

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2020

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
1	QC208	Access Coordinator	AFSCME	AFE	\$101,276.35	\$131,658.93
2	FA200	Account Clerk	SEIU	011	\$45,675.55	\$59,706.61
3	FA205	Accountant	SEIU	S08	\$73,743.72	\$96,396.96
4	FA210	Accounting Analyst	SEIU	S11	\$85,275.48	\$111,471.24
5	000070	Accounting Supervisor	AFSCME	AFG	\$115,247.06	\$149,821.17
6	FA215	Accounting Technician	SEIU	036	\$61,337.54	\$80,179.84
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	\$78,463.01	\$94,151.41
10	AF200	Administrative Analyst NR	Non-Rep	N04	\$85,983.00	\$130,265.00
11	AA200	Administrative Analyst SEIU	SEIU	S08	\$73,743.72	\$96,396.96
12	000208	Administrative Coordinator	Non-Rep	N04	\$85,983.00	\$130,265.00
13	AG100	Administrative Secretary SEIU	SEIU	071	\$59,036.22	\$77,171.74
14	AA230	Administrative Support Officer	SEIU	S13	\$93,956.52	\$122,818.92
15	CB190	Administrative Technician ATU	ATU	036	\$68,152.86	\$80,179.84
16	CA190	Administrative Technician SEIU	SEIU	036	\$61,337.54	\$80,179.84
17	MA100	AFC Electronic Technician	SEIU	301	\$73,672.77	\$96,304.42
18	MA105	AFC Foreworker	SEIU	825	\$81,040.13	\$105,934.82
19	MA560	AFC Parts Runner	SEIU	151	\$55,450.72	\$72,484.67
20	IA100	Appl Programmer Analyst	SEIU	S08	\$73,743.72	\$96,396.96
21	000046	Architect	Non-Rep	N06	\$98,442.00	\$149,140.00
22	000051	Asset Coordinator	AFSCME	AFF	\$107,371.98	\$139,584.80
23	000178	Asset Data Manager	AFSCME	AFI	\$130,566.57	\$169,736.29
24	000272	Asset Mgmt Risk Coordinator	Non-Rep	N08	\$112,707.00	\$170,751.00
25	000307	Assistant Inspector General	Non-Rep	N10	\$129,038.00	\$195,493.00
26	LF100	Associate General Counsel	Non-Rep	N13	\$162,509.00	\$246,201.00
27	AA100	Asst Admin Analyst - SEIU	SEIU	S06	\$66,942.00	\$87,505.92
28	AF100	Asst Admin Analyst NR	Non-Rep	N01	\$69,769.00	\$105,701.00
29	UA200	Asst Buyer	SEIU	S06	\$66,942.00	\$87,505.92
30	000273	Asst Chief Engineering Officer	Non-Rep	N12	\$147,736.00	\$223,819.00
31	000083	Asst Chief Labor Relations	Non-Rep	N10	\$129,038.00	\$195,493.00
32	000086	Asst Chief Maint & Eng Officer	Non-Rep	N12	\$147,736.00	\$223,819.00
33	000274	Asst Chief Maintenance Officer	Non-Rep	N12	\$147,736.00	\$223,819.00
34	000082	Asst Chief Mechanical Officer	Non-Rep	N12	\$147,736.00	\$223,819.00
35	UA205	Asst Contract Administrator	SEIU	S06	\$66,942.00	\$87,505.92
36	FF225	Asst Controller	Non-Rep	N13	\$162,509.00	\$246,201.00
37	AF105	Asst District Secretary	Non-Rep	N08	\$112,707.00	\$170,751.00
38	ZF050	Asst GM Administration*	Non-Rep	N14	\$178,760.00	\$270,821.00
39	ZF118	Asst GM Design & Construction*	Non-Rep	N14	\$178,760.00	\$270,821.00
40	ZF117	Asst GM External Affairs*	Non-Rep	N14	\$178,760.00	\$270,821.00
41	ZF105	Asst GM Operations*	Non-Rep	N14	\$178,760.00	\$270,821.00
42	XF213	Asst GM Performance & Budget*	Non-Rep	N14	\$178,760.00	\$270,821.00
43	XF125	Asst GM Technology*	Non-Rep	N14	\$178,760.00	\$270,821.00

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44	000019	Asst Logistics Program Manager	AFSCME	AFG	\$115,247.06	\$149,821.17
45	FC230	Asst Mgr of Revenue Control	AFSCME	AFH	\$122,380.59	\$159,094.65
46	SA100	Asst Safety Specialist	SEIU	S06	\$66,942.00	\$87,505.92
47	000150	Asst Supt eBART Systems	Non-Rep	N09	\$120,596.00	\$182,703.00
48	000090	Asst Supt eBART Vehicle Maint	Non-Rep	N09	\$120,596.00	\$182,703.00
49	000209	Asst Supt Maint Plan and Logs	Non-Rep	N09	\$120,596.00	\$182,703.00
50	000091	Asst Supt Operations eBART	Non-Rep	N09	\$120,596.00	\$182,703.00
51	000061	Asst Supt Power Mech Maint	Non-Rep	N09	\$120,596.00	\$182,703.00
52	MF822	Asst Supt Rolling Stock Maint	Non-Rep	N09	\$120,596.00	\$182,703.00
53	000163	Asst Supt System Service	Non-Rep	N09	\$120,596.00	\$182,703.00
54	MF830	Asst Supt Systems Maint	Non-Rep	N09	\$120,596.00	\$182,703.00
55	000020	Asst Supt 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	\$66,942.00	\$87,505.92
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	\$81,040.13	\$105,934.82
62	MC215	Auto & Equip Maint Supv	AFSCME	AFE	\$101,276.35	\$131,658.93
63	MA205	Auto & Equip Mechanic	SEIU	301	\$73,672.77	\$96,304.42
64	000275	Benefits Specialist	Non-Rep	036	\$67,607.90	\$80,179.84
65	000222	Board Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
66	FA100	Budget Analyst	SEIU	S08	\$73,743.72	\$96,396.96
67	FB141	Budget Clerk - ATU	ATU	031	\$65,015.60	\$76,489.09
68	MA300	Buildings Foreworker	SEIU	825	\$81,040.13	\$105,934.82
69	MA310	Buildings Worker	SEIU	301	\$73,672.77	\$96,304.42
70	UA210	Buyer	SEIU	S08	\$73,743.72	\$96,396.96
71	UA213	Buyer Technician	SEIU	036	\$61,337.54	\$80,179.84
72	TA298	CAD Drafter	SEIU	S08	\$73,743.72	\$96,396.96
73	FA245	Cash Handler	SEIU	025	\$53,996.18	\$70,583.34
74	000095	Cash Handler PT	SEIU	026	\$59,395.65	\$59,395.65
75	FA249	Cash Handling Elec Technician	SEIU	301	\$73,672.77	\$96,304.42
76	FA250	Cash Handling Foreworker	SEIU	813	\$81,040.13	\$105,934.82
77	TC220	Central Maintenance Supervisor	AFSCME	AFF	\$107,371.98	\$139,584.80
78	TF275	Central Veh Trouble Desk Supt	Non-Rep	N11	\$138,071.00	\$209,177.00
79	XF142	Chief Communications Officer	Non-Rep	N13	\$162,509.00	\$246,201.00
80	EF050	Chief Maint & Engineer Officer	Non-Rep	N13	\$162,509.00	\$246,201.00
81	MF805	Chief Mechanical Officer	Non-Rep	N13	\$162,509.00	\$246,201.00
82	000094	Chief Op Officer eBART/OAC	Non-Rep	N13	\$162,509.00	\$246,201.00
83	000276	Chief Planning Dev Officer	Non-Rep	N13	\$162,509.00	\$246,201.00
84	SF200	Chief Safety Officer	Non-Rep	N12	\$147,736.00	\$223,819.00
85	000050	Chief Transit Sys Dev Officer	Non-Rep	N13	\$162,509.00	\$246,201.00
86	XF100	Chief Transportation Officer	Non-Rep	N13	\$162,509.00	\$246,201.00

