864	64,436	66,046	67,698	69,390	71,125	72,903	74,726	76,594
		Monthly Salary	4,746	4,865	4,986	5,111	5,239	5,370	5,504	5,641	5,783	5,927	6,075	6,227	6,383
		Hourly Wage	27.38	28.07	28.77	29.49	30.22	30.98	31.75	32.55	33.36	34.19	35.05	35.93	36.82
14	Office Assistant	Annual Salary	54,207	55,563	56,952	58,375	59,835	61,331	62,864	64,436	66,046	67,698	69,390	71,125	72,903
		Monthly Salary	4,517	4,630	4,746	4,865	4,986	5,111	5,239	5,370	5,504	5,641	5,783	5,927	6,075
		Hourly Wage	26.06	26.71	27.38	28.07	28.77	29.49	30.22	30.98	31.75	32.55	33.36	34.19	35.05
15		Annual Salary	51,595	52,885	54,207	55,563	56,952	58,375	59,835	61,331	62,864	64,436	66,046	67,698	69,390
		Monthly Salary	4,300	4,407	4,517	4,630	4,746	4,865	4,986	5,111	5,239	5,370	5,504	5,641	5,783
		Hourly Wage	24.81	25.43	26.06	26.71	27.38	28.07	28.77	29.49	30.22	30.98	31.75	32.55	33.36
16	Bus Cleaner, Fare Counter *	Hourly Wage	-	-	17.97	18.42	18.88	19.36	19.84	20.34	20.84	21.36	21.90	22.45	23.01
17	Temp Part-time Fixed Route Operator	Hourly Wage	-	-	28.16	29.82	31.47	33.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00
18	Temp Paratransit Dispatcher/CSR	Hourly Wage	22.87												

* Washington State Minimum Wage - \$17.13

3.5% GWI