

San Francisco Bay Rapid Transit District
Pay Schedule (Noted by Job Title)
ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
1	QC208	Access Coordinator	AFSCME	A10	\$114,545.60	\$139,235.20	7/1/2025
2	FA200	Account Clerk	SEIU	011	\$54,352.48	\$71,049.06	7/1/2025
3	FA205	Accountant	SEIU	S08	\$87,200.40	\$113,987.52	7/1/2025
4	FA210	Accounting Analyst	SEIU	S11	\$100,696.32	\$131,629.20	7/1/2025
5	000070	Accounting Supervisor	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
6	FA215	Accounting Technician	SEIU	036	\$72,679.15	\$95,005.66	7/1/2025
7	OF050	ACTO Central Control	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
8	OF075	ACTO Service Delivery	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
9	000387	Admin of Business Intel & Eval	AFSCME	A19	\$143,062.40	\$173,888.00	7/1/2025
10	AE200	Administrative Analyst - BPOA	BPOA	058	\$91,876.30	\$110,246.45	7/1/2025
11	AF200	Administrative Analyst NR	NRep	N04	\$110,193.00	\$166,944.00	6/30/2025
12	AA200	Administrative Analyst SEIU	SEIU	S08	\$87,200.40	\$113,987.52	7/1/2025
13	000208	Administrative Coordinator	NRep	N04	\$110,193.00	\$166,944.00	6/30/2025
14	AG100	Administrative Secretary SEIU	SEIU	071	\$69,986.38	\$91,485.68	7/1/2025
15	AA230	Administrative Support Officer	SEIU	S13	\$110,845.08	\$144,895.56	7/1/2025
16	CB190	Administrative Technician ATU	ATU	036	\$80,754.75	\$95,005.66	7/1/2025
17	CA190	Administrative Technician SEIU	SEIU	036	\$72,679.15	\$95,005.66	7/1/2025
18	MA100	AFC Electronic Technician	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
19	MA105	AFC Foreworker	SEIU	825	\$95,823.94	\$125,260.30	7/1/2025
20	MA560	AFC Parts Runner	SEIU	151	\$65,790.82	\$86,001.14	7/1/2025
21	IA100	Appl Programmer Analyst	SEIU	S08	\$87,200.40	\$113,987.52	7/1/2025
22	000046	Architect	NRep	E06	\$126,161.00	\$191,135.00	6/30/2025
23	000051	Asset Coordinator	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
24	000411	Asset Coordinator EX	AFSCME	AFF	\$126,015.31	\$163,821.34	7/1/2025
25	000178	Asset Data Manager	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
26	000412	Asset Data Manager EX	AFSCME	AFI	\$153,237.25	\$199,208.13	7/1/2025
27	LF100	Associate General Counsel	NRep	N13	\$208,272.00	\$315,532.00	6/30/2025
28	AA100	Asst Admin Analyst - SEIU	SEIU	S06	\$79,229.04	\$103,567.44	7/1/2025
29	UA200	Asst Buyer	SEIU	S06	\$79,229.04	\$103,567.44	7/1/2025
30	000273	Asst Chief Infrast Deliv Office	NRep	E12	\$189,337.00	\$286,847.00	6/30/2025
31	000274	Asst Chief Maintenance Officer	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
32	000082	Asst Chief Mechanical Officer	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
33	000399	Asst Chief Operations Officer	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
34	UA205	Asst Contract Administrator	SEIU	S06	\$79,229.04	\$103,567.44	7/1/2025
35	AF105	Asst District Secretary	NRep	N08	\$144,443.00	\$218,831.00	6/30/2025
36	ZF050	Asst GM Administration*	NRep	N14	\$229,100.00	\$347,085.00	6/30/2025
37	XF105	Asst GM Finance*	NRep	N14	\$229,100.00	\$347,085.00	6/30/2025
38	000356	Asst GM Finance, Interim	NRep	N14	\$229,100.00	\$347,085.00	6/30/2025
39	ZF105	Asst GM Operations*	NRep	N15	\$252,009.00	\$381,795.00	6/30/2025
40	XF213	Asst GM Performance & Budget*	NRep	N14	\$229,100.00	\$347,085.00	6/30/2025
41	000276	Asst GM Planning & Development*	NRep	N14	\$229,100.00	\$347,085.00	6/30/2025
42	XF125	Asst GM Technology*	NRep	N14	\$229,100.00	\$347,085.00	6/30/2025
43	ZF117	Asst GM, External Affairs*	NRep	N14	\$229,100.00	\$347,085.00	6/30/2025
44	ZF118	Asst GM, Infrastrct Delivery*	NRep	N14	\$229,100.00	\$347,085.00	6/30/2025
45	000019	Asst Logistics Program Manager	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
46	FC230	Asst Mgr of Revenue Control	AFSCME	A19	\$143,062.40	\$173,888.00	7/1/2025
47	SA100	Asst Safety Specialist	SEIU	S06	\$79,229.04	\$103,567.44	7/1/2025
48	000209	Asst Supt Maint Plan and Logs	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
49	000061	Asst Supt of Power Mech Maint	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
50	MF822	Asst Supt of RS&S	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
51	000408	Asst Supt of RS&S, Cap Cor	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025

San Francisco Bay Rapid Transit District
Pay Schedule (Noted by Job Title)
ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
52	000163	Asst Supt of System Service	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
53	MF830	Asst Supt of Systems Maint	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
54	000020	Asst Supt of Way & Facilities	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
55	FA274	Asst Treasury Analyst	SEIU	S06	\$79,229.04	\$103,567.44	7/1/2025
56	LF105	Attorney I	NRep	N06	\$126,161.00	\$191,135.00	6/30/2025
57	LF110	Attorney II	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
58	LF115	Attorney III	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
59	MA200	Auto & Equip Foreworker	SEIU	825	\$95,823.94	\$125,260.30	7/1/2025
60	MC215	Auto & Equip Maint Supv	AFSCME	A10	\$114,545.60	\$139,235.20	7/1/2025
61	MA205	Auto & Equip Mechanic	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
62	000222	Board Analyst	NRep	N05	\$117,907.00	\$178,630.00	6/30/2025
63	FA100	Budget Analyst	SEIU	S08	\$87,200.40	\$113,987.52	7/1/2025
64	FB141	Budget Clerk - ATU	ATU	031	\$77,083.55	\$90,686.75	7/1/2025
65	MA300	Buildings Foreworker	SEIU	825	\$95,823.94	\$125,260.30	7/1/2025
66	MA310	Buildings Worker	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
67	000403	Business Sys Analyst Cap Cor	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
68	UA210	Buyer	SEIU	S08	\$87,200.40	\$113,987.52	7/1/2025
69	UA213	Buyer Technician	SEIU	036	\$72,679.15	\$95,005.66	7/1/2025
70	TA298	CAD Drafter	SEIU	S08	\$87,200.40	\$113,987.52	7/1/2025
71	FA245	Cash Handler	SEIU	025	\$64,088.75	\$83,776.16	7/1/2025
72	000095	Cash Handler PT	SEIU	026	\$68,734.80	\$68,734.80	7/1/2025
73	FA249	Cash Handling Elec Technician	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
74	FA250	Cash Handling Foreworker	SEIU	813	\$95,823.94	\$125,260.30	7/1/2025
75	TC220	Central Maintenance Supervisor	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
76	XF142	Chief Communications Officer	NRep	N13	\$208,272.00	\$315,532.00	6/30/2025
77	000384	Chief Financial Officer*	NRep	N15	\$252,009.00	\$381,795.00	6/30/2025
78	000050	Chief Infrastruc Deliv Officer	NRep	E13	\$208,272.00	\$315,532.00	6/30/2025
79	EF050	Chief Maintenance Officer	NRep	N13	\$208,272.00	\$315,532.00	6/30/2025
80	MF805	Chief Mechanical Officer	NRep	N13	\$208,272.00	\$315,532.00	6/30/2025
81	000339	Chief of Staff	NRep	N08	\$144,443.00	\$218,831.00	6/30/2025
82	SF200	Chief Safety Officer	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
83	XF100	Chief Transportation Officer	NRep	N13	\$208,272.00	\$315,532.00	6/30/2025
84	EF200	Civil Engineer	NRep	E06	\$126,161.00	\$191,135.00	6/30/2025
85	CG100	Clerk SEIU	SEIU	011	\$54,352.48	\$71,049.06	7/1/2025
86	000013	Communication Coordinator	SEIU	S11	\$100,696.32	\$131,629.20	7/1/2025
87	MA115	Communications Electronic Tech	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
88	MA120	Communications Foreworker	SEIU	825	\$95,823.94	\$125,260.30	7/1/2025
89	VF101	Communications Officer	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
90	OB100	Communications Specialist	ATU	831	\$110,266.62	\$129,725.65	7/1/2025
91	PE076	Community Services Officer	BPOA	027	\$65,041.81	\$79,887.39	7/1/2025
92	000155	Comp Vehicle Maint DMU	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
93	IA105	Computer Documentation Asst	SEIU	031	\$69,375.28	\$90,686.75	7/1/2025
94	MA700	Computer Electronic Technician	SEIU	321	\$87,112.90	\$113,873.14	7/1/2025
95	IA110	Computer Operator	SEIU	031	\$69,375.28	\$90,686.75	7/1/2025
96	000064	Computer Support Administrator	SEIU	S05	\$75,540.24	\$98,745.48	7/1/2025
97	IA115	Computer Support Coordinator	SEIU	S14	\$116,315.40	\$152,046.24	7/1/2025
98	EF102	Computer Systems Engineer	NRep	E06	\$126,161.00	\$191,135.00	6/30/2025
99	000377	Computer Systems Engineer PT	NRep	E06	\$126,161.00	\$191,135.00	6/30/2025
100	EF205	Construction Engineer	NRep	E06	\$126,161.00	\$191,135.00	6/30/2025
101	UA215	Contract Administrator	SEIU	S08	\$87,200.40	\$113,987.52	7/1/2025
102	UF221	Contract Specialist I	AFSCME	A01	\$91,728.00	\$111,508.80	7/1/2025

