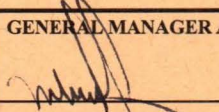
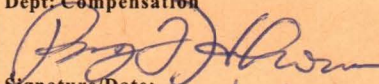
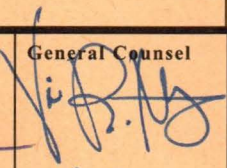
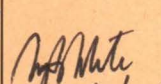
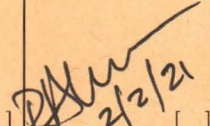




EXECUTIVE DECISION DOCUMENT

| | | | | |
|---|---|--|---------------------------|--|
| GENERAL MANAGER APPROVAL:  2/3/2021 | | GENERAL MANAGER ACTION REQ'D: | | |
| DATE: 2/1/2021 | | BOARD INITIATED ITEM: No | | |
| Originator/Prepared by: Ray Hathorn Dept: Compensation Signature/Date:  2/1/2021 | General Counsel  2/2/21 [] | Controller/Treasurer  2/2/2021 [] | District Secretary [] | BARC  2/2/21 [] |

District Base Pay Schedule

PURPOSE:

To approve a base pay schedule effective January 1, 2021, 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 January 1, 2021. It is important to note this table does not make changes to compensation for any District employee. 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:

There is no fiscal impact to the District for this proposed action.

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 January 1, 2021.

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Job Title)
As of January 1, 2021
ATTACHMENT A

| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/ Annual | Maximum/ Annual |
|----|----------|--------------------------------|-----------------|--------------|-----------------|-----------------|
| 1 | QC208 | Access Coordinator | AFSCME | AFE | \$105,106.44 | \$136,638.03 |
| 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 | \$119,605.49 | \$155,487.13 |
| 6 | FA215 | Accounting Technician | SEIU | 036 | \$63,466.62 | \$82,963.09 |
| 7 | OF050 | ACTO Central Control | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 8 | OF075 | ACTO Service Delivery | NRep | 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 | NRep | N04 | \$85,983.00 | \$130,265.00 |
| 11 | AA200 | Administrative Analyst SEIU | SEIU | S08 | \$76,303.56 | \$99,743.28 |
| 12 | 000208 | Administrative Coordinator | NRep | 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 | NRep | N06 | \$98,442.00 | \$149,140.00 |
| 22 | 000051 | Asset Coordinator | AFSCME | AFF | \$111,432.59 | \$144,863.64 |
| 23 | 000178 | Asset Data Manager | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 24 | 000272 | Asset Mgmt Risk Coordinator | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 25 | 000307 | Assistant Inspector General | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 26 | LF100 | Associate General Counsel | NRep | N13 | \$162,509.00 | \$246,201.00 |
| 27 | AA100 | Asst Admin Analyst - SEIU | SEIU | S06 | \$69,265.80 | \$90,543.60 |
| 28 | AF100 | Asst Admin Analyst NR | NRep | N01 | \$69,769.00 | \$105,701.00 |
| 29 | UA200 | Asst Buyer | SEIU | S06 | \$69,265.80 | \$90,543.60 |
| 30 | 000273 | Asst Chief Engineering Officer | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 31 | 000083 | Asst Chief Labor Relations | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 32 | 000086 | Asst Chief Maint & Eng Officer | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 33 | 000274 | Asst Chief Maintenance Officer | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 34 | 000082 | Asst Chief Mechanical Officer | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 35 | UA205 | Asst Contract Administrator | SEIU | S06 | \$69,265.80 | \$90,543.60 |
| 36 | FF225 | Asst Controller | NRep | N13 | \$162,509.00 | \$246,201.00 |
| 37 | AF105 | Asst District Secretary | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 38 | ZF050 | Asst GM Administration* | NRep | N14 | \$178,760.00 | \$270,821.00 |
| 39 | ZF118 | Asst GM Design & Construction* | NRep | N14 | \$178,760.00 | \$270,821.00 |
| 40 | ZF105 | Asst GM Operations* | NRep | N15 | \$196,636.00 | \$297,904.00 |
| 41 | XF213 | Asst GM Performance & Budget* | NRep | N14 | \$178,760.00 | \$270,821.00 |
| 42 | XF125 | Asst GM Technology* | NRep | N14 | \$178,760.00 | \$270,821.00 |
| 43 | ZF117 | Asst GM, External Affairs* | NRep | N14 | \$178,760.00 | \$270,821.00 |
| 44 | 000019 | Asst Logistics Program Manager | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 45 | FC230 | Asst Mgr of Revenue Control | AFSCME | AFH | \$127,008.80 | \$165,111.31 |
| 46 | SA100 | Asst Safety Specialist | SEIU | S06 | \$69,265.80 | \$90,543.60 |
| 47 | 000090 | Asst Supt eBART Vehicle Maint | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 48 | 000209 | Asst Supt Maint Plan and Logs | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 49 | 000150 | Asst Supt of eBART Systems | NRep | N09 | \$120,596.00 | \$182,703.00 |

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Job Title)
As of January 1, 2021
ATTACHMENT A

| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/Annual | Maximum/Annual |
|----|----------|--------------------------------|-----------------|--------------|----------------|----------------|
| 50 | 000091 | Asst Supt of Operations eBART | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 51 | 000061 | Asst Supt of Power Mech Maint | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 52 | MF822 | Asst Supt of RS&S | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 53 | 000163 | Asst Supt of System Service | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 54 | MF830 | Asst Supt of Systems Maint | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 55 | 000020 | Asst Supt of Way & Facilities | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 56 | FF230 | Asst Treasurer | NRep | N13 | \$162,509.00 | \$246,201.00 |
| 57 | FA274 | Asst Treasury Analyst | SEIU | S06 | \$69,265.80 | \$90,543.60 |
| 58 | LF105 | Attorney I | NRep | N06 | \$98,442.00 | \$149,140.00 |
| 59 | LF110 | Attorney II | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 60 | LF115 | Attorney III | NRep | 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 | \$105,106.44 | \$136,638.03 |
| 63 | MA205 | Auto & Equip Mechanic | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 64 | 000275 | Benefits Specialist | NRep | 036 | \$69,954.77 | \$82,963.09 |
| 65 | 000222 | Board Analyst | NRep | 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 | \$111,432.59 | \$144,863.64 |
| 78 | XF142 | Chief Communications Officer | NRep | N13 | \$162,509.00 | \$246,201.00 |
| 79 | EF050 | Chief Maint & Engineer Officer | NRep | N13 | \$162,509.00 | \$246,201.00 |
| 80 | MF805 | Chief Mechanical Officer | NRep | N13 | \$162,509.00 | \$246,201.00 |
| 81 | 000094 | Chief Op Officer eBART/OAC | NRep | N13 | \$162,509.00 | \$246,201.00 |
| 82 | 000276 | Chief Planning & Dev Officer | NRep | N13 | \$162,509.00 | \$246,201.00 |
| 83 | SF200 | Chief Safety Officer | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 84 | 000050 | Chief Transit Sys Dev Officer | NRep | N13 | \$162,509.00 | \$246,201.00 |
| 85 | XF100 | Chief Transportation Officer | NRep | N13 | \$162,509.00 | \$246,201.00 |
| 86 | EF200 | Civil Engineer | NRep | N06 | \$98,442.00 | \$149,140.00 |
| 87 | CG100 | Clerk SEIU | SEIU | 011 | \$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 | \$135,504.36 | \$176,155.41 |
| 92 | OB100 | Communications Specialist | ATU | 831 | \$96,526.35 | \$113,560.51 |
| 93 | 000074 | Community Outreach Specialist | NRep | 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 DMU | SEIU | 301 | \$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 |

