

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2016
Attachment B

| Job Code | Job Title | Bargaining Unit | Grade | Minimum/Annual | Maximum/Annual |
|--|--------------------------------|-----------------|-------|----------------|----------------|
| American Federation of State, County and Municipal Employees (AFSCME) | | | | | |
| QC209 | Access Administrator | AFSCME | F07 | \$81,441.590 | \$126,235.840 |
| QC208 | Access Coordinator | AFSCME | AFE | \$83,721.000 | \$108,837.000 |
| 000070 | Accounting Supervisor | AFSCME | AFG | \$95,270.000 | \$123,851.000 |
| IC140 | Applications Analyst | AFSCME | F05 | \$70,352.880 | \$109,048.550 |
| 000051 | Asset Coordinator | AFSCME | AFF | \$88,760.000 | \$115,389.000 |
| 000019 | Asst Logistics Program Manager | AFSCME | AFG | \$95,270.000 | \$123,851.000 |
| FC230 | Asst Mgr of Revenue Control | AFSCME | AFH | \$101,167.000 | \$131,517.000 |
| MC215 | Auto & Equip Maint Supv | AFSCME | AFE | \$83,721.000 | \$108,837.000 |
| TC220 | Central Maint Supv | AFSCME | AFF | \$88,760.000 | \$115,389.000 |
| IC120 | Data Base Administrator | AFSCME | AFH | \$101,167.000 | \$131,517.000 |
| QC215 | District Real Estate Surveyor | AFSCME | F08 | \$89,789.740 | \$139,175.840 |
| QC216 | District Right of Way Surveyor | AFSCME | AFG | \$95,270.000 | \$123,851.000 |
| FC101 | Energy Analyst | AFSCME | F04 | \$67,003.290 | \$103,856.100 |
| SF145 | Environmental Administrator | AFSCME | AFH | \$101,167.000 | \$131,517.000 |
| 000021 | Fac/Uti Location Coordinator | AFSCME | AFF | \$88,760.000 | \$115,389.000 |
| MC350 | Facilities Maint Supv | AFSCME | AFE | \$83,721.000 | \$108,837.000 |
| FC104 | Financial Analyst I | AFSCME | F02 | \$60,773.000 | \$94,200.370 |
| FC105 | Financial Analyst II | AFSCME | F04 | \$67,003.290 | \$103,856.100 |
| VC048 | Gov & Comm Relations Rep I | AFSCME | F02 | \$60,773.000 | \$94,200.370 |
| VC049 | Gov & Comm Relations Rep II | AFSCME | F04 | \$67,003.290 | \$103,856.100 |
| SC141 | Haz Mat/Env Compl Prog Mgr | AFSCME | F07 | \$81,441.590 | \$126,235.840 |
| SC132 | Industrial Hygienist | AFSCME | AFG | \$95,270.000 | \$123,851.000 |
| IC159 | Info Systems Security Officer | AFSCME | AFF | \$88,760.000 | \$115,389.000 |
| FC240 | Insurance Analyst | AFSCME | AFF | \$88,760.000 | \$115,389.000 |
| 000059 | IT Project Manager | AFSCME | AFI | \$107,934.000 | \$140,314.000 |
| LC118 | Legal Office Supv | AFSCME | AFD | \$77,836.000 | \$101,187.000 |
| FC282 | Liability Risk Analyst | AFSCME | AFE | \$83,721.000 | \$108,837.000 |
| UC185 | Logistics Supv | AFSCME | F03 | \$63,811.760 | \$98,910.230 |
| 000001 | Maint Support Administrator | AFSCME | AFD | \$77,836.000 | \$101,187.000 |
| FC205 | Manager of Time and Labor Adm | AFSCME | AFH | \$101,167.000 | \$131,517.000 |
| VC080 | Marketing Rep I | AFSCME | F02 | \$60,773.000 | \$94,200.370 |
| VC081 | Marketing Rep II | AFSCME | AFE | \$83,721.000 | \$108,837.000 |
| 000030 | Marketing Rep II - Part Time | AFSCME | F03 | \$63,811.760 | \$98,910.230 |
| UC140 | Material Control Systems Supv | AFSCME | F06 | \$77,564.130 | \$120,225.770 |
| 000023 | Mgr of Access Programs | AFSCME | AFH | \$101,167.000 | \$131,517.000 |
| FC215 | Mgr of Accounting | AFSCME | AFI | \$107,934.000 | \$140,314.000 |
| MC160 | Mgr of AFC Maint | AFSCME | F09 | \$94,279.390 | \$146,135.270 |
| MC225 | Mgr of Auto & Equip Maint | AFSCME | AFH | \$101,167.000 | \$131,517.000 |
| 000009 | Mgr of Credit/Debit Fare Progr | AFSCME | AFG | \$95,270.000 | \$123,851.000 |
| AC400 | Mgr of Customer Services | AFSCME | AFH | \$101,167.000 | \$131,517.000 |
| TC102 | Mgr of Drafting & Configuratio | AFSCME | AFI | \$107,934.000 | \$140,314.000 |

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| SC075 | Mgr of Employee/Patron Safety | AFSCME | AFI | \$107,934.000 | \$140,314.000 |
| UC125 | Mgr of Inventory Management | AFSCME | AFG | \$95,270.000 | \$123,851.000 |
| SC105 | Mgr of Operations Safety | AFSCME | AFH | \$101,167.000 | \$131,517.000 |
| QC200 | Mgr of Paratransit Programs | AFSCME | F08 | \$89,789.740 | \$139,175.840 |
| QC205 | Mgr of Parking Programs | AFSCME | F08 | \$89,789.740 | \$139,175.840 |
| TC105 | Mgr of Quality Assurance | AFSCME | F08 | \$89,789.740 | \$139,175.840 |
| AC300 | Mgr of Special Projects | AFSCME | AFI | \$107,934.000 | \$140,314.000 |
| TC110 | Mgr of Tech Res. Publ & Graph | AFSCME | F07 | \$81,441.590 | \$126,235.840 |
| MC200 | Mgr of Track Geometry | AFSCME | F06 | \$77,564.130 | \$120,225.770 |
| MC805 | Mgr of Transit Vehicle Cleanin | AFSCME | AFH | \$101,167.000 | \$131,517.000 |
| OC115 | Operations Supv | AFSCME | AFF | \$88,760.000 | \$115,389.000 |
| OC118 | Operations Supv-Ops Liaison | AFSCME | AFF | \$88,760.000 | \$115,389.000 |
| QC207 | Parking Coordinator | AFSCME | F06 | \$77,564.130 | \$120,225.770 |
| QC206 | Parking Program Administrator | AFSCME | F07 | \$81,441.590 | \$126,235.840 |
| QF135 | Planner | AFSCME | AFC | \$70,505.000 | \$91,657.000 |
| MC550 | Power & Way Controller | AFSCME | F07 | \$81,441.590 | \$126,235.840 |
| AC222 | Principal Admin Analyst - AFSC | AFSCME | AFG | \$95,270.000 | \$123,851.000 |
| 000067 | Principal EGIS Analyst | AFSCME | AFG | \$95,270.000 | \$123,851.000 |
| FC139 | Principal Financial Analyst | AFSCME | AFG | \$95,270.000 | \$123,851.000 |
| VC055 | Principal Gov & Comm Rel Rep. | AFSCME | AFG | \$95,270.000 | \$123,851.000 |
| VC065 | Principal Legislative Analyst | AFSCME | F07 | \$81,441.590 | \$126,235.840 |
| VC084 | Principal Marketing Rep | AFSCME | AFH | \$101,167.000 | \$131,517.000 |
| QC112 | Principal Planner | AFSCME | AFH | \$101,167.000 | \$131,517.000 |
| QC226 | Principal Prop Develop Officer | AFSCME | AFH | \$101,167.000 | \$131,517.000 |
| QC220 | Principal Real Estate Officer | AFSCME | F07 | \$81,441.590 | \$126,235.840 |
| QC225 | Principal Right of Way Officer | AFSCME | AFH | \$101,167.000 | \$131,517.000 |
| UC105 | Procurement Analyst | AFSCME | F03 | \$63,811.760 | \$98,910.230 |
| QC300 | Program Control Admin. Telecom | AFSCME | F08 | \$89,789.740 | \$139,175.840 |
| VC110 | Public Information Officer | AFSCME | AFE | \$83,721.000 | \$108,837.000 |
| UC255 | Purchasing Support Supv | AFSCME | F07 | \$81,441.590 | \$126,235.840 |
| 000015 | Query & Reports Spec | AFSCME | AFF | \$88,760.000 | \$115,389.000 |
| SF120 | Safety Specialist | AFSCME | AFC | \$70,505.000 | \$91,657.000 |
| 000048 | Scheduling Supervisor | AFSCME | AFF | \$88,760.000 | \$115,389.000 |
| MC727 | Sect Mgr AFC Maint | AFSCME | F07 | \$81,441.590 | \$126,235.840 |
| MC725 | Sect Mgr Elev/Escalator Maint | AFSCME | AFG | \$95,270.000 | \$123,851.000 |
| MC724 | Sect Mgr Power & Mech Maint | AFSCME | AFG | \$95,270.000 | \$123,851.000 |
| MC726 | Sect Mgr Struct Insp & Maint | AFSCME | AFG | \$95,270.000 | \$123,851.000 |
| MC721 | Sect Mgr Structures Maint | AFSCME | AFG | \$95,270.000 | \$123,851.000 |
| MC720 | Sect Mgr Systems Maint | AFSCME | AFG | \$95,270.000 | \$123,851.000 |
| MC722 | Sect Mgr Track Maint | AFSCME | AFG | \$95,270.000 | \$123,851.000 |
| MC700 | Spec Proj Mgr. Systems Maint | AFSCME | F07 | \$81,441.590 | \$126,235.840 |
| MC701 | Spec Proj Mgr. Tracks & Struct | AFSCME | AFG | \$95,270.000 | \$123,851.000 |