San Francisco Bay Rapid Transit District
Pay Schedule (Noted by Job Title)
ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
103	UF222	Contract Specialist II	AFSCME	A07	\$106,371.20	\$129,313.60	7/1/2025
104	000413	Contract Specialist II EX	AFSCME	AFD	\$110,506.20	\$143,658.31	7/1/2025
105	UF223	Contract Specialist III	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
106	000049	Contracts Technician SEIU	SEIU	036	\$72,679.15	\$95,005.66	7/1/2025
107	000168	Crew Office Supervisor	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
108	000183	Crime Analyst	BPOA	068	\$93,713.36	\$112,451.25	7/1/2025
109	000323	Crisis Intervention Specialist	BPOA	058	\$91,876.30	\$110,246.45	7/1/2025
110	CA120	Customer Service Clerk	SEIU	031	\$69,375.28	\$90,686.75	7/1/2025
111	VA110	Customer Service Rep	SEIU	S11	\$100,696.32	\$131,629.20	7/1/2025
112	VA120	Customer Services Admin	SEIU	S13	\$110,845.08	\$144,895.56	7/1/2025
113	000016	Customer Services Assistant	SEIU	S06	\$79,229.04	\$103,567.44	7/1/2025
114	000173	Customer Services Supervisor	SEIU	S13	\$110,845.08	\$144,895.56	7/1/2025
115	000180	Customer Services Technician	SEIU	036	\$72,679.15	\$95,005.66	7/1/2025
116	000072	Cyber Security Engineer	NRep	E07	\$134,993.00	\$204,516.00	6/30/2025
117	IA135	Data Controller	SEIU	031	\$69,375.28	\$90,686.75	7/1/2025
118	IA140	Data Entry Operator	SEIU	031	\$69,375.28	\$90,686.75	7/1/2025
119	IC120	Database Administrator	AFSCME	A22	\$154,065.60	\$187,262.40	7/1/2025
120	AF115	Deputy Asst District Secretary	NRep	N06	\$126,161.00	\$191,135.00	6/30/2025
121	000395	Deputy Dir of Human Resources	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
122	000436	Deputy Dir of OCR	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
123	ZF110	Deputy General Manager*	NRep	N16	\$277,210.00	\$419,974.00	6/30/2025
124	000307	Deputy Inspector General	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
125	000028	Deputy Managing Dir Cap Cor	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
126	000043	Deputy Police Chief**	NRep	N13	\$208,272.00	\$315,532.00	6/30/2025
127	FF095	Dir of Budgets	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
128	QF101	Dir of Customer Access	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
129	XF117	Dir of Customer Services	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
130	FF225	Dir of Fin Cont and Accounting	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
131	FF090	Dir of Financial Planning	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
132	000206	Dir of Fire Life Safety	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
133	000337	Dir of Funding Strategy	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
134	XF123	Dir of Govt and Comm Relations	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
135	XF120	Dir of Human Resources	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
136	000084	Dir of Labor Relations	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
137	XF132	Dir of Marketing and Research	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
138	XF115	Dir of Office of Civil Rights	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
139	XF040	Dir of Operations Planning	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
140	XF126	Dir of Performance and Audit	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
141	XF135	Dir of Procurement	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
142	000027	Dir of Real Estate & Prop Mgmt	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
143	XF106	Dir of Risk and Insur Mgmt	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
144	SF100	Dir of Security Programs	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
145	000153	Dir of Technology	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
146	000381	Dir of Transit Oriented Dev	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
147	FF230	Director of Treasury	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
148	EF060	District Architect	NRep	E11	\$176,950.00	\$268,081.00	6/30/2025
149	QC216	District Right of Way Surveyor	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
150	XF150	District Secretary	NRep	DS	\$195,000.00	\$233,401.00	5/5/2025
151	000156	DMU Engineer	ATU	651	\$96,670.50	\$113,730.03	7/1/2025
152	000320	DMU Rolling Stock Foreworker	SEIU	827	\$102,444.58	\$133,914.56	7/1/2025
153	000321	DMU System Rail Controller	AFSCME	A15	\$129,604.80	\$157,539.20	7/1/2025

San Francisco Bay Rapid Transit District
Pay Schedule (Noted by Job Title)
ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
154	TA300	Document Config Controller	SEIU	S09	\$91,483.20	\$119,585.88	7/1/2025
155	000161	Document Control Specialist	SEIU	S09	\$91,483.20	\$119,585.88	7/1/2025
156	TA310	Drafting Supervisor	SEIU	S11	\$100,696.32	\$131,629.20	7/1/2025
157	MA313	Dump Truck/Equipment Operator	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
158	000388	EDS Trainee, RS&S	SEIU	332	\$91,468.42	\$119,566.72	7/1/2025
159	000311	EEO Analyst I	NRep	N02	\$96,247.00	\$145,814.00	6/30/2025
160	000310	EEO Analyst II	NRep	N04	\$110,193.00	\$166,944.00	6/30/2025
161	000078	Elec/Electro-Mech Assembler II	SEIU	152	\$68,179.28	\$89,123.42	7/1/2025
162	MA145	Elect/Electro-Mech Assembler	SEIU	151	\$65,790.82	\$86,001.14	7/1/2025
163	EF215	Electrical Engineer	NRep	E06	\$126,161.00	\$191,135.00	6/30/2025
164	MA500	Electrical Foreworker	SEIU	824	\$99,802.56	\$130,460.93	7/1/2025
165	000034	Electrical Helper	SEIU	151	\$65,790.82	\$86,001.14	7/1/2025
166	MA510	Electrician	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
167	EF110	Electronics & Comm Engineer	NRep	E06	\$126,161.00	\$191,135.00	6/30/2025
168	MA515	Elevator/Escalator Foreworker	SEIU	825	\$95,823.94	\$125,260.30	7/1/2025
169	MA530	Elevator/Escalator Trainee	SEIU	331	\$69,690.19	\$113,873.14	7/1/2025
170	MA525	Elevator/Escalator Worker	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
171	000065	Emergency Services Manager	NRep	N08	\$144,443.00	\$218,831.00	6/30/2025
172	000196	Employee Dev Specialist FW	ATU	732	\$126,878.96	\$149,269.54	7/1/2025
173	000190	Employee Dev Specialist SA	ATU	839	\$115,505.73	\$135,889.10	7/1/2025
174	HJ105	Employee Dev Specialist SEIU	SEIU	EDS	\$103,953.36	\$135,886.68	7/1/2025
175	HB105	Employee Dev Specialist TO	ATU	839	\$115,505.73	\$135,889.10	7/1/2025
176	FC101	Energy Analyst	AFSCME	A07	\$106,371.20	\$129,313.60	7/1/2025
177	EF500	Engineer	NRep	E06	\$126,161.00	\$191,135.00	6/30/2025
178	000032	Engineer Intern	NRep	085	\$68,640.00	\$83,200.00	1/10/2024
179	MA150	ERS Foreworker	SEIU	825	\$95,823.94	\$125,260.30	7/1/2025
180	MA155	ERS Technician	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
181	000210	Executive Assistant	NRep	N05	\$117,907.00	\$178,630.00	6/30/2025
182	UA195	Expeditor	SEIU	S06	\$79,229.04	\$103,567.44	7/1/2025
183	UA100	Expeditor/Clerk	SEIU	031	\$69,375.28	\$90,686.75	7/1/2025
184	MC350	Facilities Maint Supv	AFSCME	A10	\$114,545.60	\$139,235.20	7/1/2025
185	000414	Facilities Maint Supv EX	AFSCME	AFE	\$118,861.28	\$154,519.28	7/1/2025
186	000021	Facilities/Utilities Loc Coord	AFSCME	A12	\$120,348.80	\$146,286.40	7/1/2025
187	000182	Fare Inspection Officer	BPOA	035	\$77,441.10	\$92,925.46	7/1/2025
188	000278	Fare Programs Administrator	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
189	FC104	Financial Analyst I	AFSCME	A01	\$91,728.00	\$111,508.80	7/1/2025
190	000415	Financial Analyst I EX	AFSCME	AFC	\$100,098.15	\$130,128.25	7/1/2025
191	FC105	Financial Analyst II	AFSCME	A07	\$106,371.20	\$129,313.60	7/1/2025
192	000438	Fire & Security Alarm Sys Tech	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
193	000367	Fire Life Safety Compliance Ad	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
194	000331	Fire Life Safety Program Admn	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
195	000369	Fire Protection Foreworker	SEIU	825	\$95,823.94	\$125,260.30	7/1/2025
196	MA550	Fire Protection Worker	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
197	000382	Fire Service Foreworker	SEIU	825	\$95,823.94	\$125,260.30	7/1/2025
198	MA330	Fire Service Worker	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
199	000416	FLS Program Admn EX	AFSCME	AFH	\$143,629.91	\$186,718.74	7/1/2025
200	XF160	General Counsel	NRep	GC	\$353,600.00	\$353,600.00	7/1/2024
201	ZF130	General Manager	NRep	GM	\$439,274.89	\$439,274.89	7/1/2024
202	ZF130	General Manager	NRep	GM	\$456,846.00	\$456,846.00	1/1/2025
203	VC049	Gov & Comm Rel Rep II	AFSCME	A07	\$106,371.20	\$129,313.60	7/1/2025
204	VC048	Gov & Comm Relations Rep I	AFSCME	A01	\$91,728.00	\$111,508.80	7/1/2025