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87	EF200	Civil Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
88	CG100	Clerk SEIU	SEIU	011	\$45,675.55	\$59,706.61
89	000013	Communication Coordinator	SEIU	S11	\$85,275.48	\$111,471.24
90	MA115	Communications Electronic Tech	SEIU	301	\$73,672.77	\$96,304.42
91	MA120	Communications Foreworker	SEIU	825	\$81,040.13	\$105,934.82
92	VF101	Communications Officer	AFSCME	AFI	\$130,566.57	\$169,736.29
93	OB100	Communications Specialist	ATU	831	\$93,288.00	\$109,750.78
94	000074	Community Outreach Specialist	Non-Rep	N07	\$105,333.00	\$159,580.00
95	PE076	Community Services Officer	BPOA	027	\$55,546.61	\$68,224.21
96	000155	Comp Vehicle Maint eBART	SEIU	400	\$73,672.77	\$96,304.42
97	IA105	Computer Documentation Asst	SEIU	031	\$58,514.14	\$76,489.09
98	MA700	Computer Electronic Technician	SEIU	321	\$73,672.77	\$96,304.42
99	IA110	Computer Operator	SEIU	031	\$58,514.14	\$76,489.09
100	000064	Computer Support Administrator	SEIU	S05	\$63,782.16	\$83,375.40
101	IA115	Computer Support Coordinator	SEIU	S14	\$98,625.00	\$128,921.64
102	EF102	Computer Systems Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
103	EF205	Construction Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
104	UA215	Contract Administrator	SEIU	S08	\$73,743.72	\$96,396.96
105	UF221	Contract Specialist I	Non-Rep	N02	\$75,101.00	\$113,778.00
106	UF222	Contract Specialist II	AFSCME	AFD	\$94,157.36	\$122,404.79
107	UF223	Contract Specialist III	AFSCME	AFE	\$101,276.35	\$131,658.93
108	000049	Contracts Technician SEIU	SEIU	036	\$61,337.54	\$80,179.84
109	XF105	Controller Treasurer	BAO	CT	\$277,825.05	\$277,825.05
110	000277	Core Capacity Program Manager	Non-Rep	N09	\$120,596.00	\$182,703.00
111	000168	Crew Office Supervisor	AFSCME	AFG	\$115,247.06	\$149,821.17
112	000183	Crime Analyst	BPOA	068	\$80,031.95	\$96,034.22
113	CA120	Customer Service Clerk	SEIU	031	\$58,514.14	\$76,489.09
114	VA110	Customer Service Rep	SEIU	S11	\$85,275.48	\$111,471.24
115	VA120	Customer Services Admin	SEIU	S13	\$93,956.52	\$122,818.92
116	000016	Customer Services Assistant	SEIU	S06	\$66,942.00	\$87,505.92
117	000173	Customer Services Supervisor	SEIU	S13	\$93,956.52	\$122,818.92
118	000180	Customer Services Technician	SEIU	036	\$61,337.54	\$80,179.84
119	000072	Cyber Security Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
120	IA135	Data Controller	SEIU	031	\$58,514.14	\$76,489.09
121	IA140	Data Entry Operator	SEIU	031	\$58,514.14	\$76,489.09
122	IC120	Database Administrator	AFSCME	AFH	\$122,380.59	\$159,094.65
123	AF115	Deputy Asst District Secretary	Non-Rep	N06	\$98,442.00	\$149,140.00
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
127	000156	Diesel Train Engineer, eBART	ATU	651	\$81,754.61	\$96,182.11
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

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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	000093	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 Crsng	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	\$115,247.06	\$149,821.17
147	XF150	District Secretary	BAO	DS	\$218,729.41	\$218,729.41
148	TA300	Document Config Controller	SEIU	S09	\$77,401.68	\$101,178.72
149	000161	Document Control Spec eBART	SEIU	500	\$77,401.68	\$101,178.72
150	TA310	Drafting Supervisor	SEIU	S11	\$85,275.48	\$111,471.24
151	HF108	Drug Testing Coordinator	Non-Rep	N04	\$85,983.00	\$130,265.00
152	MA313	Dump Truck/Equipment Operator	SEIU	301	\$73,672.77	\$96,304.42
153	000078	Elec/Electro-Mech Assembler II	SEIU	152	\$57,492.03	\$75,153.10
154	MA145	Elect/Electro-Mech Assembler	SEIU	151	\$55,450.72	\$72,484.67
155	EF215	Electrical Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
156	MA500	Electrical Foreworker	SEIU	824	\$84,517.47	\$110,480.45
157	000034	Electrical Helper	SEIU	151	\$55,450.72	\$72,484.67
158	MA510	Electrician	SEIU	301	\$73,672.77	\$96,304.42
159	EF110	Electronics & Comm Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
160	000302	Elevator Escalator Inspector	SEIU	311	\$77,020.11	\$100,680.11
161	MA515	Elevator/Escalator Foreworker	SEIU	825	\$81,040.13	\$105,934.82
162	MA530	Elevator/Escalator Trainee	SEIU	331	\$66,364.27	\$86,750.77
163	MA525	Elevator/Escalator Worker	SEIU	301	\$73,672.77	\$96,304.42
164	000196	Employee Dev Specialist FW	ATU	839	\$97,851.73	\$115,119.68
165	000190	Employee Dev Specialist SA	ATU	839	\$97,851.73	\$115,119.68
166	HJ105	Employee Dev Specialist SEIU	SEIU	EDS	\$88,067.16	\$115,120.44
167	HB105	Employee Dev Specialist TO	ATU	839	\$97,851.73	\$115,119.68
168	EF500	Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
169	000032	Engineer Intern	Non-Rep	081	\$37,440.00	\$37,440.00
170	SF145	Environmental Administrator	AFSCME	AFH	\$122,380.59	\$159,094.65
171	000006	Environmental Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
172	MA150	ERS Foreworker	SEIU	825	\$81,040.13	\$105,934.82

