

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	\$116,833.60	\$142,022.40	1/1/2026
2	FA200	Account Clerk	SEIU	011	\$55,439.28	\$72,469.90	1/1/2026
3	FA205	Accountant	SEIU	S08	\$88,944.48	\$116,267.28	1/1/2026
4	FA210	Accounting Analyst	SEIU	S11	\$102,710.28	\$134,261.76	1/1/2026
5	000070	Accounting Supervisor	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
6	FA215	Accounting Technician	SEIU	036	\$74,132.86	\$96,905.74	1/1/2026
7	OF050	ACTO Central Control	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
8	OF075	ACTO Service Delivery	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
9	AE200	Administrative Analyst - BPOA	BPOA	058	\$91,876.30	\$110,246.45	7/1/2025
10	AF200	Administrative Analyst NR	NRep	N04	\$112,397.00	\$170,283.00	12/31/2025
11	AA200	Administrative Analyst SEIU	SEIU	S08	\$88,944.48	\$116,267.28	1/1/2026
12	000208	Administrative Coordinator	NRep	N04	\$112,397.00	\$170,283.00	12/31/2025
13	AG100	Administrative Secretary SEIU	SEIU	071	\$71,386.02	\$93,315.25	1/1/2026
14	AA230	Administrative Support Officer	SEIU	S13	\$113,061.96	\$147,793.44	1/1/2026
15	CB190	Administrative Technician ATU	ATU	036	\$82,369.87	\$96,905.74	1/1/2026
16	CA190	Administrative Technician SEIU	SEIU	036	\$74,132.86	\$96,905.74	1/1/2026
17	MA100	AFC Electronic Technician	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
18	MA105	AFC Foreworker	SEIU	825	\$97,740.45	\$127,765.46	1/1/2026
19	MA560	AFC Parts Runner	SEIU	151	\$67,106.62	\$87,721.09	1/1/2026
20	IA100	Appl Programmer Analyst	SEIU	S08	\$88,944.48	\$116,267.28	1/1/2026
21	000046	Architect	NRep	E06	\$128,685.00	\$194,958.00	12/31/2025
22	000051	Asset Coordinator	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
23	000411	Asset Coordinator EX	AFSCME	AFF	\$128,535.62	\$167,097.77	1/1/2026
24	000178	Asset Data Manager	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
25	000412	Asset Data Manager EX	AFSCME	AFI	\$156,302.00	\$203,192.29	1/1/2026
26	LF100	Associate General Counsel	NRep	N13	\$212,438.00	\$321,843.00	12/31/2025
27	AA100	Asst Admin Analyst - SEIU	SEIU	S06	\$80,813.64	\$105,638.76	1/1/2026
28	UA200	Asst Buyer	SEIU	S06	\$80,813.64	\$105,638.76	1/1/2026
29	000273	Asst Chief Infrast Deliv Offic	NRep	E12	\$193,124.00	\$292,584.00	12/31/2025
30	000274	Asst Chief Maintenance Officer	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
31	000082	Asst Chief Mechanical Officer	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
32	000399	Asst Chief Operations Officer	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
33	UA205	Asst Contract Administrator	SEIU	S06	\$80,813.64	\$105,638.76	1/1/2026
34	AF105	Asst District Secretary	NRep	N08	\$147,332.00	\$223,208.00	12/31/2025
35	ZF050	Asst GM Administration*	NRep	N14	\$233,682.00	\$354,027.00	12/31/2025
36	XF105	Asst GM Finance*	NRep	N14	\$233,682.00	\$354,027.00	12/31/2025
37	ZF105	Asst GM Operations*	NRep	N15	\$257,050.00	\$389,431.00	12/31/2025
38	XF213	Asst GM Performance & Budget*	NRep	N14	\$233,682.00	\$354,027.00	12/31/2025
39	000276	Asst GM Planning & Development*	NRep	N14	\$233,682.00	\$354,027.00	12/31/2025
40	XF125	Asst GM Technology*	NRep	N14	\$233,682.00	\$354,027.00	12/31/2025
41	ZF117	Asst GM, External Affairs*	NRep	N14	\$233,682.00	\$354,027.00	12/31/2025
42	ZF118	Asst GM, Infrastct Delivery*	NRep	N14	\$233,682.00	\$354,027.00	12/31/2025
43	000019	Asst Logistics Program Manager	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
44	FC230	Asst Mgr of Revenue Control	AFSCME	A19	\$145,912.00	\$177,361.60	1/1/2026
45	SA100	Asst Safety Specialist	SEIU	S06	\$80,813.64	\$105,638.76	1/1/2026
46	000061	Asst Supt of Power Mech Maint	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
47	MF822	Asst Supt of RS&S	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
48	000408	Asst Supt of RS&S, Cap Cor	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
49	000163	Asst Supt of System Service	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
50	MF830	Asst Supt of Systems Maint	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
51	000020	Asst Supt of Way & Facilities	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
52	FA274	Asst Treasury Analyst	SEIU	S06	\$80,813.64	\$105,638.76	1/1/2026
53	LF105	Attorney I	NRep	N06	\$128,685.00	\$194,958.00	12/31/2025

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
54	LF110	Attorney II	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
55	LF115	Attorney III	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
56	MA200	Auto & Equip Foreworker	SEIU	825	\$97,740.45	\$127,765.46	1/1/2026
57	MC215	Auto & Equip Maint Supv	AFSCME	A10	\$116,833.60	\$142,022.40	1/1/2026
58	MA205	Auto & Equip Mechanic	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
59	000222	Board Analyst	NRep	N05	\$120,266.00	\$182,203.00	12/31/2025
60	FA100	Budget Analyst	SEIU	S08	\$88,944.48	\$116,267.28	1/1/2026
61	FB141	Budget Clerk - ATU	ATU	031	\$78,625.25	\$92,500.30	1/1/2026
62	MA300	Buildings Foreworker	SEIU	825	\$97,740.45	\$127,765.46	1/1/2026
63	MA310	Buildings Worker	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
64	000403	Business Sys Analyst Cap Cor	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
65	UA210	Buyer	SEIU	S08	\$88,944.48	\$116,267.28	1/1/2026
66	UA213	Buyer Technician	SEIU	036	\$74,132.86	\$96,905.74	1/1/2026
67	TA298	CAD Drafter	SEIU	S08	\$88,944.48	\$116,267.28	1/1/2026
68	FA245	Cash Handler	SEIU	025	\$65,370.45	\$85,451.60	1/1/2026
69	000095	Cash Handler PT	SEIU	026	\$70,109.79	\$70,109.79	1/1/2026
70	FA249	Cash Handling Elec Technician	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
71	FA250	Cash Handling Foreworker	SEIU	813	\$97,740.45	\$127,765.46	1/1/2026
72	TC220	Central Maintenance Supervisor	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
73	XF142	Chief Communications Officer	NRep	N13	\$212,438.00	\$321,843.00	12/31/2025
74	000384	Chief Financial Officer*	NRep	N15	\$257,050.00	\$389,431.00	12/31/2025
75	000050	Chief Infrastruc Deliv Officer	NRep	E13	\$212,438.00	\$321,843.00	12/31/2025
76	EF050	Chief Maintenance Officer	NRep	N13	\$212,438.00	\$321,843.00	12/31/2025
77	MF805	Chief Mechanical Officer	NRep	N13	\$212,438.00	\$321,843.00	12/31/2025
78	000339	Chief of Staff	NRep	N08	\$147,332.00	\$223,208.00	12/31/2025
79	SF200	Chief Safety Officer	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
80	000448	Chief Technology Officer	NRep	E13	\$212,438.00	\$321,843.00	12/31/2025
81	XF100	Chief Transportation Officer	NRep	N13	\$212,438.00	\$321,843.00	12/31/2025
82	EF200	Civil Engineer	NRep	E06	\$128,685.00	\$194,958.00	12/31/2025
83	CG100	Clerk SEIU	SEIU	011	\$55,439.28	\$72,469.90	1/1/2026
84	000013	Communication Coordinator	SEIU	S11	\$102,710.28	\$134,261.76	1/1/2026
85	MA115	Communications Electronic Tech	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
86	MA120	Communications Foreworker	SEIU	825	\$97,740.45	\$127,765.46	1/1/2026
87	VF101	Communications Officer	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
88	OB100	Communications Specialist	ATU	831	\$112,471.84	\$132,320.03	1/1/2026
89	PE076	Community Services Officer	BPOA	027	\$65,041.81	\$79,887.39	7/1/2025
90	000155	Comp Vehicle Maint DMU	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
91	IA105	Computer Documentation Asst	SEIU	031	\$70,762.64	\$92,500.30	1/1/2026
92	000446	Computer Electronic Tech FW	SEIU	825	\$97,740.45	\$127,765.46	1/1/2026
93	MA700	Computer Electronic Technician	SEIU	321	\$88,855.10	\$116,150.53	1/1/2026
94	IA110	Computer Operator	SEIU	031	\$70,762.64	\$92,500.30	1/1/2026
95	000064	Computer Support Administrator	SEIU	S05	\$77,051.16	\$100,720.44	1/1/2026
96	IA115	Computer Support Coordinator	SEIU	S14	\$118,641.72	\$155,087.16	1/1/2026
97	EF102	Computer Systems Engineer	NRep	E06	\$128,685.00	\$194,958.00	12/31/2025
98	000377	Computer Systems Engineer PT	NRep	E06	\$128,685.00	\$194,958.00	12/31/2025
99	EF205	Construction Engineer	NRep	E06	\$128,685.00	\$194,958.00	12/31/2025
100	UA215	Contract Administrator	SEIU	S08	\$88,944.48	\$116,267.28	1/1/2026
101	UF221	Contract Specialist I	AFSCME	A01	\$93,537.60	\$113,692.80	1/1/2026
102	UF222	Contract Specialist II	AFSCME	A07	\$108,472.00	\$131,872.00	1/1/2026
103	000413	Contract Specialist II EX	AFSCME	AFD	\$112,716.32	\$146,531.48	1/1/2026
104	UF223	Contract Specialist III	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
105	000049	Contracts Technician SEIU	SEIU	036	\$74,132.86	\$96,905.74	1/1/2026
106	000168	Crew Office Supervisor	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026

