

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Job Title)
As of July 1, 2023

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
1	QC208	Access Coordinator	AFSCME	AFE	\$112,048.72	\$145,662.97
2	FA200	Account Clerk	SEIU	011	\$51,237.26	\$66,977.04
3	FA205	Accountant	SEIU	S08	\$82,202.64	\$107,454.36
4	FA210	Accounting Analyst	SEIU	S11	\$94,924.92	\$124,084.80
5	000070	Accounting Supervisor	AFSCME	AFG	\$127,505.43	\$165,757.06
6	FA215	Accounting Technician	SEIU	036	\$68,513.54	\$89,560.43
7	OF050	ACTO Central Control	NRep	N12	\$159,361.00	\$241,433.00
8	OF075	ACTO Service Delivery	NRep	N12	\$159,361.00	\$241,433.00
9	AE200	Administrative Analyst - BPOA	BPOA	058	\$86,183.97	\$103,416.14
10	AF200	Administrative Analyst NR	NRep	N04	\$92,747.00	\$140,513.00
11	AA200	Administrative Analyst SEIU	SEIU	S08	\$82,202.64	\$107,454.36
12	000208	Administrative Coordinator	NRep	N03	\$86,679.00	\$131,320.00
13	AG100	Administrative Secretary SEIU	SEIU	071	\$65,975.10	\$86,242.21
14	AA230	Administrative Support Officer	SEIU	S13	\$104,492.04	\$136,590.84
15	CB190	Administrative Technician ATU	ATU	036	\$76,126.34	\$89,560.43
16	CA190	Administrative Technician SEIU	SEIU	036	\$68,513.54	\$89,560.43
17	MA100	AFC Electronic Technician	SEIU	301	\$82,120.06	\$107,346.72
18	MA105	AFC Foreworker	SEIU	825	\$90,332.11	\$118,081.39
19	MA560	AFC Parts Runner	SEIU	151	\$62,020.19	\$81,072.16
20	IA100	Appl Programmer Analyst	SEIU	S08	\$82,202.64	\$107,454.36
21	000046	Architect	NRep	E06	\$106,187.00	\$160,874.00
22	000051	Asset Coordinator	AFSCME	AFF	\$118,792.71	\$154,431.88
23	000178	Asset Data Manager	AFSCME	AFI	\$144,454.42	\$187,790.48
24	000272	Asset Mgmt Risk Coordinator	NRep	N08	\$121,574.00	\$184,186.00
25	LF100	Associate General Counsel	NRep	N13	\$175,298.00	\$265,577.00
26	AA100	Asst Admin Analyst - SEIU	SEIU	S06	\$74,688.00	\$97,631.40
27	AF100	Asst Admin Analyst NR	NRep	N01	\$75,708.00	\$114,699.00
28	UA200	Asst Buyer	SEIU	S06	\$74,688.00	\$97,631.40
29	000340	Asst Chief D & C Officer	NRep	E12	\$159,361.00	\$241,433.00
30	000273	Asst Chief Engineering Officer	NRep	E12	\$159,361.00	\$241,433.00
31	000274	Asst Chief Maintenance Officer	NRep	N12	\$159,361.00	\$241,433.00
32	000082	Asst Chief Mechanical Officer	NRep	N12	\$159,361.00	\$241,433.00
33	UA205	Asst Contract Administrator	SEIU	S06	\$74,688.00	\$97,631.40
34	FF225	Asst Controller	NRep	N13	\$175,298.00	\$265,577.00
35	AF105	Asst District Secretary	NRep	N08	\$121,574.00	\$184,186.00
36	ZF050	Asst GM Administration*	NRep	N14	\$192,828.00	\$292,135.00
37	ZF105	Asst GM Operations*	NRep	N14	\$192,828.00	\$292,135.00
38	XF213	Asst GM Performance & Budget*	NRep	N14	\$192,828.00	\$292,135.00
39	XF125	Asst GM Technology*	NRep	N14	\$192,828.00	\$292,135.00
40	ZF117	Asst GM, External Affairs*	NRep	N14	\$192,828.00	\$292,135.00
41	ZF118	Asst GM, Infrastrct Delivery*	NRep	N14	\$192,828.00	\$292,135.00
42	000307	Asst Inspector General	NRep	N10	\$139,192.00	\$210,876.00
43	000019	Asst Logistics Program Manager	AFSCME	AFG	\$127,505.43	\$165,757.06
44	FC230	Asst Mgr of Revenue Control	AFSCME	AFH	\$135,397.73	\$176,016.91
45	SA100	Asst Safety Specialist	SEIU	S06	\$74,688.00	\$97,631.40