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| MC100 | Special Projects Coordinator | AFSCME | F05 | \$70,352.880 | \$109,048.550 |
| AC220 | Sr Admin Analyst - AFSCME | AFSCME | AFD | \$77,836.000 | \$101,187.000 |
| IC142 | Sr Applications Analyst | AFSCME | AFH | \$101,167.000 | \$131,517.000 |
| FC135 | Sr Budget Analyst | AFSCME | F04 | \$67,003.290 | \$103,856.100 |
| TC222 | Sr Central Maint Supv | AFSCME | AFH | \$101,167.000 | \$131,517.000 |
| FC137 | Sr Energy Analyst | AFSCME | AFF | \$88,760.000 | \$115,389.000 |
| SC140 | Sr Env Compliance Spec | AFSCME | F06 | \$77,564.130 | \$120,225.770 |
| FC138 | Sr Financial Analyst - AFSCME | AFSCME | AFE | \$83,721.000 | \$108,837.000 |
| VC051 | Sr Gov & Comm Relations Rep | AFSCME | AFE | \$83,721.000 | \$108,837.000 |
| UC108 | Sr Inventory Control Analyst | AFSCME | AFD | \$77,836.000 | \$101,187.000 |
| UC190 | Sr Logistics Supv | AFSCME | AFF | \$88,760.000 | \$115,389.000 |
| VC082 | Sr Marketing Rep | AFSCME | AFF | \$88,760.000 | \$115,389.000 |
| SC135 | Sr Operations Safety Spec | AFSCME | AFG | \$95,270.000 | \$123,851.000 |
| OC155 | Sr Operations Supv-Ops Liaison | AFSCME | AFG | \$95,270.000 | \$123,851.000 |
| QC145 | Sr Planner | AFSCME | AFF | \$88,760.000 | \$115,389.000 |
| QC210 | Sr Real Estate Officer | AFSCME | AFF | \$88,760.000 | \$115,389.000 |
| QC224 | Sr Right of Way Officer | AFSCME | AFF | \$88,760.000 | \$115,389.000 |
| SC130 | Sr Safety Specialist | AFSCME | AFF | \$88,760.000 | \$115,389.000 |
| IC200 | Sr Systems Programmer | AFSCME | AFE | \$83,721.000 | \$108,837.000 |
| FC200 | Sr Time & Labor Admin Analyst | AFSCME | AFD | \$77,836.000 | \$101,187.000 |
| 000029 | Sr. Marketing Rep - PT | AFSCME | AFE | \$83,721.000 | \$108,837.000 |
| 000010 | Supv Business Sys Oper | AFSCME | AFI | \$107,934.000 | \$140,314.000 |
| IC160 | Supv LAN Administration | AFSCME | F08 | \$89,789.740 | \$139,175.840 |
| MC560 | Supv Power & Way Controller | AFSCME | F08 | \$89,789.740 | \$139,175.840 |
| TC120 | Supv Tech Support & Graphics | AFSCME | F06 | \$77,564.130 | \$120,225.770 |
| MC395 | System Service Supv | AFSCME | AFD | \$77,836.000 | \$101,187.000 |
| IC198 | Systems Programmer | AFSCME | AFF | \$88,760.000 | \$115,389.000 |
| TC119 | Tech Documentation Admin | AFSCME | F05 | \$70,352.880 | \$109,048.550 |
| 000007 | Tech Maintenance Support Coord | AFSCME | AFE | \$83,721.000 | \$108,837.000 |
| OC190 | Train Controller | AFSCME | AFI | \$107,934.000 | \$140,314.000 |
| OC150 | Transportation Supervisor | AFSCME | AFG | \$95,270.000 | \$123,851.000 |
| FC275 | Treasury Analyst | AFSCME | AFD | \$77,836.000 | \$101,187.000 |
| MC830 | Vehicle Performance Analyst | AFSCME | F07 | \$81,441.590 | \$126,235.840 |

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| Amalgamated Transit Union (ATU) | | | | | |
| CB190 | Administrative Technician- ATU | ATU | 036 | \$59,166.430 | \$69,607.620 |
| FB141 | Budget Clerk - ATU | ATU | 031 | \$56,436.020 | \$66,395.470 |
| OB100 | Communications Specialist | ATU | 831 | \$80,982.930 | \$95,274.190 |
| HB105 | Employee Dev Specialist - ATU | ATU | 839 | \$85,011.060 | \$100,013.060 |
| OB108 | Lost & Found Clerk | ATU | 019 | \$56,436.020 | \$66,395.470 |
| OB120 | Operations Foreworker | ATU | 821 | \$73,659.460 | \$86,658.420 |
| OB130 | Power & Support Controller | ATU | 831 | \$80,982.930 | \$95,274.190 |
| OB135 | Scheduling Analyst | ATU | 731 | \$85,011.060 | \$100,013.060 |
| CB145 | Sr Clerk - ATU | ATU | 031 | \$56,436.020 | \$66,395.470 |
| OB145 | Sr Operations Foreworker | ATU | 831 | \$80,982.930 | \$95,274.190 |
| IB190 | Sr Operations Supp Syst Anlyst | ATU | 742 | \$90,190.670 | \$106,106.830 |
| AB135 | Sr Secretary - ATU | ATU | 061 | \$56,436.020 | \$66,395.470 |
| CB160 | Sr Transportation Clerk | ATU | 031 | \$56,436.020 | \$66,395.470 |
| 000031 | Sr. Scheduling Analyst - ATU | ATU | 732 | \$93,469.580 | \$109,964.400 |
| 000044 | Sr. Transp Training Clerk | ATU | 036 | \$59,166.430 | \$69,607.620 |
| OB155 | Station Agent | ATU | 521 | \$60,352.450 | \$71,003.090 |
| OB156 | Station Agent - PT | ATU | 541 | \$66,387.780 | \$78,103.380 |
| 000068 | Time & Labor Admin Analyst-ATU | ATU | 741 | \$78,588.430 | \$92,457.040 |
| OB160 | Train Operator | ATU | 621 | \$60,352.450 | \$71,003.090 |
| OB161 | Train Operator - PT | ATU | 641 | \$66,387.780 | \$78,103.380 |
| 000033 | Transportation Adm Specialist | ATU | 031 | \$56,436.020 | \$66,395.470 |
| CB175 | Transportation Clerk | ATU | 021 | \$56,436.020 | \$66,395.470 |

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|---|------------------------------|-----------------|-------|----------------|----------------|
| BART Police Managers' Association (BPMA) | | | | | |
| PD111 | Police Admin Supervisor | BPMA | CS | \$104,100.000 | \$120,804.000 |
| PD116 | Police CAD/RMS Administrator | BPMA | CS | \$104,100.000 | \$120,804.000 |
| PD115 | Police Civilian Supv. Admin | BPMA | CS | \$104,100.000 | \$120,804.000 |
| PD118 | Police Civilian Supv. Comm | BPMA | CS | \$104,100.000 | \$120,804.000 |
| PD125 | Police Lieutenant | BPMA | LT | \$125,532.000 | \$143,772.000 |
| PD135 | Police Sergeant | BPMA | SGT | \$102,444.000 | \$121,560.000 |
| PD138 | Police Support Services Supv | BPMA | CS | \$104,100.000 | \$120,804.000 |

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|---|----------------------------|-----------------|-------|----------------|----------------|
| BART Police Officers' Association (BPOA) | | | | | |
| PE076 | Community Services Officer | BPOA | 027 | \$49,734.260 | \$61,085.440 |
| PE132 | Master Police Officer | BPOA | 798 | \$96,242.220 | \$96,242.220 |
| CE175 | Police Admin Specialist | BPOA | 045 | \$61,979.010 | \$72,436.000 |
| CE125 | Police Clerk | BPOA | 028 | \$47,264.260 | \$54,949.650 |
| PE115 | Police Dispatcher | BPOA | 048 | \$64,428.210 | \$78,418.290 |
| PE130 | Police Officer | BPOA | 778 | \$56,292.910 | \$90,064.000 |
| PE129 | Police Officer in Academy | BPOA | 778 | \$56,292.910 | \$90,064.000 |
| PE140 | Revenue Protection Guard | BPOA | 098 | \$60,045.230 | \$72,050.990 |
| PE131 | Sr Police Officer | BPOA | 788 | \$92,087.420 | \$94,355.040 |

