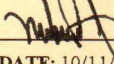
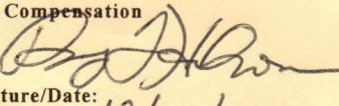
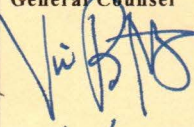
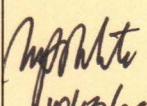
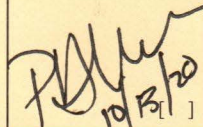




## EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL:  10/14/2020		GENERAL MANAGER ACTION REQ'D:		
DATE: 10/11/2020		BOARD INITIATED ITEM: No		
Originator/Prepared by: Ray Hathorn Dept: Compensation  Signature/Date: 10/12/2020	General Counsel  10/13/20 [ ]	Controller/Treasurer  10/13/2022 [ ]	District Secretary [ ]	BARC  10/13/20 [ ]

### District Base Pay Schedule

#### PURPOSE:

To approve a base pay schedule effective July 1, 2020 in a form prescribed by CalPERS.

#### DISCUSSION:

The District contracts with the California Public Employees' Retirement System (CalPERS) for employee retirement benefits. CalPERS' rules control whether compensation qualifies as reportable to CalPERS for purposes of retirement calculations. For base compensation to be reportable for purposes of retirement calculation, CalPERS requires that the District's pay schedules be formally approved by the Board, including each position title and pay rate, and that they be publicly available (e.g., the District website).

Attachment A is the base pay schedule effective July 1, 2020. It is important to note this table does not make changes to compensation for any District employee. However, it does add to the District's CalPERS contribution amount for Deputy Chief Management Incentive pay. It reflects negotiated salary changes with each union already approved by the Board through its ratification of the Collective Bargaining Agreements (CBAs). The pay for Board-appointees has been approved by the Board. The pay bands for non-represented employees has been approved by the Board with the adoption of the annual budget or notice has been provided by the General Manager to the Board. Staff requests that the Board approve the attached salary schedule.

#### FISCAL IMPACT:

The only fiscal impact to the District for this proposed action is approximately \$21,400 per year in CalPERS contributions for Deputy Chief Management Incentive pay.



**ALTERNATIVES:**

To not approve the attached salary schedule. However, failure to do so may result in CalPERS' disqualification of pay as "compensation earnable" for reporting and determination of District employees' retirement benefits.

**RECOMMENDATION:**

Approve the following motion.

**MOTION:**

The Board approves the base pay schedule in effect July 1, 2020.



## San Francisco Bay Area Rapid Transit District

## Pay Schedule (Noted by Job Title)

As of July 1, 2020

## ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
1	QC208	Access Coordinator	AFSCME	AFE	\$104,792.06	\$136,229.34
2	FA200	Account Clerk	SEIU	011	\$47,260.93	\$61,779.12
3	FA205	Accountant	SEIU	S08	\$76,303.56	\$99,743.28
4	FA210	Accounting Analyst	SEIU	S11	\$88,235.76	\$115,340.88
5	000070	Accounting Supervisor	AFSCME	AFG	\$119,247.75	\$155,022.06
6	FA215	Accounting Technician	SEIU	036	\$63,466.62	\$82,963.09
7	OF050	ACTO Central Control	Non-Rep	N12	\$147,736.00	\$223,819.00
8	OF075	ACTO Service Delivery	Non-Rep	N12	\$147,736.00	\$223,819.00
9	AE200	Administrative Analyst - BPOA	BPOA	058	\$80,620.59	\$96,740.38
10	AF200	Administrative Analyst NR	Non-Rep	N04	\$85,983.00	\$130,265.00
11	AA200	Administrative Analyst SEIU	SEIU	S08	\$76,303.56	\$99,743.28
12	000208	Administrative Coordinator	Non-Rep	N04	\$85,983.00	\$130,265.00
13	AG100	Administrative Secretary SEIU	SEIU	071	\$61,085.65	\$79,850.58
14	AA230	Administrative Support Officer	SEIU	S13	\$97,218.00	\$127,082.40
15	CB190	Administrative Technician ATU	ATU	036	\$70,518.45	\$82,963.09
16	CA190	Administrative Technician SEIU	SEIU	036	\$63,466.62	\$82,963.09
17	MA100	AFC Electronic Technician	SEIU	301	\$76,230.13	\$99,647.39
18	MA105	AFC Foreworker	SEIU	825	\$83,853.12	\$109,612.05
19	MA560	AFC Parts Runner	SEIU	151	\$57,375.55	\$75,000.85
20	IA100	Appl Programmer Analyst	SEIU	S08	\$76,303.56	\$99,743.28
21	000046	Architect	Non-Rep	N06	\$98,442.00	\$149,140.00
22	000051	Asset Coordinator	AFSCME	AFF	\$111,099.29	\$144,430.35
23	000178	Asset Data Manager	AFSCME	AFI	\$135,099.06	\$175,628.52
24	000272	Asset Mgmt Risk Coordinator	Non-Rep	N08	\$112,707.00	\$170,751.00
25	LF100	Associate General Counsel	Non-Rep	N13	\$162,509.00	\$246,201.00
26	AA100	Asst Admin Analyst - SEIU	SEIU	S06	\$69,265.80	\$90,543.60
27	AF100	Asst Admin Analyst NR	Non-Rep	N01	\$69,769.00	\$105,701.00
28	UA200	Asst Buyer	SEIU	S06	\$69,265.80	\$90,543.60
29	000273	Asst Chief Engineering Officer	Non-Rep	N12	\$147,736.00	\$223,819.00
30	000083	Asst Chief Labor Relations	Non-Rep	N10	\$129,038.00	\$195,493.00
31	000086	Asst Chief Maint & Eng Officer	Non-Rep	N12	\$147,736.00	\$223,819.00
32	000274	Asst Chief Maintenance Officer	Non-Rep	N12	\$147,736.00	\$223,819.00
33	000082	Asst Chief Mechanical Officer	Non-Rep	N12	\$147,736.00	\$223,819.00
34	UA205	Asst Contract Administrator	SEIU	S06	\$69,265.80	\$90,543.60
35	FF225	Asst Controller	Non-Rep	N13	\$162,509.00	\$246,201.00
36	AF105	Asst District Secretary	Non-Rep	N08	\$112,707.00	\$170,751.00
37	ZF050	Asst GM Administration*	Non-Rep	N14	\$178,760.00	\$270,821.00
38	ZF118	Asst GM Design & Construction*	Non-Rep	N14	\$178,760.00	\$270,821.00
39	ZF105	Asst GM Operations*	Non-Rep	N15	\$196,636.00	\$297,904.00
40	XF213	Asst GM Performance & Budget*	Non-Rep	N14	\$178,760.00	\$270,821.00
41	XF125	Asst GM Technology*	Non-Rep	N14	\$178,760.00	\$270,821.00
42	ZF117	Asst GM, External Affairs*	Non-Rep	N14	\$178,760.00	\$270,821.00