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173	MA155	ERS Technician	SEIU	301	\$73,672.77	\$96,304.42
174	000210	Executive Assistant	Non-Rep	N05	\$92,002.00	\$139,383.00
175	UA195	Expeditor	SEIU	S06	\$66,942.00	\$87,505.92
176	UA100	Expeditor/Clerk	SEIU	031	\$58,514.14	\$76,489.09
177	MC350	Facilities Maint Supv	AFSCME	AFE	\$101,276.35	\$131,658.93
178	000021	Facilities/Utilities Loc Coord	AFSCME	AFF	\$107,371.98	\$139,584.80
179	000182	Fare Inspection Officer	BPOA	035	\$66,135.47	\$79,358.86
180	000278	Fare Programs Administrator	Non-Rep	N09	\$120,596.00	\$182,703.00
181	FC104	Financial Analyst I	AFSCME	AFC	\$85,289.13	\$110,876.44
182	FC105	Financial Analyst II	AFSCME	AFD	\$94,157.36	\$122,404.79
183	MA550	Fire Protection Worker	SEIU	301	\$73,672.77	\$96,304.42
184	MA330	Fire Service Worker	SEIU	301	\$73,672.77	\$96,304.42
185	XF160	General Counsel	BAO	GC	\$307,175.60	\$307,175.60
186	ZF130	General Manager	BAO	GM	\$393,372.24	\$393,372.24
187	VA050	Gov & Community Relations Spec	SEIU	S11	\$85,275.48	\$111,471.24
188	TA313	Graphic Artist	SEIU	S09	\$77,401.68	\$101,178.72
189	MA335	Grounds Foreworker	SEIU	825	\$81,040.13	\$105,934.82
190	MA345	Grounds Worker	SEIU	201	\$62,564.74	\$81,784.14
191	MA346	Grounds Worker/Applicator	SEIU	301	\$73,672.77	\$96,304.42
192	EF113	Grp Mgr AFC Capital Program	Non-Rep	N11	\$138,071.00	\$209,177.00
193	000041	Grp Mgr Capital Projects	Non-Rep	N11	\$138,071.00	\$209,177.00
194	KF300	Grp Mgr Capitol Corridor	Non-Rep	N11	\$138,071.00	\$209,177.00
195	EF223	Grp Mgr Elec Mech Engineering	Non-Rep	N11	\$138,071.00	\$209,177.00
196	EF222	Grp Mgr Engineering	Non-Rep	N11	\$138,071.00	\$209,177.00
197	EF224	Grp Mgr Integration Eng	Non-Rep	N11	\$138,071.00	\$209,177.00
198	OF426	Grp Mgr Operations Liaison	Non-Rep	N11	\$138,071.00	\$209,177.00
199	OF112	Grp Mgr Ops Support & Review	Non-Rep	N11	\$138,071.00	\$209,177.00
200	XF128	Grp Mgr Planning	Non-Rep	N11	\$138,071.00	\$209,177.00
201	000171	Grp Mgr Production Support	Non-Rep	N11	\$138,071.00	\$209,177.00
202	EF121	Grp Mgr Project Controls	Non-Rep	N11	\$138,071.00	\$209,177.00
203	EF107	Grp Mgr Rail Vehicle Cap Prog	Non-Rep	N11	\$138,071.00	\$209,177.00
204	MF807	Grp Mgr Rolling Stock & Shops	Non-Rep	N11	\$138,071.00	\$209,177.00
205	EF124	Grp Mgr Seismic Retrofit Cap	Non-Rep	N11	\$138,071.00	\$209,177.00
206	000279	Grp Mgr Station Planning	Non-Rep	N11	\$138,071.00	\$209,177.00
207	000280	Grp Mgr Strat & Policy Plng	Non-Rep	N11	\$138,071.00	\$209,177.00
208	000088	Grp Mgr Sustainability Program	Non-Rep	N11	\$138,071.00	\$209,177.00
209	EF080	Grp Mgr Systems Engineer	Non-Rep	N11	\$138,071.00	\$209,177.00
210	EF075	Grp Mgr Vehicle Maint Engineer	Non-Rep	N11	\$138,071.00	\$209,177.00
211	000211	HRIS Analyst	Non-Rep	N04	\$85,983.00	\$130,265.00
212	000281	HRIS Specialist	Non-Rep	036	\$67,607.90	\$80,179.84
213	000212	Independent Police Adminstr	Non-Rep	N05	\$92,002.00	\$139,383.00
214	000042	Independent Police Auditor	BAO	IPA	\$209,221.15	\$209,221.15
215	000054	Independent Police Invest	Non-Rep	N08	\$112,707.00	\$170,751.00

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216	SC132	Industrial Hygienist	AFSCME	AFG	\$115,247.06	\$149,821.17
217	IC159	Information Sys Security Offcr	AFSCME	AFF	\$107,371.98	\$139,584.80
218	FF260	Information Systems Auditor	Non-Rep	N05	\$92,002.00	\$139,383.00
219	000207	Inspector General	BAO	IG	\$209,457.95	\$209,457.95
220	OF025	Instructional Design Spec	AFSCME	AFE	\$101,276.35	\$131,658.93
221	FC240	Insurance Analyst	AFSCME	AFF	\$107,371.98	\$139,584.80
222	FA265	Intermediate Account Clerk	SEIU	021	\$52,332.18	\$68,408.08
223	CJ105	Intermediate Clerk SEIU	SEIU	021	\$52,332.18	\$68,408.08
224	FF251	Internal Auditor I	Non-Rep	N02	\$75,101.00	\$113,778.00
225	FF252	Internal Auditor II	Non-Rep	N04	\$85,983.00	\$130,265.00
226	UA105	Inventory Control Analyst	SEIU	S08	\$73,743.72	\$96,396.96
227	UA120	Inventory Control Technician	SEIU	036	\$61,337.54	\$80,179.84
228	MA348	Irrigation/Grounds Worker	SEIU	301	\$73,672.77	\$96,304.42
229	000059	IT Project Manager	AFSCME	AFI	\$130,566.57	\$169,736.29
230	FA275	Jr Accountant	SEIU	S05	\$63,782.16	\$83,375.40
231	IA160	Jr Appl Programmer Analyst	SEIU	S03	\$57,906.72	\$75,695.04
232	000282	Jr Computer Systems Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
233	000306	Jr Elec & Comm Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
234	000305	Jr Electrical Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
235	EF400	Jr Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
236	000304	Jr Mechanical Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
237	000283	Jr Project Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
238	000284	Jr Traction Power Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
239	000285	Jr Train Control Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
240	HF122	Labor Relations Rep I	Non-Rep	N02	\$75,101.00	\$113,778.00
241	HF123	Labor Relations Rep II	Non-Rep	N04	\$85,983.00	\$130,265.00
242	000286	Leave Management Analyst	Non-Rep	N04	\$85,983.00	\$130,265.00
243	000213	Leave Management Specialist	Non-Rep	036	\$67,607.90	\$80,179.84
244	LA115	Legal Administrative Analyst	SEIU	S06	\$66,942.00	\$87,505.92
245	LA100	Legal Administrative Asst	SEIU	S05	\$63,782.16	\$83,375.40
246	LC118	Legal Office Supervisor	AFSCME	AFD	\$94,157.36	\$122,404.79
247	FC282	Liability Risk Analyst	AFSCME	AFF	\$107,371.98	\$139,584.80
248	MA350	Locksmith	SEIU	301	\$73,672.77	\$96,304.42
249	OB108	Lost & Found Clerk	ATU	019	\$65,015.60	\$76,489.09
250	CA110	Mail and Supply Clerk	SEIU	021	\$52,332.18	\$68,408.08
251	000060	Maintenance Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
252	TA215	Maintenance Planner	SEIU	S08	\$73,743.72	\$96,396.96
253	000001	Maintenance Support Admin	AFSCME	AFD	\$94,157.36	\$122,404.79
254	ZF200	Managing Director Cap Corridor*	Non-Rep	N14	\$178,760.00	\$270,821.00
255	VC081	Marketing Rep II	AFSCME	AFE	\$101,276.35	\$131,658.93
256	PE132	Master Police Officer	BPOA	798	\$115,221.39	\$115,221.39
257	UA130	Material Control Analyst	SEIU	S08	\$73,743.72	\$96,396.96
258	UA135	Material Control Sys Analyst	SEIU	S08	\$73,743.72	\$96,396.96