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Job Title)
As of January 1, 2021
ATTACHMENT A

| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/Annual | Maximum/Annual |
|-----|----------|--------------------------------|-----------------|--------------|----------------|----------------|
| 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 | NRep | N06 | \$98,442.00 | \$149,140.00 |
| 102 | EF205 | Construction Engineer | NRep | N06 | \$98,442.00 | \$149,140.00 |
| 103 | UA215 | Contract Administrator | SEIU | S08 | \$76,303.56 | \$99,743.28 |
| 104 | UF221 | Contract Specialist I | NRep | N02 | \$75,101.00 | \$113,778.00 |
| 105 | UF222 | Contract Specialist II | AFSCME | AFD | \$97,718.22 | \$127,033.91 |
| 106 | UF223 | Contract Specialist III | AFSCME | AFE | \$105,106.44 | \$136,638.03 |
| 107 | 000049 | Contracts Technician SEIU | SEIU | O36 | \$63,466.62 | \$82,963.09 |
| 108 | XF105 | Controller Treasurer | NRep | CT | \$279,829.28 | \$279,829.28 |
| 109 | 000277 | Core Capacity Program Manager | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 110 | 000168 | Crew Office Supervisor | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 111 | 000183 | Crime Analyst | BPOA | O68 | \$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 | NRep | 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 | \$127,008.80 | \$165,111.31 |
| 122 | AF115 | Deputy Asst District Secretary | NRep | N06 | \$98,442.00 | \$149,140.00 |
| 123 | 000206 | Deputy Dir Fire Life Safety | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 124 | ZF110 | Deputy General Manager* | NRep | N15 | \$196,636.00 | \$297,904.00 |
| 125 | 000028 | Deputy Managing Dir Cap Cor | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 126 | 000043 | Deputy Police Chief** | NRep | N13 | \$162,509.00 | \$246,201.00 |
| 127 | 000156 | Diesel Train DMU Eng eBART | ATU eBART | 651 | \$84,592.77 | \$99,520.93 |
| 128 | FF095 | Dir of Budgets | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 129 | QF101 | Dir of Customer Access | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 130 | XF117 | Dir of Customer Services | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 131 | FF090 | Dir of Financial Planning | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 132 | XF123 | Dir of Govt and Comm Relations | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 133 | 000084 | Dir of Labor Relations | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 134 | XF132 | Dir of Marketing and Research | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 135 | 000309 | Dir of New Transbay Rail Cross | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 136 | XF115 | Dir of Office of Civil Rights | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 137 | XF040 | Dir of Operations Planning | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 138 | XF126 | Dir of Performance and Audit | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 139 | XF135 | Dir of Procurement | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 140 | 000027 | Dir of Real Estate & Prop Dev | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 141 | XF106 | Dir of Risk and Insur Mgmt | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 142 | SF100 | Dir of Security Programs | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 143 | 000153 | Dir of Technology | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 144 | XF120 | Director of Human Resources | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 145 | EF060 | District Architect | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 146 | QC216 | District Right of Way Surveyor | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 147 | XF150 | District Secretary | NRep | DS | \$220,307.33 | \$220,307.33 |

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Job Title)
As of January 1, 2021
ATTACHMENT A

| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/Annual | Maximum/Annual |
|-----|----------|--------------------------------|-----------------|--------------|----------------|----------------|
| 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 | NRep | N04 | \$85,983.00 | \$130,265.00 |
| 152 | MA313 | Dump Truck/Equipment Operator | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 153 | 000311 | EEO Analyst I | NRep | N02 | \$75,101.00 | \$113,778.00 |
| 154 | 000310 | EEO Analyst II | NRep | N04 | \$85,983.00 | \$130,265.00 |
| 155 | 000078 | Elec/Electro-Mech Assembler II | SEIU | 152 | \$59,487.79 | \$77,761.84 |
| 156 | MA145 | Elect/Electro-Mech Assembler | SEIU | 151 | \$57,375.55 | \$75,000.85 |
| 157 | EF215 | Electrical Engineer | NRep | N06 | \$98,442.00 | \$149,140.00 |
| 158 | MA500 | Electrical Foreworker | SEIU | 824 | \$87,451.31 | \$114,315.55 |
| 159 | 000034 | Electrical Helper | SEIU | 151 | \$57,375.55 | \$75,000.85 |
| 160 | MA510 | Electrician | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 161 | EF110 | Electronics & Comm Engineer | NRep | N06 | \$98,442.00 | \$149,140.00 |
| 162 | 000302 | Elevator Escalator Inspector | SEIU | 311 | \$79,693.74 | \$104,174.93 |
| 163 | MA515 | Elevator/Escalator Foreworker | SEIU | 825 | \$83,853.12 | \$109,612.05 |
| 164 | MA530 | Elevator/Escalator Trainee | SEIU | 331 | \$68,667.87 | \$89,762.19 |
| 165 | MA525 | Elevator/Escalator Worker | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 166 | 000196 | Employee Dev Specialist FW | ATU | 732 | \$111,305.38 | \$130,947.65 |
| 167 | 000190 | Employee Dev Specialist SA | ATU | 839 | \$101,248.37 | \$119,115.78 |
| 168 | HJ105 | Employee Dev Specialist SEIU | SEIU | EDS | \$91,124.28 | \$119,116.68 |
| 169 | HB105 | Employee Dev Specialist TO | ATU | 839 | \$101,248.37 | \$119,115.78 |
| 170 | EF500 | Engineer | NRep | N06 | \$98,442.00 | \$149,140.00 |
| 171 | 000032 | Engineer Intern | NRep | 081 | \$46,800.00 | \$46,800.00 |
| 172 | SF145 | Environmental Administrator | AFSCME | AFH | \$127,008.80 | \$165,111.31 |
| 173 | 000006 | Environmental Engineer | NRep | N06 | \$98,442.00 | \$149,140.00 |
| 174 | MA150 | ERS Foreworker | SEIU | 825 | \$83,853.12 | \$109,612.05 |
| 175 | MA155 | ERS Technician | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 176 | 000210 | Executive Assistant | NRep | N05 | \$92,002.00 | \$139,383.00 |
| 177 | UA195 | Expeditor | SEIU | S06 | \$69,265.80 | \$90,543.60 |
| 178 | UA100 | Expeditor/Clerk | SEIU | 031 | \$60,545.26 | \$79,144.21 |
| 179 | MC350 | Facilities Maint Supv | AFSCME | AFE | \$105,106.44 | \$136,638.03 |
| 180 | 000021 | Facilities/Utilities Loc Coord | AFSCME | AFF | \$111,432.59 | \$144,863.64 |
| 181 | 000182 | Fare Inspection Officer | BPOA | 035 | \$67,954.02 | \$81,541.20 |
| 182 | 000278 | Fare Programs Administrator | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 183 | FC104 | Financial Analyst I | AFSCME | AFC | \$88,514.61 | \$115,069.58 |
| 184 | FC105 | Financial Analyst II | AFSCME | AFD | \$97,718.22 | \$127,033.91 |
| 185 | MA550 | Fire Protection Worker | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 186 | MA330 | Fire Service Worker | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 187 | XF160 | General Counsel | NRep | GC | \$309,391.56 | \$309,391.56 |
| 188 | ZF130 | General Manager | NRep | GM | \$396,210.03 | \$396,210.03 |
| 189 | VA050 | Gov & Community Relations Spec | SEIU | S11 | \$88,235.76 | \$115,340.88 |
| 190 | TA313 | Graphic Artist | SEIU | S09 | \$80,088.60 | \$104,691.00 |
| 191 | MA335 | Grounds Foreworker | SEIU | 825 | \$83,853.12 | \$109,612.05 |
| 192 | MA345 | Grounds Worker | SEIU | 201 | \$64,736.67 | \$84,623.14 |
| 193 | MA346 | Grounds Worker/Applicator | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 194 | EF113 | Grp Mgr AFC Capital Program | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 195 | KF300 | Grp Mgr Capitol Corridor | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 196 | EF223 | Grp Mgr Elec Mech Engineering | NRep | N11 | \$138,071.00 | \$209,177.00 |