## San Francisco Bay Area Rapid Transit District

## Pay Schedule (Noted by Job Title)

As of July 1, 2020

## ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
43	000307	Asst Inspector General	Non-Rep	N10	\$129,038.00	\$195,493.00
44	000019	Asst Logistics Program Manager	AFSCME	AFG	\$119,247.75	\$155,022.06
45	FC230	Asst Mgr of Revenue Control	AFSCME	AFH	\$126,628.91	\$164,617.46
46	SA100	Asst Safety Specialist	SEIU	S06	\$69,265.80	\$90,543.60
47	000090	Asst Supt eBART Vehicle Maint	Non-Rep	N09	\$120,596.00	\$182,703.00
48	000209	Asst Supt Maint Plan and Logs	Non-Rep	N09	\$120,596.00	\$182,703.00
49	000150	Asst Supt of eBART Systems	Non-Rep	N09	\$120,596.00	\$182,703.00
50	000091	Asst Supt of Operations eBART	Non-Rep	N09	\$120,596.00	\$182,703.00
51	000061	Asst Supt of Power Mech Maint	Non-Rep	N09	\$120,596.00	\$182,703.00
52	MF822	Asst Supt of RS&S	Non-Rep	N09	\$120,596.00	\$182,703.00
53	000163	Asst Supt of System Service	Non-Rep	N09	\$120,596.00	\$182,703.00
54	MF830	Asst Supt of Systems Maint	Non-Rep	N09	\$120,596.00	\$182,703.00
55	000020	Asst Supt of Way & Facilities	Non-Rep	N09	\$120,596.00	\$182,703.00
56	FF230	Asst Treasurer	Non-Rep	N13	\$162,509.00	\$246,201.00
57	FA274	Asst Treasury Analyst	SEIU	S06	\$69,265.80	\$90,543.60
58	LF105	Attorney I	Non-Rep	N06	\$98,442.00	\$149,140.00
59	LF110	Attorney II	Non-Rep	N09	\$120,596.00	\$182,703.00
60	LF115	Attorney III	Non-Rep	N11	\$138,071.00	\$209,177.00
61	MA200	Auto & Equip Foreworker	SEIU	825	\$83,853.12	\$109,612.05
62	MC215	Auto & Equip Maint Supv	AFSCME	AFE	\$104,792.06	\$136,229.34
63	MA205	Auto & Equip Mechanic	SEIU	301	\$76,230.13	\$99,647.39
64	000275	Benefits Specialist	Non-Rep	036	\$69,954.77	\$82,963.09
65	000222	Board Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
66	FA100	Budget Analyst	SEIU	S08	\$76,303.56	\$99,743.28
67	FB141	Budget Clerk - ATU	ATU	031	\$67,272.40	\$79,144.21
68	MA300	Buildings Foreworker	SEIU	825	\$83,853.12	\$109,612.05
69	MA310	Buildings Worker	SEIU	301	\$76,230.13	\$99,647.39
70	UA210	Buyer	SEIU	S08	\$76,303.56	\$99,743.28
71	UA213	Buyer Technician	SEIU	036	\$63,466.62	\$82,963.09
72	TA298	CAD Drafter	SEIU	S08	\$76,303.56	\$99,743.28
73	FA245	Cash Handler	SEIU	025	\$55,870.46	\$73,033.38
74	000095	Cash Handler PT	SEIU	026	\$61,457.34	\$61,457.34
75	FA249	Cash Handling Elec Technician	SEIU	301	\$76,230.13	\$99,647.39
76	FA250	Cash Handling Foreworker	SEIU	813	\$83,853.12	\$109,612.05
77	TC220	Central Maintenance Supervisor	AFSCME	AFF	\$111,099.29	\$144,430.35
78	XF142	Chief Communications Officer	Non-Rep	N13	\$162,509.00	\$246,201.00
79	EF050	Chief Maint & Engineer Officer	Non-Rep	N13	\$162,509.00	\$246,201.00
80	MF805	Chief Mechanical Officer	Non-Rep	N13	\$162,509.00	\$246,201.00
81	000094	Chief Op Officer eBART/OAC	Non-Rep	N13	\$162,509.00	\$246,201.00
82	000276	Chief Planning & Dev Officer	Non-Rep	N13	\$162,509.00	\$246,201.00
83	SF200	Chief Safety Officer	Non-Rep	N12	\$147,736.00	\$223,819.00
84	000050	Chief Transit Sys Dev Officer	Non-Rep	N13	\$162,509.00	\$246,201.00



San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2020

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
85	XF100	Chief Transportation Officer	Non-Rep	N13	\$162,509.00	\$246,201.00
86	EF200	Civil Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
87	CG100	Clerk SEIU	SEIU	O11	\$47,260.93	\$61,779.12
88	000013	Communication Coordinator	SEIU	S11	\$88,235.76	\$115,340.88
89	MA115	Communications Electronic Tech	SEIU	301	\$76,230.13	\$99,647.39
90	MA120	Communications Foreworker	SEIU	825	\$83,853.12	\$109,612.05
91	VF101	Communications Officer	AFSCME	AFI	\$135,099.06	\$175,628.52
92	OB100	Communications Specialist	ATU	831	\$96,526.35	\$113,560.51
93	000074	Community Outreach Specialist	Non-Rep	N07	\$105,333.00	\$159,580.00
94	PE076	Community Services Officer	BPOA	027	\$57,073.95	\$70,100.37
95	000155	Comp Vehicle Maint eBART	SEIU M e	400	\$76,230.13	\$99,647.39
96	IA105	Computer Documentation Asst	SEIU	031	\$60,545.26	\$79,144.21
97	MA700	Computer Electronic Technician	SEIU	321	\$76,230.13	\$99,647.39
98	IA110	Computer Operator	SEIU	031	\$60,545.26	\$79,144.21
99	000064	Computer Support Administrator	SEIU	S05	\$65,996.28	\$86,269.68
100	IA115	Computer Support Coordinator	SEIU	S14	\$102,048.72	\$133,397.04
101	EF102	Computer Systems Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
102	EF205	Construction Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
103	UA215	Contract Administrator	SEIU	S08	\$76,303.56	\$99,743.28
104	UF221	Contract Specialist I	Non-Rep	N02	\$75,101.00	\$113,778.00
105	UF222	Contract Specialist II	AFSCME	AFD	\$97,425.94	\$126,653.95
106	UF223	Contract Specialist III	AFSCME	AFE	\$104,792.06	\$136,229.34
107	000049	Contracts Technician SEIU	SEIU	O36	\$63,466.62	\$82,963.09
108	XF105	Controller Treasurer	Non-Rep	CT	\$279,829.28	\$279,829.28
109	000277	Core Capacity Program Manager	Non-Rep	N09	\$120,596.00	\$182,703.00
110	000168	Crew Office Supervisor	AFSCME	AFG	\$119,247.75	\$155,022.06
111	000183	Crime Analyst	BPOA	068	\$82,232.80	\$98,674.99
112	CA120	Customer Service Clerk	SEIU	O31	\$60,545.26	\$79,144.21
113	VA110	Customer Service Rep	SEIU	S11	\$88,235.76	\$115,340.88
114	VA120	Customer Services Admin	SEIU	S13	\$97,218.00	\$127,082.40
115	000016	Customer Services Assistant	SEIU	S06	\$69,265.80	\$90,543.60
116	000173	Customer Services Supervisor	SEIU	S13	\$97,218.00	\$127,082.40
117	000180	Customer Services Technician	SEIU	O36	\$63,466.62	\$82,963.09
118	000072	Cyber Security Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
119	IA135	Data Controller	SEIU	O31	\$60,545.26	\$79,144.21
120	IA140	Data Entry Operator	SEIU	O31	\$60,545.26	\$79,144.21
121	IC120	Database Administrator	AFSCME	AFH	\$126,628.91	\$164,617.46
122	AF115	Deputy Asst District Secretary	Non-Rep	N06	\$98,442.00	\$149,140.00
123	000206	Deputy Dir Fire Life Safety	Non-Rep	N11	\$138,071.00	\$209,177.00
124	ZF110	Deputy General Manager*	Non-Rep	N15	\$196,636.00	\$297,904.00
125	000028	Deputy Managing Dir Cap Cor	Non-Rep	N11	\$138,071.00	\$209,177.00
126	000043	Deputy Police Chief**	Non-Rep	N13	\$162,509.00	\$246,201.00