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
259	UA145	Material Coordinator	SEIU	301	\$73,672.77	\$96,304.42
260	UA150	Material Expeditor	SEIU	S08	\$73,743.72	\$96,396.96
261	EF240	Mechanical Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
262	HF151	Media Producer	Non-Rep	N05	\$92,002.00	\$139,383.00
263	000296	Mgr of Absence Mgmt	Non-Rep	N09	\$120,596.00	\$182,703.00
264	000024	Mgr of Access & Accessible Svc	Non-Rep	N09	\$120,596.00	\$182,703.00
265	000023	Mgr of Access Programs	AFSCME	AFH	\$122,380.59	\$159,094.65
266	FC215	Mgr of Accounting	AFSCME	AFI	\$130,566.57	\$169,736.29
267	000081	Mgr of Accreditation	Non-Rep	N08	\$112,707.00	\$170,751.00
268	000188	Mgr of Acquisition Support	AFSCME	AFI	\$130,566.57	\$169,736.29
269	000167	Mgr of Ad Franchise Program	AFSCME	AFI	\$130,566.57	\$169,736.29
270	MC225	Mgr of Auto & Equip Maint	AFSCME	AFH	\$122,380.59	\$159,094.65
271	000299	Mgr of Budget & Admin, Cap Cor	AFSCME	AFI	\$130,566.57	\$169,736.29
272	000215	Mgr of Cap Corr Market/Comm	Non-Rep	N09	\$120,596.00	\$182,703.00
273	FF119	Mgr of Capital Budgets	Non-Rep	N09	\$120,596.00	\$182,703.00
274	FF116	Mgr of Capital Project Control	Non-Rep	N09	\$120,596.00	\$182,703.00
275	000174	Mgr of Capital Project Support	AFSCME	AFI	\$130,566.57	\$169,736.29
276	OF115	Mgr of Central Control	Non-Rep	N10	\$129,038.00	\$195,493.00
277	EF225	Mgr of Civil & Structural Eng	Non-Rep	N09	\$120,596.00	\$182,703.00
278	QF109	Mgr of Community Relations	Non-Rep	N09	\$120,596.00	\$182,703.00
279	000287	Mgr of Comp & Analytics	Non-Rep	N09	\$120,596.00	\$182,703.00
280	EF119	Mgr of Computer Sys Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
281	MF400	Mgr of Construction Services	Non-Rep	N10	\$129,038.00	\$195,493.00
282	UF225	Mgr of Contract Administration	Non-Rep	N09	\$120,596.00	\$182,703.00
283	000170	Mgr of Creative Services	AFSCME	AFI	\$130,566.57	\$169,736.29
284	000009	Mgr of Credit/Debit Fare Prog	AFSCME	AFG	\$115,247.06	\$149,821.17
285	AC400	Mgr of Customer Services	AFSCME	AFH	\$122,380.59	\$159,094.65
286	000071	Mgr of Cyber Security	Non-Rep	N10	\$129,038.00	\$195,493.00
287	TC102	Mgr of Drafting & Configuratio	AFSCME	AFI	\$130,566.57	\$169,736.29
288	000295	Mgr of Drug & Alcohol Programs	Non-Rep	N09	\$120,596.00	\$182,703.00
289	EF120	Mgr of Elect & Comm Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
290	EF233	Mgr of Electrical Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
291	000065	Mgr of Emergency Preparedness	Non-Rep	N08	\$112,707.00	\$170,751.00
292	SC075	Mgr of Employee/Patron Safety	AFSCME	AFI	\$130,566.57	\$169,736.29
293	AF206	Mgr of Energy	Non-Rep	N09	\$120,596.00	\$182,703.00
294	SF111	Mgr of Engineer Safety	Non-Rep	N10	\$129,038.00	\$195,493.00
295	000063	Mgr of Engineering Liaison	Non-Rep	N10	\$129,038.00	\$195,493.00
296	000169	Mgr of Engineering Programs	Non-Rep	N09	\$120,596.00	\$182,703.00
297	SF140	Mgr of Environ Compliance	Non-Rep	N09	\$120,596.00	\$182,703.00
298	000288	Mgr of Equity Programs	Non-Rep	N09	\$120,596.00	\$182,703.00
299	000289	Mgr of Fin Analysis Admin	AFSCME	AFI	\$130,566.57	\$169,736.29
300	FF297	Mgr of Financial Planning	Non-Rep	N09	\$120,596.00	\$182,703.00
301	FF290	Mgr of Fleet & Capacity Plann	Non-Rep	N09	\$120,596.00	\$182,703.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
302	000290	Mgr of Gov't Rel & Leg Affairs	Non-Rep	N09	\$120,596.00	\$182,703.00
303	FF117	Mgr of Grant Dev & Reporting	Non-Rep	N10	\$129,038.00	\$195,493.00
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	\$115,247.06	\$149,821.17
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	\$130,566.57	\$169,736.29
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	AFH	\$122,380.59	\$159,094.65
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	\$130,566.57	\$169,736.29
324	000203	Mgr of Performance Analytics	AFSCME	AFI	\$130,566.57	\$169,736.29
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	\$130,566.57	\$169,736.29
328	TC105	Mgr of Quality Assurance	AFSCME	AFI	\$130,566.57	\$169,736.29
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	\$130,566.57	\$169,736.29
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	000249	Mgr of Sys Capacity Planning	Non-Rep	N09	\$120,596.00	\$182,703.00
340	000248	Mgr of System Integration	Non-Rep	N09	\$120,596.00	\$182,703.00
341	000172	Mgr of Technology Programs	Non-Rep	N09	\$120,596.00	\$182,703.00
342	000008	Mgr of Telecommunications	Non-Rep	N09	\$120,596.00	\$182,703.00
343	FC205	Mgr of Time and Acct Admin	AFSCME	AFI	\$130,566.57	\$169,736.29
344	000250	Mgr of Title VI & Env Justice	Non-Rep	N09	\$120,596.00	\$182,703.00

