

## OPERATOR PAY RATES

City	2004 Top Rate	2009 Top Rate	1 YR % Increase	5 YR % Increase APR*
Boston, MA	\$25.53	\$30.18	4.00%	3.40%
San Jose, CA	\$26.12	\$28.86	1.50%	2.00%
<b>Seattle, WA</b>	<b>\$23.50</b>	<b>\$28.47</b>	<b>4.00%</b>	<b>3.90%</b>
New York, NY	\$24.28	\$28.00	4.00%	2.90%
San Francisco, CA	\$25.45	\$27.92	0.00%	1.90%
Chicago, IL	\$23.70	\$27.68	3.00%	3.10%
Washington, DC	\$24.07	\$26.81	3.00%	2.20%
Everett, WA	\$22.04	\$26.38	5.80%	3.70%
Oakland, CA	\$23.04	\$25.68	1.50%	2.20%
Tacoma, WA	\$22.05	\$25.50	3.80%	2.90%
Lynnwood, WA	\$21.91	\$25.35	3.00%	3.00%
Newark, NJ	\$21.98	\$25.12	0.00%	2.70%
Pittsburgh, PA	\$21.53	\$24.25	3.00%	2.40%
Philadelphia, PA	\$21.54	\$24.24	0.00%	2.40%
Minneapolis, MN	\$22.02	\$24.19	2.00%	1.90%
Bellingham, WA	\$20.82	\$24.01	3.00%	2.90%
Honolulu, HI	\$21.17	\$23.96	3.80%	2.50%
Santa Ana, CA	\$20.52	\$23.92	4.00%	3.10%
Vancouver, WA	\$20.13	\$23.79	3.50%	3.40%
Milwaukee, WI	\$20.64	\$22.76	-0.20%	2.00%
Spokane, WA	\$19.86	\$22.68	3.30%	2.70%
Olympia, WA	\$19.11	\$22.58	4.00%	3.40%
Los Angeles, CA	\$19.46	\$22.22	0.50%	2.70%
San Diego, CA	\$18.45	\$21.17	3.50%	2.80%
Dallas, TX	\$17.91	\$20.97	3.00%	3.20%
Denver, CO	\$18.05	\$19.85	0.00%	1.90%
Las Vegas, NV	\$15.70	\$19.60	2.10%	4.50%
Atlanta, GA	\$18.51	\$19.54	0.00%	1.10%
Houston, TX	\$15.55	\$18.01	5.10%	3.00%
San Antonio, TX	\$14.16	\$16.95	3.30%	3.70%
* APR = Compound annual percentage over the five-year period.				

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## OPERATOR PAY RATES

Annual Percentage Transit Operator wage growth: 2004-2009				
NTD data was used to identify the 29 agencies in the US with the highest number of bus and trolleybus boardings.				
Salary information was available for 23 of them. Seven local Washington systems are also included.				
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