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
107	000183	Crime Analyst	BPOA	068	\$93,713.36	\$112,451.25	7/1/2025
108	000323	Crisis Intervention Specialist	BPOA	058	\$91,876.30	\$110,246.45	7/1/2025
109	CA120	Customer Service Clerk	SEIU	031	\$70,762.64	\$92,500.30	1/1/2026
110	VA110	Customer Service Rep	SEIU	S11	\$102,710.28	\$134,261.76	1/1/2026
111	VA120	Customer Services Admin	SEIU	S13	\$113,061.96	\$147,793.44	1/1/2026
112	000016	Customer Services Assistant	SEIU	S06	\$80,813.64	\$105,638.76	1/1/2026
113	000173	Customer Services Supervisor	SEIU	S13	\$113,061.96	\$147,793.44	1/1/2026
114	000180	Customer Services Technician	SEIU	036	\$74,132.86	\$96,905.74	1/1/2026
115	000072	Cyber Security Engineer	NRep	E07	\$137,693.00	\$208,607.00	12/31/2025
116	IA135	Data Controller	SEIU	031	\$70,762.64	\$92,500.30	1/1/2026
117	IA140	Data Entry Operator	SEIU	031	\$70,762.64	\$92,500.30	1/1/2026
118	IC120	Database Administrator	AFSCME	A22	\$157,144.00	\$191,006.40	1/1/2026
119	AF115	Deputy Asst District Secretary	NRep	N06	\$128,685.00	\$194,958.00	12/31/2025
120	000395	Deputy Dir of Human Resources	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
121	000436	Deputy Dir of OCR	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
122	000453	Deputy Dir of Treasury	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
123	ZF110	Deputy General Manager*	NRep	N16	\$282,755.00	\$428,374.00	12/31/2025
124	000307	Deputy Inspector General	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
125	000028	Deputy Managing Dir Cap Cor	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
126	000043	Deputy Police Chief**	NRep	N13	\$212,438.00	\$321,843.00	12/31/2025
127	FF095	Dir of Budgets	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
128	QF101	Dir of Customer Access	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
129	XF117	Dir of Customer Services	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
130	FF225	Dir of Fin Cont and Accounting	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
131	FF090	Dir of Financial Planning	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
132	000206	Dir of Fire Life Safety	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
133	000337	Dir of Funding Strategy	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
134	XF123	Dir of Govt and Comm Relations	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
135	XF120	Dir of Human Resources	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
136	000084	Dir of Labor Relations	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
137	XF132	Dir of Marketing and Research	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
138	XF115	Dir of Office of Civil Rights	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
139	XF040	Dir of Operations Planning	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
140	XF126	Dir of Performance and Audit	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
141	XF135	Dir of Procurement	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
142	000027	Dir of Real Estate & Prop Mgmt	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
143	XF106	Dir of Risk and Insur Mgmt	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
144	SF100	Dir of Security Programs	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
145	000153	Dir of Technology	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
146	000381	Dir of Transit Oriented Dev	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
147	FF230	Dir of Treasury	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
148	EF060	District Architect	NRep	E11	\$180,489.00	\$273,443.00	12/31/2025
149	QC216	District Right of Way Surveyor	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
150	XF150	District Secretary	NRep	DS	\$240,000.00	\$240,000.00	11/13/2025
151	XF150	District Secretary	NRep	DS	\$244,800.00	\$244,800.00	1/1/2026
152	000156	DMU Engineer	ATU	651	\$98,603.65	\$116,004.51	1/1/2026
153	000320	DMU Rolling Stock Foreworker	SEIU	827	\$104,493.38	\$136,592.77	1/1/2026
154	000321	DMU System Rail Controller	AFSCME	A15	\$132,184.00	\$160,680.00	1/1/2026
155	TA300	Document Config Controller	SEIU	S09	\$93,312.84	\$121,977.60	1/1/2026
156	000161	Document Control Specialist	SEIU	S09	\$93,312.84	\$121,977.60	1/1/2026
157	TA310	Drafting Supervisor	SEIU	S11	\$102,710.28	\$134,261.76	1/1/2026
158	MA313	Dump Truck/Equipment Operator	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
159	000388	EDS Trainee, RS&S	SEIU	332	\$93,297.78	\$121,957.89	1/1/2026