San Francisco Bay Rapid Transit District
Pay Schedule (Noted by Job Title)
ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
205	VA050	Gov & Community Relations Spec	SEIU	S11	\$100,696.32	\$131,629.20	7/1/2025
206	TA313	Graphic Artist	SEIU	S09	\$91,483.20	\$119,585.88	7/1/2025
207	MA335	Grounds Foreworker	SEIU	825	\$95,823.94	\$125,260.30	7/1/2025
208	MA345	Grounds Worker	SEIU	201	\$74,114.98	\$96,882.45	7/1/2025
209	MA346	Grounds Worker/Applicator	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
210	000360	Grp Mgr Business Admin	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
211	EF223	Grp Mgr Elec Mech Engineering	NRep	E11	\$176,950.00	\$268,081.00	6/30/2025
212	EF222	Grp Mgr Engineering	NRep	E11	\$176,950.00	\$268,081.00	6/30/2025
213	OF112	Grp Mgr Ops Support & Review	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
214	XF128	Grp Mgr Planning	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
215	000171	Grp Mgr Production Support	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
216	EF121	Grp Mgr Project Controls	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
217	EF107	Grp Mgr Rail Vehicle Cap Prog	NRep	E11	\$176,950.00	\$268,081.00	6/30/2025
218	000088	Grp Mgr Sustainability Program	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
219	EF080	Grp Mgr Systems Engineer	NRep	E11	\$176,950.00	\$268,081.00	6/30/2025
220	EF075	Grp Mgr Vehicle Maint Engineer	NRep	E11	\$176,950.00	\$268,081.00	6/30/2025
221	000041	Grp Mgr, Capital Projects	NRep	E11	\$176,950.00	\$268,081.00	6/30/2025
222	EF224	Grp Mgr, Integration Eng	NRep	E11	\$176,950.00	\$268,081.00	6/30/2025
223	000280	Grp Mgr, Policy Planning	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
224	000397	Grp Mgr, Quality and Config Ct	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
225	000341	Grp Mgr, Real Estate & Prop Mg	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
226	000279	Grp Mgr, Station Planning	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
227	000312	Grp Mgr, Transit Oriented Dev	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
228	000359	HR Project Administrator	NRep	N07	\$134,993.00	\$204,516.00	6/30/2025
229	HF133	HR Project Manager	NRep	N08	\$144,443.00	\$218,831.00	6/30/2025
230	000362	Human Resources Analyst I	NRep	N02	\$96,247.00	\$145,814.00	6/30/2025
231	000363	Human Resources Analyst I (LT)	NRep	L02	\$96,247.00	\$145,814.00	6/30/2025
232	000376	Human Resources Analyst II	NRep	N04	\$110,193.00	\$166,944.00	6/30/2025
233	000354	Human Resources Intern	NRep	081	\$41,600.00	\$57,200.00	2/23/2024
234	000375	Human Resources Specialist	NRep	036	\$80,294.86	\$95,005.66	7/1/2025
235	000370	Human Resources Specialist LT	NRep	L36	\$80,294.86	\$95,005.66	7/1/2025
236	000435	Indep. Police Auditor, Interim	NRep	IPA	\$195,050.53	\$240,040.00	3/3/2025
237	000212	Independent Police Adminstr	NRep	N05	\$117,907.00	\$178,630.00	6/30/2025
238	000042	Independent Police Auditor	NRep	IPA	\$195,050.53	\$240,040.00	3/3/2025
239	000054	Independent Police Invest	NRep	N08	\$144,443.00	\$218,831.00	6/30/2025
240	SC132	Industrial Hygienist	AFSCME	A15	\$129,604.80	\$157,539.20	7/1/2025
241	IC159	Information Sys Security Offcr	AFSCME	A12	\$120,348.80	\$146,286.40	7/1/2025
242	000316	Insp Gen Investigative Auditor	NRep	N08	\$144,443.00	\$218,831.00	6/30/2025
243	000207	Inspector General	NRep	IG	\$235,664.00	\$235,664.00	7/1/2024
244	000417	Instructional Des & Sys Ad EX	AFSCME	AFF	\$126,015.31	\$163,821.34	7/1/2025
245	OF025	Instructional Design & Sys Adm	AFSCME	A12	\$120,348.80	\$146,286.40	7/1/2025
246	FC240	Insurance Analyst	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
247	FA265	Intermediate Account Clerk	SEIU	021	\$62,141.46	\$81,230.86	7/1/2025
248	CJ105	Intermediate Clerk SEIU	SEIU	021	\$62,141.46	\$81,230.86	7/1/2025
249	FF251	Internal Auditor I	NRep	N02	\$96,247.00	\$145,814.00	6/30/2025
250	FF252	Internal Auditor II	NRep	N04	\$110,193.00	\$166,944.00	6/30/2025
251	UA105	Inventory Control Analyst	SEIU	S08	\$87,200.40	\$113,987.52	7/1/2025
252	UA120	Inventory Control Technician	SEIU	036	\$72,679.15	\$95,005.66	7/1/2025
253	MA348	Irrigation/Grounds Worker	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
254	000059	IT Project Manager	AFSCME	A23	\$157,892.80	\$191,942.40	7/1/2025
255	IA160	Jr Appl Programmer Analyst	SEIU	S03	\$68,666.40	\$89,760.00	7/1/2025