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Job Title)
As of January 1, 2021
ATTACHMENT A

| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/ Annual | Maximum/ Annual |
|-----|----------|--------------------------------|-----------------|--------------|-----------------|-----------------|
| 197 | EF222 | Grp Mgr Engineering | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 198 | OF426 | Grp Mgr Operations Liaison | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 199 | OF112 | Grp Mgr Ops Support & Review | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 200 | XF128 | Grp Mgr Planning | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 201 | 000171 | Grp Mgr Production Support | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 202 | EF121 | Grp Mgr Project Controls | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 203 | EF107 | Grp Mgr Rail Vehicle Cap Prog | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 204 | MF807 | Grp Mgr Rolling Stock & Shops | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 205 | EF124 | Grp Mgr Seismic Retrofit Cap | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 206 | 000088 | Grp Mgr Sustainability Program | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 207 | EF080 | Grp Mgr Systems Engineer | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 208 | EF075 | Grp Mgr Vehicle Maint Engineer | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 209 | 000041 | Grp Mgr, Capital Projects | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 210 | EF224 | Grp Mgr, Integration Eng | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 211 | 000280 | Grp Mgr, Policy Planning | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 212 | 000279 | Grp Mgr, Station Planning | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 213 | 000312 | Grp Mgr, Transit Oriented Dev | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 214 | HF133 | HR Programs Manager | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 215 | 000211 | HRIS Analyst | NRep | N04 | \$85,983.00 | \$130,265.00 |
| 216 | 000281 | HRIS Specialist | NRep | 036 | \$69,954.77 | \$82,963.09 |
| 217 | 000212 | Independent Police Adminstr | NRep | N05 | \$92,002.00 | \$139,383.00 |
| 218 | 000042 | Independent Police Auditor | NRep | IPA | \$210,730.48 | \$210,730.48 |
| 219 | 000054 | Independent Police Invest | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 220 | SC132 | Industrial Hygienist | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 221 | IC159 | Information Sys Security Offcr | AFSCME | AFF | \$111,432.59 | \$144,863.64 |
| 222 | FF260 | Information Systems Auditor | NRep | N05 | \$92,002.00 | \$139,383.00 |
| 223 | 000207 | Inspector General | NRep | IG | \$210,968.98 | \$210,968.98 |
| 224 | OF025 | Instructional Design Spec | AFSCME | AFE | \$105,106.44 | \$136,638.03 |
| 225 | FC240 | Insurance Analyst | AFSCME | AFF | \$111,432.59 | \$144,863.64 |
| 226 | FA265 | Intermediate Account Clerk | SEIU | 021 | \$54,148.64 | \$70,782.61 |
| 227 | CJ105 | Intermediate Clerk SEIU | SEIU | 021 | \$54,148.64 | \$70,782.61 |
| 228 | FF251 | Internal Auditor I | NRep | N02 | \$75,101.00 | \$113,778.00 |
| 229 | FF252 | Internal Auditor II | NRep | N04 | \$85,983.00 | \$130,265.00 |
| 230 | UA105 | Inventory Control Analyst | SEIU | S08 | \$76,303.56 | \$99,743.28 |
| 231 | UA120 | Inventory Control Technician | SEIU | 036 | \$63,466.62 | \$82,963.09 |
| 232 | MA348 | Irrigation/Grounds Worker | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 233 | 000059 | IT Project Manager | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 234 | FA275 | Jr Accountant | SEIU | S05 | \$65,996.28 | \$86,269.68 |
| 235 | IA160 | Jr Appl Programmer Analyst | SEIU | S03 | \$59,916.84 | \$78,322.68 |
| 236 | 000282 | Jr Computer Systems Engineer | NRep | N03 | \$80,358.00 | \$121,743.00 |
| 237 | 000306 | Jr Elec & Comm Engineer | NRep | N03 | \$80,358.00 | \$121,743.00 |
| 238 | 000305 | Jr Electrical Engineer | NRep | N03 | \$80,358.00 | \$121,743.00 |
| 239 | EF400 | Jr Engineer | NRep | N03 | \$80,358.00 | \$121,743.00 |
| 240 | 000304 | Jr Mechanical Engineer | NRep | N03 | \$80,358.00 | \$121,743.00 |
| 241 | 000283 | Jr Project Engineer | NRep | N03 | \$80,358.00 | \$121,743.00 |
| 242 | 000284 | Jr Traction Power Engineer | NRep | N03 | \$80,358.00 | \$121,743.00 |
| 243 | 000285 | Jr Train Control Engineer | NRep | N03 | \$80,358.00 | \$121,743.00 |
| 244 | HF122 | Labor Relations Rep I | NRep | N02 | \$75,101.00 | \$113,778.00 |
| 245 | HF123 | Labor Relations Rep II | NRep | N04 | \$85,983.00 | \$130,265.00 |