San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2020

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
127	000156	Diesel Train DMU Eng eBART	ATU eBART	651	\$84,592.77	\$99,520.93
128	FF095	Dir of Budgets	Non-Rep	N12	\$147,736.00	\$223,819.00
129	QF101	Dir of Customer Access	Non-Rep	N12	\$147,736.00	\$223,819.00
130	XF117	Dir of Customer Services	Non-Rep	N12	\$147,736.00	\$223,819.00
131	FF090	Dir of Financial Planning	Non-Rep	N12	\$147,736.00	\$223,819.00
132	XF123	Dir of Govt and Comm Relations	Non-Rep	N12	\$147,736.00	\$223,819.00
133	XF120	Dir of Human Resources	Non-Rep	N12	\$147,736.00	\$223,819.00
134	000084	Dir of Labor Relations	Non-Rep	N12	\$147,736.00	\$223,819.00
135	XF132	Dir of Marketing and Research	Non-Rep	N12	\$147,736.00	\$223,819.00
136	000309	Dir of New Transbay Rail Cross	Non-Rep	N12	\$147,736.00	\$223,819.00
137	XF115	Dir of Office of Civil Rights	Non-Rep	N12	\$147,736.00	\$223,819.00
138	XF040	Dir of Operations Planning	Non-Rep	N12	\$147,736.00	\$223,819.00
139	XF126	Dir of Performance and Audit	Non-Rep	N12	\$147,736.00	\$223,819.00
140	XF135	Dir of Procurement	Non-Rep	N12	\$147,736.00	\$223,819.00
141	000027	Dir of Real Estate & Prop Dev	Non-Rep	N12	\$147,736.00	\$223,819.00
142	XF106	Dir of Risk and Insur Mgmt	Non-Rep	N12	\$147,736.00	\$223,819.00
143	SF100	Dir of Security Programs	Non-Rep	N12	\$147,736.00	\$223,819.00
144	000153	Dir of Technology	Non-Rep	N12	\$147,736.00	\$223,819.00
145	EF060	District Architect	Non-Rep	N11	\$138,071.00	\$209,177.00
146	QC216	District Right of Way Surveyor	AFSCME	AFG	\$119,247.75	\$155,022.06
147	XF150	District Secretary	Non-Rep	DS	\$220,307.33	\$220,307.33
148	TA300	Document Config Controller	SEIU	S09	\$80,088.60	\$104,691.00
149	000161	Document Control Spec eBART	SEIU P e	500	\$80,088.60	\$104,691.00
150	TA310	Drafting Supervisor	SEIU	S11	\$88,235.76	\$115,340.88
151	HF108	Drug Testing Coordinator	Non-Rep	N04	\$85,983.00	\$130,265.00
152	MA313	Dump Truck/Equipment Operator	SEIU	301	\$76,230.13	\$99,647.39
153	000078	Elec/Electro-Mech Assembler II	SEIU	152	\$59,487.79	\$77,761.84
154	MA145	Elect/Electro-Mech Assembler	SEIU	151	\$57,375.55	\$75,000.85
155	EF215	Electrical Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
156	MA500	Electrical Foreworker	SEIU	824	\$87,451.31	\$114,315.55
157	000034	Electrical Helper	SEIU	151	\$57,375.55	\$75,000.85
158	MA510	Electrician	SEIU	301	\$76,230.13	\$99,647.39
159	EF110	Electronics & Comm Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
160	000302	Elevator Escalator Inspector	SEIU	311	\$79,693.74	\$104,174.93
161	MA515	Elevator/Escalator Foreworker	SEIU	825	\$83,853.12	\$109,612.05
162	MA530	Elevator/Escalator Trainee	SEIU	331	\$68,667.87	\$89,762.19
163	MA525	Elevator/Escalator Worker	SEIU	301	\$76,230.13	\$99,647.39
164	000196	Employee Dev Specialist FW	ATU	732	\$111,305.38	\$130,947.65
165	000190	Employee Dev Specialist SA	ATU	839	\$101,248.37	\$119,115.78
166	HJ105	Employee Dev Specialist SEIU	SEIU	EDS	\$91,124.28	\$119,116.68
167	HB105	Employee Dev Specialist TO	ATU	839	\$101,248.37	\$119,115.78
168	EF500	Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00



## San Francisco Bay Area Rapid Transit District

## Pay Schedule (Noted by Job Title)

As of July 1, 2020

## ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
169	000032	Engineer Intern	Non-Rep	081	\$46,800.00	\$46,800.00
170	SF145	Environmental Administrator	AFSCME	AFH	\$126,628.91	\$164,617.46
171	000006	Environmental Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
172	MA150	ERS Foreworker	SEIU	825	\$83,853.12	\$109,612.05
173	MA155	ERS Technician	SEIU	301	\$76,230.13	\$99,647.39
174	000210	Executive Assistant	Non-Rep	N05	\$92,002.00	\$139,383.00
175	UA195	Expeditor	SEIU	S06	\$69,265.80	\$90,543.60
176	UA100	Expeditor/Clerk	SEIU	O31	\$60,545.26	\$79,144.21
177	MC350	Facilities Maint Supv	AFSCME	AFF	\$104,792.06	\$136,229.34
178	000021	Facilities/Utilities Loc Coord	AFSCME	AFF	\$111,099.29	\$144,430.35
179	000182	Fare Inspection Officer	BPOA	O35	\$67,954.02	\$81,541.20
180	000278	Fare Programs Administrator	Non-Rep	N09	\$120,596.00	\$182,703.00
181	FC104	Financial Analyst I	AFSCME	AFC	\$88,249.86	\$114,725.40
182	FC105	Financial Analyst II	AFSCME	AFD	\$97,425.94	\$126,653.95
183	MA550	Fire Protection Worker	SEIU	301	\$76,230.13	\$99,647.39
184	MA330	Fire Service Worker	SEIU	301	\$76,230.13	\$99,647.39
185	XF160	General Counsel	Non-Rep	GC	\$309,391.56	\$309,391.56
186	ZF130	General Manager	Non-Rep	GM	\$396,210.03	\$396,210.03
187	VA050	Gov & Community Relations Spec	SEIU	S11	\$88,235.76	\$115,340.88
188	TA313	Graphic Artist	SEIU	S09	\$80,088.60	\$104,691.00
189	MA335	Grounds Foreworker	SEIU	825	\$83,853.12	\$109,612.05
190	MA345	Grounds Worker	SEIU	201	\$64,736.67	\$84,623.14
191	MA346	Grounds Worker/Applicator	SEIU	301	\$76,230.13	\$99,647.39
192	EF113	Grp Mgr AFC Capital Program	Non-Rep	N11	\$138,071.00	\$209,177.00
193	KF300	Grp Mgr Capitol Corridor	Non-Rep	N11	\$138,071.00	\$209,177.00
194	EF223	Grp Mgr Elec Mech Engineering	Non-Rep	N11	\$138,071.00	\$209,177.00
195	EF222	Grp Mgr Engineering	Non-Rep	N11	\$138,071.00	\$209,177.00
196	OF426	Grp Mgr Operations Liaison	Non-Rep	N11	\$138,071.00	\$209,177.00
197	OF112	Grp Mgr Ops Support & Review	Non-Rep	N11	\$138,071.00	\$209,177.00
198	XF128	Grp Mgr Planning	Non-Rep	N11	\$138,071.00	\$209,177.00
199	000171	Grp Mgr Production Support	Non-Rep	N11	\$138,071.00	\$209,177.00
200	EF121	Grp Mgr Project Controls	Non-Rep	N11	\$138,071.00	\$209,177.00
201	EF107	Grp Mgr Rail Vehicle Cap Prog	Non-Rep	N11	\$138,071.00	\$209,177.00
202	MF807	Grp Mgr Rolling Stock & Shops	Non-Rep	N11	\$138,071.00	\$209,177.00
203	EF124	Grp Mgr Seismic Retrofit Cap	Non-Rep	N11	\$138,071.00	\$209,177.00
204	000088	Grp Mgr Sustainability Program	Non-Rep	N11	\$138,071.00	\$209,177.00
205	EF080	Grp Mgr Systems Engineer	Non-Rep	N11	\$138,071.00	\$209,177.00
206	EF075	Grp Mgr Vehicle Maint Engineer	Non-Rep	N11	\$138,071.00	\$209,177.00
207	000041	Grp Mgr, Capital Projects	Non-Rep	N11	\$138,071.00	\$209,177.00
208	EF224	Grp Mgr, Integration Eng	Non-Rep	N11	\$138,071.00	\$209,177.00
209	000280	Grp Mgr, Policy Planning	Non-Rep	N11	\$138,071.00	\$209,177.00
210	000279	Grp Mgr, Station Planning	Non-Rep	N11	\$138,071.00	\$209,177.00