San Francisco Bay Rapid Transit District
Pay Schedule (Noted by Job Title)
ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
256	000282	Jr Computer Systems Engineer	NRep	E03	\$102,984.00	\$156,022.00	6/30/2025
257	FA275	Junior Accountant	SEIU	S05	\$75,540.24	\$98,745.48	7/1/2025
258	000306	Junior Elec & Comm Engineer	NRep	E03	\$102,984.00	\$156,022.00	6/30/2025
259	000305	Junior Electrical Engineer	NRep	E03	\$102,984.00	\$156,022.00	6/30/2025
260	EF400	Junior Engineer	NRep	E03	\$102,984.00	\$156,022.00	6/30/2025
261	000304	Junior Mechanical Engineer	NRep	E03	\$102,984.00	\$156,022.00	6/30/2025
262	000284	Junior Traction Power Engineer	NRep	E03	\$102,984.00	\$156,022.00	6/30/2025
263	000285	Junior Train Control Engineer	NRep	E03	\$102,984.00	\$156,022.00	6/30/2025
264	HF122	Labor Relations Rep I	NRep	N02	\$96,247.00	\$145,814.00	6/30/2025
265	HF123	Labor Relations Rep II	NRep	N04	\$110,193.00	\$166,944.00	6/30/2025
266	000371	Lead Police Dispatcher	BPOA	055	\$88,471.55	\$107,683.06	7/1/2025
267	000406	Learning & Dev Sys Coordinator	SEIU	S13	\$110,845.08	\$144,895.56	7/1/2025
268	LA115	Legal Administrative Analyst	SEIU	S06	\$79,229.04	\$103,567.44	7/1/2025
269	LA100	Legal Administrative Asst	SEIU	S05	\$75,540.24	\$98,745.48	7/1/2025
270	LC118	Legal Office Supervisor	AFSCME	A08	\$109,054.40	\$132,537.60	7/1/2025
271	FC282	Liability Risk Analyst	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
272	MA350	Locksmith	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
273	OB108	Lost & Found Clerk	ATU	019	\$77,083.55	\$90,686.75	7/1/2025
274	CA110	Mail and Supply Clerk	SEIU	021	\$62,141.46	\$81,230.86	7/1/2025
275	CA115	Mail Services Supervisor	SEIU	800	\$80,852.10	\$105,689.17	7/1/2025
276	CA111	Mail Services Support Clerk	SEIU	021	\$62,141.46	\$81,230.86	7/1/2025
277	000060	Maintenance Engineer	NRep	E06	\$126,161.00	\$191,135.00	6/30/2025
278	TA215	Maintenance Planner	SEIU	S08	\$87,200.40	\$113,987.52	7/1/2025
279	000001	Maintenance Support Admin	AFSCME	A07	\$106,371.20	\$129,313.60	7/1/2025
280	FC205	Manager of Time and Admin	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
281	ZF200	Managing Director Cap Corridor*	NRep	N14	\$229,100.00	\$347,085.00	6/30/2025
282	VC080	Marketing Rep I	AFSCME	A01	\$91,728.00	\$111,508.80	7/1/2025
283	VC081	Marketing Rep II	AFSCME	A07	\$106,371.20	\$129,313.60	7/1/2025
284	UA130	Material Control Analyst	SEIU	S08	\$87,200.40	\$113,987.52	7/1/2025
285	UA135	Material Control Sys Analyst	SEIU	S08	\$87,200.40	\$113,987.52	7/1/2025
286	UA145	Material Coordinator	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
287	UA150	Material Expeditor	SEIU	S08	\$87,200.40	\$113,987.52	7/1/2025
288	000373	MECC Coordinator	AFSCME	A15	\$129,604.80	\$157,539.20	7/1/2025
289	EF240	Mechanical Engineer	NRep	E06	\$126,161.00	\$191,135.00	6/30/2025
290	000296	Mgr of Absence Mgmt	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
291	000024	Mgr of Access & Accessible Svc	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
292	000023	Mgr of Access Programs	AFSCME	A18	\$139,568.00	\$169,644.80	7/1/2025
293	FC215	Mgr of Accounting	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
294	000081	Mgr of Accred and Support Svs	BPMA	CM	\$163,452.00	\$189,660.00	7/1/2025
295	000188	Mgr of Acquisition Support	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
296	000167	Mgr of Ad Franchise Program	AFSCME	A20	\$146,640.00	\$178,235.20	7/1/2025
297	MC225	Mgr of Auto & Equip Maint	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
298	000216	Mgr of Benefits	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
299	000299	Mgr of Budget & Admin, Cap Cor	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
300	000332	Mgr of Cap Cor Transit Support	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
301	000215	Mgr of Cap Corr Market/Comm	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
302	FF119	Mgr of Capital Budgets	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
303	000418	Mgr of Capital Proj Support EX	AFSCME	AFI	\$153,237.25	\$199,208.13	7/1/2025
304	FF116	Mgr of Capital Project Control	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
305	000174	Mgr of Capital Project Support	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
306	OF115	Mgr of Central Control	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025

San Francisco Bay Rapid Transit District
Pay Schedule (Noted by Job Title)
ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
307	000433	Mgr of Civil & Struct Eng CC	NRep	E10	\$165,374.00	\$250,542.00	6/30/2025
308	EF225	Mgr of Civil & Structural Eng	NRep	E10	\$165,374.00	\$250,542.00	6/30/2025
309	000287	Mgr of Comp & Analytics	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
310	EF119	Mgr of Computer Sys Engineer	NRep	E10	\$165,374.00	\$250,542.00	6/30/2025
311	MF400	Mgr of Construction Services	NRep	E10	\$165,374.00	\$250,542.00	6/30/2025
312	UF225	Mgr of Contract Administration	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
313	000288	Mgr of Contract Compliance	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
314	000170	Mgr of Creative Services	AFSCME	A20	\$146,640.00	\$178,235.20	7/1/2025
315	AC400	Mgr of Customer Services	AFSCME	A20	\$146,640.00	\$178,235.20	7/1/2025
316	000071	Mgr of Cyber Security	NRep	E10	\$165,374.00	\$250,542.00	6/30/2025
317	TC102	Mgr of Drafting & Configuratio	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
318	HF170	Mgr of EEO Programs	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
319	EF120	Mgr of Elect & Comm Engineer	NRep	E10	\$165,374.00	\$250,542.00	6/30/2025
320	EF233	Mgr of Electrical Engineer	NRep	E10	\$165,374.00	\$250,542.00	6/30/2025
321	000419	Mgr of Empl/Patron Safety EX	AFSCME	AFI	\$153,237.25	\$199,208.13	7/1/2025
322	000405	Mgr of Employee Relations	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
323	SC075	Mgr of Employee/Patron Safety	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
324	AF206	Mgr of Energy	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
325	SF111	Mgr of Engineer Safety	NRep	E10	\$165,374.00	\$250,542.00	6/30/2025
326	000063	Mgr of Engineering Liaison	NRep	E10	\$165,374.00	\$250,542.00	6/30/2025
327	000169	Mgr of Engineering Programs	NRep	E09	\$154,555.00	\$234,151.00	6/30/2025
328	SF140	Mgr of Environmental Review	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
329	000289	Mgr of Fin Analysis Admin	AFSCME	A20	\$146,640.00	\$178,235.20	7/1/2025
330	FF297	Mgr of Financial Planning	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
331	000290	Mgr of Govt Rel & Leg Affairs	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
332	FF117	Mgr of Grants & Funding Advoc	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
333	IF177	Mgr of Information Systems	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
334	FF285	Mgr of Internal Audit	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
335	000338	Mgr of Internal Communications	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
336	UC125	Mgr of Inventory Management	AFSCME	A16	\$132,849.60	\$161,470.40	7/1/2025
337	HF130	Mgr of Labor Relations	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
338	000347	Mgr of Land Use Planning	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
339	000291	Mgr of Leave Programs	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
340	QF107	Mgr of Local Govt & Com Rel	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
341	UF130	Mgr of Logistics	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
342	MF405	Mgr of Maint Administration	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
343	000159	Mgr of Maint Plan & Logistics	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
344	TF241	Mgr of Maintenance Engineer	NRep	E10	\$165,374.00	\$250,542.00	6/30/2025
345	OF425	Mgr of Maintenance Support	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
346	000214	Mgr of Marketing	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
347	000409	Mgr of MECC	AFSCME	A19	\$143,062.40	\$173,888.00	7/1/2025
348	EF234	Mgr of Mechanical Engr.	NRep	E10	\$165,374.00	\$250,542.00	6/30/2025
349	000293	Mgr of Media Relations	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
350	FF125	Mgr of Operating Budgets	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
351	TF230	Mgr of Operations Reliability	NRep	E10	\$165,374.00	\$250,542.00	6/30/2025
352	SC105	Mgr of Operations Safety	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
353	000055	Mgr of Ops Training and Dev	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
354	QC205	Mgr of Parking Programs	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
355	000203	Mgr of Performance Analytics	AFSCME	A20	\$146,640.00	\$178,235.20	7/1/2025
356	QF115	Mgr of Planning	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
357	000294	Mgr of Program Planning Sppt	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025