46	000209	Asst Supt Maint Plan and Logs	NRep	N09	\$130,085.00	\$197,080.00
47	000061	Asst Supt of Power Mech Maint	NRep	N09	\$130,085.00	\$197,080.00
48	MF822	Asst Supt of RS&S	NRep	N09	\$130,085.00	\$197,080.00
49	000163	Asst Supt of System Service	NRep	N09	\$130,085.00	\$197,080.00
50	MF830	Asst Supt of Systems Maint	NRep	N09	\$130,085.00	\$197,080.00

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51	000020	Asst Supt of Way & Facilities	NRep	N09	\$130,085.00	\$197,080.00
52	FF230	Asst Treasurer	NRep	N13	\$175,298.00	\$265,577.00
53	FA274	Asst Treasury Analyst	SEIU	S06	\$74,688.00	\$97,631.40
54	LF105	Attorney I	NRep	N06	\$106,187.00	\$160,874.00
55	LF110	Attorney II	NRep	N09	\$130,085.00	\$197,080.00
56	LF115	Attorney III	NRep	N11	\$148,935.00	\$225,638.00
57	MA200	Auto & Equip Foreworker	SEIU	825	\$90,332.11	\$118,081.39
58	MC215	Auto & Equip Maint Supv	AFSCME	AFE	\$112,048.72	\$145,662.97
59	MA205	Auto & Equip Mechanic	SEIU	301	\$82,120.06	\$107,346.72
60	000222	Board Analyst	NRep	N05	\$99,240.00	\$150,349.00
61	FA100	Budget Analyst	SEIU	S08	\$82,202.64	\$107,454.36
62	FB141	Budget Clerk - ATU	ATU	031	\$72,665.84	\$85,489.25
63	MA300	Buildings Foreworker	SEIU	825	\$90,332.11	\$118,081.39
64	MA310	Buildings Worker	SEIU	301	\$82,120.06	\$107,346.72
65	UA210	Buyer	SEIU	S08	\$82,202.64	\$107,454.36
66	000364	Buyer (LT)	SEIU	S08	\$82,202.64	\$107,454.36
67	UA213	Buyer Technician	SEIU	036	\$68,513.54	\$89,560.43
68	TA298	CAD Drafter	SEIU	S08	\$82,202.64	\$107,454.36
69	FA245	Cash Handler	SEIU	025	\$60,415.47	\$78,974.69
70	000095	Cash Handler PT	SEIU	026	\$64,795.41	\$64,795.41
71	FA249	Cash Handling Elec Technician	SEIU	301	\$82,120.06	\$107,346.72
72	FA250	Cash Handling Foreworker	SEIU	813	\$90,332.11	\$118,081.39
73	TC220	Central Maintenance Supervisor	AFSCME	AFF	\$118,792.71	\$154,431.88
74	XF142	Chief Communications Officer	NRep	N13	\$175,298.00	\$265,577.00
75	EF050	Chief Maintenance Officer	NRep	N13	\$175,298.00	\$265,577.00
76	MF805	Chief Mechanical Officer	NRep	N13	\$175,298.00	\$265,577.00
77	000339	Chief of Staff	NRep	N08	\$121,574.00	\$184,186.00
78	000276	Chief Planning & Dev Officer	NRep	N13	\$175,298.00	\$265,577.00
79	SF200	Chief Safety Officer	NRep	N12	\$159,361.00	\$241,433.00
80	000050	Chief Transit Sys Dev Officer	NRep	N13	\$175,298.00	\$265,577.00
81	XF100	Chief Transportation Officer	NRep	N13	\$175,298.00	\$265,577.00
82	EF200	Civil Engineer	NRep	E06	\$106,187.00	\$160,874.00
83	CG100	Clerk SEIU	SEIU	011	\$51,237.26	\$66,977.04
84	000013	Communication Coordinator	SEIU	S11	\$94,924.92	\$124,084.80
85	MA115	Communications Electronic Tech	SEIU	301	\$82,120.06	\$107,346.72
86	MA120	Communications Foreworker	SEIU	825	\$90,332.11	\$118,081.39
87	VF101	Communications Officer	AFSCME	AFI	\$144,454.42	\$187,790.48
88	OB100	Communications Specialist	ATU	831	\$103,946.75	\$122,290.48
89	PE076	Community Services Officer	BPOA	027	\$61,012.22	\$74,937.82
90	000155	Comp Vehicle Maint DMU	SEIU	301	\$82,120.06	\$107,346.72
91	IA105	Computer Documentation Asst	SEIU	031	\$65,399.15	\$85,489.25
92	MA700	Computer Electronic Technician	SEIU	321	\$82,120.06	\$107,346.72