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| Non-Represented Employees and Board Appointed Officers | | | | | |
| OF050 | ACTO. Central Control | NRep | N11 | \$116,749.400 | \$180,964.530 |
| OF075 | ACTO. Service Delivery | NRep | N11 | \$116,749.400 | \$180,964.530 |
| AF200 | Administrative Analyst - NR | NRep | N04 | \$75,258.090 | \$116,651.170 |
| AF101 | Administrative Secretary - NR | NRep | 071 | \$56,479.280 | \$66,989.730 |
| CF190 | Administrative Technician - NR | NRep | 036 | \$58,666.610 | \$69,607.620 |
| 000046 | Architect | NRep | N05 | \$79,020.350 | \$122,483.330 |
| LF100 | Associate General Counsel | NRep | N13 | \$135,152.380 | \$209,488.560 |
| AF100 | Asst Admin Analyst - NR | NRep | N01 | \$61,913.290 | \$95,967.650 |
| 000086 | Asst Chief Maint & Eng Officer | NRep | N12 | \$122,588.660 | \$190,013.370 |
| 000082 | Asst Chief Mechanical Officer | NRep | N12 | \$122,588.660 | \$190,013.370 |
| 000083 | Asst Chief, Employee Relations | NRep | N10 | \$111,189.470 | \$172,345.320 |
| 000093 | Asst Chief, Human Resources | NRep | N10 | \$111,189.470 | \$172,345.320 |
| FF225 | Asst Controller | NRep | N13 | \$135,152.380 | \$209,488.560 |
| AF105 | Asst District Secretary | NRep | N08 | \$100,851.840 | \$156,322.310 |
| ZF050 | Asst General Mgr. Admin* | NRep | N14 | \$156,452.480 | \$242,505.030 |
| ZF105 | Asst General Mgr. Operations* | NRep | N14 | \$156,452.480 | \$242,505.030 |
| XF213 | Asst GM, Admin & Budget* | NRep | N14 | \$156,452.480 | \$242,505.030 |
| 000076 | Asst GM, Employee Relations* | NRep | N14 | \$156,452.480 | \$242,505.030 |
| ZF117 | Asst GM, External Affairs* | NRep | N14 | \$156,452.480 | \$242,505.030 |
| ZF118 | Asst GM, Planning & Developmnt* | NRep | N14 | \$156,452.480 | \$242,505.030 |
| MF822 | Asst Rolling Stock Maint Super | NRep | N09 | \$105,894.610 | \$164,139.130 |
| 000090 | Asst Super Vehicle Maint eBART | NRep | N09 | \$105,894.610 | \$164,139.130 |
| MF830 | Asst Super. Systems Maint | NRep | N10 | \$111,189.470 | \$172,345.320 |
| 000020 | Asst Super. Way & Facilities | NRep | N10 | \$111,189.470 | \$172,345.320 |
| FF230 | Asst Treasurer | NRep | N13 | \$135,152.380 | \$209,488.560 |
| 000091 | Asst. Super Operations eBART | NRep | N09 | \$105,894.610 | \$164,139.130 |
| 000061 | Asst. Supt. Power & Mech. Main | NRep | N10 | \$111,189.470 | \$172,345.320 |
| 000058 | Attendance Program Coordinator | NRep | N06 | \$87,120.030 | \$135,037.580 |
| LF105 | Attorney I | NRep | N06 | \$87,120.030 | \$135,037.580 |
| LF110 | Attorney II | NRep | N09 | \$105,894.610 | \$164,139.130 |
| LF115 | Attorney III | NRep | N10 | \$111,189.470 | \$172,345.320 |
| CA116 | Benefits Assistant I - PT | NRep | 020 | \$55,044.910 | \$65,250.020 |
| CA113 | Benefits Asst I | NRep | 021 | \$50,085.980 | \$59,363.410 |
| CA114 | Benefits Asst II | NRep | 031 | \$55,976.340 | \$66,395.470 |
| TF275 | Central Veh Trouble Desk Super | NRep | N11 | \$116,749.400 | \$180,964.530 |
| 000084 | Chief Employee Relations Offcr | NRep | N12 | \$122,588.660 | \$190,013.370 |
| EF050 | Chief Engineer | NRep | N13 | \$135,152.380 | \$209,488.560 |
| XF125 | Chief Information Officer* | NRep | N14 | \$156,452.480 | \$242,505.030 |
| MF805 | Chief Mechanical Officer | NRep | N13 | \$135,152.380 | \$209,488.560 |
| SF200 | Chief Safety Officer | NRep | N12 | \$122,588.660 | \$190,013.370 |
| 000050 | Chief Transit Sys Dev Officer | NRep | N13 | \$135,152.380 | \$209,488.560 |

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| XF100 | Chief Transportation Officer | NRep | N13 | \$135,152.380 | \$209,488.560 |
| EF200 | Civil Engineer | NRep | N05 | \$79,020.350 | \$122,483.330 |
| HF230 | Civil Rights Officer I | NRep | N02 | \$68,260.230 | \$105,805.860 |
| HF231 | Civil Rights Officer II | NRep | N04 | \$75,258.090 | \$116,651.170 |
| HF205 | Civil Rights Tech | NRep | 036 | \$58,666.610 | \$69,607.620 |
| CF100 | Clerk - NR/PT | NRep | 010 | \$48,137.020 | \$56,920.450 |
| VF101 | Communications Officer | NRep | N09 | \$105,894.610 | \$164,139.130 |
| 000074 | Community Outreach Specialist | NRep | N08 | \$100,851.840 | \$156,322.310 |
| EF102 | Computer Systems Engineer | NRep | N05 | \$79,020.350 | \$122,483.330 |
| EF205 | Construction Engineer | NRep | N05 | \$79,020.350 | \$122,483.330 |
| UF221 | Contract Specialist I | NRep | N02 | \$68,260.230 | \$105,805.860 |
| UF222 | Contract Specialist II | NRep | N03 | \$71,673.370 | \$111,095.970 |
| UF223 | Contract Specialist III | NRep | N05 | \$79,020.350 | \$122,483.330 |
| XF105 | Controller-Treasurer | NRep | CT | \$233,098.845 | \$233,098.845 |
| 000071 | Cyber Security Architect | NRep | N08 | \$100,851.840 | \$156,322.310 |
| 000072 | Cyber Security Engineer | NRep | N07 | \$91,475.200 | \$141,788.100 |
| FF090 | Dept Manager, Financial Svcs | NRep | N12 | \$122,588.660 | \$190,013.370 |
| XF142 | Dept Mgr Communication | NRep | N12 | \$122,588.660 | \$190,013.370 |
| QF101 | Dept Mgr Customer Access | NRep | N11 | \$116,749.400 | \$180,964.530 |
| XF117 | Dept Mgr Customer Service | NRep | N11 | \$116,749.400 | \$180,964.530 |
| XF123 | Dept Mgr Gov't & Comm Rel | NRep | N11 | \$116,749.400 | \$180,964.530 |
| XF120 | Dept Mgr Human Resources | NRep | N12 | \$122,588.660 | \$190,013.370 |
| XF126 | Dept Mgr Internal Audit | NRep | N12 | \$122,588.660 | \$190,013.370 |
| 000004 | Dept Mgr Labor Relations | NRep | N12 | \$122,588.660 | \$190,013.370 |
| XF132 | Dept Mgr Marketing & Research | NRep | N12 | \$122,588.660 | \$190,013.370 |
| XF115 | Dept Mgr Office of Civil Right | NRep | N12 | \$122,588.660 | \$190,013.370 |
| FF095 | Dept Mgr Operating Budgets | NRep | N12 | \$122,588.660 | \$190,013.370 |
| XF133 | Dept Mgr Operations Liaisons | NRep | N12 | \$122,588.660 | \$190,013.370 |
| XF040 | Dept Mgr Operations Planning | NRep | N12 | \$122,588.660 | \$190,013.370 |
| XF065 | Dept Mgr Ops Training & Dev | NRep | N13 | \$135,152.380 | \$209,488.560 |
| XF103 | Dept Mgr Perf & Learning | NRep | N12 | \$122,588.660 | \$190,013.370 |
| XF128 | Dept Mgr Planning | NRep | N12 | \$122,588.660 | \$190,013.370 |
| XF135 | Dept Mgr Procurement | NRep | N12 | \$122,588.660 | \$190,013.370 |
| 000027 | Dept Mgr Property Development | NRep | N12 | \$122,588.660 | \$190,013.370 |
| EF111 | Dept Mgr Rail Veh Capital Prog | NRep | N12 | \$122,588.660 | \$190,013.370 |
| XF106 | Dept Mgr Risk Management | NRep | N10 | \$111,189.470 | \$172,345.320 |
| AF115 | Deputy Asst District Secretary | NRep | N07 | \$91,475.200 | \$141,788.100 |
| ZF111 | Deputy Executive Manager | NRep | N13 | \$135,152.380 | \$209,488.560 |
| ZF110 | Deputy General Mgr* | NRep | N14 | \$156,452.480 | \$242,505.030 |
| 000028 | Deputy Managing Dir., Cap Corr | NRep | N12 | \$122,588.660 | \$190,013.370 |
| 000043 | Deputy Police Chief | NRep | N13 | \$135,152.380 | \$209,488.560 |
| EF060 | District Architect | NRep | N11 | \$116,749.400 | \$180,964.530 |