San Francisco Bay Area Rapid Transit District

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
345	EF236	Mgr of Traction Power Engr	Non-Rep	N10	\$129,038.00	\$195,493.00
346	EF130	Mgr of Train Control Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
347	000251	Mgr of Transit Oriented Dev	Non-Rep	N09	\$120,596.00	\$182,703.00
348	MC805	Mgr of Transit Vehicl Cleaning	AFSCME	AFH	\$122,380.59	\$159,094.65
349	OF170	Mgr of Transportation Ops Supp	Non-Rep	N09	\$120,596.00	\$182,703.00
350	TF237	Mgr of Vehicle Sys Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
351	MF850	Mgr of Warranty Administration	Non-Rep	N08	\$112,707.00	\$170,751.00
352	000252	Mgr of Workforce Dev	Non-Rep	N09	\$120,596.00	\$182,703.00
353	VA125	Multimedia Assistant Producer	SEIU	S11	\$85,275.48	\$111,471.24
354	HF152	Multimedia Producer	Non-Rep	N05	\$92,002.00	\$139,383.00
355	CA115	Office Services Supervisor	SEIU	800	\$68,322.18	\$89,310.21
356	CA111	Office Services Support Clerk	SEIU	021	\$52,332.18	\$68,408.08
357	OB120	Operations Foreworker	ATU	821	\$84,807.42	\$99,773.44
358	OC118	Operations Supervisor Liaison	AFSCME	AFF	\$107,371.98	\$139,584.80
359	OC115	Operations Supv	AFSCME	AFF	\$107,371.98	\$139,584.80
360	HF111	Operations Training Supervisor	AFSCME	AFG	\$115,247.06	\$149,821.17
361	MA547	Overhead Door Worker	SEIU	301	\$73,672.77	\$96,304.42
362	MA360	Painter	SEIU	301	\$73,672.77	\$96,304.42
363	000092	Paralegal	Non-Rep	710	\$80,670.10	\$95,646.51
364	QF135	Planner	AFSCME	AFC	\$85,289.13	\$110,876.44
365	CE175	Police Admin Specialist	BPOA	045	\$69,222.61	\$80,901.81
366	PD111	Police Admin Supervisor	BPMA	CS	\$116,292.00	\$134,940.00
367	PD116	Police CAD/RMS Admin	BPMA	CS	\$116,292.00	\$134,940.00
368	PF110	Police Chief*	Non-Rep	N14	\$178,760.00	\$270,821.00
369	PD115	Police Civilian Supv Admin	BPMA	CS	\$116,292.00	\$134,940.00
370	PD118	Police Civilian Supv Comm	BPMA	CS	\$116,292.00	\$134,940.00
371	PE115	Police Dispatcher	BPOA	048	\$71,957.81	\$87,583.18
372	PD125	Police Lieutenant	BPMA	LT	\$147,984.00	\$169,452.00
373	PE130	Police Officer	BPOA	778	\$75,425.38	\$106,477.90
374	PE129	Police Officer in Academy	BPOA	777	\$66,551.89	\$66,551.89
375	PD135	Police Sergeant	BPMA	SGT	\$119,004.00	\$141,204.00
376	PD138	Police Support Svcs Supv	BPMA	CS	\$116,292.00	\$134,940.00
377	MA535	Power & Mechanical Foreworker	SEIU	824	\$84,517.47	\$110,480.45
378	MA545	Power & Mechanical Worker	SEIU	301	\$73,672.77	\$96,304.42
379	OB130	Power & Support Controller	ATU	831	\$93,288.00	\$109,750.78
380	AC222	Principal Admin Analyst AFSCME	AFSCME	AFG	\$115,247.06	\$149,821.17
381	000045	Principal Architect	Non-Rep	N08	\$112,707.00	\$170,751.00
382	EF256	Principal Civil Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
383	EF090	Principal Computer Systems Eng	Non-Rep	N08	\$112,707.00	\$170,751.00
384	EF262	Principal Construction Engr	Non-Rep	N08	\$112,707.00	\$170,751.00
385	UF230	Principal Contract Specialist	AFSCME	AFG	\$115,247.06	\$149,821.17
386	000067	Principal EGIS Analyst	AFSCME	AFG	\$115,247.06	\$149,821.17
387	000253	Principal Elec Comm Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
388	EF267	Principal Electrical Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
389	EF502	Principal Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
390	FC139	Principal Financial Analyst	AFSCME	AFG	\$115,247.06	\$149,821.17
391	VC055	Principal Gov & Comm Rel Rep	AFSCME	AFG	\$115,247.06	\$149,821.17
392	000192	Principal Grants Analyst	AFSCME	AFG	\$115,247.06	\$149,821.17
393	000254	Principal Integration Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
394	FF301	Principal Internal Auditor	Non-Rep	N07	\$105,333.00	\$159,580.00
395	HF128	Principal Labor Relations Rep	Non-Rep	N07	\$105,333.00	\$159,580.00
396	000205	Principal Landscape Architect	Non-Rep	N08	\$112,707.00	\$170,751.00
397	VC084	Principal Marketing Rep	AFSCME	AFH	\$122,380.59	\$159,094.65
398	EF271	Principal Mechanical Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
399	000298	Principal Ops Safety Spec	AFSCME	AFH	\$122,380.59	\$159,094.65
400	000201	Principal Performance Analyst	AFSCME	AFG	\$115,247.06	\$149,821.17
401	QC112	Principal Planner	AFSCME	AFH	\$122,380.59	\$159,094.65
402	000255	Principal Project Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
403	QC226	Principal Property Devlmt Ofc	AFSCME	AFH	\$122,380.59	\$159,094.65
404	TF256	Principal Reliability Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
405	QC225	Principal Right of Way Officer	AFSCME	AFH	\$122,380.59	\$159,094.65
406	AF234	Principal Rsch Proj Analyst	AFSCME	AFG	\$115,247.06	\$149,821.17
407	SF129	Principal Safety Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
408	EF276	Principal Structural Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
409	EF279	Principal Track Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
410	EF146	Principal Train Control Eng	Non-Rep	N08	\$112,707.00	\$170,751.00
411	TF236	Principal Vehicle Sys Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
412	000184	Procurement Support Mgr	AFSCME	AFI	\$130,566.57	\$169,736.29
413	MF842	Program Logistics Manager	Non-Rep	N09	\$120,596.00	\$182,703.00
414	FA130	Project Control Administrator	SEIU	S08	\$73,743.72	\$96,396.96
415	000256	Project Controls Manager	Non-Rep	N08	\$112,707.00	\$170,751.00
416	000257	Project Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
417	EF250	Project Mgr	Non-Rep	N09	\$120,596.00	\$182,703.00
418	000080	Project Mgr II	Non-Rep	N10	\$129,038.00	\$195,493.00
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
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