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| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/ Annual | Maximum/ Annual |
|-----|----------|---------------------------------|-----------------|--------------|-----------------|-----------------|
| 246 | 000286 | Leave Management Analyst | NRep | N04 | \$85,983.00 | \$130,265.00 |
| 247 | 000213 | Leave Management Specialist | NRep | 036 | \$69,954.77 | \$82,963.09 |
| 248 | LA115 | Legal Administrative Analyst | SEIU | S06 | \$69,265.80 | \$90,543.60 |
| 249 | LA100 | Legal Administrative Asst | SEIU | S05 | \$65,996.28 | \$86,269.68 |
| 250 | LC118 | Legal Office Supervisor | AFSCME | AFD | \$97,718.22 | \$127,033.91 |
| 251 | FC282 | Liability Risk Analyst | AFSCME | AFF | \$111,432.59 | \$144,863.64 |
| 252 | MA350 | Locksmith | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 253 | OB108 | Lost & Found Clerk | ATU | 019 | \$67,272.40 | \$79,144.21 |
| 254 | CA110 | Mail and Supply Clerk | SEIU | 021 | \$54,148.64 | \$70,782.61 |
| 255 | 000060 | Maintenance Engineer | NRep | N06 | \$98,442.00 | \$149,140.00 |
| 256 | TA215 | Maintenance Planner | SEIU | S08 | \$76,303.56 | \$99,743.28 |
| 257 | 000001 | Maintenance Support Admin | AFSCME | AFD | \$97,718.22 | \$127,033.91 |
| 258 | ZF200 | Managing Director Cap Corridor* | NRep | N14 | \$178,760.00 | \$270,821.00 |
| 259 | VC081 | Marketing Rep II | AFSCME | AFE | \$105,106.44 | \$136,638.03 |
| 260 | PE132 | Master Police Officer | BPOA | 798 | \$118,389.86 | \$118,389.86 |
| 261 | UA130 | Material Control Analyst | SEIU | S08 | \$76,303.56 | \$99,743.28 |
| 262 | UA135 | Material Control Sys Analyst | SEIU | S08 | \$76,303.56 | \$99,743.28 |
| 263 | UA145 | Material Coordinator | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 264 | UA150 | Material Expeditor | SEIU | S08 | \$76,303.56 | \$99,743.28 |
| 265 | EF240 | Mechanical Engineer | NRep | N06 | \$98,442.00 | \$149,140.00 |
| 266 | HF151 | Media Producer | NRep | N05 | \$92,002.00 | \$139,383.00 |
| 267 | 000296 | Mgr of Absence Mgmt | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 268 | 000024 | Mgr of Access & Accessible Svc | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 269 | 000023 | Mgr of Access Programs | AFSCME | AFH | \$127,008.80 | \$165,111.31 |
| 270 | FC215 | Mgr of Accounting | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 271 | 000081 | Mgr of Accreditation | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 272 | 000188 | Mgr of Acquisition Support | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 273 | 000167 | Mgr of Ad Franchise Program | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 274 | MC225 | Mgr of Auto & Equip Maint | AFSCME | AFH | \$127,008.80 | \$165,111.31 |
| 275 | 000299 | Mgr of Budget & Admin, Cap Cor | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 276 | 000215 | Mgr of Cap Corr Market/Comm | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 277 | FF119 | Mgr of Capital Budgets | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 278 | FF116 | Mgr of Capital Project Control | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 279 | 000174 | Mgr of Capital Project Support | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 280 | OF115 | Mgr of Central Control | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 281 | EF225 | Mgr of Civil & Structural Eng | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 282 | QF109 | Mgr of Community Relations | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 283 | 000287 | Mgr of Comp & Analytics | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 284 | EF119 | Mgr of Computer Sys Engineer | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 285 | MF400 | Mgr of Construction Services | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 286 | UF225 | Mgr of Contract Administration | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 287 | 000170 | Mgr of Creative Services | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 288 | 000009 | Mgr of Credit/Debit Fare Prog | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 289 | AC400 | Mgr of Customer Services | AFSCME | AFH | \$127,008.80 | \$165,111.31 |
| 290 | 000071 | Mgr of Cyber Security | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 291 | TC102 | Mgr of Drafting & Configuratio | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 292 | EF120 | Mgr of Elect & Comm Engineer | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 293 | EF233 | Mgr of Electrical Engineer | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 294 | 000065 | Mgr of Emergency Preparedness | NRep | N08 | \$112,707.00 | \$170,751.00 |

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| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/Annual | Maximum/Annual |
|-----|----------|--------------------------------|-----------------|--------------|----------------|----------------|
| 295 | SC075 | Mgr of Employee/Patron Safety | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 296 | AF206 | Mgr of Energy | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 297 | SF111 | Mgr of Engineer Safety | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 298 | 000063 | Mgr of Engineering Liaison | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 299 | 000169 | Mgr of Engineering Programs | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 300 | SF140 | Mgr of Environ Compliance | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 301 | 000288 | Mgr of Equity Programs | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 302 | 000289 | Mgr of Fin Analysis Admin | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 303 | FF297 | Mgr of Financial Planning | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 304 | FF290 | Mgr of Fleet & Capacity Plann | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 305 | 000290 | Mgr of Govt Rel & Leg Affairs | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 306 | 000216 | Mgr of HRIS & Benefits | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 307 | IF177 | Mgr of Information Systems | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 308 | FF285 | Mgr of Internal Audit | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 309 | UC125 | Mgr of Inventory Management | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 310 | HF130 | Mgr of Labor Relations | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 311 | 000291 | Mgr of Leave Programs | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 312 | QF107 | Mgr of Local Govt & Com Rel | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 313 | UF130 | Mgr of Logistics | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 314 | MF405 | Mgr of Maint Administration | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 315 | 000159 | Mgr of Maint Plan & Logistics | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 316 | TF241 | Mgr of Maintenance Engineer | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 317 | OF425 | Mgr of Maintenance Support | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 318 | 000214 | Mgr of Marketing | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 319 | EF234 | Mgr of Mechanical Engr. | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 320 | 000293 | Mgr of Media Relations | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 321 | FF125 | Mgr of Operating Budgets | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 322 | TF230 | Mgr of Operations Reliability | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 323 | SC105 | Mgr of Operations Safety | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 324 | 000055 | Mgr of Ops Training and Dev | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 325 | QC205 | Mgr of Parking Programs | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 326 | 000203 | Mgr of Performance Analytics | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 327 | QF115 | Mgr of Planning | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 328 | 000294 | Mgr of Program Planning Sppt | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 329 | UF215 | Mgr of Purchasing | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 330 | TC105 | Mgr of Quality Assurance | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 331 | 000199 | Mgr of Rail Operations | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 332 | 000005 | Mgr of Real Estate Services | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 333 | EF159 | Mgr of Research & Development | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 334 | FF295 | Mgr of Revenue Control | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 335 | 000303 | Mgr of RS&S Administration | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 336 | OF111 | Mgr of Schedules & Services | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 337 | 000247 | Mgr of Small Business Sppt Svc | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 338 | AC300 | Mgr of Special Projects | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 339 | 000198 | Mgr of Station Operations | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 340 | MF840 | Mgr of Strategic Main Prog | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 341 | 000295 | Mgr of Substance Abuse Program | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 342 | 000249 | Mgr of Sys Capacity Planning | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 343 | 000248 | Mgr of System Integration | NRep | N09 | \$120,596.00 | \$182,703.00 |