## San Francisco Bay Area Rapid Transit District

## Pay Schedule (Noted by Job Title)

As of July 1, 2020

## ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
211	000312	Grp Mgr, Transit Oriented Dev	Non-Rep	N11	\$138,071.00	\$209,177.00
212	HF133	HR Programs Manager	Non-Rep	N08	\$112,707.00	\$170,751.00
213	000211	HRIS Analyst	Non-Rep	N04	\$85,983.00	\$130,265.00
214	000281	HRIS Specialist	Non-Rep	036	\$69,954.77	\$82,963.09
215	000212	Independent Police Adminstr	Non-Rep	N05	\$92,002.00	\$139,383.00
216	000042	Independent Police Auditor	Non-Rep	IPA	\$210,730.48	\$210,730.48
217	000054	Independent Police Invest	Non-Rep	N08	\$112,707.00	\$170,751.00
218	SC132	Industrial Hygienist	AFSCME	AFG	\$119,247.75	\$155,022.06
219	IC159	Information Sys Security Offcr	AFSCME	AFF	\$111,099.29	\$144,430.35
220	FF260	Information Systems Auditor	Non-Rep	N05	\$92,002.00	\$139,383.00
221	000207	Inspector General	Non-Rep	IG	\$210,968.98	\$210,968.98
222	OF025	Instructional Design Spec	AFSCME	AFE	\$104,792.06	\$136,229.34
223	FC240	Insurance Analyst	AFSCME	AFF	\$111,099.29	\$144,430.35
224	FA265	Intermediate Account Clerk	SEIU	021	\$54,148.64	\$70,782.61
225	CJ105	Intermediate Clerk SEIU	SEIU	021	\$54,148.64	\$70,782.61
226	FF251	Internal Auditor I	Non-Rep	N02	\$75,101.00	\$113,778.00
227	FF252	Internal Auditor II	Non-Rep	N04	\$85,983.00	\$130,265.00
228	UA105	Inventory Control Analyst	SEIU	S08	\$76,303.56	\$99,743.28
229	UA120	Inventory Control Technician	SEIU	036	\$63,466.62	\$82,963.09
230	MA348	Irrigation/Grounds Worker	SEIU	301	\$76,230.13	\$99,647.39
231	000059	IT Project Manager	AFSCME	AFI	\$135,099.06	\$175,628.52
232	FA275	Jr Accountant	SEIU	S05	\$65,996.28	\$86,269.68
233	IA160	Jr Appl Programmer Analyst	SEIU	S03	\$59,916.84	\$78,322.68
234	000282	Jr Computer Systems Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
235	000306	Jr Elec & Comm Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
236	000305	Jr Electrical Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
237	EF400	Jr Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
238	000304	Jr Mechanical Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
239	000283	Jr Project Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
240	000284	Jr Traction Power Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
241	000285	Jr Train Control Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
242	HF122	Labor Relations Rep I	Non-Rep	N02	\$75,101.00	\$113,778.00
243	HF123	Labor Relations Rep II	Non-Rep	N04	\$85,983.00	\$130,265.00
244	000286	Leave Management Analyst	Non-Rep	N04	\$85,983.00	\$130,265.00
245	000213	Leave Management Specialist	Non-Rep	036	\$69,954.77	\$82,963.09
246	LA115	Legal Administrative Analyst	SEIU	S06	\$69,265.80	\$90,543.60
247	LA100	Legal Administrative Asst	SEIU	S05	\$65,996.28	\$86,269.68
248	LC118	Legal Office Supervisor	AFSCME	AFD	\$97,425.94	\$126,653.95
249	FC282	Liability Risk Analyst	AFSCME	AFF	\$111,099.29	\$144,430.35
250	MA350	Locksmith	SEIU	301	\$76,230.13	\$99,647.39
251	OB108	Lost & Found Clerk	ATU	019	\$67,272.40	\$79,144.21
252	CA110	Mail and Supply Clerk	SEIU	021	\$54,148.64	\$70,782.61



## San Francisco Bay Area Rapid Transit District

## Pay Schedule (Noted by Job Title)

As of July 1, 2020

## ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
253	000060	Maintenance Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
254	TA215	Maintenance Planner	SEIU	S08	\$76,303.56	\$99,743.28
255	000001	Maintenance Support Admin	AFSCME	AFD	\$97,425.94	\$126,653.95
256	ZF200	Managing Director Cap Corridor*	Non-Rep	N14	\$178,760.00	\$270,821.00
257	VC081	Marketing Rep II	AFSCME	AFE	\$104,792.06	\$136,229.34
258	PE132	Master Police Officer	BPOA	798	\$118,389.86	\$118,389.86
259	UA130	Material Control Analyst	SEIU	S08	\$76,303.56	\$99,743.28
260	UA135	Material Control Sys Analyst	SEIU	S08	\$76,303.56	\$99,743.28
261	UA145	Material Coordinator	SEIU	301	\$76,230.13	\$99,647.39
262	UA150	Material Expeditor	SEIU	S08	\$76,303.56	\$99,743.28
263	EF240	Mechanical Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
264	HF151	Media Producer	Non-Rep	N05	\$92,002.00	\$139,383.00
265	000296	Mgr of Absence Mgmt	Non-Rep	N09	\$120,596.00	\$182,703.00
266	000024	Mgr of Access & Accessible Svc	Non-Rep	N09	\$120,596.00	\$182,703.00
267	000023	Mgr of Access Programs	AFSCME	AFH	\$126,628.91	\$164,617.46
268	FC215	Mgr of Accounting	AFSCME	AFI	\$135,099.06	\$175,628.52
269	000081	Mgr of Accreditation	Non-Rep	N08	\$112,707.00	\$170,751.00
270	000188	Mgr of Acquisition Support	AFSCME	AFI	\$135,099.06	\$175,628.52
271	000167	Mgr of Ad Franchise Program	AFSCME	AFI	\$135,099.06	\$175,628.52
272	MC225	Mgr of Auto & Equip Maint	AFSCME	AFH	\$126,628.91	\$164,617.46
273	000299	Mgr of Budget & Admin, Cap Cor	AFSCME	AFI	\$135,099.06	\$175,628.52
274	000215	Mgr of Cap Corr Market/Comm	Non-Rep	N09	\$120,596.00	\$182,703.00
275	FF119	Mgr of Capital Budgets	Non-Rep	N09	\$120,596.00	\$182,703.00
276	FF116	Mgr of Capital Project Control	Non-Rep	N09	\$120,596.00	\$182,703.00
277	000174	Mgr of Capital Project Support	AFSCME	AFI	\$135,099.06	\$175,628.52
278	OF115	Mgr of Central Control	Non-Rep	N10	\$129,038.00	\$195,493.00
279	EF225	Mgr of Civil & Structural Eng	Non-Rep	N10	\$129,038.00	\$195,493.00
280	QF109	Mgr of Community Relations	Non-Rep	N09	\$120,596.00	\$182,703.00
281	000287	Mgr of Comp & Analytics	Non-Rep	N09	\$120,596.00	\$182,703.00
282	EF119	Mgr of Computer Sys Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
283	MF400	Mgr of Construction Services	Non-Rep	N10	\$129,038.00	\$195,493.00
284	UF225	Mgr of Contract Administration	Non-Rep	N09	\$120,596.00	\$182,703.00
285	000170	Mgr of Creative Services	AFSCME	AFI	\$135,099.06	\$175,628.52
286	000009	Mgr of Credit/Debit Fare Prog	AFSCME	AFG	\$119,247.75	\$155,022.06
287	AC400	Mgr of Customer Services	AFSCME	AFH	\$126,628.91	\$164,617.46
288	000071	Mgr of Cyber Security	Non-Rep	N10	\$129,038.00	\$195,493.00
289	TC102	Mgr of Drafting & Configuratio	AFSCME	AFI	\$135,099.06	\$175,628.52
290	EF120	Mgr of Elect & Comm Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
291	EF233	Mgr of Electrical Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
292	000065	Mgr of Emergency Preparedness	Non-Rep	N08	\$112,707.00	\$170,751.00
293	SC075	Mgr of Employee/Patron Safety	AFSCME	AFI	\$135,099.06	\$175,628.52
294	AF206	Mgr of Energy	Non-Rep	N09	\$120,596.00	\$182,703.00



