

**TCA Job Classifications and Pay Ranges**

As approved by the Boards of Directors  
Effective July 1, 2020

Pay Grade	Classification Title Job Title(s)	Range Minimum	Mid Range	Range Maximum	Hourly Min	Hourly Mid-Point	Hourly Max
1	<b>Office Assistant</b> <i>Office Assistant</i>	\$ 35,998	\$ 43,197	\$ 50,397	\$ 17.31	\$ 20.77	\$ 24.23
2	<b>Clerical</b> <i>Accounting Clerk Facilities Coordinator</i>	\$ 39,598	\$ 47,517	\$ 55,436	\$ 19.04	\$ 22.84	\$ 26.65
3	<b>Senior Clerical</b> <i>Senior Accounting Clerk</i>	\$ 43,557	\$ 52,268	\$ 60,980	\$ 20.94	\$ 25.13	\$ 29.32
4	<b>Administrative</b> <i>Administrative Assistant Human Resources Coordinator I</i>	\$ 47,913	\$ 57,495	\$ 67,078	\$ 23.04	\$ 27.64	\$ 32.25
5	<b>Senior Administrative</b> <i>Administrative Coordinator/Planner Senior Administrative Assistant</i>	\$ 52,704	\$ 63,261	\$ 73,818	\$ 25.34	\$ 30.41	\$ 35.49
6	<b>Associate</b> <i>Accountant (Budget) Accountant (Tolls) Associate Contract Administrator Associate Technology Administrator Associate Graphics Designer Communications Coordinator Contracts Assistant Environmental Analyst Facilities Maintenance Technician Human Resources Coordinator II</i>	\$ 57,974	\$ 69,569	\$ 81,164	\$ 27.87	\$ 33.45	\$ 39.02
7	<b>Senior Associate</b> <i>Accountant (General Ledger) Financial Analyst - Budget Accounting and Business Intelligence Analyst Technology Administrator</i>	\$ 63,772	\$ 76,526	\$ 89,280	\$ 30.66	\$ 36.79	\$ 42.92
8	<b>Professional</b> <i>Contract Administrator Executive Assistant &amp; Assistant Clerk of the Board Internal Auditor Graphics Designer Human Resources Specialist Senior Accountant Senior Environmental Analyst</i>	\$ 70,150	\$ 84,179	\$ 98,209	\$ 33.73	\$ 40.47	\$ 47.22
9	<b>Senior Professional</b> <i>HR Generalist Principal Environmental Analyst Public Affairs Specialist Senior Contracts Administrator Senior Financial Analyst</i>	\$ 77,164	\$ 92,596	\$ 108,029	\$ 37.10	\$ 44.52	\$ 51.94
10	<b>Clerk of the Board</b> <i>Clerk of the Board</i>	\$ 84,880	\$ 101,856	\$ 118,832	\$ 40.81	\$ 48.97	\$ 57.13
11	<b>Program Manager</b> <i>Manager, Legislative &amp; Government Affairs Manager, Media Relations Program Manager, Toll Operations Program Manager, Customer Service Revenue Management Program Manager, Violation Processing &amp; Toll Compliance</i>	\$ 93,367	\$ 112,041	\$ 130,715	\$ 44.89	\$ 53.87	\$ 62.84
12	<b>Manager</b> <i>Assistant Controller Assistant Controller/Financial Analyst Manager, Budget &amp; Planning Manager, Contracts Manager, Customer Experience Communications Manager, Environmental Manager, Facilities Manager, Information Technology Manager, Internal Audit Manager, Treasury Operations Manager, Customer Service</i>	\$ 102,704	\$ 123,246	\$ 143,787	\$ 49.38	\$ 59.25	\$ 69.13
13	not currently used	\$ 112,976	\$ 135,571	\$ 158,166	\$ 54.32	\$ 65.18	\$ 76.04
14	<b>Director</b> <i>Controller Corridor Manager Director, Communications (Internal &amp; External) Director, Tolling and Customer Information Systems Director, Customer Service Director, Contracts Director, Environmental Planning Director, Human Resources Director, Information Technology Director, Legislative Affairs Director, Local Government Relations</i>	\$ 124,273	\$ 149,127	\$ 173,982	\$ 59.75	\$ 71.70	\$ 83.64
15	<b>Senior Director</b> <i>Director, Design and Construction Director, Finance</i>	\$ 136,700	\$ 164,040	\$ 191,380	\$ 65.72	\$ 78.87	\$ 92.01
16	not currently used	\$ 150,370	\$ 180,444	\$ 210,518	\$ 72.29	\$ 86.75	\$ 101.21
E1	<b>Executive</b> <i>Chief, Environmental Planning Chief External Affairs Officer Chief Engineer &amp; Environmental Planning Officer Chief Financial Officer Chief Strategy Officer Chief Toll Operations Officer</i>	\$ 165,407	\$ 198,489	\$ 231,570	\$ 79.52	\$ 95.43	\$ 111.33
E2	<b>Senior Executive</b> <i>Deputy Chief Executive Officer</i>	\$ 181,948	\$ 218,338	\$ 254,727	\$ 87.47	\$ 104.97	\$ 122.46