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| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/Annual | Maximum/Annual |
|-----|----------|--------------------------------|-----------------|--------------|----------------|----------------|
| 344 | 000172 | Mgr of Technology Programs | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 345 | 000008 | Mgr of Telecommunications | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 346 | FC205 | Mgr of Time and Admin | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 347 | 000250 | Mgr of Title VI & Env Justice | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 348 | EF236 | Mgr of Traction Power Engr | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 349 | EF130 | Mgr of Train Control Engineer | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 350 | 000251 | Mgr of Transit Oriented Dev | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 351 | MC805 | Mgr of Transit Vehicl Cleaning | AFSCME | AFH | \$127,008.80 | \$165,111.31 |
| 352 | OF170 | Mgr of Transportation Ops Supp | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 353 | TF237 | Mgr of Vehicle Sys Engineer | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 354 | MF850 | Mgr of Warranty Administration | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 355 | 000252 | Mgr of Workforce Dev | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 356 | VA125 | Multimedia Assistant Producer | SEIU | S11 | \$88,235.76 | \$115,340.88 |
| 357 | HF152 | Multimedia Producer | NRep | N05 | \$92,002.00 | \$139,383.00 |
| 358 | CA115 | Office Services Supervisor | SEIU | 800 | \$70,693.79 | \$92,410.45 |
| 359 | CA111 | Office Services Support Clerk | SEIU | 021 | \$54,148.64 | \$70,782.61 |
| 360 | OB120 | Operations Foreworker | ATU | 821 | \$87,751.25 | \$103,236.85 |
| 361 | OC118 | Operations Supervisor Liaison | AFSCME | AFF | \$111,432.59 | \$144,863.64 |
| 362 | HF111 | Operations Training Supervisor | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 363 | MA547 | Overhead Door Worker | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 364 | MA360 | Painter | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 365 | 000092 | Paralegal | NRep | 710 | \$83,470.40 | \$98,966.61 |
| 366 | QF135 | Planner | AFSCME | AFC | \$88,514.61 | \$115,069.58 |
| 367 | CE175 | Police Admin Specialist | BPOA | 045 | \$71,126.22 | \$83,126.58 |
| 368 | PD111 | Police Admin Supervisor | BPMA | CS | \$119,496.00 | \$138,660.00 |
| 369 | PD116 | Police CAD/RMS Admin | BPMA | CS | \$119,496.00 | \$138,660.00 |
| 370 | PF110 | Police Chief* | NRep | N14 | \$178,760.00 | \$270,821.00 |
| 371 | PD115 | Police Civilian Supv Admin | BPMA | CS | \$119,496.00 | \$138,660.00 |
| 372 | PD118 | Police Civilian Supv Comm | BPMA | CS | \$119,496.00 | \$138,660.00 |
| 373 | PE115 | Police Dispatcher | BPOA | 048 | \$73,936.51 | \$89,991.62 |
| 374 | PD125 | Police Lieutenant | BPMA | LT | \$152,064.00 | \$174,120.00 |
| 375 | PE130 | Police Officer | BPOA | 778 | \$77,499.55 | \$109,405.92 |
| 376 | PE129 | Police Officer in Academy | BPOA | 777 | \$68,381.87 | \$68,381.87 |
| 377 | PD135 | Police Sergeant | BPMA | SGT | \$122,292.00 | \$145,092.00 |
| 378 | PD138 | Police Support Svcs Supv | BPMA | CS | \$119,496.00 | \$138,660.00 |
| 379 | MA535 | Power & Mechanical Foreworker | SEIU | 824 | \$87,451.31 | \$114,315.55 |
| 380 | MA545 | Power & Mechanical Worker | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 381 | OB130 | Power & Support Controller | ATU | 831 | \$96,526.35 | \$113,560.51 |
| 382 | AC222 | Principal Admin Analyst AFSCME | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 383 | 000045 | Principal Architect | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 384 | EF256 | Principal Civil Engineer | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 385 | EF090 | Principal Computer Systems Eng | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 386 | EF262 | Principal Construction Engr | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 387 | UF230 | Principal Contract Specialist | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 388 | 000067 | Principal EGIS Analyst | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 389 | 000253 | Principal Elec Comm Engineer | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 390 | EF267 | Principal Electrical Engineer | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 391 | EF502 | Principal Engineer | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 392 | FC139 | Principal Financial Analyst | AFSCME | AFG | \$119,605.49 | \$155,487.13 |

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| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/Annual | Maximum/Annual |
|-----|----------|--------------------------------|-----------------|--------------|----------------|----------------|
| 393 | VC055 | Principal Gov & Comm Rel Rep | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 394 | 000192 | Principal Grants Officer | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 395 | 000254 | Principal Integration Engineer | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 396 | FF301 | Principal Internal Auditor | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 397 | HF128 | Principal Labor Relations Rep | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 398 | 000205 | Principal Landscape Architect | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 399 | VC084 | Principal Marketing Rep | AFSCME | AFH | \$127,008.80 | \$165,111.31 |
| 400 | EF271 | Principal Mechanical Engineer | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 401 | 000298 | Principal Ops Safety Spec | AFSCME | AFH | \$127,008.80 | \$165,111.31 |
| 402 | 000201 | Principal Performance Analyst | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 403 | QC112 | Principal Planner | AFSCME | AFH | \$127,008.80 | \$165,111.31 |
| 404 | 000255 | Principal Project Engineer | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 405 | QC226 | Principal Property Devlmt Ofc | AFSCME | AFH | \$127,008.80 | \$165,111.31 |
| 406 | TF256 | Principal Reliability Engineer | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 407 | QC225 | Principal Right of Way Officer | AFSCME | AFH | \$127,008.80 | \$165,111.31 |
| 408 | AF234 | Principal Rsch Proj Analyst | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 409 | SF129 | Principal Safety Engineer | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 410 | EF276 | Principal Structural Engineer | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 411 | EF279 | Principal Track Engineer | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 412 | EF146 | Principal Train Control Eng | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 413 | TF236 | Principal Vehicle Sys Engineer | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 414 | 000184 | Procurement Support Mgr | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 415 | MF842 | Program Logistics Manager | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 416 | FA130 | Project Control Administrator | SEIU | S08 | \$76,303.56 | \$99,743.28 |
| 417 | 000256 | Project Controls Manager | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 418 | 000257 | Project Engineer | NRep | N06 | \$98,442.00 | \$149,140.00 |
| 419 | EF250 | Project Mgr | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 420 | 000258 | Project Mgr, Accessibility | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 421 | 000262 | Project Mgr, Architect | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 422 | 000259 | Project Mgr, Capital | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 423 | 000260 | Project Mgr, Cathodic | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 424 | 000261 | Project Mgr, Construction | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 425 | 000263 | Project Mgr, Earthquake | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 426 | 000264 | Project Mgr, Extensions | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 427 | 000265 | Project Mgr, Fire Life Safety | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 428 | 000266 | Project Mgr, Int Agreements | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 429 | 000267 | Project Mgr, Property Dev | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 430 | 000268 | Project Mgr, Stations | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 431 | 000269 | Project Mgr, Sys Integration | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 432 | 000270 | Project Mgr, Traction Power | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 433 | 000224 | Project Mgr, Train Control | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 434 | EF451 | Project Support Manager | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 435 | 000204 | Property Manager | AFSCME | AFH | \$127,008.80 | \$165,111.31 |
| 436 | VC110 | Public Information Officer | AFSCME | AFE | \$105,106.44 | \$136,638.03 |
| 437 | VA115 | Public Information Rep | SEIU | S11 | \$88,235.76 | \$115,340.88 |
| 438 | TA110 | Quality Assurance Analyst | SEIU | S08 | \$76,303.56 | \$99,743.28 |
| 439 | 000066 | Quality Assurance Officer | SEIU | S11 | \$88,235.76 | \$115,340.88 |
| 440 | 000035 | Quality Team Leader | SEIU | 313 | \$80,041.52 | \$104,629.62 |
| 441 | 000015 | Query & Reports Spec | AFSCME | AFF | \$111,432.59 | \$144,863.64 |