San Francisco Bay Rapid Transit District
Pay Schedule (Noted by Job Title)
ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
358	000267	Mgr of Property Dev Projects	AFSCME	A20	\$146,640.00	\$178,235.20	7/1/2025
359	UF215	Mgr of Purchasing	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
360	000421	Mgr of Purchasing EX	AFSCME	AFI	\$153,237.25	\$199,208.13	7/1/2025
361	TC105	Mgr of Quality Assurance	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
362	000422	Mgr of Quality Assurance EX	AFSCME	AFI	\$153,237.25	\$199,208.13	7/1/2025
363	000349	Mgr of Rail Planning, Link21	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
364	FF295	Mgr of Revenue Control	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
365	000434	Mgr of Risk and Ins Programs	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
366	OF111	Mgr of Schedules & Services	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
367	000247	Mgr of Small Business Sppt Svc	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
368	AC300	Mgr of Special Projects	AFSCME	AFI	\$153,237.25	\$199,208.13	7/1/2025
369	000394	Mgr of Strategic Project Suppt	AFSCME	A19	\$143,062.40	\$173,888.00	7/1/2025
370	000295	Mgr of Substance Abuse Program	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
371	000383	Mgr of Sustainability Projects	AFSCME	A20	\$146,640.00	\$178,235.20	7/1/2025
372	000249	Mgr of Sys Capacity Planning	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
373	000248	Mgr of System Integration	NRep	E09	\$154,555.00	\$234,151.00	6/30/2025
374	HF135	Mgr of Talent Acquisition	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
375	000172	Mgr of Technology Programs	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
376	000250	Mgr of Title VI & Env Justice	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
377	000396	Mgr of Track Engineering	NRep	E10	\$165,374.00	\$250,542.00	6/30/2025
378	EF236	Mgr of Traction Power Engr	NRep	E10	\$165,374.00	\$250,542.00	6/30/2025
379	EF130	Mgr of Train Control Engineer	NRep	E10	\$165,374.00	\$250,542.00	6/30/2025
380	MC805	Mgr of Transit Vehicl Cleaning	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
381	OF170	Mgr of Transportation Ops Supp	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
382	TF237	Mgr of Vehicle Sys Engineer	NRep	E10	\$165,374.00	\$250,542.00	6/30/2025
383	MF850	Mgr of Warranty Administration	NRep	N08	\$144,443.00	\$218,831.00	6/30/2025
384	000252	Mgr of Workforce Dev	NRep	N09	\$154,555.00	\$234,151.00	6/30/2025
385	000404	Mgr Station Access Plan & Pol	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
386	VA125	Multimedia Assistant Producer	SEIU	S11	\$100,696.32	\$131,629.20	7/1/2025
387	HF152	Multimedia Producer	AFSCME	A15	\$129,604.80	\$157,539.20	7/1/2025
388	OB120	Operations Foreworker	ATU	821	\$100,242.48	\$117,932.46	7/1/2025
389	000350	Operations Planner	AFSCME	A07	\$106,371.20	\$129,313.60	7/1/2025
390	000424	Operations Planner, EX	AFSCME	AFD	\$110,506.20	\$143,658.31	7/1/2025
391	OC118	Operations Supervisor Liaison	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
392	HF111	Operations Training Supervisor	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
393	MA547	Overhead Door Worker	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
394	MA360	Painter	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
395	000092	Paralegal	NRep	710	\$95,579.12	\$113,103.54	7/1/2025
396	QC207	Parking Coordinator	AFSCME	A07	\$106,371.20	\$129,313.60	7/1/2025
397	QF135	Planner	AFSCME	A07	\$106,371.20	\$129,313.60	7/1/2025
398	CE175	Police Admin Specialist	BPOA	045	\$81,056.35	\$94,731.94	7/1/2025
399	PD111	Police Admin Supervisor	BPMA	CS	\$136,200.00	\$158,052.00	7/1/2025
400	PF110	Police Chief*	NRep	N15	\$252,009.00	\$381,795.00	6/30/2025
401	PD118	Police Civilian Supv Comm	BPMA	CS	\$136,200.00	\$158,052.00	7/1/2025
402	000401	Police Communications Manager	BPMA	CM	\$163,452.00	\$189,660.00	7/1/2025
403	PE115	Police Dispatcher	BPOA	048	\$84,258.72	\$102,555.44	7/1/2025
404	PD125	Police Lieutenant	BPMA	LT	\$207,708.00	\$237,780.00	7/1/2025
405	000330	Police Lieutenant (84 hr)	BPMA	LT8	\$218,093.40	\$249,669.00	7/1/2025
406	PE130	Police Officer	BPOA	778	\$105,836.85	\$149,409.73	7/1/2025
407	000325	Police Officer (84 hr)	BPOA	PO8	\$111,128.69	\$156,880.21	7/1/2025
408	PE129	Police Officer in Academy	BPOA	777	\$93,392.00	\$93,392.00	7/1/2025

San Francisco Bay Rapid Transit District
Pay Schedule (Noted by Job Title)
ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
409	PD135	Police Sergeant	BPMA	SGT	\$167,040.00	\$198,144.00	7/1/2025
410	000329	Police Sergeant (84 hr)	BPMA	SG8	\$175,392.00	\$208,051.20	7/1/2025
411	PD116	Police Tech Administrator	BPMA	CS	\$136,200.00	\$158,052.00	7/1/2025
412	000342	Policy & Program Administrator	NRep	N08	\$144,443.00	\$218,831.00	6/30/2025
413	MA535	Power & Mechanical Foreworker	SEIU	824	\$99,802.56	\$130,460.93	7/1/2025
414	MA545	Power & Mechanical Worker	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
415	OB130	Power & Support Controller	ATU	831	\$110,266.62	\$129,725.65	7/1/2025
416	AC222	Principal Admin Analyst AFSCME	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
417	000045	Principal Architect	NRep	E08	\$144,443.00	\$218,831.00	6/30/2025
418	000379	Principal Benefits Analyst	NRep	N07	\$134,993.00	\$204,516.00	6/30/2025
419	EF256	Principal Civil Engineer	NRep	E08	\$144,443.00	\$218,831.00	6/30/2025
420	000391	Principal Class & Comp Analyst	NRep	N07	\$134,993.00	\$204,516.00	6/30/2025
421	EF090	Principal Computer Systems Eng	NRep	E08	\$144,443.00	\$218,831.00	6/30/2025
422	EF262	Principal Construction Engr	NRep	E08	\$144,443.00	\$218,831.00	6/30/2025
423	000423	Principal Contract Spec EX	AFSCME	AFG	\$135,257.76	\$175,835.09	7/1/2025
424	UF230	Principal Contract Specialist	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
425	000067	Principal EGIS Analyst	AFSCME	A15	\$129,604.80	\$157,539.20	7/1/2025
426	000253	Principal Elec Comm Engineer	NRep	E08	\$144,443.00	\$218,831.00	6/30/2025
427	EF267	Principal Electrical Engineer	NRep	E08	\$144,443.00	\$218,831.00	6/30/2025
428	000355	Principal Energy Analyst	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
429	EF502	Principal Engineer	NRep	E08	\$144,443.00	\$218,831.00	6/30/2025
430	FC139	Principal Financial Analyst	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
431	000314	Principal Fire Protect Eng	NRep	E08	\$144,443.00	\$218,831.00	6/30/2025
432	VC055	Principal Gov & Comm Rel Rep	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
433	000192	Principal Grants Officer	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
434	000254	Principal Integration Engineer	NRep	E08	\$144,443.00	\$218,831.00	6/30/2025
435	FF301	Principal Internal Auditor	NRep	N07	\$134,993.00	\$204,516.00	6/30/2025
436	HF128	Principal Labor Relations Rep	NRep	N07	\$134,993.00	\$204,516.00	6/30/2025
437	000205	Principal Landscape Architect	NRep	E08	\$144,443.00	\$218,831.00	6/30/2025
438	VC084	Principal Marketing Rep	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
439	EF271	Principal Mechanical Engineer	NRep	E08	\$144,443.00	\$218,831.00	6/30/2025
440	000351	Principal Operations Planner	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
441	000425	Principal Ops Planner, EX	AFSCME	AFH	\$143,629.91	\$186,718.74	7/1/2025
442	000298	Principal Ops Safety Spec	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
443	000201	Principal Performance Analyst	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
444	QC112	Principal Planner	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
445	000426	Principal Planner, EX	AFSCME	AFH	\$143,629.91	\$186,718.74	7/1/2025
446	000255	Principal Project Engineer	NRep	E08	\$144,443.00	\$218,831.00	6/30/2025
447	QC226	Principal Property Devlmtnt Ofc	AFSCME	A19	\$143,062.40	\$173,888.00	7/1/2025
448	QC220	Principal Real Estate Officer	AFSCME	A19	\$143,062.40	\$173,888.00	7/1/2025
449	000374	Principal Recruiter	NRep	N07	\$134,993.00	\$204,516.00	6/30/2025
450	TF256	Principal Reliability Engineer	NRep	E08	\$144,443.00	\$218,831.00	6/30/2025
451	QC225	Principal Right of Way Officer	AFSCME	A19	\$143,062.40	\$173,888.00	7/1/2025
452	AF234	Principal Rsch Proj Analyst	AFSCME	A15	\$129,604.80	\$157,539.20	7/1/2025
453	SF129	Principal Safety Engineer	NRep	E08	\$144,443.00	\$218,831.00	6/30/2025
454	000334	Principal Safety Specialist	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
455	EF276	Principal Structural Engineer	NRep	E08	\$144,443.00	\$218,831.00	6/30/2025
456	000385	Principal Sustainability Analy	AFSCME	A16	\$132,849.60	\$161,470.40	7/1/2025
457	EF279	Principal Track Engineer	NRep	E08	\$144,443.00	\$218,831.00	6/30/2025
458	EF146	Principal Train Control Eng	NRep	E08	\$144,443.00	\$218,831.00	6/30/2025
459	TF236	Principal Vehicle Sys Engineer	NRep	E08	\$144,443.00	\$218,831.00	6/30/2025