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2016
Attachment B

| Job Code | Job Title | Bargaining Unit | Grade | Minimum/Annual | Maximum/Annual |
|----------|--------------------------------|-----------------|-------|----------------|----------------|
| XF150 | District Secretary | NRep | DS | \$183,517.169 | \$183,517.169 |
| MF410 | Division Mgr. Maint Support | NRep | N10 | \$111,189.470 | \$172,345.320 |
| HF108 | Drug Testing Coordinator | NRep | N04 | \$75,258.090 | \$116,651.170 |
| EF215 | Electrical Engineer | NRep | N05 | \$79,020.350 | \$122,483.330 |
| EF110 | Electronics & Comm Engineer | NRep | N05 | \$79,020.350 | \$122,483.330 |
| VF100 | Employee Communication Manager | NRep | N08 | \$100,851.840 | \$156,322.310 |
| HF107 | Employee Services Rep | NRep | N03 | \$71,673.370 | \$111,095.970 |
| EF500 | Engineer | NRep | N05 | \$79,020.350 | \$122,483.330 |
| 000026 | Engineer (Mechanical Focus) | NRep | N05 | \$79,020.350 | \$122,483.330 |
| 000032 | Engineer Intern | NRep | 081 | \$37,440.000 | \$37,440.000 |
| 000073 | Enterprise Security Suppt Spec | NRep | N07 | \$91,475.200 | \$141,788.100 |
| 000006 | Environmental Engineer | NRep | N05 | \$79,020.350 | \$122,483.330 |
| ZF114 | Exec Mgr Transit System Compl* | NRep | N14 | \$156,452.480 | \$242,505.030 |
| ZF116 | Exec Mgr West Bay Ext* | NRep | N14 | \$156,452.480 | \$242,505.030 |
| AF146 | Executive Staff Asst | NRep | N03 | \$71,673.370 | \$111,095.970 |
| XF160 | General Counsel | NRep | GC | \$264,668.896 | \$264,668.896 |
| ZF130 | General Mgr | NRep | GM | \$347,819.491 | \$347,819.491 |
| 000017 | Group Manager | NRep | N10 | \$111,189.470 | \$172,345.320 |
| 000041 | Group Mgr, Capital Projects | NRep | N12 | \$122,588.660 | \$190,013.370 |
| EF113 | Grp Mgr AFC Capital Program | NRep | N12 | \$122,588.660 | \$190,013.370 |
| EF122 | Grp Mgr Capital Program | NRep | N12 | \$122,588.660 | \$190,013.370 |
| KF300 | Grp Mgr Capitol Corridor | NRep | N12 | \$122,588.660 | \$190,013.370 |
| EF223 | Grp Mgr Elec & Mech Engr. | NRep | N12 | \$122,588.660 | \$190,013.370 |
| EF222 | Grp Mgr Engineer | NRep | N12 | \$122,588.660 | \$190,013.370 |
| EF224 | Grp Mgr Engineering Liaison | NRep | N11 | \$116,749.400 | \$180,964.530 |
| OF426 | Grp Mgr Operations Liaison | NRep | N11 | \$116,749.400 | \$180,964.530 |
| OF112 | Grp Mgr Ops Support & Review | NRep | N11 | \$116,749.400 | \$180,964.530 |
| EF121 | Grp Mgr Project Controls | NRep | N12 | \$122,588.660 | \$190,013.370 |
| EF107 | Grp Mgr Rail Vehicle Cap Prog | NRep | N12 | \$122,588.660 | \$190,013.370 |
| MF807 | Grp Mgr Rolling Stock & Shops | NRep | N12 | \$122,588.660 | \$190,013.370 |
| EF124 | Grp Mgr Seismic Retrofit Cap | NRep | N12 | \$122,588.660 | \$190,013.370 |
| EF114 | Grp Mgr Shops & Struct Capital | NRep | N12 | \$122,588.660 | \$190,013.370 |
| EF109 | Grp Mgr Stations Capital Prog | NRep | N12 | \$122,588.660 | \$190,013.370 |
| 000088 | Grp Mgr Sustainability Program | NRep | N12 | \$122,588.660 | \$190,013.370 |
| EF108 | Grp Mgr Systems Capital Prog | NRep | N12 | \$122,588.660 | \$190,013.370 |
| EF080 | Grp Mgr Systems Engineer | NRep | N12 | \$122,588.660 | \$190,013.370 |
| 000056 | Grp Mgr Tech Support Srvc | NRep | N11 | \$116,749.400 | \$180,964.530 |
| EF075 | Grp Mgr Vehicle Maint Engineer | NRep | N12 | \$122,588.660 | \$190,013.370 |
| EF106 | Grp Mgr Warm Springs Ext | NRep | N12 | \$122,588.660 | \$190,013.370 |
| HF116 | HR Administrative Asst | NRep | 036 | \$58,666.610 | \$69,607.620 |
| HF144 | HR Info Systems Analyst | NRep | N06 | \$87,120.030 | \$135,037.580 |
| HF090 | HR Receptionist | NRep | 021 | \$50,085.980 | \$59,363.410 |

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
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Attachment B

| Job Code | Job Title | Bargaining Unit | Grade | Minimum/Annual | Maximum/Annual |
|----------|---------------------------------|-----------------|-------|----------------|----------------|
| 000062 | Human Resources Program Mngr | NRep | N09 | \$105,894.610 | \$164,139.130 |
| 000054 | Independent Pol Investigator | NRep | N08 | \$100,851.840 | \$156,322.310 |
| 000042 | Independent Police Auditor | NRep | IPA | \$175,540.150 | \$175,540.150 |
| IF129 | Information Systems Analyst I | NRep | N02 | \$68,260.230 | \$105,805.860 |
| IF130 | Information Systems Analyst II | NRep | N06 | \$87,120.030 | \$135,037.580 |
| FF260 | Information Systems Auditor | NRep | N05 | \$79,020.350 | \$122,483.330 |
| OF025 | Instructional Design Spec | NRep | N05 | \$79,020.350 | \$122,483.330 |
| CF105 | Intermediate Clerk - NR | NRep | 021 | \$50,085.980 | \$59,363.410 |
| CP105 | Intermediate Clerk - NR / PT | NRep | 020 | \$55,044.910 | \$65,250.020 |
| FF251 | Internal Auditor I | NRep | N02 | \$68,260.230 | \$105,805.860 |
| FF252 | Internal Auditor II | NRep | N04 | \$75,258.090 | \$116,651.170 |
| CF200 | Investment Plans Asst I | NRep | 021 | \$50,085.980 | \$59,363.410 |
| CF201 | Investment Plans Asst II | NRep | 031 | \$55,976.340 | \$66,395.470 |
| CF202 | Investment Plans Tech | NRep | 036 | \$58,666.610 | \$69,607.620 |
| EF400 | Junior Engineer | NRep | N03 | \$71,673.370 | \$111,095.970 |
| HF122 | Labor Relations Rep I | NRep | N02 | \$68,260.230 | \$105,805.860 |
| HF123 | Labor Relations Rep II | NRep | N04 | \$75,258.090 | \$116,651.170 |
| 000011 | Legislative Officer | NRep | N08 | \$100,851.840 | \$156,322.310 |
| 000060 | Maintenance Engineer | NRep | N05 | \$79,020.350 | \$122,483.330 |
| 000077 | Manager of Special Projects | NRep | N08 | \$100,851.840 | \$156,322.310 |
| 000063 | Manager, Engineering Liaison | NRep | N10 | \$111,189.470 | \$172,345.320 |
| ZF200 | Managing Director, Capitol Cor* | NRep | N14 | \$156,452.480 | \$242,505.030 |
| KF100 | Mech Officer Capital Corridor | NRep | N10 | \$111,189.470 | \$172,345.320 |
| EF240 | Mechanical Engineer | NRep | N05 | \$79,020.350 | \$122,483.330 |
| HF151 | Media Producer | NRep | N05 | \$79,020.350 | \$122,483.330 |
| 000024 | Mgr of Access/Accessibility | NRep | N09 | \$105,894.610 | \$164,139.130 |
| 000081 | Mgr of Accred Police Svcs | NRep | N10 | \$111,189.470 | \$172,345.320 |
| FF119 | Mgr of Capital Budgets | NRep | N09 | \$105,894.610 | \$164,139.130 |
| FF116 | Mgr of Capital Project Control | NRep | N09 | \$105,894.610 | \$164,139.130 |
| OF115 | Mgr of Central Control | NRep | N09 | \$105,894.610 | \$164,139.130 |
| OF120 | Mgr of Central Support | NRep | N08 | \$100,851.840 | \$156,322.310 |
| EF225 | Mgr of Civil & Structural Eng | NRep | N10 | \$111,189.470 | \$172,345.320 |
| HF225 | Mgr of Civil Rights Programs | NRep | N09 | \$105,894.610 | \$164,139.130 |
| 000008 | Mgr of Communications | NRep | N09 | \$105,894.610 | \$164,139.130 |
| QF109 | Mgr of Community Relations | NRep | N09 | \$105,894.610 | \$164,139.130 |
| EF119 | Mgr of Computer Sys Engineer | NRep | N10 | \$111,189.470 | \$172,345.320 |
| MF400 | Mgr of Construction Services | NRep | N10 | \$111,189.470 | \$172,345.320 |
| UF225 | Mgr of Contract Administration | NRep | N09 | \$105,894.610 | \$164,139.130 |
| FF121 | Mgr of Control & Scheduling | NRep | N09 | \$105,894.610 | \$164,139.130 |
| HF170 | Mgr of EEO Training | NRep | N09 | \$105,894.610 | \$164,139.130 |
| EF120 | Mgr of Elect & Comm Engineer | NRep | N10 | \$111,189.470 | \$172,345.320 |
| EF235 | Mgr of Elect & Mech Eng | NRep | N10 | \$111,189.470 | \$172,345.320 |