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
160	000311	EEO Analyst I	NRep	N02	\$98,172.00	\$148,731.00	12/31/2025
161	000310	EEO Analyst II	NRep	N04	\$112,397.00	\$170,283.00	12/31/2025
162	000078	Elec/Electro-Mech Assembler II	SEIU	152	\$69,542.72	\$90,905.78	1/1/2026
163	MA145	Elect/Electro-Mech Assembler	SEIU	151	\$67,106.62	\$87,721.09	1/1/2026
164	EF215	Electrical Engineer	NRep	E06	\$128,685.00	\$194,958.00	12/31/2025
165	MA500	Electrical Foreworker	SEIU	824	\$101,798.53	\$133,070.08	1/1/2026
166	000034	Electrical Helper	SEIU	151	\$67,106.62	\$87,721.09	1/1/2026
167	MA510	Electrician	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
168	EF110	Electronics & Comm Engineer	NRep	E06	\$128,685.00	\$194,958.00	12/31/2025
169	MA515	Elevator/Escalator Foreworker	SEIU	825	\$97,740.45	\$127,765.46	1/1/2026
170	MA530	Elevator/Escalator Trainee	SEIU	331	\$71,084.00	\$116,150.53	1/1/2026
171	MA525	Elevator/Escalator Worker	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
172	000065	Emergency Services Manager	NRep	N08	\$147,332.00	\$223,208.00	12/31/2025
173	000196	Employee Dev Specialist FW	ATU	732	\$129,416.35	\$152,254.75	1/1/2026
174	000190	Employee Dev Specialist SA	ATU	839	\$117,815.78	\$138,606.83	1/1/2026
175	HJ105	Employee Dev Specialist SEIU	SEIU	EDS	\$106,032.36	\$138,604.44	1/1/2026
176	HB105	Employee Dev Specialist TO	ATU	839	\$117,815.78	\$138,606.83	1/1/2026
177	FC101	Energy Analyst	AFSCME	A07	\$108,472.00	\$131,872.00	1/1/2026
178	EF500	Engineer	NRep	E06	\$128,685.00	\$194,958.00	12/31/2025
179	000032	Engineer Intern	NRep	085	\$68,640.00	\$83,200.00	1/10/2024
180	MA150	ERS Foreworker	SEIU	825	\$97,740.45	\$127,765.46	1/1/2026
181	MA155	ERS Technician	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
182	000210	Executive Assistant	NRep	N05	\$120,266.00	\$182,203.00	12/31/2025
183	UA195	Expeditor	SEIU	S06	\$80,813.64	\$105,638.76	1/1/2026
184	UA100	Expeditor/Clerk	SEIU	031	\$70,762.64	\$92,500.30	1/1/2026
185	MC350	Facilities Maint Supv	AFSCME	A10	\$116,833.60	\$142,022.40	1/1/2026
186	000414	Facilities Maint Supv EX	AFSCME	AFE	\$121,238.51	\$157,609.67	1/1/2026
187	000021	Facilities/Utilities Loc Coord	AFSCME	A12	\$122,761.60	\$149,219.20	1/1/2026
188	000182	Fare Inspection Officer	BPOA	035	\$77,441.10	\$92,925.46	7/1/2025
189	000278	Fare Programs Administrator	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
190	FC104	Financial Analyst I	AFSCME	A01	\$93,537.60	\$113,692.80	1/1/2026
191	000415	Financial Analyst I EX	AFSCME	AFC	\$102,100.11	\$132,730.82	1/1/2026
192	FC105	Financial Analyst II	AFSCME	A07	\$108,472.00	\$131,872.00	1/1/2026
193	000438	Fire & Security Alarm Sys Tech	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
194	000444	Fire and Security Alarm Sys FW	SEIU	825	\$97,740.45	\$127,765.46	1/1/2026
195	000367	Fire Life Safety Compliance Ad	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
196	000331	Fire Life Safety Program Admn	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
197	000369	Fire Protection Foreworker	SEIU	825	\$97,740.45	\$127,765.46	1/1/2026
198	MA550	Fire Protection Worker	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
199	000382	Fire Service Foreworker	SEIU	825	\$97,740.45	\$127,765.46	1/1/2026
200	MA330	Fire Service Worker	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
201	000416	FLS Program Admn EX	AFSCME	AFH	\$146,502.51	\$190,453.12	1/1/2026
202	XF160	General Counsel	NRep	GC	\$360,672.00	\$360,672.00	7/1/2025
203	XF160	General Counsel	NRep	GC	\$367,885.44	\$367,885.44	1/1/2026
204	ZF130	General Manager	NRep	GM	\$465,982.92	\$465,982.92	7/1/2025
205	ZF130	General Manager	NRep	GM	\$475,302.58	\$475,302.58	1/1/2026
206	VC049	Gov & Comm Rel Rep II	AFSCME	A07	\$108,472.00	\$131,872.00	1/1/2026
207	VC048	Gov & Comm Relations Rep I	AFSCME	A01	\$93,537.60	\$113,692.80	1/1/2026
208	VA050	Gov & Community Relations Spec	SEIU	S11	\$102,710.28	\$134,261.76	1/1/2026
209	TA313	Graphic Artist	SEIU	S09	\$93,312.84	\$121,977.60	1/1/2026
210	MA335	Grounds Foreworker	SEIU	825	\$97,740.45	\$127,765.46	1/1/2026
211	MA345	Grounds Worker	SEIU	201	\$75,597.18	\$98,819.97	1/1/2026
212	MA346	Grounds Worker/Applicator	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026

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
213	000360	Grp Mgr Business Admin	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
214	EF223	Grp Mgr Elec Mech Engineering	NRep	E11	\$180,489.00	\$273,443.00	12/31/2025
215	EF222	Grp Mgr Engineering	NRep	E11	\$180,489.00	\$273,443.00	12/31/2025
216	000442	Grp Mgr Maintenance Support	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
217	OF112	Grp Mgr Ops Support & Review	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
218	XF128	Grp Mgr Planning	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
219	000171	Grp Mgr Production Support	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
220	EF121	Grp Mgr Project Controls	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
221	EF107	Grp Mgr Rail Vehicle Cap Prog	NRep	E11	\$180,489.00	\$273,443.00	12/31/2025
222	000088	Grp Mgr Sustainability Program	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
223	EF080	Grp Mgr Systems Engineer	NRep	E11	\$180,489.00	\$273,443.00	12/31/2025
224	EF075	Grp Mgr Vehicle Maint Engineer	NRep	E11	\$180,489.00	\$273,443.00	12/31/2025
225	000041	Grp Mgr, Capital Projects	NRep	E11	\$180,489.00	\$273,443.00	12/31/2025
226	EF224	Grp Mgr, Integration Eng	NRep	E11	\$180,489.00	\$273,443.00	12/31/2025
227	000280	Grp Mgr, Policy Planning	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
228	000397	Grp Mgr, Quality and Config Ct	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
229	000341	Grp Mgr, Real Estate & Prop Mg	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
230	000279	Grp Mgr, Station Planning	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
231	000312	Grp Mgr, Transit Oriented Dev	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
232	000359	HR Project Administrator	NRep	N07	\$137,693.00	\$208,607.00	12/31/2025
233	000362	Human Resources Analyst I	NRep	N02	\$98,172.00	\$148,731.00	12/31/2025
234	000376	Human Resources Analyst II	NRep	N04	\$112,397.00	\$170,283.00	12/31/2025
235	000445	Human Resources Data Analyst	NRep	N04	\$112,397.00	\$170,283.00	12/31/2025
236	000354	Human Resources Intern	NRep	081	\$41,600.00	\$57,200.00	2/23/2024
237	000375	Human Resources Specialist	NRep	036	\$81,900.62	\$96,905.74	1/1/2026
238	000449	IG Program Coordinator	NRep	N05	\$120,266.00	\$182,203.00	12/31/2025
239	000212	Independent Police Adminstr	NRep	N05	\$120,266.00	\$182,203.00	12/31/2025
240	000042	Independent Police Auditor	NRep	IPA	\$240,000.00	\$240,000.00	9/2/2025
241	000054	Independent Police Invest	NRep	N08	\$147,332.00	\$223,208.00	12/31/2025
242	SC132	Industrial Hygienist	AFSCME	A15	\$132,184.00	\$160,680.00	1/1/2026
243	IC159	Information Sys Security Offcr	AFSCME	A12	\$122,761.60	\$149,219.20	1/1/2026
244	000316	Insp Gen Investigative Auditor	NRep	N08	\$147,332.00	\$223,208.00	12/31/2025
245	000207	Inspector General	NRep	IG	\$235,664.00	\$235,664.00	7/1/2024
246	000417	Instructional Des & Sys Ad EX	AFSCME	AFF	\$128,535.62	\$167,097.77	1/1/2026
247	OF025	Instructional Design & Sys Adm	AFSCME	A12	\$122,761.60	\$149,219.20	1/1/2026
248	FC240	Insurance Analyst	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
249	FA265	Intermediate Account Clerk	SEIU	021	\$63,384.26	\$82,855.34	1/1/2026
250	CJ105	Intermediate Clerk SEIU	SEIU	021	\$63,384.26	\$82,855.34	1/1/2026
251	FF251	Internal Auditor I	NRep	N02	\$98,172.00	\$148,731.00	12/31/2025
252	FF252	Internal Auditor II	NRep	N04	\$112,397.00	\$170,283.00	12/31/2025
253	UA105	Inventory Control Analyst	SEIU	S08	\$88,944.48	\$116,267.28	1/1/2026
254	UA120	Inventory Control Technician	SEIU	036	\$74,132.86	\$96,905.74	1/1/2026
255	MA348	Irrigation/Grounds Worker	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
256	000059	IT Project Manager	AFSCME	A23	\$161,075.20	\$195,790.40	1/1/2026
257	IA160	Jr Appl Programmer Analyst	SEIU	S03	\$70,039.68	\$91,555.20	1/1/2026
258	000282	Jr Computer Systems Engineer	NRep	E03	\$105,044.00	\$159,143.00	12/31/2025
259	FA275	Junior Accountant	SEIU	S05	\$77,051.16	\$100,720.44	1/1/2026
260	000306	Junior Elec & Comm Engineer	NRep	E03	\$105,044.00	\$159,143.00	12/31/2025
261	000305	Junior Electrical Engineer	NRep	E03	\$105,044.00	\$159,143.00	12/31/2025
262	EF400	Junior Engineer	NRep	E03	\$105,044.00	\$159,143.00	12/31/2025
263	000304	Junior Mechanical Engineer	NRep	E03	\$105,044.00	\$159,143.00	12/31/2025
264	000284	Junior Traction Power Engineer	NRep	E03	\$105,044.00	\$159,143.00	12/31/2025
265	000285	Junior Train Control Engineer	NRep	E03	\$105,044.00	\$159,143.00	12/31/2025