San Francisco Bay Rapid Transit District
Pay Schedule (Noted by Job Title)
ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
460	000441	Principal Workforce Dev Anlyst	NRep	N07	\$134,993.00	\$204,516.00	6/30/2025
461	000184	Procurement Support Mgr	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
462	000427	Procurement Support Mgr, EX	AFSCME	AFI	\$153,237.25	\$199,208.13	7/1/2025
463	FA130	Project Control Administrator	SEIU	S08	\$87,200.40	\$113,987.52	7/1/2025
464	000256	Project Controls Manager	NRep	E09	\$154,555.00	\$234,151.00	6/30/2025
465	000257	Project Engineer	NRep	E06	\$126,161.00	\$191,135.00	6/30/2025
466	EF250	Project Mgr	NRep	E09	\$154,555.00	\$234,151.00	6/30/2025
467	000258	Project Mgr, Accessibility	NRep	E09	\$154,555.00	\$234,151.00	6/30/2025
468	000261	Project Mgr, Construction	NRep	E09	\$154,555.00	\$234,151.00	6/30/2025
469	000264	Project Mgr, Extensions	NRep	E09	\$154,555.00	\$234,151.00	6/30/2025
470	000268	Project Mgr, Stations	NRep	E09	\$154,555.00	\$234,151.00	6/30/2025
471	000269	Project Mgr, Sys Integration	NRep	E09	\$154,555.00	\$234,151.00	6/30/2025
472	EF451	Project Support Manager	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
473	000428	Project Support Manager, EX	AFSCME	AFI	\$153,237.25	\$199,208.13	7/1/2025
474	000204	Property Manager	AFSCME	A20	\$146,640.00	\$178,235.20	7/1/2025
475	000429	Property Manager, EX	AFSCME	AFI	\$153,237.25	\$199,208.13	7/1/2025
476	VC110	Public Information Officer	AFSCME	A10	\$114,545.60	\$139,235.20	7/1/2025
477	VA115	Public Information Rep	SEIU	S11	\$100,696.32	\$131,629.20	7/1/2025
478	TA110	Quality Assurance Analyst	SEIU	S08	\$87,200.40	\$113,987.52	7/1/2025
479	000066	Quality Assurance Officer	SEIU	S11	\$100,696.32	\$131,629.20	7/1/2025
480	000035	Quality Team Leader	SEIU	313	\$91,468.42	\$119,566.72	7/1/2025
481	OC190	Rail Operations Controller	AFSCME	ROC	\$164,576.98	\$187,715.42	7/1/2025
482	KF175	Rail Svs Compl Officer Capitol	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
483	QA205	Real Estate Officer	SEIU	S11	\$100,696.32	\$131,629.20	7/1/2025
484	QA100	Real Estate Tech	SEIU	036	\$72,679.15	\$95,005.66	7/1/2025
485	IA185	Real Time Programmer Analyst	SEIU	S13	\$110,845.08	\$144,895.56	7/1/2025
486	CP105	Receptionist	NRep	036	\$80,294.86	\$95,005.66	7/1/2025
487	000345	Records & Supply Technician	SEIU	036	\$72,679.15	\$95,005.66	7/1/2025
488	000193	Reliability Analyst	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
489	TF245	Reliability Engineer	NRep	E06	\$126,161.00	\$191,135.00	6/30/2025
490	CA140	Reprographics Equipment Oper	SEIU	031	\$69,375.28	\$90,686.75	7/1/2025
491	AF233	Research Projects Supv	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
492	000398	Retired Annuitant (Police)	NRep	RET	\$42,432.00	\$456,846.00	6/30/2025
493	PE140	Revenue Protection Guard	BPOA	098	\$99,611.20	\$119,527.62	7/1/2025
494	000393	Revenue Protection Supervisor	BPMA	CS	\$136,200.00	\$158,052.00	7/1/2025
495	000318	Road Supv of Engines	AFSCME	A15	\$129,604.80	\$157,539.20	7/1/2025
496	000228	Rolling Stock Acquisitn Admin	NRep	N08	\$144,443.00	\$218,831.00	6/30/2025
497	MA810	Rolling Stock Foreworker	SEIU	827	\$102,444.58	\$133,914.56	7/1/2025
498	000313	Safety Mgmt System Manager	AFSCME	A21	\$150,321.60	\$182,686.40	7/1/2025
499	000430	Safety Mgmt System Manager EX	AFSCME	AFI	\$153,237.25	\$199,208.13	7/1/2025
500	SF120	Safety Specialist	AFSCME	A07	\$106,371.20	\$129,313.60	7/1/2025
501	OB135	Scheduling Analyst	ATU	731	\$115,505.73	\$135,889.10	7/1/2025
502	000048	Scheduling Supervisor	AFSCME	A16	\$132,849.60	\$161,470.40	7/1/2025
503	000431	Sec Mgr, Structures Maint, EX	AFSCME	AFG	\$135,257.76	\$175,835.09	7/1/2025
504	MC725	Sect Mgr Elev/Escalator Maint	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
505	000400	Sect Mgr Fire Life Safety Main	AFSCME	AFG	\$135,257.76	\$175,835.09	7/1/2025
506	MC724	Sect Mgr Power & Mech Maint	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
507	MC726	Sect Mgr Struct Insp & Maint	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
508	MC721	Sect Mgr Structures Maint	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
509	MC720	Sect Mgr Systems Maint	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
510	MC722	Sect Mgr Track Maint	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025