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
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	\$130,566.57	\$169,736.29
434	000204	Property Manager	AFSCME	AFH	\$122,380.59	\$159,094.65
435	VC110	Public Information Officer	AFSCME	AFE	\$101,276.35	\$131,658.93
436	VA115	Public Information Rep	SEIU	S11	\$85,275.48	\$111,471.24
437	TA110	Quality Assurance Analyst	SEIU	S08	\$73,743.72	\$96,396.96
438	000066	Quality Assurance Officer	SEIU	S11	\$85,275.48	\$111,471.24
439	000035	Quality Team Leader	SEIU	313	\$77,356.45	\$101,119.62
440	000015	Query & Reports Spec	AFSCME	AFF	\$107,371.98	\$139,584.80
441	KF175	Rail Svs Compl Officer Capitol	AFSCME	AFG	\$115,247.06	\$149,821.17
442	QA205	Real Estate Officer	SEIU	S11	\$85,275.48	\$111,471.24
443	QA100	Real Estate Tech	SEIU	036	\$61,337.54	\$80,179.84
444	IA185	Real Time Programmer Analyst	SEIU	S13	\$93,956.52	\$122,818.92
445	CP105	Receptionist	Non-Rep	036	\$67,607.90	\$80,179.84
446	000217	Recruiter I	Non-Rep	N02	\$75,101.00	\$113,778.00
447	000226	Recruiter II	Non-Rep	N04	\$85,983.00	\$130,265.00
448	000227	Recruiting Specialist	Non-Rep	036	\$67,607.90	\$80,179.84
449	000193	Reliability Analyst	AFSCME	AFE	\$101,276.35	\$131,658.93
450	TF245	Reliability Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
451	CA140	Reprographics Equipment Oper	SEIU	031	\$58,514.14	\$76,489.09
452	EF142	Research & Dev Specialist	AFSCME	AFG	\$115,247.06	\$149,821.17
453	AF233	Research Projects Supv	AFSCME	AFG	\$115,247.06	\$149,821.17
454	PE140	Revenue Protection Guard	BPOA	098	\$70,988.74	\$85,182.24
455	000228	Rolling Stock Acquisitn Admin	Non-Rep	N08	\$112,707.00	\$170,751.00
456	MA810	Rolling Stock Foreworker	SEIU	827	\$86,639.07	\$113,253.92
457	000149	Safety & Training Mgr eBART	AFSCME	AFI	\$130,566.57	\$169,736.29
458	SF120	Safety Specialist	AFSCME	AFD	\$94,157.36	\$122,404.79
459	OB135	Scheduling Analyst	ATU	731	\$97,851.73	\$115,119.68
460	000048	Scheduling Supervisor	AFSCME	AFF	\$107,371.98	\$139,584.80
461	MC725	Sect Mgr Elev/Escalator Maint	AFSCME	AFG	\$115,247.06	\$149,821.17
462	MC724	Sect Mgr Power & Mech Maint	AFSCME	AFG	\$115,247.06	\$149,821.17
463	MC726	Sect Mgr Struct Insp & Maint	AFSCME	AFG	\$115,247.06	\$149,821.17
464	MC721	Sect Mgr Structures Maint	AFSCME	AFG	\$115,247.06	\$149,821.17
465	MC720	Sect Mgr Systems Maint	AFSCME	AFG	\$115,247.06	\$149,821.17
466	MC722	Sect Mgr Track Maint	AFSCME	AFG	\$115,247.06	\$149,821.17
467	000229	Security Access Analyst	Non-Rep	N03	\$80,358.00	\$121,743.00
468	MA225	Shop Machinist	SEIU	301	\$73,672.77	\$96,304.42
469	TA260	Shop Scheduler	SEIU	S10	\$81,242.52	\$106,199.40
470	MA230	Shop Welder	SEIU	301	\$73,672.77	\$96,304.42
471	MC701	Spec Proj Mgr Track & Struct	AFSCME	AFH	\$122,380.59	\$159,094.65
472	000158	Special Projects Mgr AFSCME	AFSCME	AFG	\$115,247.06	\$149,821.17
473	FA288	Sr Account Clerk	SEIU	031	\$58,514.14	\$76,489.09

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2020

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
474	AC220	Sr Admin Analyst AFSCME	AFSCME	AFD	\$94,157.36	\$122,404.79
475	AF220	Sr Admin Analyst NR	Non-Rep	N05	\$92,002.00	\$139,383.00
476	IA190	Sr Appl Programmer Analyst	SEIU	S14	\$98,625.00	\$128,921.64
477	IC142	Sr Applications Analyst	AFSCME	AFH	\$122,380.59	\$159,094.65
478	LF120	Sr Attorney	Non-Rep	N12	\$147,736.00	\$223,819.00
479	000218	Sr Benefits Analyst	Non-Rep	N06	\$98,442.00	\$149,140.00
480	000230	Sr Board Analyst	Non-Rep	N06	\$98,442.00	\$149,140.00
481	FH140	Sr Budget Clerk SEIU	SEIU	031	\$58,514.14	\$76,489.09
482	000176	Sr Buyer	SEIU	S10	\$81,242.52	\$106,199.40
483	000166	Sr CAD Drafter	SEIU	S10	\$81,242.52	\$106,199.40
484	FA290	Sr Cash Handler	SEIU	035	\$57,702.74	\$75,428.50
485	TC222	Sr Central Maint Supv	AFSCME	AFH	\$122,380.59	\$159,094.65
486	EF255	Sr Civil Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
487	000219	Sr Class and Comp Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
488	CB145	Sr Clerk ATU	ATU	031	\$65,015.60	\$76,489.09
489	CG145	Sr Clerk SEIU	SEIU	031	\$58,514.14	\$76,489.09
490	000075	Sr Computer Support Coord	SEIU	S16	\$107,598.36	\$140,651.52
491	EF138	Sr Computer Systems Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
492	EF260	Sr Construction Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
493	000231	Sr EEO Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
494	EF265	Sr Electrical Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
495	EF140	Sr Electronics & Comm Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
496	HF114	Sr Employee Dev Specialist	Non-Rep	N05	\$92,002.00	\$139,383.00
497	FC137	Sr Energy Analyst	AFSCME	AFF	\$107,371.98	\$139,584.80
498	EF501	Sr Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
499	FC138	Sr Financial Analyst AFSCME	AFSCME	AFE	\$101,276.35	\$131,658.93
500	000187	Sr Financial Analyst eBART	AFSCME	EB5	\$101,276.35	\$131,658.93
501	VC051	Sr Gov & Comm Relations Rep	AFSCME	AFE	\$101,276.35	\$131,658.93
502	TA314	Sr Graphic Artist	SEIU	S10	\$81,242.52	\$106,199.40
503	FF253	Sr Internal Auditor	Non-Rep	N05	\$92,002.00	\$139,383.00
504	UC108	Sr Inventory Control Analyst	AFSCME	AFD	\$94,157.36	\$122,404.79
505	000089	Sr Labor Relations Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
506	HF126	Sr Labor Relations Rep	Non-Rep	N06	\$98,442.00	\$149,140.00
507	000232	Sr Leave Mgmt Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
508	AA130	Sr Legal Secretary	SEIU	071	\$59,036.22	\$77,171.74
509	UC190	Sr Logistics Supv	AFSCME	AFF	\$107,371.98	\$139,584.80
510	TA220	Sr Maint Planner	SEIU	S11	\$85,275.48	\$111,471.24
511	000053	Sr Maintenance Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
512	VC082	Sr Marketing Rep	AFSCME	AFF	\$107,371.98	\$139,584.80
513	000029	Sr Marketing Rep PT	AFSCME	AFE	\$101,276.35	\$131,658.93
514	EF270	Sr Mechanical Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
515	000189	Sr Mgr of Asset Management	Non-Rep	N10	\$129,038.00	\$195,493.00
516	000233	Sr Mgr of Contr Labor Complnce	Non-Rep	N10	\$129,038.00	\$195,493.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2020