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
266	000447	Junior Vehicle Sys Engineer	NRep	E03	\$105,044.00	\$159,143.00	12/31/2025
267	000455	Labor Compliance Administrator	AFSCME	A19	\$145,912.00	\$177,361.60	1/1/2026
268	HF122	Labor Relations Rep I	NRep	N02	\$98,172.00	\$148,731.00	12/31/2025
269	HF123	Labor Relations Rep II	NRep	N04	\$112,397.00	\$170,283.00	12/31/2025
270	000371	Lead Police Dispatcher	BPOA	055	\$88,471.55	\$107,683.06	7/1/2025
271	000406	Learning & Dev Sys Coordinator	SEIU	S13	\$113,061.96	\$147,793.44	1/1/2026
272	LA115	Legal Administrative Analyst	SEIU	S06	\$80,813.64	\$105,638.76	1/1/2026
273	LA100	Legal Administrative Asst	SEIU	S05	\$77,051.16	\$100,720.44	1/1/2026
274	LC118	Legal Office Supervisor	AFSCME	A08	\$111,217.60	\$135,179.20	1/1/2026
275	FC282	Liability Risk Analyst	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
276	MA350	Locksmith	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
277	OB108	Lost & Found Clerk	ATU	019	\$78,625.25	\$92,500.30	1/1/2026
278	CA110	Mail and Supply Clerk	SEIU	021	\$63,384.26	\$82,855.34	1/1/2026
279	CA115	Mail Services Supervisor	SEIU	800	\$82,469.09	\$107,802.86	1/1/2026
280	CA111	Mail Services Support Clerk	SEIU	021	\$63,384.26	\$82,855.34	1/1/2026
281	000060	Maintenance Engineer	NRep	E06	\$128,685.00	\$194,958.00	12/31/2025
282	TA215	Maintenance Planner	SEIU	S08	\$88,944.48	\$116,267.28	1/1/2026
283	000001	Maintenance Support Admin	AFSCME	A07	\$108,472.00	\$131,872.00	1/1/2026
284	ZF200	Managing Director Cap Corridor*	NRep	N14	\$233,682.00	\$354,027.00	12/31/2025
285	VC080	Marketing Rep I	AFSCME	A01	\$93,537.60	\$113,692.80	1/1/2026
286	VC081	Marketing Rep II	AFSCME	A07	\$108,472.00	\$131,872.00	1/1/2026
287	UA130	Material Control Analyst	SEIU	S08	\$88,944.48	\$116,267.28	1/1/2026
288	UA135	Material Control Sys Analyst	SEIU	S08	\$88,944.48	\$116,267.28	1/1/2026
289	UA145	Material Coordinator	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
290	UA150	Material Expeditor	SEIU	S08	\$88,944.48	\$116,267.28	1/1/2026
291	000373	MECC Coordinator	AFSCME	A15	\$132,184.00	\$160,680.00	1/1/2026
292	EF240	Mechanical Engineer	NRep	E06	\$128,685.00	\$194,958.00	12/31/2025
293	000296	Mgr of Absence Mgmt	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
294	000024	Mgr of Access & Accessible Svc	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
295	000023	Mgr of Access Programs	AFSCME	A18	\$142,376.00	\$173,035.20	1/1/2026
296	FC215	Mgr of Accounting	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
297	000081	Mgr of Accred and Support Svs	BPMA	CM	\$163,452.00	\$189,660.00	7/1/2025
298	000188	Mgr of Acquisition Support	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
299	000167	Mgr of Ad Franchise Program	AFSCME	A20	\$149,552.00	\$181,792.00	1/1/2026
300	MC225	Mgr of Auto & Equip Maint	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
301	000216	Mgr of Benefits	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
302	000299	Mgr of Budget & Admin, Cap Cor	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
303	000332	Mgr of Cap Cor Transit Support	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
304	000215	Mgr of Cap Corr Market/Comm	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
305	FF119	Mgr of Capital Budgets	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
306	000418	Mgr of Capital Proj Support EX	AFSCME	AFI	\$156,302.00	\$203,192.29	1/1/2026
307	FF116	Mgr of Capital Project Control	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
308	000174	Mgr of Capital Project Support	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
309	OF115	Mgr of Central Control	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
310	000433	Mgr of Civil & Struct Eng CC	NRep	E10	\$168,682.00	\$255,553.00	12/31/2025
311	EF225	Mgr of Civil & Structural Eng	NRep	E10	\$168,682.00	\$255,553.00	12/31/2025
312	000287	Mgr of Comp & Analytics	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
313	EF119	Mgr of Computer Sys Engineer	NRep	E10	\$168,682.00	\$255,553.00	12/31/2025
314	MF400	Mgr of Construction Services	NRep	E10	\$168,682.00	\$255,553.00	12/31/2025
315	UF225	Mgr of Contract Administration	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
316	000288	Mgr of Contract Compliance	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
317	000170	Mgr of Creative Services	AFSCME	A20	\$149,552.00	\$181,792.00	1/1/2026
318	AC400	Mgr of Customer Services	AFSCME	A20	\$149,552.00	\$181,792.00	1/1/2026

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
319	000071	Mgr of Cyber Security	NRep	E10	\$168,682.00	\$255,553.00	12/31/2025
320	TC102	Mgr of Drafting & Configuratio	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
321	HF170	Mgr of EEO Programs	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
322	EF120	Mgr of Elect & Comm Engineer	NRep	E10	\$168,682.00	\$255,553.00	12/31/2025
323	EF233	Mgr of Electrical Engineer	NRep	E10	\$168,682.00	\$255,553.00	12/31/2025
324	000419	Mgr of Empl/Patron Safety EX	AFSCME	AFI	\$156,302.00	\$203,192.29	1/1/2026
325	000405	Mgr of Employee Relations	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
326	SC075	Mgr of Employee/Patron Safety	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
327	AF206	Mgr of Energy	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
328	SF111	Mgr of Engineer Safety	NRep	E10	\$168,682.00	\$255,553.00	12/31/2025
329	000063	Mgr of Engineering Liaison	NRep	E10	\$168,682.00	\$255,553.00	12/31/2025
330	000169	Mgr of Engineering Programs	NRep	E09	\$157,647.00	\$238,835.00	12/31/2025
331	SF140	Mgr of Environmental Review	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
332	000289	Mgr of Fin Analysis Admin	AFSCME	A20	\$149,552.00	\$181,792.00	1/1/2026
333	FF297	Mgr of Financial Planning	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
334	000290	Mgr of Govt Rel & Leg Affairs	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
335	FF117	Mgr of Grants & Funding Advoc	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
336	IF177	Mgr of Information Systems	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
337	FF285	Mgr of Internal Audit	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
338	000338	Mgr of Internal Communications	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
339	UC125	Mgr of Inventory Management	AFSCME	A16	\$135,491.20	\$164,694.40	1/1/2026
340	HF130	Mgr of Labor Relations	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
341	000347	Mgr of Land Use Planning	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
342	000291	Mgr of Leave Programs	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
343	QF107	Mgr of Local Govt & Com Rel	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
344	UF130	Mgr of Logistics	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
345	MF405	Mgr of Maint Administration	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
346	000159	Mgr of Maint Plan & Logistics	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
347	TF241	Mgr of Maintenance Engineer	NRep	E10	\$168,682.00	\$255,553.00	12/31/2025
348	OF425	Mgr of Maintenance Support	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
349	000214	Mgr of Marketing	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
350	000409	Mgr of MECC	AFSCME	A19	\$145,912.00	\$177,361.60	1/1/2026
351	EF234	Mgr of Mechanical Engr.	NRep	E10	\$168,682.00	\$255,553.00	12/31/2025
352	000293	Mgr of Media Relations	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
353	FF125	Mgr of Operating Budgets	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
354	TF230	Mgr of Operations Reliability	NRep	E10	\$168,682.00	\$255,553.00	12/31/2025
355	SC105	Mgr of Operations Safety	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
356	000055	Mgr of Ops Training and Dev	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
357	QC205	Mgr of Parking Programs	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
358	000203	Mgr of Performance Analytics	AFSCME	A20	\$149,552.00	\$181,792.00	1/1/2026
359	QF115	Mgr of Planning	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
360	000294	Mgr of Program Planning Sppt	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
361	000267	Mgr of Property Dev Projects	AFSCME	A20	\$149,552.00	\$181,792.00	1/1/2026
362	UF215	Mgr of Purchasing	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
363	000421	Mgr of Purchasing EX	AFSCME	AFI	\$156,302.00	\$203,192.29	1/1/2026
364	TC105	Mgr of Quality Assurance	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
365	000422	Mgr of Quality Assurance EX	AFSCME	AFI	\$156,302.00	\$203,192.29	1/1/2026
366	000349	Mgr of Rail Planning, Link21	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
367	FF295	Mgr of Revenue Control	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
368	000434	Mgr of Risk and Ins Programs	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
369	OF111	Mgr of Schedules & Services	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
370	000247	Mgr of Small Business Sppt Svc	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
371	AC300	Mgr of Special Projects	AFSCME	AFI	\$156,302.00	\$203,192.29	1/1/2026