San Francisco Bay Rapid Transit District
Pay Schedule (Noted by Job Title)
ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
511	000230	Senior Board Analyst	NRep	N06	\$126,161.00	\$191,135.00	6/30/2025
512	000176	Senior Buyer	SEIU	S10	\$95,963.76	\$125,442.84	7/1/2025
513	TF232	Senior Operations Planner	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
514	000191	Senior Performance Analyst	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
515	000407	Senior Police Detective	BPOA	805	\$169,604.24	\$169,604.24	7/1/2025
516	000195	Senior Quality Administrator	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
517	MA225	Shop Machinist	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
518	TA260	Shop Scheduler	SEIU	S10	\$95,963.76	\$125,442.84	7/1/2025
519	MA230	Shop Welder	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
520	MC701	Spec Proj Mgr Maint & Const	AFSCME	A19	\$143,062.40	\$173,888.00	7/1/2025
521	FA288	Sr Account Clerk	SEIU	031	\$69,375.28	\$90,686.75	7/1/2025
522	000368	Sr Accounting Analyst	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
523	AC220	Sr Admin Analyst AFSCME	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
524	AF220	Sr Admin Analyst NR	NRep	N05	\$117,907.00	\$178,630.00	6/30/2025
525	IA190	Sr Appl Programmer Analyst	SEIU	S14	\$116,315.40	\$152,046.24	7/1/2025
526	IC142	Sr Applications Analyst	AFSCME	A22	\$154,065.60	\$187,262.40	7/1/2025
527	LF120	Sr Attorney	NRep	N12	\$189,337.00	\$286,847.00	6/30/2025
528	000218	Sr Benefits Analyst	NRep	N05	\$117,907.00	\$178,630.00	6/30/2025
529	FH140	Sr Budget Clerk SEIU	SEIU	031	\$69,375.28	\$90,686.75	7/1/2025
530	000166	Sr CAD Drafter	SEIU	S10	\$95,963.76	\$125,442.84	7/1/2025
531	FA290	Sr Cash Handler	SEIU	035	\$68,425.97	\$89,445.82	7/1/2025
532	TC222	Sr Central Maint Supv	AFSCME	A19	\$143,062.40	\$173,888.00	7/1/2025
533	EF255	Sr Civil Engineer	NRep	E07	\$134,993.00	\$204,516.00	6/30/2025
534	000219	Sr Class and Comp Analyst	NRep	N05	\$117,907.00	\$178,630.00	6/30/2025
535	CB145	Sr Clerk ATU	ATU	031	\$77,083.55	\$90,686.75	7/1/2025
536	CG145	Sr Clerk SEIU	SEIU	031	\$69,375.28	\$90,686.75	7/1/2025
537	000075	Sr Computer Support Coord	SEIU	S16	\$126,806.04	\$165,759.60	7/1/2025
538	EF138	Sr Computer Systems Engineer	NRep	E07	\$134,993.00	\$204,516.00	6/30/2025
539	EF260	Sr Construction Engineer	NRep	E07	\$134,993.00	\$204,516.00	6/30/2025
540	000231	Sr EEO Analyst	NRep	N05	\$117,907.00	\$178,630.00	6/30/2025
541	EF265	Sr Electrical Engineer	NRep	E07	\$134,993.00	\$204,516.00	6/30/2025
542	EF140	Sr Electronics & Comm Engineer	NRep	E07	\$134,993.00	\$204,516.00	6/30/2025
543	FC137	Sr Energy Analyst	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
544	EF501	Sr Engineer	NRep	E07	\$134,993.00	\$204,516.00	6/30/2025
545	FC138	Sr Financial Analyst AFSCME	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
546	VC051	Sr Gov & Comm Relations Rep	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
547	000315	Sr Grants Officer	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
548	TA314	Sr Graphic Artist	SEIU	S10	\$95,963.76	\$125,442.84	7/1/2025
549	000352	Sr HRIS Analyst	NRep	N05	\$117,907.00	\$178,630.00	6/30/2025
550	000361	Sr Human Resources Specialist	NRep	N01	\$89,949.00	\$136,275.00	6/30/2025
551	FF253	Sr Internal Auditor	NRep	N05	\$117,907.00	\$178,630.00	6/30/2025
552	UC108	Sr Inventory Control Analyst	AFSCME	A07	\$106,371.20	\$129,313.60	7/1/2025
553	HF126	Sr Labor Relations Rep	NRep	N06	\$126,161.00	\$191,135.00	6/30/2025
554	000232	Sr Leave Mgmt Analyst	NRep	N05	\$117,907.00	\$178,630.00	6/30/2025
555	AA130	Sr Legal Secretary	SEIU	071	\$69,986.38	\$91,485.68	7/1/2025
556	UC190	Sr Logistics Supv	AFSCME	A12	\$120,348.80	\$146,286.40	7/1/2025
557	CA112	Sr Mail Services Support Clerk	SEIU	031	\$69,375.28	\$90,686.75	7/1/2025
558	TA220	Sr Maint Planner	SEIU	S11	\$100,696.32	\$131,629.20	7/1/2025
559	000053	Sr Maintenance Engineer	NRep	E07	\$134,993.00	\$204,516.00	6/30/2025
560	VC082	Sr Marketing Rep	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
561	EF270	Sr Mechanical Engineer	NRep	E07	\$134,993.00	\$204,516.00	6/30/2025

San Francisco Bay Rapid Transit District
Pay Schedule (Noted by Job Title)
ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
562	000353	Sr Mgr of Agreement Management	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
563	000189	Sr Mgr of Asset Management	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
564	000233	Sr Mgr of Contr Labor Compl	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
565	000234	Sr Mgr of Econ Oppy Policies	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
566	000179	Sr Mgr of Engineering Programs	NRep	E10	\$165,374.00	\$250,542.00	6/30/2025
567	000185	Sr Mgr of Fin Analyis & Admn	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
568	000333	Sr Mgr of Finance	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
569	000392	Sr Mgr of Fleet Management	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
570	000308	Sr Mgr of Infra Asset Mgmt	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
571	000235	Sr Mgr of Maint Acquisition	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
572	000292	Sr Mgr of Maint Plan Sched	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
573	MF410	Sr Mgr of Maintenance Support	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
574	000410	Sr Mgr of MECC	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
575	000439	Sr Mgr of Planning, Cap Cor	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
576	000237	Sr Mgr of Procurement	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
577	000236	Sr Mgr of RS&S Ops Admin	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
578	000319	Sr Mgr of Soc Svcs Partnership	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
579	000238	Sr Mgr of Wkfc Policy Compl	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
580	000177	Sr Mgr Performance & Innovatio	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
581	CA155	Sr Office Services Supv	SEIU	S09	\$91,483.20	\$119,585.88	7/1/2025
582	OB145	Sr Operations Foreworker	ATU	831	\$110,266.62	\$129,725.65	7/1/2025
583	OC155	Sr Operations Supvr Liaison	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
584	SC135	Sr Ops Safety Spec	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
585	000432	Sr Ops Safety Specialist, EX	AFSCME	AFG	\$135,257.76	\$175,835.09	7/1/2025
586	IB190	Sr Ops Suppt Sys Analyst	ATU	742	\$122,470.40	\$144,083.06	7/1/2025
587	QC145	Sr Planner	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
588	000105	Sr Police Officer - Adv.	BPOA	792	\$158,508.48	\$158,508.48	7/1/2025
589	PE131	Sr Police Officer - Int.	BPOA	788	\$153,891.92	\$153,891.92	7/1/2025
590	000327	Sr Police Officer-Adv. (84 hr)	BPOA	PA8	\$166,433.90	\$166,433.90	7/1/2025
591	000326	Sr Police Officer-Int. (84 hr)	BPOA	PI8	\$161,586.52	\$161,586.52	7/1/2025
592	000052	Sr Production Engineer	NRep	E07	\$134,993.00	\$204,516.00	6/30/2025
593	000220	Sr Project Engineer	NRep	E07	\$134,993.00	\$204,516.00	6/30/2025
594	000080	Sr Project Manager	NRep	E10	\$165,374.00	\$250,542.00	6/30/2025
595	000181	Sr Quality Manager	NRep	N10	\$165,374.00	\$250,542.00	6/30/2025
596	QC210	Sr Real Estate Officer	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
597	000239	Sr Recruiter	NRep	N05	\$117,907.00	\$178,630.00	6/30/2025
598	TF255	Sr Reliability Engineer	NRep	E07	\$134,993.00	\$204,516.00	6/30/2025
599	AF232	Sr Research Projects Analyst	AFSCME	A10	\$114,545.60	\$139,235.20	7/1/2025
600	QC224	Sr Right of Way Officer	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
601	000240	Sr Safety Engineer	NRep	E07	\$134,993.00	\$204,516.00	6/30/2025
602	SC130	Sr Safety Specialist	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
603	000031	Sr Scheduling Analyst ATU	ATU	732	\$126,878.96	\$149,269.54	7/1/2025
604	AB135	Sr Secretary ATU	ATU	061	\$77,083.55	\$90,686.75	7/1/2025
605	AJ135	Sr Secretary SEIU	SEIU	061	\$65,117.94	\$85,121.71	7/1/2025
606	UA160	Sr Storekeeper	SEIU	171	\$80,852.10	\$105,689.17	7/1/2025
607	EF275	Sr Structural Engineer	NRep	E07	\$134,993.00	\$204,516.00	6/30/2025
608	IC200	Sr Systems Programmer	AFSCME	A10	\$114,545.60	\$139,235.20	7/1/2025
609	IA210	Sr Telecommunications Tech	SEIU	S14	\$116,315.40	\$152,046.24	7/1/2025
610	FC200	Sr Time & Labor Admin Analyst	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
611	000297	Sr Title VI & Enviro Jus Anlys	NRep	N05	\$117,907.00	\$178,630.00	6/30/2025
612	000241	Sr Traction Power Engineer	NRep	E07	\$134,993.00	\$204,516.00	6/30/2025