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
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Attachment B

| Job Code | Job Title | Bargaining Unit | Grade | Minimum/Annual | Maximum/Annual |
|----------|--------------------------------|-----------------|-------|----------------|----------------|
| EF233 | Mgr of Electrical Engr. | NRep | N10 | \$111,189.470 | \$172,345.320 |
| 000065 | Mgr of Emerg Preparedness | NRep | N08 | \$100,851.840 | \$156,322.310 |
| HF104 | Mgr of Employee Services | NRep | N08 | \$100,851.840 | \$156,322.310 |
| SF111 | Mgr of Engineer Safety | NRep | N08 | \$100,851.840 | \$156,322.310 |
| 000014 | Mgr of Enterprise Perf. Mgmt. | NRep | N09 | \$105,894.610 | \$164,139.130 |
| SF140 | Mgr of Env Compliance | NRep | N09 | \$105,894.610 | \$164,139.130 |
| FF297 | Mgr of Financial Planning | NRep | N09 | \$105,894.610 | \$164,139.130 |
| FF290 | Mgr of Fleet and Capacity Plng | NRep | N09 | \$105,894.610 | \$164,139.130 |
| FF117 | Mgr of Grant Dev & Reporting | NRep | N09 | \$105,894.610 | \$164,139.130 |
| IF177 | Mgr of Information Systems | NRep | N10 | \$111,189.470 | \$172,345.320 |
| FF285 | Mgr of Internal Audit | NRep | N09 | \$105,894.610 | \$164,139.130 |
| QF110 | Mgr of Joint Development | NRep | N10 | \$111,189.470 | \$172,345.320 |
| QF107 | Mgr of Local Govt & Com Rel | NRep | N09 | \$105,894.610 | \$164,139.130 |
| UF130 | Mgr of Logistics | NRep | N09 | \$105,894.610 | \$164,139.130 |
| 000055 | Mgr of Maint & Eng Tech Trng | NRep | N09 | \$105,894.610 | \$164,139.130 |
| MF405 | Mgr of Maint Administration | NRep | N08 | \$100,851.840 | \$156,322.310 |
| TF241 | Mgr of Maint Engineer | NRep | N10 | \$111,189.470 | \$172,345.320 |
| AF206 | Mgr of Management Analysis | NRep | N09 | \$105,894.610 | \$164,139.130 |
| KF200 | Mgr of Marketing, Capitol Corr | NRep | N08 | \$100,851.840 | \$156,322.310 |
| EF234 | Mgr of Mechanical Engr. | NRep | N10 | \$111,189.470 | \$172,345.320 |
| FF125 | Mgr of Operating Budgets | NRep | N09 | \$105,894.610 | \$164,139.130 |
| OF425 | Mgr of Operations Liaison | NRep | N09 | \$105,894.610 | \$164,139.130 |
| HF135 | Mgr of Personnel Services | NRep | N09 | \$105,894.610 | \$164,139.130 |
| QF115 | Mgr of Planning | NRep | N09 | \$105,894.610 | \$164,139.130 |
| QF111 | Mgr of Property Development | NRep | N10 | \$111,189.470 | \$172,345.320 |
| UF215 | Mgr of Purchasing | NRep | N09 | \$105,894.610 | \$164,139.130 |
| 000005 | Mgr of Real Estate Services | NRep | N09 | \$105,894.610 | \$164,139.130 |
| TF230 | Mgr of Reliability Engineer | NRep | N10 | \$111,189.470 | \$172,345.320 |
| EF159 | Mgr of Research & Development | NRep | N10 | \$111,189.470 | \$172,345.320 |
| FF295 | Mgr of Revenue Control | NRep | N11 | \$116,749.400 | \$180,964.530 |
| QF197 | Mgr of Right of Way Services | NRep | N09 | \$105,894.610 | \$164,139.130 |
| OF111 | Mgr of Schedules & Services | NRep | N09 | \$105,894.610 | \$164,139.130 |
| SF100 | Mgr of Security Programs | NRep | N13 | \$135,152.380 | \$209,488.560 |
| OF140 | Mgr of Station Ops Support | NRep | N08 | \$100,851.840 | \$156,322.310 |
| MF840 | Mgr of Strategic Maint Progr | NRep | N11 | \$116,749.400 | \$180,964.530 |
| EF118 | Mgr of Systems Config Control | NRep | N10 | \$111,189.470 | \$172,345.320 |
| MF420 | Mgr of Telecom Revenue Const | NRep | N10 | \$111,189.470 | \$172,345.320 |
| MF421 | Mgr of Telecom Revenue Prog | NRep | N10 | \$111,189.470 | \$172,345.320 |
| IF190 | Mgr of Telecommunications | NRep | N09 | \$105,894.610 | \$164,139.130 |
| EF236 | Mgr of Traction Power Engr. | NRep | N10 | \$111,189.470 | \$172,345.320 |
| EF130 | Mgr of Train Control Engineer | NRep | N10 | \$111,189.470 | \$172,345.320 |
| OF160 | Mgr of Train Ops Support | NRep | N09 | \$105,894.610 | \$164,139.130 |

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Pay Schedule (Noted by Bargaining Unit)
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Attachment B

| Job Code | Job Title | Bargaining Unit | Grade | Minimum/Annual | Maximum/Annual |
|----------|--------------------------------|-----------------|-------|----------------|----------------|
| OF170 | Mgr of Transp Ops Suppt | NRep | N09 | \$105,894.610 | \$164,139.130 |
| FC278 | Mgr of Treasury Operations | NRep | N11 | \$116,749.400 | \$180,964.530 |
| TF237 | Mgr of Vehicle Sys Engineer | NRep | N10 | \$111,189.470 | \$172,345.320 |
| MF850 | Mgr of Warranty Administration | NRep | N09 | \$105,894.610 | \$164,139.130 |
| HF152 | Multimedia Producer | NRep | N05 | \$79,020.350 | \$122,483.330 |
| HF111 | Operations Training Supv | NRep | N06 | \$87,120.030 | \$135,037.580 |
| HF165 | Outreach Recruiter | NRep | N05 | \$79,020.350 | \$122,483.330 |
| 000092 | Paralegal | NRep | 710 | \$70,034.220 | \$83,067.090 |
| QF102 | Parking Division Mgr | NRep | N09 | \$105,894.610 | \$164,139.130 |
| HF146 | Personnel Analyst I | NRep | N02 | \$68,260.230 | \$105,805.860 |
| HF147 | Personnel Analyst II | NRep | N04 | \$75,258.090 | \$116,651.170 |
| PF110 | Police Chief* | NRep | N14 | \$156,452.480 | \$242,505.030 |
| 000038 | Police Consultant | NRep | N14 | \$156,452.480 | \$242,505.030 |
| AF222 | Principal Admin Analyst - NR | NRep | N07 | \$91,475.200 | \$141,788.100 |
| 000045 | Principal Architect | NRep | N08 | \$100,851.840 | \$156,322.310 |
| EF256 | Principal Civil Engineer | NRep | N08 | \$100,851.840 | \$156,322.310 |
| EF090 | Principal Computer Sys Eng | NRep | N08 | \$100,851.840 | \$156,322.310 |
| EF262 | Principal Construction Eng | NRep | N08 | \$100,851.840 | \$156,322.310 |
| UF230 | Principal Contract Specialist | NRep | N07 | \$91,475.200 | \$141,788.100 |
| EF267 | Principal Electrical Engineer | NRep | N08 | \$100,851.840 | \$156,322.310 |
| EF502 | Principal Engineer | NRep | N08 | \$100,851.840 | \$156,322.310 |
| FF301 | Principal Internal Auditor | NRep | N07 | \$91,475.200 | \$141,788.100 |
| HF128 | Principal Labor Relations Rep | NRep | N07 | \$91,475.200 | \$141,788.100 |
| EF271 | Principal Mechanical Engineer | NRep | N08 | \$100,851.840 | \$156,322.310 |
| HF156 | Principal Personnel Analyst | NRep | N07 | \$91,475.200 | \$141,788.100 |
| EF259 | Principal Rail Vehicle Eng | NRep | N08 | \$100,851.840 | \$156,322.310 |
| TF256 | Principal Reliability Engineer | NRep | N08 | \$100,851.840 | \$156,322.310 |
| AF234 | Principal Resrch Proj Analyst | NRep | N07 | \$91,475.200 | \$141,788.100 |
| SF129 | Principal Safety Engineer | NRep | N08 | \$100,851.840 | \$156,322.310 |
| EF276 | Principal Structural Engineer | NRep | N08 | \$100,851.840 | \$156,322.310 |
| EF279 | Principal Track Engineer | NRep | N08 | \$100,851.840 | \$156,322.310 |
| EF146 | Principal Train Control Eng | NRep | N08 | \$100,851.840 | \$156,322.310 |
| TF236 | Principal Vehicle Sys Engineer | NRep | N08 | \$100,851.840 | \$156,322.310 |
| MF842 | Program Logistics Manager | NRep | N09 | \$105,894.610 | \$164,139.130 |
| 000079 | Program Manager I | NRep | N09 | \$105,894.610 | \$164,139.130 |
| 000018 | Program Manager II | NRep | N10 | \$111,189.470 | \$172,345.320 |
| EF456 | Project Development Mgr | NRep | N09 | \$105,894.610 | \$164,139.130 |
| 000080 | Project Manager II | NRep | N10 | \$111,189.470 | \$172,345.320 |
| 000003 | Project Manager, BAP | NRep | N12 | \$122,588.660 | \$190,013.370 |
| EF250 | Project Mgr | NRep | N09 | \$105,894.610 | \$164,139.130 |
| EF451 | Project Support Mgr | NRep | N09 | \$105,894.610 | \$164,139.130 |
| KF175 | Rail Svs Compl Officer.Capitol | NRep | N07 | \$91,475.200 | \$141,788.100 |