## San Francisco Bay Area Rapid Transit District

## Pay Schedule (Noted by Job Title)

As of July 1, 2020

## ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
295	SF111	Mgr of Engineer Safety	Non-Rep	N10	\$129,038.00	\$195,493.00
296	000063	Mgr of Engineering Liaison	Non-Rep	N10	\$129,038.00	\$195,493.00
297	000169	Mgr of Engineering Programs	Non-Rep	N09	\$120,596.00	\$182,703.00
298	SF140	Mgr of Environ Compliance	Non-Rep	N09	\$120,596.00	\$182,703.00
299	000288	Mgr of Equity Programs	Non-Rep	N09	\$120,596.00	\$182,703.00
300	000289	Mgr of Fin Analysis Admin	AFSCME	AFI	\$135,099.06	\$175,628.52
301	FF297	Mgr of Financial Planning	Non-Rep	N09	\$120,596.00	\$182,703.00
302	FF290	Mgr of Fleet & Capacity Plann	Non-Rep	N09	\$120,596.00	\$182,703.00
303	000290	Mgr of Govt Rel & Leg Affairs	Non-Rep	N09	\$120,596.00	\$182,703.00
304	000216	Mgr of HRIS & Benefits	Non-Rep	N09	\$120,596.00	\$182,703.00
305	IF177	Mgr of Information Systems	Non-Rep	N10	\$129,038.00	\$195,493.00
306	FF285	Mgr of Internal Audit	Non-Rep	N09	\$120,596.00	\$182,703.00
307	UC125	Mgr of Inventory Management	AFSCME	AFG	\$119,247.75	\$155,022.06
308	HF130	Mgr of Labor Relations	Non-Rep	N09	\$120,596.00	\$182,703.00
309	000291	Mgr of Leave Programs	Non-Rep	N09	\$120,596.00	\$182,703.00
310	QF107	Mgr of Local Govt & Com Rel	Non-Rep	N09	\$120,596.00	\$182,703.00
311	UF130	Mgr of Logistics	Non-Rep	N09	\$120,596.00	\$182,703.00
312	MF405	Mgr of Maint Administration	AFSCME	AFI	\$135,099.06	\$175,628.52
313	000159	Mgr of Maint Plan & Logistics	Non-Rep	N09	\$120,596.00	\$182,703.00
314	TF241	Mgr of Maintenance Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
315	OF425	Mgr of Maintenance Support	Non-Rep	N09	\$120,596.00	\$182,703.00
316	000214	Mgr of Marketing	Non-Rep	N09	\$120,596.00	\$182,703.00
317	EF234	Mgr of Mechanical Engr.	Non-Rep	N10	\$129,038.00	\$195,493.00
318	000293	Mgr of Media Relations	Non-Rep	N09	\$120,596.00	\$182,703.00
319	FF125	Mgr of Operating Budgets	Non-Rep	N09	\$120,596.00	\$182,703.00
320	TF230	Mgr of Operations Reliability	Non-Rep	N09	\$120,596.00	\$182,703.00
321	SC105	Mgr of Operations Safety	AFSCME	AFI	\$135,099.06	\$175,628.52
322	000055	Mgr of Ops Training and Dev	Non-Rep	N09	\$120,596.00	\$182,703.00
323	QC205	Mgr of Parking Programs	AFSCME	AFI	\$135,099.06	\$175,628.52
324	000203	Mgr of Performance Analytics	AFSCME	AFI	\$135,099.06	\$175,628.52
325	QF115	Mgr of Planning	Non-Rep	N09	\$120,596.00	\$182,703.00
326	000294	Mgr of Program Planning Sppt	Non-Rep	N09	\$120,596.00	\$182,703.00
327	UF215	Mgr of Purchasing	AFSCME	AFI	\$135,099.06	\$175,628.52
328	TC105	Mgr of Quality Assurance	AFSCME	AFI	\$135,099.06	\$175,628.52
329	000199	Mgr of Rail Operations	Non-Rep	N09	\$120,596.00	\$182,703.00
330	000005	Mgr of Real Estate Services	Non-Rep	N09	\$120,596.00	\$182,703.00
331	EF159	Mgr of Research & Development	Non-Rep	N10	\$129,038.00	\$195,493.00
332	FF295	Mgr of Revenue Control	Non-Rep	N09	\$120,596.00	\$182,703.00
333	000303	Mgr of RS&S Administration	Non-Rep	N09	\$120,596.00	\$182,703.00
334	OF111	Mgr of Schedules & Services	Non-Rep	N09	\$120,596.00	\$182,703.00
335	000247	Mgr of Small Business Sppt Svc	Non-Rep	N09	\$120,596.00	\$182,703.00
336	AC300	Mgr of Special Projects	AFSCME	AFI	\$135,099.06	\$175,628.52



## San Francisco Bay Area Rapid Transit District

## Pay Schedule (Noted by Job Title)

As of July 1, 2020

## ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
337	000198	Mgr of Station Operations	Non-Rep	N09	\$120,596.00	\$182,703.00
338	MF840	Mgr of Strategic Main Prog	Non-Rep	N11	\$138,071.00	\$209,177.00
339	000295	Mgr of Substance Abuse Program	Non-Rep	N09	\$120,596.00	\$182,703.00
340	000249	Mgr of Sys Capacity Planning	Non-Rep	N09	\$120,596.00	\$182,703.00
341	000248	Mgr of System Integration	Non-Rep	N09	\$120,596.00	\$182,703.00
342	000172	Mgr of Technology Programs	Non-Rep	N09	\$120,596.00	\$182,703.00
343	000008	Mgr of Telecommunications	Non-Rep	N09	\$120,596.00	\$182,703.00
344	FC205	Mgr of Time and Admin	AFSCME	AFI	\$135,099.06	\$175,628.52
345	000250	Mgr of Title VI & Env Justice	Non-Rep	N09	\$120,596.00	\$182,703.00
346	EF236	Mgr of Traction Power Engr	Non-Rep	N10	\$129,038.00	\$195,493.00
347	EF130	Mgr of Train Control Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
348	000251	Mgr of Transit Oriented Dev	Non-Rep	N09	\$120,596.00	\$182,703.00
349	MC805	Mgr of Transit Vehicl Cleaning	AFSCME	AFH	\$126,628.91	\$164,617.46
350	OF170	Mgr of Transportation Ops Supp	Non-Rep	N09	\$120,596.00	\$182,703.00
351	TF237	Mgr of Vehicle Sys Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
352	MF850	Mgr of Warranty Administration	Non-Rep	N08	\$112,707.00	\$170,751.00
353	000252	Mgr of Workforce Dev	Non-Rep	N09	\$120,596.00	\$182,703.00
354	VA125	Multimedia Assistant Producer	SEIU	S11	\$88,235.76	\$115,340.88
355	HF152	Multimedia Producer	Non-Rep	N05	\$92,002.00	\$139,383.00
356	CA115	Office Services Supervisor	SEIU	800	\$70,693.79	\$92,410.45
357	CA111	Office Services Support Clerk	SEIU	021	\$54,148.64	\$70,782.61
358	OB120	Operations Foreworker	ATU	821	\$87,751.25	\$103,236.85
359	OC118	Operations Supervisor Liaison	AFSCME	AFF	\$111,099.29	\$144,430.35
360	OC115	Operations Supv	AFSCME	AFF	\$111,099.29	\$144,430.35
361	HF111	Operations Training Supervisor	AFSCME	AFG	\$119,247.75	\$155,022.06
362	MA547	Overhead Door Worker	SEIU	301	\$76,230.13	\$99,647.39
363	MA360	Painter	SEIU	301	\$76,230.13	\$99,647.39
364	000092	Paralegal	Non-Rep	710	\$83,470.40	\$98,966.61
365	QF135	Planner	AFSCME	AFC	\$88,249.86	\$114,725.40
366	CE175	Police Admin Specialist	BPOA	045	\$71,126.22	\$83,126.58
367	PD111	Police Admin Supervisor	BPMA	CS	\$119,496.00	\$138,660.00
368	PD116	Police CAD/RMS Admin	BPMA	CS	\$119,496.00	\$138,660.00
369	PF110	Police Chief	Non-Rep	N14	\$178,760.00	\$270,821.00
370	PD115	Police Civilian Supv Admin	BPMA	CS	\$119,496.00	\$138,660.00
371	PD118	Police Civilian Supv Comm	BPMA	CS	\$119,496.00	\$138,660.00
372	PE115	Police Dispatcher	BPOA	048	\$73,936.51	\$89,991.62
373	PD125	Police Lieutenant	BPMA	LT	\$152,064.00	\$174,120.00
374	PE130	Police Officer	BPOA	778	\$77,499.55	\$109,405.92
375	PE129	Police Officer in Academy	BPOA	777	\$68,381.87	\$68,381.87
376	PD135	Police Sergeant	BPMA	SGT	\$122,292.00	\$145,092.00
377	PD138	Police Support Svcs Supv	BPMA	CS	\$119,496.00	\$138,660.00
378	MA535	Power & Mechanical Foreworker	SEIU	824	\$87,451.31	\$114,315.55