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| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/ Annual | Maximum/ Annual |
|-----|----------|--------------------------------|-----------------|--------------|-----------------|-----------------|
| 442 | OC190 | Rail Operations Controller | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 443 | KF175 | Rail Svs Compl Officer Capitol | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 444 | QA205 | Real Estate Officer | SEIU | S11 | \$88,235.76 | \$115,340.88 |
| 445 | QA100 | Real Estate Tech | SEIU | 036 | \$63,466.62 | \$82,963.09 |
| 446 | IA185 | Real Time Programmer Analyst | SEIU | S13 | \$97,218.00 | \$127,082.40 |
| 447 | CP105 | Receptionist | NRep | 036 | \$69,954.77 | \$82,963.09 |
| 448 | 000217 | Recruiter I | NRep | N02 | \$75,101.00 | \$113,778.00 |
| 449 | 000226 | Recruiter II | NRep | N04 | \$85,983.00 | \$130,265.00 |
| 450 | 000227 | Recruiting Specialist | NRep | 036 | \$69,954.77 | \$82,963.09 |
| 451 | 000193 | Reliability Analyst | AFSCME | AFE | \$105,106.44 | \$136,638.03 |
| 452 | TF245 | Reliability Engineer | NRep | N06 | \$98,442.00 | \$149,140.00 |
| 453 | CA140 | Reprographics Equipment Oper | SEIU | 031 | \$60,545.26 | \$79,144.21 |
| 454 | EF142 | Research & Dev Specialist | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 455 | AF233 | Research Projects Supv | AFSCME | AFH | \$127,008.80 | \$165,111.31 |
| 456 | PE140 | Revenue Protection Guard | BPOA | 098 | \$72,940.61 | \$87,524.74 |
| 457 | 000228 | Rolling Stock Acquisitn Admin | NRep | N08 | \$112,707.00 | \$170,751.00 |
| 458 | MA810 | Rolling Stock Foreworker | SEIU | 827 | \$89,646.54 | \$117,185.12 |
| 459 | 000149 | Safety & Training Mgr eBART | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 460 | 000313 | Safety Mgmt System Manager | AFSCME | AFH | \$127,008.80 | \$165,111.31 |
| 461 | SF120 | Safety Specialist | AFSCME | AFD | \$97,718.22 | \$127,033.91 |
| 462 | OB135 | Scheduling Analyst | ATU | 731 | \$101,248.37 | \$119,115.78 |
| 463 | 000048 | Scheduling Supervisor | AFSCME | AFF | \$111,432.59 | \$144,863.64 |
| 464 | MC725 | Sect Mgr Elev/Escalator Maint | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 465 | MC724 | Sect Mgr Power & Mech Maint | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 466 | MC726 | Sect Mgr Struct Insp & Maint | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 467 | MC721 | Sect Mgr Structures Maint | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 468 | MC720 | Sect Mgr Systems Maint | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 469 | MC722 | Sect Mgr Track Maint | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 470 | 000229 | Security Access Analyst | NRep | N03 | \$80,358.00 | \$121,743.00 |
| 471 | MA225 | Shop Machinist | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 472 | TA260 | Shop Scheduler | SEIU | S10 | \$84,062.88 | \$109,886.04 |
| 473 | MA230 | Shop Welder | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 474 | MC701 | Spec Proj Mgr Track & Struct | AFSCME | AFH | \$127,008.80 | \$165,111.31 |
| 475 | 000158 | Special Projects Mgr AFSCME | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 476 | FA288 | Sr Account Clerk | SEIU | 031 | \$60,545.26 | \$79,144.21 |
| 477 | AC220 | Sr Admin Analyst AFSCME | AFSCME | AFE | \$105,106.44 | \$136,638.03 |
| 478 | AF220 | Sr Admin Analyst NR | NRep | N05 | \$92,002.00 | \$139,383.00 |
| 479 | IA190 | Sr Appl Programmer Analyst | SEIU | S14 | \$102,048.72 | \$133,397.04 |
| 480 | IC142 | Sr Applications Analyst | AFSCME | AFH | \$127,008.80 | \$165,111.31 |
| 481 | LF120 | Sr Attorney | NRep | N12 | \$147,736.00 | \$223,819.00 |
| 482 | 000218 | Sr Benefits Analyst | NRep | N06 | \$98,442.00 | \$149,140.00 |
| 483 | 000230 | Sr Board Analyst | NRep | N06 | \$98,442.00 | \$149,140.00 |
| 484 | FH140 | Sr Budget Clerk SEIU | SEIU | 031 | \$60,545.26 | \$79,144.21 |
| 485 | 000176 | Sr Buyer | SEIU | S10 | \$84,062.88 | \$109,886.04 |
| 486 | 000166 | Sr CAD Drafter | SEIU | S10 | \$84,062.88 | \$109,886.04 |
| 487 | FA290 | Sr Cash Handler | SEIU | 035 | \$59,705.78 | \$78,046.80 |
| 488 | TC222 | Sr Central Maint Supv | AFSCME | AFH | \$127,008.80 | \$165,111.31 |
| 489 | EF255 | Sr Civil Engineer | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 490 | 000219 | Sr Class and Comp Analyst | NRep | N05 | \$92,002.00 | \$139,383.00 |

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| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/Annual | Maximum/Annual |
|-----|----------|--------------------------------|-----------------|--------------|----------------|----------------|
| 491 | CB145 | Sr Clerk ATU | ATU | 031 | \$67,272.40 | \$79,144.21 |
| 492 | CG145 | Sr Clerk SEIU | SEIU | 031 | \$60,545.26 | \$79,144.21 |
| 493 | 000075 | Sr Computer Support Coord | SEIU | S16 | \$111,333.60 | \$145,534.08 |
| 494 | EF138 | Sr Computer Systems Engineer | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 495 | EF260 | Sr Construction Engineer | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 496 | 000231 | Sr EEO Analyst | NRep | N05 | \$92,002.00 | \$139,383.00 |
| 497 | EF265 | Sr Electrical Engineer | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 498 | EF140 | Sr Electronics & Comm Engineer | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 499 | HF114 | Sr Employee Dev Specialist | NRep | N05 | \$92,002.00 | \$139,383.00 |
| 500 | FC137 | Sr Energy Analyst | AFSCME | AFF | \$111,432.59 | \$144,863.64 |
| 501 | EF501 | Sr Engineer | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 502 | FC138 | Sr Financial Analyst AFSCME | AFSCME | AFE | \$105,106.44 | \$136,638.03 |
| 503 | 000187 | Sr Financial Analyst eBART | AFS eBART | EB5 | \$105,106.44 | \$136,638.03 |
| 504 | VC051 | Sr Gov & Comm Relations Rep | AFSCME | AFE | \$105,106.44 | \$136,638.03 |
| 505 | 000315 | Sr Grants Officer | AFSCME | AFE | \$105,106.44 | \$136,638.03 |
| 506 | TA314 | Sr Graphic Artist | SEIU | S10 | \$84,062.88 | \$109,886.04 |
| 507 | FF253 | Sr Internal Auditor | NRep | N05 | \$92,002.00 | \$139,383.00 |
| 508 | UC108 | Sr Inventory Control Analyst | AFSCME | AFD | \$97,718.22 | \$127,033.91 |
| 509 | 000089 | Sr Labor Relations Analyst | NRep | N05 | \$92,002.00 | \$139,383.00 |
| 510 | HF126 | Sr Labor Relations Rep | NRep | N06 | \$98,442.00 | \$149,140.00 |
| 511 | 000232 | Sr Leave Mgmt Analyst | NRep | N05 | \$92,002.00 | \$139,383.00 |
| 512 | AA130 | Sr Legal Secretary | SEIU | 071 | \$61,085.65 | \$79,850.58 |
| 513 | UC190 | Sr Logistics Supv | AFSCME | AFF | \$111,432.59 | \$144,863.64 |
| 514 | TA220 | Sr Maint Planner | SEIU | S11 | \$88,235.76 | \$115,340.88 |
| 515 | 000053 | Sr Maintenance Engineer | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 516 | VC082 | Sr Marketing Rep | AFSCME | AFF | \$111,432.59 | \$144,863.64 |
| 517 | 000029 | Sr Marketing Rep PT | AFSCME | AFE | \$105,106.44 | \$136,638.03 |
| 518 | EF270 | Sr Mechanical Engineer | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 519 | 000189 | Sr Mgr of Asset Management | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 520 | 000233 | Sr Mgr of Contr Labor Compl | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 521 | 000234 | Sr Mgr of Econ Oppy Policies | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 522 | 000179 | Sr Mgr of Engineering Programs | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 523 | 000175 | Sr Mgr of Engineering, eBART | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 524 | 000185 | Sr Mgr of Fin Analysis & Admn | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 525 | FF117 | Sr Mgr of Grant Reporting | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 526 | 000308 | Sr Mgr of M&E Asset Mgmt | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 527 | 000235 | Sr Mgr of Maint Acquisition | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 528 | 000292 | Sr Mgr of Maint Plan Sched | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 529 | MF410 | Sr Mgr of Maintenance Support | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 530 | 000177 | Sr Mgr of Perf Analytics | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 531 | 000237 | Sr Mgr of Procurement | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 532 | 000236 | Sr Mgr of RS&S Ops Admin | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 533 | 000238 | Sr Mgr of Wkfc Policy Compl | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 534 | 000093 | Sr Mgr, Talent Acquisition | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 535 | CA155 | Sr Office Services Supv | SEIU | S09 | \$80,088.60 | \$104,691.00 |
| 536 | CA112 | Sr Office Svs Support Clerk | SEIU | 031 | \$60,545.26 | \$79,144.21 |
| 537 | OB145 | Sr Operations Foreworker | ATU | 831 | \$96,526.35 | \$113,560.51 |
| 538 | OC155 | Sr Operations Supvr Liaison | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 539 | SC135 | Sr Ops Safety Spec | AFSCME | AFG | \$119,605.49 | \$155,487.13 |