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| Job Code | Job Title | Bargaining Unit | Grade | Minimum/Annual | Maximum/Annual |
|----------|--------------------------------|-----------------|-------|----------------|----------------|
| EF212 | Rail Vehicle Engineer | NRep | N05 | \$79,020.350 | \$122,483.330 |
| EF252 | Rail Vehicle Project Mgr | NRep | N09 | \$105,894.610 | \$164,139.130 |
| TF245 | Reliability Engineer | NRep | N05 | \$79,020.350 | \$122,483.330 |
| EF142 | Research & Dev Specialist | NRep | N06 | \$87,120.030 | \$135,037.580 |
| AF231 | Research Projects Analyst | NRep | N04 | \$75,258.090 | \$116,651.170 |
| AF233 | Research Projects Supv | NRep | N07 | \$91,475.200 | \$141,788.100 |
| MF817 | Rolling Stock Comp Maint Supt | NRep | N11 | \$116,749.400 | \$180,964.530 |
| MF818 | Rolling Stock Maint Super | NRep | N11 | \$116,749.400 | \$180,964.530 |
| MF810 | Rolling Stock Project Mgr | NRep | N09 | \$105,894.610 | \$164,139.130 |
| MF819 | Secondary Repair Super | NRep | N11 | \$116,749.400 | \$180,964.530 |
| EF251 | Seismic Engineer Mgr | NRep | N09 | \$105,894.610 | \$164,139.130 |
| AF220 | Sr Admin Analyst - NR | NRep | N05 | \$79,020.350 | \$122,483.330 |
| LF120 | Sr Attorney | NRep | N12 | \$122,588.660 | \$190,013.370 |
| EF255 | Sr Civil Engineer | NRep | N06 | \$87,120.030 | \$135,037.580 |
| HF232 | Sr Civil Rights Officer | NRep | N05 | \$79,020.350 | \$122,483.330 |
| CF146 | Sr Clerk - NR | NRep | 031 | \$55,976.340 | \$66,395.470 |
| CF147 | Sr Clerk - NR/PT | NRep | 030 | \$61,523.700 | \$72,985.330 |
| 000089 | Sr Compensation Analyst | NRep | N05 | \$79,020.350 | \$122,483.330 |
| EF138 | Sr Computer Systems Engineer | NRep | N07 | \$91,475.200 | \$141,788.100 |
| EF260 | Sr Construction Engineer | NRep | N06 | \$87,120.030 | \$135,037.580 |
| EF265 | Sr Electrical Engineer | NRep | N07 | \$91,475.200 | \$141,788.100 |
| EF140 | Sr Electronics & Comm Engineer | NRep | N06 | \$87,120.030 | \$135,037.580 |
| HF114 | Sr Employee Dev Specialist | NRep | N05 | \$79,020.350 | \$122,483.330 |
| HF109 | Sr Employee Services Rep | NRep | N06 | \$87,120.030 | \$135,037.580 |
| EF501 | Sr Engineer | NRep | N06 | \$87,120.030 | \$135,037.580 |
| 000002 | Sr Executive Staff Assistant | NRep | N04 | \$75,258.090 | \$116,651.170 |
| FF138 | Sr Financial Analyst - NR | NRep | N05 | \$79,020.350 | \$122,483.330 |
| FF253 | Sr Internal Auditor | NRep | N05 | \$79,020.350 | \$122,483.330 |
| HF126 | Sr Labor Relations Rep | NRep | N06 | \$87,120.030 | \$135,037.580 |
| EF270 | Sr Mechanical Engineer | NRep | N06 | \$87,120.030 | \$135,037.580 |
| HF155 | Sr Personnel Analyst | NRep | N05 | \$79,020.350 | \$122,483.330 |
| EF238 | Sr Quality Engineer | NRep | N06 | \$87,120.030 | \$135,037.580 |
| EF258 | Sr Rail Vehicle Engineer | NRep | N06 | \$87,120.030 | \$135,037.580 |
| TF255 | Sr Reliability Engineer | NRep | N06 | \$87,120.030 | \$135,037.580 |
| AF232 | Sr Research Projects Analyst | NRep | N05 | \$79,020.350 | \$122,483.330 |
| AF135 | Sr Secretary - NR | NRep | 061 | \$52,595.300 | \$62,256.690 |
| AF138 | Sr Staff Asst | NRep | N02 | \$68,260.230 | \$105,805.860 |
| EF275 | Sr Structural Engineer | NRep | N06 | \$87,120.030 | \$135,037.580 |
| EF145 | Sr Train Control Engineer | NRep | N06 | \$87,120.030 | \$135,037.580 |
| TF232 | Sr Transportation Engineer | NRep | N06 | \$87,120.030 | \$135,037.580 |
| TF234 | Sr Vehicle Systems Engineer | NRep | N06 | \$87,120.030 | \$135,037.580 |
| 000047 | Sr. Architect | NRep | N06 | \$87,120.030 | \$135,037.580 |

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| Job Code | Job Title | Bargaining Unit | Grade | Minimum/Annual | Maximum/Annual |
|----------|--------------------------------|-----------------|-------|----------------|----------------|
| 000053 | Sr. Maintenance Engineer | NRep | N06 | \$87,120.030 | \$135,037.580 |
| 000052 | Sr. Production Engineer | NRep | N06 | \$87,120.030 | \$135,037.580 |
| AF139 | Staff Asst | NRep | N01 | \$61,913.290 | \$95,967.650 |
| 000057 | Strategic Prg Mgr, Ext Affairs | NRep | N12 | \$122,588.660 | \$190,013.370 |
| EF280 | Structural Engineer | NRep | N05 | \$79,020.350 | \$122,483.330 |
| 000085 | Super of eBART & BART to OAK | NRep | N11 | \$116,749.400 | \$180,964.530 |
| MF535 | Super of Power & Mech Maint | NRep | N11 | \$116,749.400 | \$180,964.530 |
| MF703 | Super of Systems Maint | NRep | N11 | \$116,749.400 | \$180,964.530 |
| MF605 | Super of Track & Structures | NRep | N11 | \$116,749.400 | \$180,964.530 |
| MF610 | Super of Way & Facilities | NRep | N11 | \$116,749.400 | \$180,964.530 |
| 000087 | Superintendent of Sys eBART | NRep | N11 | \$116,749.400 | \$180,964.530 |
| HF133 | Supv Human Resources Programs | NRep | N08 | \$100,851.840 | \$156,322.310 |
| EF310 | Survey Party Chief | NRep | N05 | \$79,020.350 | \$122,483.330 |
| TF263 | Survey Taker - PT | NRep | 093 | \$67,366.210 | \$67,366.210 |
| EF085 | System Architect-Asst Grp Mgr | NRep | N11 | \$116,749.400 | \$180,964.530 |
| HF160 | Technical Recruiter | NRep | N05 | \$79,020.350 | \$122,483.330 |
| FF130 | Technology Advances Admin | NRep | N07 | \$91,475.200 | \$141,788.100 |
| OF424 | Test Track Mgr | NRep | N09 | \$105,894.610 | \$164,139.130 |
| EF165 | Train Control Engineer | NRep | N05 | \$79,020.350 | \$122,483.330 |
| KF050 | Trans Officer.Capitol Corridor | NRep | N10 | \$111,189.470 | \$172,345.320 |
| OF080 | Transportation Operations Mgr | NRep | N09 | \$105,894.610 | \$164,139.130 |
| TF233 | Vehicle Systems Engineer | NRep | N05 | \$79,020.350 | \$122,483.330 |