## San Francisco Bay Area Rapid Transit District

## Pay Schedule (Noted by Job Title)

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## ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
379	MA545	Power & Mechanical Worker	SEIU	301	\$76,230.13	\$99,647.39
380	OB130	Power & Support Controller	ATU	831	\$96,526.35	\$113,560.51
381	AC222	Principal Admin Analyst AFSCME	AFSCME	AFG	\$119,247.75	\$155,022.06
382	000045	Principal Architect	Non-Rep	N08	\$112,707.00	\$170,751.00
383	EF256	Principal Civil Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
384	EF090	Principal Computer Systems Eng	Non-Rep	N08	\$112,707.00	\$170,751.00
385	EF262	Principal Construction Engr	Non-Rep	N08	\$112,707.00	\$170,751.00
386	UF230	Principal Contract Specialist	AFSCME	AFG	\$119,247.75	\$155,022.06
387	000067	Principal EGIS Analyst	AFSCME	AFG	\$119,247.75	\$155,022.06
388	000253	Principal Elec Comm Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
389	EF267	Principal Electrical Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
390	EF502	Principal Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
391	FC139	Principal Financial Analyst	AFSCME	AFG	\$119,247.75	\$155,022.06
392	VC055	Principal Gov & Comm Rel Rep	AFSCME	AFG	\$119,247.75	\$155,022.06
393	000192	Principal Grants Officer	AFSCME	AFG	\$119,247.75	\$155,022.06
394	000254	Principal Integration Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
395	FF301	Principal Internal Auditor	Non-Rep	N07	\$105,333.00	\$159,580.00
396	HF128	Principal Labor Relations Rep	Non-Rep	N07	\$105,333.00	\$159,580.00
397	000205	Principal Landscape Architect	Non-Rep	N08	\$112,707.00	\$170,751.00
398	VC084	Principal Marketing Rep	AFSCME	AFH	\$126,628.91	\$164,617.46
399	EF271	Principal Mechanical Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
400	000298	Principal Ops Safety Spec	AFSCME	AFH	\$126,628.91	\$164,617.46
401	000201	Principal Performance Analyst	AFSCME	AFG	\$119,247.75	\$155,022.06
402	QC112	Principal Planner	AFSCME	AFH	\$126,628.91	\$164,617.46
403	000255	Principal Project Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
404	QC226	Principal Property Devlmt Ofc	AFSCME	AFH	\$126,628.91	\$164,617.46
405	TF256	Principal Reliability Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
406	QC225	Principal Right of Way Officer	AFSCME	AFH	\$126,628.91	\$164,617.46
407	AF234	Principal Rsch Proj Analyst	AFSCME	AFG	\$119,247.75	\$155,022.06
408	SF129	Principal Safety Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
409	EF276	Principal Structural Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
410	EF279	Principal Track Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
411	EF146	Principal Train Control Eng	Non-Rep	N08	\$112,707.00	\$170,751.00
412	TF236	Principal Vehicle Sys Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
413	000184	Procurement Support Mgr	AFSCME	AFI	\$135,099.06	\$175,628.52
414	MF842	Program Logistics Manager	Non-Rep	N09	\$120,596.00	\$182,703.00
415	FA130	Project Control Administrator	SEIU	S08	\$76,303.56	\$99,743.28
416	000256	Project Controls Manager	Non-Rep	N08	\$112,707.00	\$170,751.00
417	000257	Project Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
418	EF250	Project Mgr	Non-Rep	N09	\$120,596.00	\$182,703.00
419	000258	Project Mgr, Accessibility	Non-Rep	N09	\$120,596.00	\$182,703.00
420	000262	Project Mgr, Architect	Non-Rep	N09	\$120,596.00	\$182,703.00



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## Pay Schedule (Noted by Job Title)

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## ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
421	000259	Project Mgr, Capital	Non-Rep	N09	\$120,596.00	\$182,703.00
422	000260	Project Mgr, Cathodic	Non-Rep	N09	\$120,596.00	\$182,703.00
423	000261	Project Mgr, Construction	Non-Rep	N09	\$120,596.00	\$182,703.00
424	000263	Project Mgr, Earthquake	Non-Rep	N09	\$120,596.00	\$182,703.00
425	000264	Project Mgr, Extensions	Non-Rep	N09	\$120,596.00	\$182,703.00
426	000265	Project Mgr, Fire Life Safety	Non-Rep	N09	\$120,596.00	\$182,703.00
427	000266	Project Mgr, Int Agreements	Non-Rep	N09	\$120,596.00	\$182,703.00
428	000267	Project Mgr, Property Dev	Non-Rep	N09	\$120,596.00	\$182,703.00
429	000268	Project Mgr, Stations	Non-Rep	N09	\$120,596.00	\$182,703.00
430	000269	Project Mgr, Sys Integration	Non-Rep	N09	\$120,596.00	\$182,703.00
431	000270	Project Mgr, Traction Power	Non-Rep	N09	\$120,596.00	\$182,703.00
432	000224	Project Mgr, Train Control	Non-Rep	N09	\$120,596.00	\$182,703.00
433	EF451	Project Support Manager	AFSCME	AFI	\$135,099.06	\$175,628.52
434	000204	Property Manager	AFSCME	AFH	\$126,628.91	\$164,617.46
435	VC110	Public Information Officer	AFSCME	AFE	\$104,792.06	\$136,229.34
436	VA115	Public Information Rep	SEIU	S11	\$88,235.76	\$115,340.88
437	TA110	Quality Assurance Analyst	SEIU	S08	\$76,303.56	\$99,743.28
438	000066	Quality Assurance Officer	SEIU	S11	\$88,235.76	\$115,340.88
439	000035	Quality Team Leader	SEIU	313	\$80,041.52	\$104,629.62
440	000015	Query & Reports Spec	AFSCME	AFF	\$111,099.29	\$144,430.35
441	OC190	Rail Operations Controller	AFSCME	AFI	\$135,099.06	\$175,628.52
442	KF175	Rail Svs Compl Officer Capitol	AFSCME	AFG	\$119,247.75	\$155,022.06
443	QA205	Real Estate Officer	SEIU	S11	\$88,235.76	\$115,340.88
444	QA100	Real Estate Tech	SEIU	036	\$63,466.62	\$82,963.09
445	IA185	Real Time Programmer Analyst	SEIU	S13	\$97,218.00	\$127,082.40
446	CP105	Receptionist	Non-Rep	036	\$69,954.77	\$82,963.09
447	000217	Recruiter I	Non-Rep	N02	\$75,101.00	\$113,778.00
448	000226	Recruiter II	Non-Rep	N04	\$85,983.00	\$130,265.00
449	000227	Recruiting Specialist	Non-Rep	036	\$69,954.77	\$82,963.09
450	000193	Reliability Analyst	AFSCME	AFE	\$104,792.06	\$136,229.34
451	TF245	Reliability Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
452	CA140	Reprographics Equipment Oper	SEIU	031	\$60,545.26	\$79,144.21
453	EF142	Research & Dev Specialist	AFSCME	AFG	\$119,247.75	\$155,022.06
454	AF233	Research Projects Supv	AFSCME	AFH	\$126,628.91	\$164,617.46
455	PE140	Revenue Protection Guard	BPOA	098	\$72,940.61	\$87,524.74
456	000228	Rolling Stock Acquisitn Admin	Non-Rep	N08	\$112,707.00	\$170,751.00
457	MA810	Rolling Stock Foreworker	SEIU	827	\$89,646.54	\$117,185.12
458	000149	Safety & Training Mgr eBART	AFSCME	AFI	\$135,099.06	\$175,628.52
459	SF120	Safety Specialist	AFSCME	AFD	\$97,425.94	\$126,653.95
460	OB135	Scheduling Analyst	ATU	731	\$101,248.37	\$119,115.78
461	000048	Scheduling Supervisor	AFSCME	AFF	\$111,099.29	\$144,430.35
462	MC725	Sect Mgr Elev/Escalator Maint	AFSCME	AFG	\$119,247.75	\$155,022.06



## San Francisco Bay Area Rapid Transit District

## Pay Schedule (Noted by Job Title)

As of July 1, 2020

## ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
463	MC724	Sect Mgr Power & Mech Maint	AFSCME	AFG	\$119,247.75	\$155,022.06
464	MC726	Sect Mgr Struct Insp & Maint	AFSCME	AFG	\$119,247.75	\$155,022.06
465	MC721	Sect Mgr Structures Maint	AFSCME	AFG	\$119,247.75	\$155,022.06
466	MC720	Sect Mgr Systems Maint	AFSCME	AFG	\$119,247.75	\$155,022.06
467	MC722	Sect Mgr Track Maint	AFSCME	AFG	\$119,247.75	\$155,022.06
468	000229	Security Access Analyst	Non-Rep	N03	\$80,358.00	\$121,743.00
469	MA225	Shop Machinist	SEIU	301	\$76,230.13	\$99,647.39
470	TA260	Shop Scheduler	SEIU	S10	\$84,062.88	\$109,886.04
471	MA230	Shop Welder	SEIU	301	\$76,230.13	\$99,647.39
472	MC701	Spec Proj Mgr Track & Struct	AFSCME	AFH	\$126,628.91	\$164,617.46
473	000158	Special Projects Mgr AFSCME	AFSCME	AFG	\$119,247.75	\$155,022.06
474	FA288	Sr Account Clerk	SEIU	031	\$60,545.26	\$79,144.21
475	AC220	Sr Admin Analyst AFSCME	AFSCME	AFE	\$104,792.06	\$136,229.34
476	AF220	Sr Admin Analyst NR	Non-Rep	N05	\$92,002.00	\$139,383.00
477	IA190	Sr Appl Programmer Analyst	SEIU	S14	\$102,048.72	\$133,397.04
478	IC142	Sr Applications Analyst	AFSCME	AFH	\$126,628.91	\$164,617.46
479	LF120	Sr Attorney	Non-Rep	N12	\$147,736.00	\$223,819.00
480	000218	Sr Benefits Analyst	Non-Rep	N06	\$98,442.00	\$149,140.00
481	000230	Sr Board Analyst	Non-Rep	N06	\$98,442.00	\$149,140.00
482	FH140	Sr Budget Clerk SEIU	SEIU	031	\$60,545.26	\$79,144.21
483	000176	Sr Buyer	SEIU	S10	\$84,062.88	\$109,886.04
484	000166	Sr CAD Drafter	SEIU	S10	\$84,062.88	\$109,886.04
485	FA290	Sr Cash Handler	SEIU	035	\$59,705.78	\$78,046.80
486	TC222	Sr Central Maint Supv	AFSCME	AFH	\$126,628.91	\$164,617.46
487	EF255	Sr Civil Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
488	000219	Sr Class and Comp Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
489	CB145	Sr Clerk ATU	ATU	031	\$67,272.40	\$79,144.21
490	CG145	Sr Clerk SEIU	SEIU	031	\$60,545.26	\$79,144.21
491	000075	Sr Computer Support Coord	SEIU	S16	\$111,333.60	\$145,534.08
492	EF138	Sr Computer Systems Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
493	EF260	Sr Construction Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
494	000231	Sr EEO Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
495	EF265	Sr Electrical Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
496	EF140	Sr Electronics & Comm Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
497	HF114	Sr Employee Dev Specialist	Non-Rep	N05	\$92,002.00	\$139,383.00
498	FC137	Sr Energy Analyst	AFSCME	AFF	\$111,099.29	\$144,430.35
499	EF501	Sr Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
500	FC138	Sr Financial Analyst AFSCME	AFSCME	AFE	\$104,792.06	\$136,229.34
501	000187	Sr Financial Analyst eBART	AFS eBART	EB5	\$104,792.06	\$136,229.34
502	VC051	Sr Gov & Comm Relations Rep	AFSCME	AFE	\$104,792.06	\$136,229.34
503	000315	Sr Grants Officer	AFSCME	AFE	\$104,792.06	\$136,229.34
504	TA314	Sr Graphic Artist	SEIU	S10	\$84,062.88	\$109,886.04