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
517	000234	Sr Mgr of Econ Oppy Policies	Non-Rep	N10	\$129,038.00	\$195,493.00
518	000179	Sr Mgr of Engineering Programs	Non-Rep	N10	\$129,038.00	\$195,493.00
519	000175	Sr Mgr of Engineering, eBART	Non-Rep	N10	\$129,038.00	\$195,493.00
520	000185	Sr Mgr of Fin Analysis & Admin	Non-Rep	N10	\$129,038.00	\$195,493.00
521	000308	Sr Mgr of M&E Asset Mgmt	Non-Rep	N10	\$129,038.00	\$195,493.00
522	000235	Sr Mgr of Maint Acquisition	Non-Rep	N10	\$129,038.00	\$195,493.00
523	000292	Sr Mgr of Maint Plan Sched	Non-Rep	N10	\$129,038.00	\$195,493.00
524	MF410	Sr Mgr of Maintenance Support	Non-Rep	N10	\$129,038.00	\$195,493.00
525	000177	Sr Mgr of Perf Analytics	Non-Rep	N10	\$129,038.00	\$195,493.00
526	000237	Sr Mgr of Procurement	Non-Rep	N10	\$129,038.00	\$195,493.00
527	000236	Sr Mgr of RS&S Ops Admin	Non-Rep	N10	\$129,038.00	\$195,493.00
528	000238	Sr Mgr of Wkfc Policy Complnce	Non-Rep	N10	\$129,038.00	\$195,493.00
529	CA155	Sr Office Services Supv	SEIU	S09	\$77,401.68	\$101,178.72
530	CA112	Sr Office Svs Support Clerk	SEIU	031	\$58,514.14	\$76,489.09
531	OB145	Sr Operations Foreworker	ATU	831	\$93,288.00	\$109,750.78
532	OC155	Sr Operations Supvr Liaison	AFSCME	AFG	\$115,247.06	\$149,821.17
533	SC135	Sr Ops Safety Spec	AFSCME	AFG	\$115,247.06	\$149,821.17
534	IB190	Sr Ops Suppt Sys Analyst	ATU	742	\$103,803.65	\$122,122.00
535	000191	Sr Performance Analyst	AFSCME	AFF	\$107,371.98	\$139,584.80
536	QC145	Sr Planner	AFSCME	AFF	\$107,371.98	\$139,584.80
537	000105	Sr Police Officer - Adv.	BPOA	792	\$112,962.30	\$112,962.30
538	PE131	Sr Police Officer - Int.	BPOA	788	\$109,672.16	\$109,672.16
539	000052	Sr Production Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
540	000220	Sr Project Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
541	000195	Sr Quality Administrator	AFSCME	AFG	\$115,247.06	\$149,821.17
542	EF238	Sr Quality Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
543	000181	Sr Quality Manager	Non-Rep	N10	\$129,038.00	\$195,493.00
544	QC210	Sr Real Estate Officer	AFSCME	AFF	\$107,371.98	\$139,584.80
545	000239	Sr Recruiter	Non-Rep	N05	\$92,002.00	\$139,383.00
546	TF255	Sr Reliability Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
547	AF232	Sr Research Projects Analyst	AFSCME	AFE	\$101,276.35	\$131,658.93
548	QC224	Sr Right of Way Officer	AFSCME	AFF	\$107,371.98	\$139,584.80
549	000240	Sr Safety Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
550	SC130	Sr Safety Specialist	AFSCME	AFF	\$107,371.98	\$139,584.80
551	000031	Sr Scheduling Analyst ATU	ATU	732	\$107,571.15	\$126,554.48
552	AB135	Sr Secretary ATU	ATU	061	\$65,015.60	\$76,489.09
553	AJ135	Sr Secretary SEIU	SEIU	061	\$54,875.81	\$71,733.17
554	UA160	Sr Storekeeper	SEIU	171	\$68,322.18	\$89,310.21
555	EF275	Sr Structural Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
556	IC200	Sr Systems Programmer	AFSCME	AFE	\$101,276.35	\$131,658.93
557	IA210	Sr Telecommunications Tech	SEIU	S14	\$98,625.00	\$128,921.64
558	FC200	Sr Time & Labor Admin Analyst	AFSCME	AFD	\$94,157.36	\$122,404.79
559	000241	Sr Traction Power Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2020

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
560	EF145	Sr Train Control Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
561	000044	Sr Transp Training Clerk	ATU	036	\$68,152.86	\$80,179.84
562	000194	Sr Transportation Analyst	AFSCME	AFF	\$107,371.98	\$139,584.80
563	CB160	Sr Transportation Clerk	ATU	031	\$65,015.60	\$76,489.09
564	TF232	Sr Transportation Planner	AFSCME	AFF	\$107,371.98	\$139,584.80
565	TF234	Sr Vehicle Systems Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
566	000297	Sr Wkfrce & Policy Compl Anlys	Non-Rep	N05	\$92,002.00	\$139,383.00
567	000242	Sr Workforce Dev Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
568	OB155	Station Agent	ATU	521	\$69,516.30	\$81,783.94
569	OB156	Station Agent PT	ATU	541	\$76,467.87	\$89,962.29
570	UA170	Storekeeper	SEIU	201	\$62,564.74	\$81,784.14
571	000223	Strategic Budget Administrator	AFSCME	AFH	\$122,380.59	\$159,094.65
572	000057	Strategic Prg Mgr, Ext Affairs	Non-Rep	N10	\$129,038.00	\$195,493.00
573	EF280	Structural Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
574	MA615	Structures Equipment Operator	SEIU	301	\$73,672.77	\$96,304.42
575	MA620	Structures Foreworker	SEIU	825	\$81,040.13	\$105,934.82
576	MA638	Structures Inspect Foreworker	SEIU	810	\$84,722.14	\$110,747.94
577	MA637	Structures Inspector	SEIU	311	\$77,020.11	\$100,680.11
578	MA636	Structures Inspector Asst	SEIU	201	\$62,564.74	\$81,784.14
579	MA630	Structures Welder	SEIU	301	\$73,672.77	\$96,304.42
580	MA635	Structures Worker	SEIU	201	\$62,564.74	\$81,784.14
581	000036	Structures Worker PT	SEIU	221	\$68,821.17	\$68,821.17
582	000085	Supt of eBART Operations	Non-Rep	N11	\$138,071.00	\$209,177.00
583	MF535	Supt of Power & Mech Maint	Non-Rep	N11	\$138,071.00	\$209,177.00
584	MF818	Supt of Rolling Stock & Shops	Non-Rep	N11	\$138,071.00	\$209,177.00
585	000087	Supt of Sys eBART	Non-Rep	N11	\$138,071.00	\$209,177.00
586	000164	Supt of System Service	Non-Rep	N11	\$138,071.00	\$209,177.00
587	MF703	Supt of Systems Maintenance	Non-Rep	N11	\$138,071.00	\$209,177.00
588	MF610	Supt of Way & Facilities	Non-Rep	N11	\$138,071.00	\$209,177.00
589	000010	Supv Bus Sys Operations	AFSCME	AFI	\$130,566.57	\$169,736.29
590	HF133	Supv Human Resources Programs	Non-Rep	N08	\$112,707.00	\$170,751.00
591	000301	Supv of Compensation	Non-Rep	N07	\$105,333.00	\$159,580.00
592	000243	Supv of EEO Programs	Non-Rep	N07	\$105,333.00	\$159,580.00
593	000244	Supv of HRIS	Non-Rep	N07	\$105,333.00	\$159,580.00
594	000300	Supv of Leave Mgmt	Non-Rep	N07	\$105,333.00	\$159,580.00
595	000148	Supv of Operations eBART	AFSCME	EB7	\$115,247.06	\$149,821.17
596	000245	Supv of Recruiting	Non-Rep	N07	\$105,333.00	\$159,580.00
597	000221	Supv of Workforce Development	Non-Rep	N07	\$105,333.00	\$159,580.00
598	TF263	Survey Taker	Non-Rep	093	\$77,604.59	\$77,604.59
599	EA315	Survey Tech	SEIU	091	\$64,168.00	\$83,879.74
600	000157	Sys General Custodian eBART	SEIU	401	\$53,242.80	\$69,598.67
601	000152	System Main Signal Comm eBART	SEIU	400	\$73,672.77	\$96,304.42
602	000154	System Main Track Signal eBART	SEIU	400	\$73,672.77	\$96,304.42