** Classifications are eligible to receive Management Incentive Pay of \$4,800 annually.*

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2016
Attachment B

| Job Code | Job Title | Bargaining Unit | Grade | Minimum/Annual | Maximum/Annual |
|--|--------------------------------|-----------------|-------|----------------|----------------|
| Service Employees' International Union (SEIU) | | | | | |
| FA200 | Account Clerk | SEIU | 011 | \$39,620.050 | \$51,790.960 |
| FA205 | Accountant | SEIU | S08 | \$64,045.440 | \$83,719.560 |
| FA210 | Accounting Analyst | SEIU | S11 | \$74,080.920 | \$96,837.840 |
| FA215 | Accounting Tech | SEIU | 036 | \$53,249.660 | \$69,607.620 |
| AA200 | Administrative Analyst - SEIU | SEIU | S08 | \$64,045.440 | \$83,719.560 |
| AG100 | Administrative Secretary -SEIU | SEIU | 071 | \$51,247.040 | \$66,989.730 |
| AA230 | Administrative Support Officer | SEIU | S13 | \$81,635.400 | \$106,712.880 |
| CA190 | Administrative Technician SEIU | SEIU | 036 | \$53,249.660 | \$69,607.620 |
| MA100 | AFC Electronic Tech | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| MA105 | AFC Foreworker | SEIU | 825 | \$70,344.560 | \$91,953.680 |
| MA560 | AFC Parts Runner | SEIU | 151 | \$48,126.830 | \$62,911.060 |
| IA100 | Appl Programmer Analyst | SEIU | S08 | \$64,045.440 | \$83,719.560 |
| AA100 | Asst Admin Analyst - SEIU | SEIU | S06 | \$58,126.440 | \$75,982.320 |
| UA200 | Asst Buyer | SEIU | S06 | \$58,126.440 | \$75,982.320 |
| UA205 | Asst Contract Administrator | SEIU | S06 | \$58,126.440 | \$75,982.320 |
| SA100 | Asst Safety Specialist | SEIU | S06 | \$58,126.440 | \$75,982.320 |
| FA274 | Asst Treasury Analyst | SEIU | S06 | \$58,126.440 | \$75,982.320 |
| MA200 | Auto & Equip Foreworker | SEIU | 825 | \$70,344.560 | \$91,953.680 |
| MA205 | Auto & Equip Mechanic | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| FA100 | Budget Analyst | SEIU | S08 | \$64,045.440 | \$83,719.560 |
| MA300 | Buildings Foreworker | SEIU | 825 | \$70,344.560 | \$91,953.680 |
| MA310 | Buildings Worker | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| UA210 | Buyer | SEIU | S08 | \$64,045.440 | \$83,719.560 |
| UA213 | Buyer Technician | SEIU | 036 | \$53,249.660 | \$69,607.620 |
| TA298 | CAD Drafter | SEIU | S08 | \$64,045.440 | \$83,719.560 |
| FA245 | Cash Handler | SEIU | 025 | \$46,860.940 | \$61,256.210 |
| FA249 | Cash Handling Electronic Tech | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| FA250 | Cash Handling Foreworker | SEIU | 813 | \$70,344.560 | \$91,953.680 |
| CG100 | Clerk - SEIU | SEIU | 011 | \$39,620.050 | \$51,790.960 |
| MA115 | Comm Electronic Tech | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| MA120 | Comm Foreworker | SEIU | 825 | \$70,344.560 | \$91,953.680 |
| 000013 | Communication Coordinator | SEIU | S11 | \$74,080.920 | \$96,837.840 |
| IA105 | Computer Documentation Asst | SEIU | 031 | \$50,792.350 | \$66,395.470 |
| MA700 | Computer Electronic Tech | SEIU | 321 | \$63,984.130 | \$83,639.500 |
| IA110 | Computer Operator | SEIU | 031 | \$50,792.350 | \$66,395.470 |
| 000064 | Computer Support Administrator | SEIU | S05 | \$55,376.640 | \$72,387.840 |
| IA115 | Computer Support Coordinator | SEIU | S14 | \$85,698.120 | \$112,023.720 |
| UA215 | Contract Administrator | SEIU | S08 | \$64,045.440 | \$83,719.560 |
| 000049 | Contracts Technician - SEIU | SEIU | 036 | \$53,249.660 | \$69,607.620 |
| CA120 | Customer Service Clerk | SEIU | 031 | \$50,792.350 | \$66,395.470 |
| VA120 | Customer Services Admin | SEIU | S13 | \$81,635.400 | \$106,712.880 |

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2016
Attachment B

| Job Code | Job Title | Bargaining Unit | Grade | Minimum/Annual | Maximum/Annual |
|----------|--------------------------------|-----------------|-------|----------------|----------------|
| 000016 | Customer Services Assistant | SEIU | S06 | \$58,126.440 | \$75,982.320 |
| VA110 | Customer Services Rep | SEIU | S11 | \$74,080.920 | \$96,837.840 |
| IA135 | Data Controller | SEIU | 031 | \$50,792.350 | \$66,395.470 |
| IA140 | Data Entry Operator | SEIU | 031 | \$50,792.350 | \$66,395.470 |
| TA300 | Documentation Config Controlle | SEIU | S09 | \$67,228.920 | \$87,880.920 |
| TA310 | Drafting Supv | SEIU | S11 | \$74,080.920 | \$96,837.840 |
| MA313 | Dump Truck/Equipment Op | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| 000078 | Elec/Electro-Mech Assembler II | SEIU | 152 | \$49,903.150 | \$65,232.960 |
| MA145 | Elect/Electro-Mech Assembler | SEIU | 151 | \$48,126.830 | \$62,911.060 |
| MA500 | Electrical Foreworker | SEIU | 824 | \$73,421.500 | \$95,975.980 |
| 000034 | Electrical Helper | SEIU | 151 | \$48,126.830 | \$62,911.060 |
| MA510 | Electrician | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| MA515 | Elevator/Escalator Foreworker | SEIU | 825 | \$70,344.560 | \$91,953.680 |
| MA530 | Elevator/Escalator Trainee | SEIU | 331 | \$57,623.900 | \$75,325.540 |
| MA525 | Elevator/Escalator Worker | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| HJ105 | Employee Dev Specialist - SEIU | SEIU | EDS | \$76,510.320 | \$100,013.520 |
| MA150 | ERS Foreworker | SEIU | 825 | \$70,344.560 | \$91,953.680 |
| MA155 | ERS Tech | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| UA195 | Expeditor | SEIU | S06 | \$58,126.440 | \$75,982.320 |
| UA100 | Expeditor/Clerk | SEIU | 031 | \$50,792.350 | \$66,395.470 |
| MA550 | Fire Protection Worker | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| MA330 | Fire Service Worker | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| VA050 | Gov & Comm Relations Spec | SEIU | S11 | \$74,080.920 | \$96,837.840 |
| TA313 | Graphic Artist | SEIU | S09 | \$67,228.920 | \$87,880.920 |
| MA335 | Grounds Foreworker | SEIU | 825 | \$70,344.560 | \$91,953.680 |
| MA345 | Grounds Worker | SEIU | 201 | \$54,317.330 | \$71,003.300 |
| MA346 | Grounds Worker/Applicator | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| FA265 | Intermediate Account Clerk | SEIU | 021 | \$45,412.850 | \$59,363.410 |
| CJ105 | Intermediate Clerk - SEIU | SEIU | 021 | \$45,412.850 | \$59,363.410 |
| UA105 | Inventory Control Analyst | SEIU | S08 | \$64,045.440 | \$83,719.560 |
| UA120 | Inventory Control Tech | SEIU | 036 | \$53,249.660 | \$69,607.620 |
| MA348 | Irrigation/Grounds Worker | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| IA160 | Jr Appl Programmer Analyst | SEIU | S03 | \$50,263.620 | \$65,704.080 |
| FA275 | Junior Accountant | SEIU | S05 | \$55,376.640 | \$72,387.840 |
| LA115 | Legal Administrative Analyst | SEIU | S06 | \$58,126.440 | \$75,982.320 |
| LA100 | Legal Administrative Asst | SEIU | S05 | \$55,376.640 | \$72,387.840 |
| MA350 | Locksmith | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| CA110 | Mail and Supply Clerk | SEIU | 021 | \$45,412.850 | \$59,363.410 |
| TA215 | Maint Planner | SEIU | S08 | \$64,045.440 | \$83,719.560 |
| UA130 | Material Control Analyst | SEIU | S08 | \$64,045.440 | \$83,719.560 |
| UA135 | Material Control Sys Analyst | SEIU | S08 | \$64,045.440 | \$83,719.560 |
| UA145 | Material Coordinator | SEIU | 301 | \$63,984.130 | \$83,639.500 |