## San Francisco Bay Area Rapid Transit District

## Pay Schedule (Noted by Job Title)

As of July 1, 2020

## ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
505	FF253	Sr Internal Auditor	Non-Rep	N05	\$92,002.00	\$139,383.00
506	UC108	Sr Inventory Control Analyst	AFSCME	AFD	\$97,425.94	\$126,653.95
507	000089	Sr Labor Relations Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
508	HF126	Sr Labor Relations Rep	Non-Rep	N06	\$98,442.00	\$149,140.00
509	000232	Sr Leave Mgmt Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
510	AA130	Sr Legal Secretary	SEIU	071	\$61,085.65	\$79,850.58
511	UC190	Sr Logistics Supv	AFSCME	AFF	\$111,099.29	\$144,430.35
512	TA220	Sr Maint Planner	SEIU	S11	\$88,235.76	\$115,340.88
513	000053	Sr Maintenance Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
514	000093	Sr Manager, Talent Acquisition	Non-Rep	N10	\$129,038.00	\$195,493.00
515	VC082	Sr Marketing Rep	AFSCME	AFF	\$111,099.29	\$144,430.35
516	000029	Sr Marketing Rep PT	AFSCME	AFF	\$104,792.06	\$136,229.34
517	EF270	Sr Mechanical Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
518	000189	Sr Mgr of Asset Management	Non-Rep	N10	\$129,038.00	\$195,493.00
519	000233	Sr Mgr of Contr Labor Compl	Non-Rep	N10	\$129,038.00	\$195,493.00
520	000234	Sr Mgr of Econ Oppy Policies	Non-Rep	N10	\$129,038.00	\$195,493.00
521	000179	Sr Mgr of Engineering Programs	Non-Rep	N10	\$129,038.00	\$195,493.00
522	000175	Sr Mgr of Engineering,eBART	Non-Rep	N10	\$129,038.00	\$195,493.00
523	000185	Sr Mgr of Fin Analysis & Admn	Non-Rep	N10	\$129,038.00	\$195,493.00
524	FF117	Sr Mgr of Grant Reporting	Non-Rep	N10	\$129,038.00	\$195,493.00
525	000308	Sr Mgr of M&E Asset Mgmt	Non-Rep	N10	\$129,038.00	\$195,493.00
526	000235	Sr Mgr of Maint Acquisition	Non-Rep	N10	\$129,038.00	\$195,493.00
527	000292	Sr Mgr of Maint Plan Sched	Non-Rep	N10	\$129,038.00	\$195,493.00
528	MF410	Sr Mgr of Maintenance Support	Non-Rep	N10	\$129,038.00	\$195,493.00
529	000177	Sr Mgr of Perf Analytics	Non-Rep	N10	\$129,038.00	\$195,493.00
530	000237	Sr Mgr of Procurement	Non-Rep	N10	\$129,038.00	\$195,493.00
531	000236	Sr Mgr of RS&S Ops Admin	Non-Rep	N10	\$129,038.00	\$195,493.00
532	000238	Sr Mgr of Wkfc Policy Compl	Non-Rep	N10	\$129,038.00	\$195,493.00
533	CA155	Sr Office Services Supv	SEIU	S09	\$80,088.60	\$104,691.00
534	CA112	Sr Office Svs Support Clerk	SEIU	031	\$60,545.26	\$79,144.21
535	OB145	Sr Operations Foreworker	ATU	831	\$96,526.35	\$113,560.51
536	OC155	Sr Operations Supvr Liaison	AFSCME	AFG	\$119,247.75	\$155,022.06
537	SC135	Sr Ops Safety Spec	AFSCME	AFG	\$119,247.75	\$155,022.06
538	IB190	Sr Ops Suppt Sys Analyst	ATU	742	\$107,407.04	\$126,361.25
539	000191	Sr Performance Analyst	AFSCME	AFF	\$111,099.29	\$144,430.35
540	QC145	Sr Planner	AFSCME	AFF	\$111,099.29	\$144,430.35
541	000105	Sr Police Officer - Adv.	BPOA	792	\$116,068.58	\$116,068.58
542	PE131	Sr Police Officer - Int.	BPOA	788	\$112,687.95	\$112,687.95
543	000052	Sr Production Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
544	000220	Sr Project Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
545	000080	Sr Project Manager	Non-Rep	N10	\$129,038.00	\$195,493.00
546	000195	Sr Quality Administrator	AFSCME	AFG	\$119,247.75	\$155,022.06



## San Francisco Bay Area Rapid Transit District

## Pay Schedule (Noted by Job Title)

As of July 1, 2020

## ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
547	EF238	Sr Quality Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
548	000181	Sr Quality Manager	Non-Rep	N10	\$129,038.00	\$195,493.00
549	QC210	Sr Real Estate Officer	AFSCME	AFF	\$111,099.29	\$144,430.35
550	000239	Sr Recruiter	Non-Rep	N05	\$92,002.00	\$139,383.00
551	TF255	Sr Reliability Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
552	AF232	Sr Research Projects Analyst	AFSCME	AFE	\$104,792.06	\$136,229.34
553	QC224	Sr Right of Way Officer	AFSCME	AFF	\$111,099.29	\$144,430.35
554	000240	Sr Safety Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
555	SC130	Sr Safety Specialist	AFSCME	AFF	\$111,099.29	\$144,430.35
556	000031	Sr Scheduling Analyst ATU	ATU	732	\$111,305.38	\$130,947.65
557	AB135	Sr Secretary ATU	ATU	061	\$67,272.40	\$79,144.21
558	AJ135	Sr Secretary SEIU	SEIU	061	\$56,780.67	\$74,223.14
559	UA160	Sr Storekeeper	SEIU	171	\$70,693.79	\$92,410.45
560	EF275	Sr Structural Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
561	IC200	Sr Systems Programmer	AFSCME	AFE	\$104,792.06	\$136,229.34
562	IA210	Sr Telecommunications Tech	SEIU	S14	\$102,048.72	\$133,397.04
563	FC200	Sr Time & Labor Admin Analyst	AFSCME	AFE	\$104,792.06	\$136,229.34
564	000241	Sr Traction Power Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
565	EF145	Sr Train Control Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
566	000044	Sr Transp Training Clerk	ATU	036	\$70,518.45	\$82,963.09
567	000194	Sr Transportation Analyst	AFSCME	AFF	\$111,099.29	\$144,430.35
568	CB160	Sr Transportation Clerk	ATU	031	\$67,272.40	\$79,144.21
569	TF232	Sr Transportation Planner	AFSCME	AFF	\$111,099.29	\$144,430.35
570	TF234	Sr Vehicle Systems Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
571	000297	Sr Wkfrce & Policy Compl Anlys	Non-Rep	N05	\$92,002.00	\$139,383.00
572	000242	Sr Workforce Dev Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
573	OB155	Station Agent	ATU	521	\$71,929.31	\$84,622.93
574	OB156	Station Agent PT	ATU	541	\$79,122.37	\$93,085.20
575	UA170	Storekeeper	SEIU	201	\$64,736.67	\$84,623.14
576	000223	Strategic Budget Administrator	AFSCME	AFH	\$126,628.91	\$164,617.46
577	000057	Strategic Prog Mgr, Ext Affair	Non-Rep	N10	\$129,038.00	\$195,493.00
578	EF280	Structural Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
579	MA615	Structures Equipment Operator	SEIU	301	\$76,230.13	\$99,647.39
580	MA620	Structures Foreworker	SEIU	825	\$83,853.12	\$109,612.05
581	MA638	Structures Inspect Foreworker	SEIU	810	\$87,663.06	\$114,592.40
582	MA637	Structures Inspector	SEIU	311	\$79,693.74	\$104,174.93
583	MA636	Structures Inspector Asst	SEIU	201	\$64,736.67	\$84,623.14
584	MA630	Structures Welder	SEIU	301	\$76,230.13	\$99,647.39
585	MA635	Structures Worker	SEIU	201	\$64,736.67	\$84,623.14
586	000036	Structures Worker PT	SEIU	221	\$71,210.26	\$71,210.26
587	TF275	Supt of Cntrl Veh Trouble Desk	Non-Rep	N11	\$138,071.00	\$209,177.00
588	000085	Supt of eBART Operations	Non-Rep	N11	\$138,071.00	\$209,177.00