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
372	000394	Mgr of Strategic Project Suppt	AFSCME	A19	\$145,912.00	\$177,361.60	1/1/2026
373	000295	Mgr of Substance Abuse Program	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
374	000383	Mgr of Sustainability Projects	AFSCME	A20	\$149,552.00	\$181,792.00	1/1/2026
375	000249	Mgr of Sys Capacity Planning	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
376	000248	Mgr of System Integration	NRep	E09	\$157,647.00	\$238,835.00	12/31/2025
377	HF135	Mgr of Talent Acquisition	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
378	000172	Mgr of Technology Programs	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
379	FC205	Mgr of Time and Admin	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
380	000250	Mgr of Title VI & Env Justice	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
381	000396	Mgr of Track Engineering	NRep	E10	\$168,682.00	\$255,553.00	12/31/2025
382	EF236	Mgr of Traction Power Engr	NRep	E10	\$168,682.00	\$255,553.00	12/31/2025
383	EF130	Mgr of Train Control Engineer	NRep	E10	\$168,682.00	\$255,553.00	12/31/2025
384	MC805	Mgr of Transit Vehicl Cleaning	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
385	OF170	Mgr of Transportation Ops Supp	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
386	TF237	Mgr of Vehicle Sys Engineer	NRep	E10	\$168,682.00	\$255,553.00	12/31/2025
387	MF850	Mgr of Warranty Administration	NRep	N08	\$147,332.00	\$223,208.00	12/31/2025
388	000252	Mgr of Workforce Dev	NRep	N09	\$157,647.00	\$238,835.00	12/31/2025
389	000404	Mgr Station Access Plan & Pol	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
390	VA125	Multimedia Assistant Producer	SEIU	S11	\$102,710.28	\$134,261.76	1/1/2026
391	HF152	Multimedia Producer	AFSCME	A15	\$132,184.00	\$160,680.00	1/1/2026
392	OB120	Operations Foreworker	ATU	821	\$102,247.18	\$120,290.98	1/1/2026
393	000350	Operations Planner	AFSCME	A07	\$108,472.00	\$131,872.00	1/1/2026
394	000424	Operations Planner, EX	AFSCME	AFD	\$112,716.32	\$146,531.48	1/1/2026
395	OC118	Operations Supervisor Liaison	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
396	HF111	Operations Training Supervisor	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
397	MA547	Overhead Door Worker	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
398	MA360	Painter	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
399	000092	Paralegal	NRep	710	\$97,490.64	\$115,365.54	1/1/2026
400	QC207	Parking Coordinator	AFSCME	A07	\$108,472.00	\$131,872.00	1/1/2026
401	QF135	Planner	AFSCME	A07	\$108,472.00	\$131,872.00	1/1/2026
402	CE175	Police Admin Specialist	BPOA	045	\$81,056.35	\$94,731.94	7/1/2025
403	PD111	Police Admin Supervisor	BPMA	CS	\$136,200.00	\$158,052.00	7/1/2025
404	PF110	Police Chief*	NRep	N15	\$257,050.00	\$389,431.00	12/31/2025
405	PD118	Police Civilian Supv Comm	BPMA	CS	\$136,200.00	\$158,052.00	7/1/2025
406	000401	Police Communications Manager	BPMA	CM	\$163,452.00	\$189,660.00	7/1/2025
407	PE115	Police Dispatcher	BPOA	048	\$84,258.72	\$102,555.44	7/1/2025
408	PD125	Police Lieutenant	BPMA	LT	\$207,708.00	\$237,780.00	7/1/2025
409	000330	Police Lieutenant (84 hr)	BPMA	LT8	\$218,093.40	\$249,669.00	7/1/2025
410	PE130	Police Officer	BPOA	778	\$105,836.85	\$149,409.73	7/1/2025
411	000325	Police Officer (84 hr)	BPOA	PO8	\$111,128.69	\$156,880.21	7/1/2025
412	PE129	Police Officer in Academy	BPOA	777	\$93,392.00	\$93,392.00	7/1/2025
413	PD135	Police Sergeant	BPMA	SGT	\$167,040.00	\$198,144.00	7/1/2025
414	000329	Police Sergeant (84 hr)	BPMA	SG8	\$175,392.00	\$208,051.20	7/1/2025
415	PD116	Police Tech Administrator	BPMA	CS	\$136,200.00	\$158,052.00	7/1/2025
416	000342	Policy & Program Administrator	NRep	N08	\$147,332.00	\$223,208.00	12/31/2025
417	MA535	Power & Mechanical Foreworker	SEIU	824	\$101,798.53	\$133,070.08	1/1/2026
418	MA545	Power & Mechanical Worker	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
419	OB130	Power & Support Controller	ATU	831	\$112,471.84	\$132,320.03	1/1/2026
420	AC222	Principal Admin Analyst AFSCME	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
421	000045	Principal Architect	NRep	E08	\$147,332.00	\$223,208.00	12/31/2025
422	000379	Principal Benefits Analyst	NRep	N07	\$137,693.00	\$208,607.00	12/31/2025
423	EF256	Principal Civil Engineer	NRep	E08	\$147,332.00	\$223,208.00	12/31/2025
424	000391	Principal Class & Comp Analyst	NRep	N07	\$137,693.00	\$208,607.00	12/31/2025

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
425	EF090	Principal Computer Systems Eng	NRep	E08	\$147,332.00	\$223,208.00	12/31/2025
426	EF262	Principal Construction Engr	NRep	E08	\$147,332.00	\$223,208.00	12/31/2025
427	000423	Principal Contract Spec EX	AFSCME	AFG	\$137,962.92	\$179,351.79	1/1/2026
428	UF230	Principal Contract Specialist	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
429	000452	Principal Cyber Security Eng	NRep	E08	\$147,332.00	\$223,208.00	12/31/2025
430	000067	Principal EGIS Analyst	AFSCME	A15	\$132,184.00	\$160,680.00	1/1/2026
431	000253	Principal Elec Comm Engineer	NRep	E08	\$147,332.00	\$223,208.00	12/31/2025
432	EF267	Principal Electrical Engineer	NRep	E08	\$147,332.00	\$223,208.00	12/31/2025
433	000355	Principal Energy Analyst	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
434	EF502	Principal Engineer	NRep	E08	\$147,332.00	\$223,208.00	12/31/2025
435	FC139	Principal Financial Analyst	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
436	000314	Principal Fire Protect Eng	NRep	E08	\$147,332.00	\$223,208.00	12/31/2025
437	VC055	Principal Gov & Comm Rel Rep	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
438	000192	Principal Grants Officer	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
439	000254	Principal Integration Engineer	NRep	E08	\$147,332.00	\$223,208.00	12/31/2025
440	FF301	Principal Internal Auditor	NRep	N07	\$137,693.00	\$208,607.00	12/31/2025
441	HF128	Principal Labor Relations Rep	NRep	N07	\$137,693.00	\$208,607.00	12/31/2025
442	000205	Principal Landscape Architect	NRep	E08	\$147,332.00	\$223,208.00	12/31/2025
443	VC084	Principal Marketing Rep	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
444	EF271	Principal Mechanical Engineer	NRep	E08	\$147,332.00	\$223,208.00	12/31/2025
445	000451	Principal Network Engineer	NRep	E08	\$147,332.00	\$223,208.00	12/31/2025
446	000351	Principal Operations Planner	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
447	000425	Principal Ops Planner, EX	AFSCME	AFH	\$146,502.51	\$190,453.12	1/1/2026
448	000298	Principal Ops Safety Spec	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
449	000201	Principal Performance Analyst	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
450	QC112	Principal Planner	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
451	000426	Principal Planner, EX	AFSCME	AFH	\$146,502.51	\$190,453.12	1/1/2026
452	000255	Principal Project Engineer	NRep	E08	\$147,332.00	\$223,208.00	12/31/2025
453	QC226	Principal Property Devlmnt Ofc	AFSCME	A19	\$145,912.00	\$177,361.60	1/1/2026
454	QC220	Principal Real Estate Officer	AFSCME	A19	\$145,912.00	\$177,361.60	1/1/2026
455	000374	Principal Recruiter	NRep	N07	\$137,693.00	\$208,607.00	12/31/2025
456	TF256	Principal Reliability Engineer	NRep	E08	\$147,332.00	\$223,208.00	12/31/2025
457	QC225	Principal Right of Way Officer	AFSCME	A19	\$145,912.00	\$177,361.60	1/1/2026
458	AF234	Principal Rsch Proj Analyst	AFSCME	A15	\$132,184.00	\$160,680.00	1/1/2026
459	SF129	Principal Safety Engineer	NRep	E08	\$147,332.00	\$223,208.00	12/31/2025
460	000334	Principal Safety Specialist	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
461	EF276	Principal Structural Engineer	NRep	E08	\$147,332.00	\$223,208.00	12/31/2025
462	000385	Principal Sustainability Analy	AFSCME	A16	\$135,491.20	\$164,694.40	1/1/2026
463	EF279	Principal Track Engineer	NRep	E08	\$147,332.00	\$223,208.00	12/31/2025
464	EF146	Principal Train Control Eng	NRep	E08	\$147,332.00	\$223,208.00	12/31/2025
465	TF236	Principal Vehicle Sys Engineer	NRep	E08	\$147,332.00	\$223,208.00	12/31/2025
466	000441	Principal Workforce Dev Anlyst	NRep	N07	\$137,693.00	\$208,607.00	12/31/2025
467	000184	Procurement Support Mgr	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
468	000427	Procurement Support Mgr, EX	AFSCME	AFI	\$156,302.00	\$203,192.29	1/1/2026
469	FA130	Project Control Administrator	SEIU	S08	\$88,944.48	\$116,267.28	1/1/2026
470	000256	Project Controls Manager	NRep	E09	\$157,647.00	\$238,835.00	12/31/2025
471	000257	Project Engineer	NRep	E06	\$128,685.00	\$194,958.00	12/31/2025
472	EF250	Project Mgr	NRep	E09	\$157,647.00	\$238,835.00	12/31/2025
473	000258	Project Mgr, Accessibility	NRep	E09	\$157,647.00	\$238,835.00	12/31/2025
474	000261	Project Mgr, Construction	NRep	E09	\$157,647.00	\$238,835.00	12/31/2025
475	000264	Project Mgr, Extensions	NRep	E09	\$157,647.00	\$238,835.00	12/31/2025
476	000268	Project Mgr, Stations	NRep	E09	\$157,647.00	\$238,835.00	12/31/2025
477	000269	Project Mgr, Sys Integration	NRep	E09	\$157,647.00	\$238,835.00	12/31/2025