San Francisco Bay Rapid Transit District
Pay Schedule (Noted by Job Title)
ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
613	EF145	Sr Train Control Engineer	NRep	E07	\$134,993.00	\$204,516.00	6/30/2025
614	000044	Sr Transp Training Clerk	ATU	036	\$80,754.75	\$95,005.66	7/1/2025
615	CB160	Sr Transportation Clerk	ATU	031	\$77,083.55	\$90,686.75	7/1/2025
616	TF234	Sr Vehicle Systems Engineer	NRep	E07	\$134,993.00	\$204,516.00	6/30/2025
617	000242	Sr Workforce Dev Analyst	NRep	N05	\$117,907.00	\$178,630.00	6/30/2025
618	000386	Sr Workforce Dev Analyst (LT)	NRep	L05	\$117,907.00	\$178,630.00	6/30/2025
619	000324	Stakeholder Engagement Adminst	NRep	N06	\$126,161.00	\$191,135.00	6/30/2025
620	OB155	Station Agent	ATU	521	\$82,349.90	\$96,882.24	7/1/2025
621	OB156	Station Agent PT	ATU	541	\$56,615.52	\$66,606.54	7/1/2025
622	UA170	Storekeeper	SEIU	201	\$74,114.98	\$96,882.45	7/1/2025
623	000223	Strategic Budget Administrator	AFSCME	A19	\$143,062.40	\$173,888.00	7/1/2025
624	EF280	Structural Engineer	NRep	E06	\$126,161.00	\$191,135.00	6/30/2025
625	MA615	Structures Equipment Operator	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
626	MA620	Structures Foreworker	SEIU	825	\$95,823.94	\$125,260.30	7/1/2025
627	MA638	Structures Inspect Foreworker	SEIU	810	\$100,132.45	\$130,892.32	7/1/2025
628	MA637	Structures Inspector	SEIU	311	\$91,029.54	\$118,993.06	7/1/2025
629	MA636	Structures Inspector Asst	SEIU	201	\$74,114.98	\$96,882.45	7/1/2025
630	MA630	Structures Welder	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
631	MA635	Structures Worker	SEIU	201	\$74,114.98	\$96,882.45	7/1/2025
632	000036	Structures Worker PT	SEIU	221	\$79,488.27	\$79,488.27	7/1/2025
633	000389	Student Intern	NRep	081	\$41,600.00	\$57,200.00	2/23/2024
634	000366	Supt of Capital Construction	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
635	MF535	Supt of Power & Mech Maint	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
636	MF818	Supt of Rolling Stock & Shops	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
637	000164	Supt of System Service	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
638	MF703	Supt of Systems Maintenance	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
639	MF610	Supt of Way & Facilities	NRep	N11	\$176,950.00	\$268,081.00	6/30/2025
640	000010	Supv Bus Sys Operations	AFSCME	A25	\$165,880.00	\$201,656.00	7/1/2025
641	000317	Supv Crisis Int & Outreach Pro	BPMA	CS	\$136,200.00	\$158,052.00	7/1/2025
642	000301	Supv of Comp & Analytics	NRep	N08	\$144,443.00	\$218,831.00	6/30/2025
643	000244	Supv of HRIS	NRep	N08	\$144,443.00	\$218,831.00	6/30/2025
644	000300	Supv of Leave Mgmt	NRep	N08	\$144,443.00	\$218,831.00	6/30/2025
645	000245	Supv of Recruiting	NRep	N08	\$144,443.00	\$218,831.00	6/30/2025
646	000221	Supv of Workforce Development	NRep	N08	\$144,443.00	\$218,831.00	6/30/2025
647	TF263	Survey Taker	NRep	093	\$57,494.97	\$57,494.97	7/1/2025
648	EA315	Survey Tech	SEIU	091	\$75,991.14	\$99,334.98	7/1/2025
649	MA385	System Service Crewleader	SEIU	141	\$65,211.12	\$85,243.39	7/1/2025
650	MA390	System Service Foreworker	SEIU	818	\$88,571.60	\$115,779.87	7/1/2025
651	MC395	System Service Supv	AFSCME	A10	\$114,545.60	\$139,235.20	7/1/2025
652	MA400	System Service Worker	SEIU	111	\$63,207.25	\$82,624.05	7/1/2025
653	MA399	System Service Worker 141	SEIU	141	\$65,211.12	\$85,243.39	7/1/2025
654	MA401	System Service Worker PT	SEIU	121	\$67,789.75	\$67,789.75	7/1/2025
655	TA140	Tech Publications Admin	SEIU	S10	\$95,963.76	\$125,442.84	7/1/2025
656	TA302	Technical Administrator	SEIU	S11	\$100,696.32	\$131,629.20	7/1/2025
657	TA125	Technical Editor	SEIU	S03	\$68,666.40	\$89,760.00	7/1/2025
658	IA300	Technical Programmer Analyst	SEIU	S11	\$100,696.32	\$131,629.20	7/1/2025
659	000025	Technical Publications Analyst	SEIU	S09	\$91,483.20	\$119,585.88	7/1/2025
660	TA301	Technical Resources Admin	SEIU	S13	\$110,845.08	\$144,895.56	7/1/2025
661	IA200	Telecommunications Specialist	SEIU	S06	\$79,229.04	\$103,567.44	7/1/2025
662	IA205	Telecommunications Technician	SEIU	S09	\$91,483.20	\$119,585.88	7/1/2025
663	000068	Time & Labor Admin Analyst ATU	ATU	741	\$106,869.57	\$125,729.14	7/1/2025

San Francisco Bay Rapid Transit District
Pay Schedule (Noted by Job Title)
ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
664	FA212	Time and Labor Admin Analyst	SEIU	TAD	\$96,179.64	\$125,725.08	7/1/2025
665	UA180	Tool Room Attendant	SEIU	201	\$74,114.98	\$96,882.45	7/1/2025
666	MA640	Track Equipment Operator	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
667	MA645	Track Foreworker	SEIU	825	\$95,823.94	\$125,260.30	7/1/2025
668	MA655	Track Welder	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
669	MA660	Track Worker	SEIU	201	\$74,114.98	\$96,882.45	7/1/2025
670	000022	Track Worker PT	SEIU	221	\$79,488.27	\$79,488.27	7/1/2025
671	MA720	Train Control Electronic Tech	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
672	EF165	Train Control Engineer	NRep	E06	\$126,161.00	\$191,135.00	6/30/2025
673	MA725	Train Control Foreworker	SEIU	825	\$95,823.94	\$125,260.30	7/1/2025
674	OB160	Train Operator	ATU	621	\$82,349.90	\$96,882.24	7/1/2025
675	OB161	Train Operator PT	ATU	641	\$56,615.52	\$66,606.54	7/1/2025
676	000322	Transit Ambassador	BPOA	027	\$65,041.81	\$79,887.39	7/1/2025
677	CA165	Transit Information Clerk	SEIU	031	\$69,375.28	\$90,686.75	7/1/2025
678	CA175	Transit Information Supv	SEIU	S11	\$100,696.32	\$131,629.20	7/1/2025
679	CA159	Transit Information Tech	SEIU	036	\$72,679.15	\$95,005.66	7/1/2025
680	MA825	Transit Veh Elec Tec	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
681	MA830	Transit Vehicle Mechanic	SEIU	301	\$87,112.90	\$113,873.14	7/1/2025
682	000037	Transit Vehicle Mechanic PT	SEIU	314	\$93,428.54	\$93,428.54	7/1/2025
683	000033	Transportation Adm Specialist	ATU	031	\$77,083.55	\$90,686.75	7/1/2025
684	CB175	Transportation Clerk	ATU	021	\$77,083.55	\$90,686.75	7/1/2025
685	OC150	Transportation Supervisor	AFSCME	A17	\$136,156.80	\$165,505.60	7/1/2025
686	CA180	Trouble Desk Data Specialist	SEIU	036	\$72,679.15	\$95,005.66	7/1/2025
687	MA826	TVET Trainee	SEIU	331	\$69,690.19	\$113,873.14	7/1/2025
688	MA840	Utility Foreworker	SEIU	818	\$88,571.60	\$115,779.87	7/1/2025
689	MA835	Utility Worker	SEIU	111	\$63,207.25	\$82,624.05	7/1/2025
690	MA836	Utility Worker PT	SEIU	121	\$67,789.75	\$67,789.75	7/1/2025
691	TA130	Vehicle Inspector	SEIU	311	\$91,029.54	\$118,993.06	7/1/2025
697	000390	Workforce Dev Administrator	NRep	N08	\$144,443.00	\$218,831.00	6/30/2025

* Due to the unique nature of these jobs as executive management employees reporting to the General Manager, these classifications are eligible to receive Management Incentive Pay of \$4,800 annually (26 equal pay period installments of \$184.61).

** Due to the unique nature of the job as first level management over Police Lieutenants, the Deputy Police Chief classification is eligible to receive Deputy Police Chief Management Incentive Pay in the amount of 10% of the regular base pay rate.