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2016
Attachment B

| Job Code | Job Title | Bargaining Unit | Grade | Minimum/Annual | Maximum/Annual |
|----------|--------------------------------|-----------------|-------|----------------|----------------|
| UA150 | Material Expeditor | SEIU | S08 | \$64,045.440 | \$83,719.560 |
| VA125 | Multimedia Assistant Producer | SEIU | S11 | \$74,080.920 | \$96,837.840 |
| CA111 | Office Services Support Clerk | SEIU | 021 | \$45,412.850 | \$59,363.410 |
| CA115 | Office Services Supv | SEIU | 800 | \$59,328.050 | \$77,553.010 |
| MA547 | Overhead Door Worker | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| MA360 | Painter | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| MA535 | Power & Mech Foreworker | SEIU | 824 | \$73,421.500 | \$95,975.980 |
| MA545 | Power & Mechanical Worker | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| FA130 | Project Control Administrator | SEIU | S08 | \$64,045.440 | \$83,719.560 |
| VA115 | Public Information Rep | SEIU | S11 | \$74,080.920 | \$96,837.840 |
| TA110 | Quality Assurance Analyst | SEIU | S08 | \$64,045.440 | \$83,719.560 |
| 000066 | Quality Assurance Officer | SEIU | S11 | \$74,080.920 | \$96,837.840 |
| 000035 | Quality Team Leader | SEIU | 313 | \$67,177.970 | \$87,814.480 |
| QA205 | Real Estate Officer | SEIU | S11 | \$74,080.920 | \$96,837.840 |
| QA100 | Real Estate Tech | SEIU | 036 | \$53,249.660 | \$69,607.620 |
| IA185 | Real Time Programmer Analyst | SEIU | S13 | \$81,635.400 | \$106,712.880 |
| CA140 | Reprographics Equipment Oper | SEIU | 031 | \$50,792.350 | \$66,395.470 |
| MA810 | Rolling Stock Foreworker | SEIU | 827 | \$72,528.350 | \$98,336.580 |
| MA225 | Shop Machinist | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| TA260 | Shop Scheduler | SEIU | S10 | \$70,571.280 | \$92,250.000 |
| MA230 | Shop Welder | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| FA288 | Sr Account Clerk | SEIU | 031 | \$50,792.350 | \$66,395.470 |
| IA190 | Sr Appl Programmer Analyst | SEIU | S14 | \$85,698.120 | \$112,023.720 |
| FH140 | Sr Budget Clerk - SEIU | SEIU | 031 | \$50,792.350 | \$66,395.470 |
| FA290 | Sr Cash Handler | SEIU | 035 | \$50,086.400 | \$65,472.580 |
| CG145 | Sr Clerk - SEIU | SEIU | 031 | \$50,792.350 | \$66,395.470 |
| 000075 | Sr Computer Suppt Coordinator | SEIU | S16 | \$93,507.000 | \$122,231.400 |
| TA314 | Sr Graphic Artist | SEIU | S10 | \$70,571.280 | \$92,250.000 |
| AA130 | Sr Legal Secretary | SEIU | 071 | \$51,247.040 | \$66,989.730 |
| TA220 | Sr Maint Planner | SEIU | S11 | \$74,080.920 | \$96,837.840 |
| CA112 | Sr Office Services Support Clk | SEIU | 031 | \$50,792.350 | \$66,395.470 |
| CA155 | Sr Office Services Supv | SEIU | S09 | \$67,228.920 | \$87,880.920 |
| AJ135 | Sr Secretary - SEIU | SEIU | 061 | \$47,626.180 | \$62,256.690 |
| UA160 | Sr Storekeeper | SEIU | 171 | \$59,328.050 | \$77,553.010 |
| IA210 | Sr Telecommunications Tech | SEIU | S14 | \$85,698.120 | \$112,023.720 |
| UA170 | Storekeeper | SEIU | 201 | \$54,317.330 | \$71,003.300 |
| MA615 | Structures Equipment Operator | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| MA620 | Structures Foreworker | SEIU | 825 | \$70,344.560 | \$91,953.680 |
| MA637 | Structures Inspector | SEIU | 311 | \$66,897.380 | \$87,447.570 |
| MA636 | Structures Inspector Asst | SEIU | 201 | \$54,317.330 | \$71,003.300 |
| MA638 | Structures Inspector Forewrk | SEIU | 810 | \$73,548.590 | \$96,141.970 |
| MA630 | Structures Welder | SEIU | 301 | \$63,984.130 | \$83,639.500 |

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
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Attachment B

| Job Code | Job Title | Bargaining Unit | Grade | Minimum/Annual | Maximum/Annual |
|----------|--------------------------------|-----------------|-------|----------------|----------------|
| MA635 | Structures Worker | SEIU | 201 | \$54,317.330 | \$71,003.300 |
| 000036 | Structures Worker - PT | SEIU | 221 | \$59,749.040 | \$59,749.040 |
| EA315 | Survey Tech | SEIU | 091 | \$55,712.800 | \$72,827.250 |
| MA385 | System Service Crewleader | SEIU | 141 | \$47,695.440 | \$62,347.170 |
| MA390 | System Service Foreworker | SEIU | 818 | \$65,069.060 | \$85,057.650 |
| MA400 | System Service Worker | SEIU | 111 | \$45,807.420 | \$59,879.250 |
| MA399 | System Service Worker - 141 | SEIU | 141 | \$47,695.440 | \$62,347.170 |
| MA401 | System Service Worker - PT | SEIU | 121 | \$50,388.000 | \$50,388.000 |
| TA140 | Tech Publications Admin | SEIU | S10 | \$70,571.280 | \$92,250.000 |
| TA302 | Technical Administrator | SEIU | S11 | \$74,080.920 | \$96,837.840 |
| TA125 | Technical Editor | SEIU | S03 | \$50,263.620 | \$65,704.080 |
| IA300 | Technical Programmer Analyst | SEIU | S11 | \$74,080.920 | \$96,837.840 |
| 000025 | Technical Publications Analyst | SEIU | S09 | \$67,228.920 | \$87,880.920 |
| TA301 | Technical Resources Admin | SEIU | S13 | \$81,635.400 | \$106,712.880 |
| IA200 | Telecommunications Specialist | SEIU | S06 | \$58,126.440 | \$75,982.320 |
| IA205 | Telecommunications Tech | SEIU | S09 | \$67,228.920 | \$87,880.920 |
| FA212 | Time and Labor Admin Analyst | SEIU | TAD | \$70,729.570 | \$92,457.040 |
| UA180 | Tool Room Attendant | SEIU | 201 | \$54,317.330 | \$71,003.300 |
| MA640 | Track Equipment Operator | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| MA645 | Track Foreworker | SEIU | 825 | \$70,344.560 | \$91,953.680 |
| MA655 | Track Welder | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| MA660 | Track Worker | SEIU | 201 | \$54,317.330 | \$71,003.300 |
| 000022 | Track Worker - PT | SEIU | 221 | \$59,749.040 | \$59,749.040 |
| MA720 | Train Control Electronic Tech | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| MA725 | Train Control Foreworker | SEIU | 825 | \$70,344.560 | \$91,953.680 |
| CA165 | Transit Information Clerk | SEIU | 031 | \$50,792.350 | \$66,395.470 |
| CA175 | Transit Information Supv | SEIU | S11 | \$74,080.920 | \$96,837.840 |
| CA159 | Transit Information Tech | SEIU | 036 | \$53,249.660 | \$69,607.620 |
| MA825 | Transit Vehicle Electronic Tec | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| MA830 | Transit Vehicle Mechanic | SEIU | 301 | \$63,984.130 | \$83,639.500 |
| 000037 | Transit Vehicle Mechanic - PT | SEIU | 314 | \$70,382.420 | \$70,382.420 |
| CA180 | Trouble Desk Data Specialist | SEIU | 036 | \$53,249.660 | \$69,607.620 |
| MA826 | TVET Trainee | SEIU | 331 | \$57,623.900 | \$75,325.540 |
| MA840 | Utility Foreworker | SEIU | 818 | \$65,069.060 | \$85,057.650 |
| MA835 | Utility Worker | SEIU | 111 | \$45,807.420 | \$59,879.250 |
| MA836 | Utility Worker - PT | SEIU | 121 | \$50,388.000 | \$50,388.000 |
| TA130 | Vehicle Inspector | SEIU | 311 | \$66,897.380 | \$87,447.570 |
| MA900 | Warranty Administrator | SEIU | S11 | \$74,080.920 | \$96,837.840 |
| TA135 | Wayside Inspector | SEIU | 311 | \$66,897.380 | \$87,447.570 |
| TA311 | Web Page Specialist | SEIU | S10 | \$70,571.280 | \$92,250.000 |