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
478	EF451	Project Support Manager	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
479	000428	Project Support Manager, EX	AFSCME	AFI	\$156,302.00	\$203,192.29	1/1/2026
480	000204	Property Manager	AFSCME	A20	\$149,552.00	\$181,792.00	1/1/2026
481	000429	Property Manager, EX	AFSCME	AFI	\$156,302.00	\$203,192.29	1/1/2026
482	VC110	Public Information Officer	AFSCME	A10	\$116,833.60	\$142,022.40	1/1/2026
483	VA115	Public Information Rep	SEIU	S11	\$102,710.28	\$134,261.76	1/1/2026
484	TA110	Quality Assurance Analyst	SEIU	S08	\$88,944.48	\$116,267.28	1/1/2026
485	000066	Quality Assurance Officer	SEIU	S11	\$102,710.28	\$134,261.76	1/1/2026
486	000035	Quality Team Leader	SEIU	313	\$93,297.78	\$121,957.89	1/1/2026
487	OC190	Rail Operations Controller	AFSCME	ROC	\$167,868.52	\$191,469.73	1/1/2026
488	KF175	Rail Svs Compl Officer Capitol	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
489	QA205	Real Estate Officer	SEIU	S11	\$102,710.28	\$134,261.76	1/1/2026
490	QA100	Real Estate Tech	SEIU	036	\$74,132.86	\$96,905.74	1/1/2026
491	IA185	Real Time Programmer Analyst	SEIU	S13	\$113,061.96	\$147,793.44	1/1/2026
492	CP105	Receptionist	NRep	036	\$81,900.62	\$96,905.74	1/1/2026
493	000345	Records & Supply Technician	SEIU	036	\$74,132.86	\$96,905.74	1/1/2026
494	000193	Reliability Analyst	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
495	TF245	Reliability Engineer	NRep	E06	\$128,685.00	\$194,958.00	12/31/2025
496	CA140	Reprographics Equipment Oper	SEIU	031	\$70,762.64	\$92,500.30	1/1/2026
497	AF233	Research Projects Supv	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
498	000443	Retired Annuitant	NRep	RET	\$54,352.48	\$475,302.58	1/1/2026
499	000398	Retired Annuitant (Police)	NRep	RET	\$54,352.48	\$475,302.58	1/1/2026
500	PE140	Revenue Protection Guard	BPOA	098	\$99,611.20	\$119,527.62	7/1/2025
501	000393	Revenue Protection Supervisor	BPMA	CS	\$136,200.00	\$158,052.00	7/1/2025
502	000318	Road Supv of Engines	AFSCME	A15	\$132,184.00	\$160,680.00	1/1/2026
503	000228	Rolling Stock Acquisitn Admin	NRep	N08	\$147,332.00	\$223,208.00	12/31/2025
504	MA810	Rolling Stock Foreworker	SEIU	827	\$104,493.38	\$136,592.77	1/1/2026
505	000313	Safety Mgmt System Manager	AFSCME	A21	\$153,296.00	\$186,347.20	1/1/2026
506	000430	Safety Mgmt System Manager EX	AFSCME	AFI	\$156,302.00	\$203,192.29	1/1/2026
507	SF120	Safety Specialist	AFSCME	A07	\$108,472.00	\$131,872.00	1/1/2026
508	OB135	Scheduling Analyst	ATU	731	\$117,815.78	\$138,606.83	1/1/2026
509	000048	Scheduling Supervisor	AFSCME	A16	\$135,491.20	\$164,694.40	1/1/2026
510	MC725	Sect Mgr Elev/Escalator Maint	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
511	000400	Sect Mgr Fire Life Safety Main	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
512	MC724	Sect Mgr Power & Mech Maint	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
513	MC726	Sect Mgr Struct Insp & Maint	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
514	MC721	Sect Mgr Structures Maint	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
515	MC720	Sect Mgr Systems Maint	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
516	MC722	Sect Mgr Track Maint	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
517	MA225	Shop Machinist	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
518	TA260	Shop Scheduler	SEIU	S10	\$97,883.04	\$127,951.68	1/1/2026
519	MA230	Shop Welder	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
520	MC701	Spec Proj Mgr Maint & Const	AFSCME	A19	\$145,912.00	\$177,361.60	1/1/2026
521	FA288	Sr Account Clerk	SEIU	031	\$70,762.64	\$92,500.30	1/1/2026
522	000368	Sr Accounting Analyst	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
523	AC220	Sr Admin Analyst AFSCME	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
524	IA190	Sr Appl Programmer Analyst	SEIU	S14	\$118,641.72	\$155,087.16	1/1/2026
525	IC142	Sr Applications Analyst	AFSCME	A22	\$157,144.00	\$191,006.40	1/1/2026
526	LF120	Sr Attorney	NRep	N12	\$193,124.00	\$292,584.00	12/31/2025
527	000218	Sr Benefits Analyst	NRep	N05	\$120,266.00	\$182,203.00	12/31/2025
528	000230	Sr Board Analyst	NRep	N06	\$128,685.00	\$194,958.00	12/31/2025
529	FH140	Sr Budget Clerk SEIU	SEIU	031	\$70,762.64	\$92,500.30	1/1/2026
530	000176	Sr Buyer	SEIU	S10	\$97,883.04	\$127,951.68	1/1/2026