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| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/Annual | Maximum/Annual |
|-----|----------|--------------------------------|-----------------|--------------|----------------|----------------|
| 540 | IB190 | Sr Ops Suppt Sys Analyst | ATU | 742 | \$107,407.04 | \$126,361.25 |
| 541 | 000191 | Sr Performance Analyst | AFSCME | AFF | \$111,432.59 | \$144,863.64 |
| 542 | QC145 | Sr Planner | AFSCME | AFF | \$111,432.59 | \$144,863.64 |
| 543 | 000105 | Sr Police Officer - Adv. | BPOA | 792 | \$116,068.58 | \$116,068.58 |
| 544 | PE131 | Sr Police Officer - Int. | BPOA | 788 | \$112,687.95 | \$112,687.95 |
| 545 | 000052 | Sr Production Engineer | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 546 | 000220 | Sr Project Engineer | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 547 | 000080 | Sr Project Manager | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 548 | 000195 | Sr Quality Administrator | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 549 | EF238 | Sr Quality Engineer | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 550 | 000181 | Sr Quality Manager | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 551 | QC210 | Sr Real Estate Officer | AFSCME | AFF | \$111,432.59 | \$144,863.64 |
| 552 | 000239 | Sr Recruiter | NRep | N05 | \$92,002.00 | \$139,383.00 |
| 553 | TF255 | Sr Reliability Engineer | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 554 | AF232 | Sr Research Projects Analyst | AFSCME | AFE | \$105,106.44 | \$136,638.03 |
| 555 | QC224 | Sr Right of Way Officer | AFSCME | AFF | \$111,432.59 | \$144,863.64 |
| 556 | 000240 | Sr Safety Engineer | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 557 | SC130 | Sr Safety Specialist | AFSCME | AFF | \$111,432.59 | \$144,863.64 |
| 558 | 000031 | Sr Scheduling Analyst ATU | ATU | 732 | \$111,305.38 | \$130,947.65 |
| 559 | AB135 | Sr Secretary ATU | ATU | 061 | \$67,272.40 | \$79,144.21 |
| 560 | AJ135 | Sr Secretary SEIU | SEIU | 061 | \$56,780.67 | \$74,223.14 |
| 561 | UA160 | Sr Storekeeper | SEIU | 171 | \$70,693.79 | \$92,410.45 |
| 562 | EF275 | Sr Structural Engineer | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 563 | IC200 | Sr Systems Programmer | AFSCME | AFE | \$105,106.44 | \$136,638.03 |
| 564 | IA210 | Sr Telecommunications Tech | SEIU | S14 | \$102,048.72 | \$133,397.04 |
| 565 | FC200 | Sr Time & Labor Admin Analyst | AFSCME | AFE | \$105,106.44 | \$136,638.03 |
| 566 | 000241 | Sr Traction Power Engineer | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 567 | EF145 | Sr Train Control Engineer | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 568 | 000044 | Sr Transp Training Clerk | ATU | 036 | \$70,518.45 | \$82,963.09 |
| 569 | 000194 | Sr Transportation Analyst | AFSCME | AFF | \$111,432.59 | \$144,863.64 |
| 570 | CB160 | Sr Transportation Clerk | ATU | 031 | \$67,272.40 | \$79,144.21 |
| 571 | TF232 | Sr Transportation Planner | AFSCME | AFF | \$111,432.59 | \$144,863.64 |
| 572 | TF234 | Sr Vehicle Systems Engineer | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 573 | 000297 | Sr Wkfrce & Policy Compl Anlys | NRep | N05 | \$92,002.00 | \$139,383.00 |
| 574 | 000242 | Sr Workforce Dev Analyst | NRep | N05 | \$92,002.00 | \$139,383.00 |
| 575 | OB155 | Station Agent | ATU | 521 | \$71,929.31 | \$84,622.93 |
| 576 | OB156 | Station Agent PT | ATU | 541 | \$79,122.37 | \$93,085.20 |
| 577 | UA170 | Storekeeper | SEIU | 201 | \$64,736.67 | \$84,623.14 |
| 578 | 000223 | Strategic Budget Administrator | AFSCME | AFH | \$127,008.80 | \$165,111.31 |
| 579 | 000057 | Strategic Prog Mgr, Ext Affair | NRep | N10 | \$129,038.00 | \$195,493.00 |
| 580 | EF280 | Structural Engineer | NRep | N06 | \$98,442.00 | \$149,140.00 |
| 581 | MA615 | Structures Equipment Operator | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 582 | MA620 | Structures Foreworker | SEIU | 825 | \$83,853.12 | \$109,612.05 |
| 583 | MA638 | Structures Inspect Foreworker | SEIU | 810 | \$87,663.06 | \$114,592.40 |
| 584 | MA637 | Structures Inspector | SEIU | 311 | \$79,693.74 | \$104,174.93 |
| 585 | MA636 | Structures Inspector Asst | SEIU | 201 | \$64,736.67 | \$84,623.14 |
| 586 | MA630 | Structures Welder | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 587 | MA635 | Structures Worker | SEIU | 201 | \$64,736.67 | \$84,623.14 |
| 588 | 000036 | Structures Worker PT | SEIU | 221 | \$71,210.26 | \$71,210.26 |