San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2020

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
589	MF535	Supt of Power & Mech Maint	Non-Rep	N11	\$138,071.00	\$209,177.00
590	MF818	Supt of Rolling Stock & Shops	Non-Rep	N11	\$138,071.00	\$209,177.00
591	000164	Supt of System Service	Non-Rep	N11	\$138,071.00	\$209,177.00
592	000087	Supt of Systems eBART	Non-Rep	N11	\$138,071.00	\$209,177.00
593	MF703	Supt of Systems Maintenance	Non-Rep	N11	\$138,071.00	\$209,177.00
594	MF610	Supt of Way & Facilities	Non-Rep	N11	\$138,071.00	\$209,177.00
595	000010	Supv Bus Sys Operations	AFSCME	AFI	\$135,099.06	\$175,628.52
596	000301	Supv of Compensation	Non-Rep	N07	\$105,333.00	\$159,580.00
597	000243	Supv of EEO Programs	Non-Rep	N07	\$105,333.00	\$159,580.00
598	000244	Supv of HRIS	Non-Rep	N07	\$105,333.00	\$159,580.00
599	000300	Supv of Leave Mgmt	Non-Rep	N07	\$105,333.00	\$159,580.00
600	000148	Supv of Operations eBART	AFS eBART	EB7	\$119,247.75	\$155,022.06
601	000245	Supv of Recruiting	Non-Rep	N07	\$105,333.00	\$159,580.00
602	000221	Supv of Workforce Development	Non-Rep	N07	\$105,333.00	\$159,580.00
603	TF263	Survey Taker	Non-Rep	093	\$80,298.40	\$80,298.40
604	EA315	Survey Tech	SEIU	091	\$66,395.47	\$86,791.54
605	000157	Sys General Custodian eBART	SEIU M e	401	\$55,091.09	\$72,014.59
606	000152	System Main Signal Comm eBART	SEIU M e	400	\$76,230.13	\$99,647.39
607	000154	System Main Track Signal eBART	SEIU M e	400	\$76,230.13	\$99,647.39
608	MA385	System Service Crewleader	SEIU	141	\$56,862.83	\$74,330.67
609	MA390	System Service Foreworker	SEIU	818	\$77,519.94	\$101,333.44
610	MC395	System Service Supv	AFSCME	AFE	\$104,792.06	\$136,229.34
611	MA400	System Service Worker	SEIU	111	\$55,091.09	\$72,014.59
612	MA399	System Service Worker 141	SEIU	141	\$56,862.83	\$74,330.67
613	MA401	System Service Worker PT	SEIU	121	\$60,600.18	\$60,600.18
614	IC198	Systems Programmer	AFSCME	AFF	\$111,099.29	\$144,430.35
615	000007	Tech Maintenance Support Coord	AFSCME	AFE	\$104,792.06	\$136,229.34
616	TA140	Tech Publications Admin	SEIU	S10	\$84,062.88	\$109,886.04
617	TA302	Technical Administrator	SEIU	S11	\$88,235.76	\$115,340.88
618	TA125	Technical Editor	SEIU	S03	\$59,916.84	\$78,322.68
619	IA300	Technical Programmer Analyst	SEIU	S11	\$88,235.76	\$115,340.88
620	000025	Technical Publications Analyst	SEIU	S09	\$80,088.60	\$104,691.00
621	TA301	Technical Resources Admin	SEIU	S13	\$97,218.00	\$127,082.40
622	IA200	Telecommunications Specialist	SEIU	S06	\$69,265.80	\$90,543.60
623	IA205	Telecommunications Technician	SEIU	S09	\$80,088.60	\$104,691.00
624	000068	Time & Labor Admin Analyst ATU	ATU	741	\$93,611.65	\$110,131.42
625	FA212	Time and Labor Admin Analyst	SEIU	TAD	\$84,250.92	\$110,131.92
626	UA180	Tool Room Attendant	SEIU	201	\$64,736.67	\$84,623.14
627	MA640	Track Equipment Operator	SEIU	301	\$76,230.13	\$99,647.39
628	MA645	Track Foreworker	SEIU	825	\$83,853.12	\$109,612.05
629	MA655	Track Welder	SEIU	301	\$76,230.13	\$99,647.39
630	MA660	Track Worker	SEIU	201	\$64,736.67	\$84,623.14



San Francisco Bay Area Rapid Transit District  
Pay Schedule (Noted by Job Title)  
As of July 1, 2020  
ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
631	000022	Track Worker PT	SEIU	221	\$71,210.26	\$71,210.26
632	MA720	Train Control Electronic Tech	SEIU	301	\$76,230.13	\$99,647.39
633	EF165	Train Control Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
634	MA725	Train Control Foreworker	SEIU	825	\$83,853.12	\$109,612.05
635	OB160	Train Operator	ATU	621	\$71,929.31	\$84,622.93
636	OB161	Train Operator PT	ATU	641	\$79,122.37	\$93,085.20
637	CA165	Transit Information Clerk	SEIU	031	\$60,545.26	\$79,144.21
638	CA175	Transit Information Supv	SEIU	S11	\$88,235.76	\$115,340.88
639	CA159	Transit Information Tech	SEIU	036	\$63,466.62	\$82,963.09
640	MA825	Transit Veh Elec Tec	SEIU	301	\$76,230.13	\$99,647.39
641	MA830	Transit Vehicle Mechanic	SEIU	301	\$76,230.13	\$99,647.39
642	000037	Transit Vehicle Mechanic PT	SEIU	314	\$83,853.12	\$83,853.12
643	000033	Transportation Adm Specialist	ATU	031	\$67,272.40	\$79,144.21
644	CB175	Transportation Clerk	ATU	021	\$67,272.40	\$79,144.21
645	OF080	Transportation Operations Mgr	Non-Rep	N09	\$120,596.00	\$182,703.00
646	OC150	Transportation Supervisor	AFSCME	AFG	\$119,247.75	\$155,022.06
647	FC275	Treasury Analyst	AFSCME	AFD	\$97,425.94	\$126,653.95
648	CA180	Trouble Desk Data Specialist	SEIU	036	\$63,466.62	\$82,963.09
649	MA826	TVET Trainee	SEIU	331	\$68,667.87	\$89,762.19
650	MA840	Utility Foreworker	SEIU	818	\$77,519.94	\$101,333.44
651	MA835	Utility Worker	SEIU	111	\$55,091.09	\$72,014.59
652	MA836	Utility Worker PT	SEIU	121	\$60,600.18	\$60,600.18
653	TA130	Vehicle Inspector	SEIU	311	\$79,693.74	\$104,174.93
654	MC830	Vehicle Performance Analyst	AFSCME	AFF	\$111,099.29	\$144,430.35
655	TF233	Vehicle Systems Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
656	MA900	Warranty Administrator	SEIU	S11	\$88,235.76	\$115,340.88
657	TA135	Wayside Inspector	SEIU	311	\$79,693.74	\$104,174.93
658	TA311	Web Page Specialist	SEIU	S10	\$84,062.88	\$109,886.04
659	000246	Workforce Dev Specialist	Non-Rep	036	\$69,954.77	\$82,963.09

\* Due to the unique nature of these jobs as executive management employees reporting directly to the General Manager, these classifications are eligible to receive Management Incentive Pay of \$4,800 annually (27 equal pay period installments of \$177.77).

\*\* 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 Chief Management Incentive Pay in the amount of 10% of the regular base pay rate.