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2020

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
603	MA385	System Service Crewleader	SEIU	141	\$54,955.26	\$71,836.96
604	MA390	System Service Foreworker	SEIU	818	\$74,919.31	\$97,933.89
605	MC395	System Service Supv	AFSCME	AFD	\$94,157.36	\$122,404.79
606	MA400	System Service Worker	SEIU	111	\$53,242.80	\$69,598.67
607	MA399	System Service Worker 141	SEIU	141	\$54,955.26	\$71,836.96
608	MA401	System Service Worker PT	SEIU	121	\$58,566.98	\$58,566.98
609	IC198	Systems Programmer	AFSCME	AFF	\$107,371.98	\$139,584.80
610	000007	Tech Maintenance Support Coord	AFSCME	AFE	\$101,276.35	\$131,658.93
611	TA140	Tech Publications Admin	SEIU	S10	\$81,242.52	\$106,199.40
612	TA302	Technical Administrator	SEIU	S11	\$85,275.48	\$111,471.24
613	TA125	Technical Editor	SEIU	S03	\$57,906.72	\$75,695.04
614	IA300	Technical Programmer Analyst	SEIU	S11	\$85,275.48	\$111,471.24
615	000025	Technical Publications Analyst	SEIU	S09	\$77,401.68	\$101,178.72
616	TA301	Technical Resources Admin	SEIU	S13	\$93,956.52	\$122,818.92
617	IA200	Telecommunications Specialist	SEIU	S06	\$66,942.00	\$87,505.92
618	IA205	Telecommunications Technician	SEIU	S09	\$77,401.68	\$101,178.72
619	FA212	Time & Labor Admin Analyst	SEIU	TAD	\$81,424.44	\$106,437.12
620	000068	Time & Labor Admin Analyst ATU	ATU	741	\$90,471.06	\$106,436.72
621	UA180	Tool Room Attendant	SEIU	201	\$62,564.74	\$81,784.14
622	MA640	Track Equipment Operator	SEIU	301	\$73,672.77	\$96,304.42
623	MA645	Track Foreworker	SEIU	825	\$81,040.13	\$105,934.82
624	MA655	Track Welder	SEIU	301	\$73,672.77	\$96,304.42
625	MA660	Track Worker	SEIU	201	\$62,564.74	\$81,784.14
626	000022	Track Worker PT	SEIU	221	\$68,821.17	\$68,821.17
627	MA720	Train Control Electronic Tech	SEIU	301	\$73,672.77	\$96,304.42
628	EF165	Train Control Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
629	MA725	Train Control Foreworker	SEIU	825	\$81,040.13	\$105,934.82
630	OC190	Train Controller	AFSCME	AFI	\$130,566.57	\$169,736.29
631	OB160	Train Operator	ATU	621	\$69,516.30	\$81,783.94
632	OB161	Train Operator PT	ATU	641	\$76,467.87	\$89,962.29
633	CA165	Transit Information Clerk	SEIU	031	\$58,514.14	\$76,489.09
634	CA175	Transit Information Supv	SEIU	S11	\$85,275.48	\$111,471.24
635	CA159	Transit Information Tech	SEIU	036	\$61,337.54	\$80,179.84
636	MA825	Transit Veh Elec Tech	SEIU	301	\$73,672.77	\$96,304.42
637	MA830	Transit Vehicle Mechanic	SEIU	301	\$73,672.77	\$96,304.42
638	000037	Transit Vehicle Mechanic PT	SEIU	314	\$81,039.92	\$81,039.92
639	000033	Transportation Adm Specialist	ATU	031	\$65,015.60	\$76,489.09
640	CB175	Transportation Clerk	ATU	021	\$65,015.60	\$76,489.09
641	OF080	Transportation Operations Mgr	Non-Rep	N09	\$120,596.00	\$182,703.00
642	OC150	Transportation Supervisor	AFSCME	AFG	\$115,247.06	\$149,821.17
643	FC275	Treasury Analyst	AFSCME	AFD	\$94,157.36	\$122,404.79
644	CA180	Trouble Desk Data Specialist	SEIU	036	\$61,337.54	\$80,179.84
645	MA826	TVET Trainee	SEIU	331	\$66,364.27	\$86,750.77

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 Pay Schedule (Noted by Job Title)
 As of January 1, 2020
 ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
646	MA840	Utility Foreworker	SEIU	818	\$74,919.31	\$97,933.89
647	MA835	Utility Worker	SEIU	111	\$53,242.80	\$69,598.67
648	MA836	Utility Worker PT	SEIU	121	\$58,566.98	\$58,566.98
649	TA130	Vehicle Inspector	SEIU	311	\$77,020.11	\$100,680.11
650	MC830	Vehicle Performance Analyst	AFSCME	AFF	\$107,371.98	\$139,584.80
651	TF233	Vehicle Systems Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
652	MA900	Warranty Administrator	SEIU	S11	\$85,275.48	\$111,471.24
653	TA135	Wayside Inspector	SEIU	311	\$77,020.11	\$100,680.11
654	TA311	Web Page Specialist	SEIU	S10	\$81,242.52	\$106,199.40
655	000246	Workforce Dev Specialist	Non-Rep	036	\$67,607.90	\$80,179.84

* 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).