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
531	000166	Sr CAD Drafter	SEIU	S10	\$97,883.04	\$127,951.68	1/1/2026
532	FA290	Sr Cash Handler	SEIU	035	\$69,794.40	\$91,234.62	1/1/2026
533	TC222	Sr Central Maint Supv	AFSCME	A19	\$145,912.00	\$177,361.60	1/1/2026
534	EF255	Sr Civil Engineer	NRep	E07	\$137,693.00	\$208,607.00	12/31/2025
535	000219	Sr Class and Comp Analyst	NRep	N05	\$120,266.00	\$182,203.00	12/31/2025
536	CB145	Sr Clerk ATU	ATU	031	\$78,625.25	\$92,500.30	1/1/2026
537	CG145	Sr Clerk SEIU	SEIU	031	\$70,762.64	\$92,500.30	1/1/2026
538	000075	Sr Computer Support Coord	SEIU	S16	\$129,342.24	\$169,074.84	1/1/2026
539	EF138	Sr Computer Systems Engineer	NRep	E07	\$137,693.00	\$208,607.00	12/31/2025
540	EF260	Sr Construction Engineer	NRep	E07	\$137,693.00	\$208,607.00	12/31/2025
541	000231	Sr EEO Analyst	NRep	N05	\$120,266.00	\$182,203.00	12/31/2025
542	EF265	Sr Electrical Engineer	NRep	E07	\$137,693.00	\$208,607.00	12/31/2025
543	EF140	Sr Electronics & Comm Engineer	NRep	E07	\$137,693.00	\$208,607.00	12/31/2025
544	FC137	Sr Energy Analyst	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
545	EF501	Sr Engineer	NRep	E07	\$137,693.00	\$208,607.00	12/31/2025
546	FC138	Sr Financial Analyst AFSCME	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
547	VC051	Sr Gov & Comm Relations Rep	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
548	000315	Sr Grants Officer	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
549	TA314	Sr Graphic Artist	SEIU	S10	\$97,883.04	\$127,951.68	1/1/2026
550	000352	Sr HRIS Analyst	NRep	N05	\$120,266.00	\$182,203.00	12/31/2025
551	000361	Sr Human Resources Specialist	NRep	N01	\$91,748.00	\$139,001.00	12/31/2025
552	FF253	Sr Internal Auditor	NRep	N05	\$120,266.00	\$182,203.00	12/31/2025
553	UC108	Sr Inventory Control Analyst	AFSCME	A07	\$108,472.00	\$131,872.00	1/1/2026
554	HF126	Sr Labor Relations Rep	NRep	N06	\$128,685.00	\$194,958.00	12/31/2025
555	000232	Sr Leave Mgmt Analyst	NRep	N05	\$120,266.00	\$182,203.00	12/31/2025
556	AA130	Sr Legal Secretary	SEIU	071	\$71,386.02	\$93,315.25	1/1/2026
557	UC190	Sr Logistics Supv	AFSCME	A12	\$122,761.60	\$149,219.20	1/1/2026
558	CA112	Sr Mail Services Support Clerk	SEIU	031	\$70,762.64	\$92,500.30	1/1/2026
559	TA220	Sr Maint Planner	SEIU	S11	\$102,710.28	\$134,261.76	1/1/2026
560	000053	Sr Maintenance Engineer	NRep	E07	\$137,693.00	\$208,607.00	12/31/2025
561	VC082	Sr Marketing Rep	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
562	000454	Sr Material Expeditor	SEIU	S10	\$97,883.04	\$127,951.68	1/1/2026
563	EF270	Sr Mechanical Engineer	NRep	E07	\$137,693.00	\$208,607.00	12/31/2025
564	000353	Sr Mgr of Agreement Management	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
565	000189	Sr Mgr of Asset Management	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
566	000233	Sr Mgr of Contr Labor Compl	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
567	000234	Sr Mgr of Econ Oppy Policies	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
568	000179	Sr Mgr of Engineering Programs	NRep	E10	\$168,682.00	\$255,553.00	12/31/2025
569	000185	Sr Mgr of Fin Analyis & Admn	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
570	000333	Sr Mgr of Finance	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
571	000392	Sr Mgr of Fleet Management	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
572	000308	Sr Mgr of Infra Asset Mgmt	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
573	000235	Sr Mgr of Maint Acquisition	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
574	000292	Sr Mgr of Maint Plan Sched	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
575	MF410	Sr Mgr of Maintenance Support	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
576	000410	Sr Mgr of MECC	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
577	000439	Sr Mgr of Planning, Cap Cor	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
578	000236	Sr Mgr of RS&S Ops Admin	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
579	000319	Sr Mgr of Soc Svcs Partnership	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
580	000238	Sr Mgr of Wkfc Policy Compl	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
581	000177	Sr Mgr Performance & Innovatio	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
582	000450	Sr Network Engineer	NRep	E07	\$137,693.00	\$208,607.00	12/31/2025
583	CA155	Sr Office Services Supv	SEIU	S09	\$93,312.84	\$121,977.60	1/1/2026

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
584	OB145	Sr Operations Foreworker	ATU	831	\$112,471.84	\$132,320.03	1/1/2026
585	TF232	Sr Operations Planner	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
586	OC155	Sr Operations Supvr Liaison	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
587	SC135	Sr Ops Safety Spec	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
588	000432	Sr Ops Safety Specialist, EX	AFSCME	AFG	\$137,962.92	\$179,351.79	1/1/2026
589	IB190	Sr Ops Suppt Sys Analyst	ATU	742	\$124,919.81	\$146,964.69	1/1/2026
590	000191	Sr Performance Analyst	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
591	QC145	Sr Planner	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
592	000407	Sr Police Detective	BPOA	805	\$169,604.24	\$169,604.24	7/1/2025
593	000105	Sr Police Officer - Adv.	BPOA	792	\$158,508.48	\$158,508.48	7/1/2025
594	PE131	Sr Police Officer - Int.	BPOA	788	\$153,891.92	\$153,891.92	7/1/2025
595	000327	Sr Police Officer-Adv. (84 hr)	BPOA	PA8	\$166,433.90	\$166,433.90	7/1/2025
596	000326	Sr Police Officer-Int. (84 hr)	BPOA	PI8	\$161,586.52	\$161,586.52	7/1/2025
597	000052	Sr Production Engineer	NRep	E07	\$137,693.00	\$208,607.00	12/31/2025
598	000220	Sr Project Engineer	NRep	E07	\$137,693.00	\$208,607.00	12/31/2025
599	000080	Sr Project Manager	NRep	E10	\$168,682.00	\$255,553.00	12/31/2025
600	000195	Sr Quality Administrator	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
601	000181	Sr Quality Manager	NRep	N10	\$168,682.00	\$255,553.00	12/31/2025
602	QC210	Sr Real Estate Officer	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
603	000239	Sr Recruiter	NRep	N05	\$120,266.00	\$182,203.00	12/31/2025
604	TF255	Sr Reliability Engineer	NRep	E07	\$137,693.00	\$208,607.00	12/31/2025
605	AF232	Sr Research Projects Analyst	AFSCME	A10	\$116,833.60	\$142,022.40	1/1/2026
606	QC224	Sr Right of Way Officer	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
607	000240	Sr Safety Engineer	NRep	E07	\$137,693.00	\$208,607.00	12/31/2025
608	SC130	Sr Safety Specialist	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
609	000031	Sr Scheduling Analyst ATU	ATU	732	\$129,416.35	\$152,254.75	1/1/2026
610	AB135	Sr Secretary ATU	ATU	061	\$78,625.25	\$92,500.30	1/1/2026
611	AJ135	Sr Secretary SEIU	SEIU	061	\$66,420.22	\$86,823.98	1/1/2026
612	UA160	Sr Storekeeper	SEIU	171	\$82,469.09	\$107,802.86	1/1/2026
613	EF275	Sr Structural Engineer	NRep	E07	\$137,693.00	\$208,607.00	12/31/2025
614	IC200	Sr Systems Programmer	AFSCME	A10	\$116,833.60	\$142,022.40	1/1/2026
615	IA210	Sr Telecommunications Tech	SEIU	S14	\$118,641.72	\$155,087.16	1/1/2026
616	FC200	Sr Time & Labor Admin Analyst	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
617	000297	Sr Title VI & Enviro Jus Anlys	NRep	N05	\$120,266.00	\$182,203.00	12/31/2025
618	000241	Sr Traction Power Engineer	NRep	E07	\$137,693.00	\$208,607.00	12/31/2025
619	EF145	Sr Train Control Engineer	NRep	E07	\$137,693.00	\$208,607.00	12/31/2025
620	000044	Sr Transp Training Clerk	ATU	036	\$82,369.87	\$96,905.74	1/1/2026
621	CB160	Sr Transportation Clerk	ATU	031	\$78,625.25	\$92,500.30	1/1/2026
622	TF234	Sr Vehicle Systems Engineer	NRep	E07	\$137,693.00	\$208,607.00	12/31/2025
623	000242	Sr Workforce Dev Analyst	NRep	N05	\$120,266.00	\$182,203.00	12/31/2025
624	000324	Stakeholder Engagement Adminst	NRep	N06	\$128,685.00	\$194,958.00	12/31/2025
625	OB155	Station Agent	ATU	521	\$83,996.64	\$98,819.76	1/1/2026
626	OB156	Station Agent PT	ATU	541	\$57,747.69	\$67,938.52	1/1/2026
627	UA170	Storekeeper	SEIU	201	\$75,597.18	\$98,819.97	1/1/2026
628	000223	Strategic Budget Administrator	AFSCME	A19	\$145,912.00	\$177,361.60	1/1/2026
629	000387	Strategic Data Administrator	AFSCME	A19	\$145,912.00	\$177,361.60	1/1/2026
630	EF280	Structural Engineer	NRep	E06	\$128,685.00	\$194,958.00	12/31/2025
631	MA615	Structures Equipment Operator	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
632	MA620	Structures Foreworker	SEIU	825	\$97,740.45	\$127,765.46	1/1/2026
633	MA638	Structures Inspect Foreworker	SEIU	810	\$102,135.07	\$133,510.00	1/1/2026
634	MA637	Structures Inspector	SEIU	311	\$92,850.16	\$121,372.78	1/1/2026
635	MA636	Structures Inspector Asst	SEIU	201	\$75,597.18	\$98,819.97	1/1/2026
636	MA630	Structures Welder	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026