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| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/Annual | Maximum/Annual |
|-----|----------|--------------------------------|-----------------|--------------|----------------|----------------|
| 589 | TF275 | Supt of Cntrl Veh Trouble Desk | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 590 | 000085 | Supt of eBART Operations | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 591 | MF535 | Supt of Power & Mech Maint | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 592 | MF818 | Supt of Rolling Stock & Shops | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 593 | 000164 | Supt of System Service | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 594 | 000087 | Supt of Systems eBART | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 595 | MF703 | Supt of Systems Maintenance | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 596 | MF610 | Supt of Way & Facilities | NRep | N11 | \$138,071.00 | \$209,177.00 |
| 597 | 000010 | Supv Bus Sys Operations | AFSCME | AFI | \$135,504.36 | \$176,155.41 |
| 598 | 000317 | Supv Crisis Int & Outreach Pro | BPMA | CS | \$119,496.00 | \$138,660.00 |
| 599 | 000301 | Supv of Compensation | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 600 | 000243 | Supv of EEO Programs | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 601 | 000244 | Supv of HRIS | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 602 | 000300 | Supv of Leave Mgmt | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 603 | 000148 | Supv of Operations eBART | AFS eBART | EB7 | \$119,605.49 | \$155,487.13 |
| 604 | 000245 | Supv of Recruiting | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 605 | 000221 | Supv of Workforce Development | NRep | N07 | \$105,333.00 | \$159,580.00 |
| 606 | TF263 | Survey Taker | NRep | 093 | \$80,298.40 | \$80,298.40 |
| 607 | EA315 | Survey Tech | SEIU | 091 | \$66,395.47 | \$86,791.54 |
| 608 | 000157 | Sys General Custodian eBART | SEIU M e | 401 | \$55,091.09 | \$72,014.59 |
| 609 | 000152 | System Main Signal Comm eBART | SEIU M e | 400 | \$76,230.13 | \$99,647.39 |
| 610 | 000154 | System Main Track Signal eBART | SEIU M e | 400 | \$76,230.13 | \$99,647.39 |
| 611 | MA385 | System Service Crewleader | SEIU | 141 | \$56,862.83 | \$74,330.67 |
| 612 | MA390 | System Service Foreworker | SEIU | 818 | \$77,519.94 | \$101,333.44 |
| 613 | MC395 | System Service Supv | AFSCME | AFE | \$105,106.44 | \$136,638.03 |
| 614 | MA400 | System Service Worker | SEIU | 111 | \$55,091.09 | \$72,014.59 |
| 615 | MA399 | System Service Worker 141 | SEIU | 141 | \$56,862.83 | \$74,330.67 |
| 616 | MA401 | System Service Worker PT | SEIU | 121 | \$60,600.18 | \$60,600.18 |
| 617 | IC198 | Systems Programmer | AFSCME | AFF | \$111,432.59 | \$144,863.64 |
| 618 | 000007 | Tech Maintenance Support Coord | AFSCME | AFE | \$105,106.44 | \$136,638.03 |
| 619 | TA140 | Tech Publications Admin | SEIU | S10 | \$84,062.88 | \$109,886.04 |
| 620 | TA302 | Technical Administrator | SEIU | S11 | \$88,235.76 | \$115,340.88 |
| 621 | TA125 | Technical Editor | SEIU | S03 | \$59,916.84 | \$78,322.68 |
| 622 | IA300 | Technical Programmer Analyst | SEIU | S11 | \$88,235.76 | \$115,340.88 |
| 623 | 000025 | Technical Publications Analyst | SEIU | S09 | \$80,088.60 | \$104,691.00 |
| 624 | TA301 | Technical Resources Admin | SEIU | S13 | \$97,218.00 | \$127,082.40 |
| 625 | IA200 | Telecommunications Specialist | SEIU | S06 | \$69,265.80 | \$90,543.60 |
| 626 | IA205 | Telecommunications Technician | SEIU | S09 | \$80,088.60 | \$104,691.00 |
| 627 | 000068 | Time & Labor Admin Analyst ATU | ATU | 741 | \$93,611.65 | \$110,131.42 |
| 628 | FA212 | Time and Labor Admin Analyst | SEIU | TAD | \$84,250.92 | \$110,131.92 |
| 629 | UA180 | Tool Room Attendant | SEIU | 201 | \$64,736.67 | \$84,623.14 |
| 630 | MA640 | Track Equipment Operator | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 631 | MA645 | Track Foreworker | SEIU | 825 | \$83,853.12 | \$109,612.05 |
| 632 | MA655 | Track Welder | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 633 | MA660 | Track Worker | SEIU | 201 | \$64,736.67 | \$84,623.14 |
| 634 | 000022 | Track Worker PT | SEIU | 221 | \$71,210.26 | \$71,210.26 |
| 635 | MA720 | Train Control Electronic Tech | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 636 | EF165 | Train Control Engineer | NRep | N06 | \$98,442.00 | \$149,140.00 |
| 637 | MA725 | Train Control Foreworker | SEIU | 825 | \$83,853.12 | \$109,612.05 |

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|-----|----------|-------------------------------|-----------------|--------------|----------------|----------------|
| 638 | OB160 | Train Operator | ATU | 621 | \$71,929.31 | \$84,622.93 |
| 639 | OB161 | Train Operator PT | ATU | 641 | \$79,122.37 | \$93,085.20 |
| 640 | CA165 | Transit Information Clerk | SEIU | 031 | \$60,545.26 | \$79,144.21 |
| 641 | CA175 | Transit Information Supv | SEIU | S11 | \$88,235.76 | \$115,340.88 |
| 642 | CA159 | Transit Information Tech | SEIU | 036 | \$63,466.62 | \$82,963.09 |
| 643 | MA825 | Transit Veh Elec Tec | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 644 | MA830 | Transit Vehicle Mechanic | SEIU | 301 | \$76,230.13 | \$99,647.39 |
| 645 | 000037 | Transit Vehicle Mechanic PT | SEIU | 314 | \$83,853.12 | \$83,853.12 |
| 646 | 000033 | Transportation Adm Specialist | ATU | 031 | \$67,272.40 | \$79,144.21 |
| 647 | CB175 | Transportation Clerk | ATU | 021 | \$67,272.40 | \$79,144.21 |
| 648 | OF080 | Transportation Operations Mgr | NRep | N09 | \$120,596.00 | \$182,703.00 |
| 649 | OC150 | Transportation Supervisor | AFSCME | AFG | \$119,605.49 | \$155,487.13 |
| 650 | FC275 | Treasury Analyst | AFSCME | AFD | \$97,718.22 | \$127,033.91 |
| 651 | CA180 | Trouble Desk Data Specialist | SEIU | 036 | \$63,466.62 | \$82,963.09 |
| 652 | MA826 | TVET Trainee | SEIU | 331 | \$68,667.87 | \$89,762.19 |
| 653 | MA840 | Utility Foreworker | SEIU | 818 | \$77,519.94 | \$101,333.44 |
| 654 | MA835 | Utility Worker | SEIU | 111 | \$55,091.09 | \$72,014.59 |
| 655 | MA836 | Utility Worker PT | SEIU | 121 | \$60,600.18 | \$60,600.18 |
| 656 | TA130 | Vehicle Inspector | SEIU | 311 | \$79,693.74 | \$104,174.93 |
| 657 | MC830 | Vehicle Performance Analyst | AFSCME | AFF | \$111,432.59 | \$144,863.64 |
| 658 | TF233 | Vehicle Systems Engineer | NRep | N06 | \$98,442.00 | \$149,140.00 |
| 659 | MA900 | Warranty Administrator | SEIU | S11 | \$88,235.76 | \$115,340.88 |
| 660 | TA135 | Wayside Inspector | SEIU | 311 | \$79,693.74 | \$104,174.93 |
| 661 | TA311 | Web Page Specialist | SEIU | S10 | \$84,062.88 | \$109,886.04 |
| 662 | 000246 | Workforce Dev Specialist | NRep | 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 (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.