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
637	MA635	Structures Worker	SEIU	201	\$75,597.18	\$98,819.97	1/1/2026
638	000036	Structures Worker PT	SEIU	221	\$81,078.02	\$81,078.02	1/1/2026
639	000389	Student Intern	NRep	081	\$41,600.00	\$57,200.00	2/23/2024
640	000366	Supt of Capital Construction	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
641	MF535	Supt of Power & Mech Maint	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
642	MF818	Supt of Rolling Stock & Shops	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
643	000164	Supt of System Service	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
644	MF703	Supt of Systems Maintenance	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
645	MF610	Supt of Way & Facilities	NRep	N11	\$180,489.00	\$273,443.00	12/31/2025
646	000010	Supv Bus Sys Operations	AFSCME	A25	\$169,228.80	\$205,691.20	1/1/2026
647	000317	Supv Crisis Int & Outreach Pro	BPMA	CS	\$136,200.00	\$158,052.00	7/1/2025
648	000301	Supv of Comp & Analytics	NRep	N08	\$147,332.00	\$223,208.00	12/31/2025
649	000244	Supv of HRIS	NRep	N08	\$147,332.00	\$223,208.00	12/31/2025
650	000300	Supv of Leave Mgmt	NRep	N08	\$147,332.00	\$223,208.00	12/31/2025
651	000245	Supv of Recruiting	NRep	N08	\$147,332.00	\$223,208.00	12/31/2025
652	000221	Supv of Workforce Development	NRep	N08	\$147,332.00	\$223,208.00	12/31/2025
653	TF263	Survey Taker	NRep	093	\$58,644.82	\$58,644.82	1/1/2026
654	EA315	Survey Tech	SEIU	091	\$77,510.99	\$101,321.58	1/1/2026
655	MA385	System Service Crewleader	SEIU	141	\$66,515.28	\$86,948.16	1/1/2026
656	MA390	System Service Foreworker	SEIU	818	\$90,342.72	\$118,095.33	1/1/2026
657	MC395	System Service Supv	AFSCME	A10	\$116,833.60	\$142,022.40	1/1/2026
658	MA400	System Service Worker	SEIU	111	\$64,471.26	\$84,276.40	1/1/2026
659	MA399	System Service Worker 141	SEIU	141	\$66,515.28	\$86,948.16	1/1/2026
660	MA401	System Service Worker PT	SEIU	121	\$69,145.27	\$69,145.27	1/1/2026
661	TA140	Tech Publications Admin	SEIU	S10	\$97,883.04	\$127,951.68	1/1/2026
662	TA302	Technical Administrator	SEIU	S11	\$102,710.28	\$134,261.76	1/1/2026
663	TA125	Technical Editor	SEIU	S03	\$70,039.68	\$91,555.20	1/1/2026
664	IA300	Technical Programmer Analyst	SEIU	S11	\$102,710.28	\$134,261.76	1/1/2026
665	000025	Technical Publications Analyst	SEIU	S09	\$93,312.84	\$121,977.60	1/1/2026
666	TA301	Technical Resources Admin	SEIU	S13	\$113,061.96	\$147,793.44	1/1/2026
667	IA200	Telecommunications Specialist	SEIU	S06	\$80,813.64	\$105,638.76	1/1/2026
668	IA205	Telecommunications Technician	SEIU	S09	\$93,312.84	\$121,977.60	1/1/2026
669	000068	Time & Labor Admin Analyst ATU	ATU	741	\$109,006.98	\$128,243.65	1/1/2026
670	FA212	Time and Labor Admin Analyst	SEIU	TAD	\$98,103.24	\$128,239.56	1/1/2026
671	UA180	Tool Room Attendant	SEIU	201	\$75,597.18	\$98,819.97	1/1/2026
672	MA640	Track Equipment Operator	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
673	MA645	Track Foreworker	SEIU	825	\$97,740.45	\$127,765.46	1/1/2026
674	MA655	Track Welder	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
675	MA660	Track Worker	SEIU	201	\$75,597.18	\$98,819.97	1/1/2026
676	000022	Track Worker PT	SEIU	221	\$81,078.02	\$81,078.02	1/1/2026
677	MA720	Train Control Electronic Tech	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
678	EF165	Train Control Engineer	NRep	E06	\$128,685.00	\$194,958.00	12/31/2025
679	MA725	Train Control Foreworker	SEIU	825	\$97,740.45	\$127,765.46	1/1/2026
680	OB160	Train Operator	ATU	621	\$83,996.64	\$98,819.76	1/1/2026
681	OB161	Train Operator PT	ATU	641	\$57,747.69	\$67,938.52	1/1/2026
682	000322	Transit Ambassador	BPOA	027	\$65,041.81	\$79,887.39	7/1/2025
683	CA165	Transit Information Clerk	SEIU	031	\$70,762.64	\$92,500.30	1/1/2026
684	CA175	Transit Information Supv	SEIU	S11	\$102,710.28	\$134,261.76	1/1/2026
685	CA159	Transit Information Tech	SEIU	036	\$74,132.86	\$96,905.74	1/1/2026
686	MA825	Transit Veh Elec Tec	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
687	MA830	Transit Vehicle Mechanic	SEIU	301	\$88,855.10	\$116,150.53	1/1/2026
688	000037	Transit Vehicle Mechanic PT	SEIU	314	\$95,296.94	\$95,296.94	1/1/2026
689	000033	Transportation Adm Specialist	ATU	031	\$78,625.25	\$92,500.30	1/1/2026

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
690	CB175	Transportation Clerk	ATU	021	\$78,625.25	\$92,500.30	1/1/2026
691	OC150	Transportation Supervisor	AFSCME	A17	\$138,881.60	\$168,812.80	1/1/2026
692	CA180	Trouble Desk Data Specialist	SEIU	036	\$74,132.86	\$96,905.74	1/1/2026
693	MA826	TVET Trainee	SEIU	331	\$71,084.00	\$116,150.53	1/1/2026
694	MA840	Utility Foreworker	SEIU	818	\$90,342.72	\$118,095.33	1/1/2026
695	MA835	Utility Worker	SEIU	111	\$64,471.26	\$84,276.40	1/1/2026
696	MA836	Utility Worker PT	SEIU	121	\$69,145.27	\$69,145.27	1/1/2026
697	TA130	Vehicle Inspector	SEIU	311	\$92,850.16	\$121,372.78	1/1/2026
698	MC830	Vehicle Performance Analyst	AFSCME	A13	\$123,364.80	\$149,947.20	7/1/2025
699	MC830	Vehicle Performance Analyst	AFSCME	A13	\$125,840.00	\$152,942.40	1/1/2026
700	TF233	Vehicle Systems Engineer	NRep	E06	\$126,161.00	\$191,135.00	6/30/2025
701	TF233	Vehicle Systems Engineer	NRep	E06	\$128,685.00	\$194,958.00	12/31/2025
702	MA900	Warranty Administrator	SEIU	S11	\$100,696.32	\$131,629.20	7/1/2025
703	MA900	Warranty Administrator	SEIU	S11	\$102,710.28	\$134,261.76	1/1/2026
704	TA135	Wayside Inspector	SEIU	311	\$91,029.54	\$118,993.06	7/1/2025
705	TA135	Wayside Inspector	SEIU	311	\$92,850.16	\$121,372.78	1/1/2026
706	TA311	Web Page Specialist	SEIU	S10	\$97,883.04	\$127,951.68	1/1/2026
707	000390	Workforce Dev Administrator	NRep	N08	\$147,332.00	\$223,208.00	12/31/2025

* 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.