93	IA110	Computer Operator	SEIU	031	\$65,399.15	\$85,489.25
94	000064	Computer Support Administrator	SEIU	S05	\$71,210.64	\$93,085.80
95	IA115	Computer Support Coordinator	SEIU	S14	\$109,648.80	\$143,331.72
96	EF102	Computer Systems Engineer	NRep	E06	\$106,187.00	\$160,874.00
97	EF205	Construction Engineer	NRep	E06	\$106,187.00	\$160,874.00
98	UA215	Contract Administrator	SEIU	S08	\$82,202.64	\$107,454.36
99	UF221	Contract Specialist I	AFSCME	AFB	\$86,249.19	\$112,125.03
100	UF222	Contract Specialist II	AFSCME	AFD	\$104,172.51	\$135,424.50

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
101	UF223	Contract Specialist III	AFSCME	AFE	\$112,048.72	\$145,662.97
102	000049	Contracts Technician SEIU	SEIU	036	\$68,513.54	\$89,560.43
103	XF105	Controller Treasurer	NRep	CT	\$289,623.31	\$289,623.31
104	000356	Controller-Treasurer, Interim	NRep	CT	\$289,623.31	\$289,623.31
105	000277	Core Capacity Program Manager	NRep	N09	\$130,085.00	\$197,080.00
106	000168	Crew Office Supervisor	AFSCME	AFG	\$127,505.43	\$165,757.06
107	000183	Crime Analyst	BPOA	068	\$87,907.46	\$105,484.08
108	000323	Crisis Intervention Specialist	BPOA	058	\$86,183.97	\$103,416.14
109	CA120	Customer Service Clerk	SEIU	031	\$65,399.15	\$85,489.25
110	VA110	Customer Service Rep	SEIU	S11	\$94,924.92	\$124,084.80
111	VA120	Customer Services Admin	SEIU	S13	\$104,492.04	\$136,590.84
112	000016	Customer Services Assistant	SEIU	S06	\$74,688.00	\$97,631.40
113	000173	Customer Services Supervisor	SEIU	S13	\$104,492.04	\$136,590.84
114	000180	Customer Services Technician	SEIU	036	\$68,513.54	\$89,560.43
115	000072	Cyber Security Engineer	NRep	E07	\$113,621.00	\$172,136.00
116	IA135	Data Controller	SEIU	031	\$65,399.15	\$85,489.25
117	IA140	Data Entry Operator	SEIU	031	\$65,399.15	\$85,489.25
118	IC120	Database Administrator	AFSCME	AFH	\$135,397.73	\$176,016.91
119	AF115	Deputy Asst District Secretary	NRep	N06	\$106,187.00	\$160,874.00
120	ZF110	Deputy General Manager	NRep	N15	\$212,111.00	\$321,349.00
121	000028	Deputy Managing Dir Cap Cor	NRep	N11	\$148,935.00	\$225,638.00
122	000043	Deputy Police Chief**	NRep	N13	\$175,298.00	\$265,577.00
123	FF095	Dir of Budgets	NRep	N12	\$159,361.00	\$241,433.00
124	QF101	Dir of Customer Access	NRep	N12	\$159,361.00	\$241,433.00
125	XF117	Dir of Customer Services	NRep	N12	\$159,361.00	\$241,433.00
126	FF090	Dir of Financial Planning	NRep	N12	\$159,361.00	\$241,433.00
127	000206	Dir of Fire Life Safety	NRep	N12	\$159,361.00	\$241,433.00
128	000337	Dir of Funding Strategy	NRep	N12	\$159,361.00	\$241,433.00
129	XF123	Dir of Govt and Comm Relations	NRep	N12	\$159,361.00	\$241,433.00
130	XF120	Dir of Human Resources	NRep	N12	\$159,361.00	\$241,433.00
131	000084	Dir of Labor Relations	NRep	N12	\$159,361.00	\$241,433.00
132	000309	Dir of Link21	NRep	N12	\$159,361.00	\$241,433.00
133	XF132	Dir of Marketing and Research	NRep	N12	\$159,361.00	\$241,433.00
134	XF115	Dir of Office of Civil Rights	NRep	N12	\$159,361.00	\$241,433.00
135	XF040	Dir of Operations Planning	NRep	N12	\$159,361.00	\$241,433.00
136	XF126	Dir of Performance and Audit	NRep	N12	\$159,361.00	\$241,433.00
137	XF135	Dir of Procurement	NRep	N12	\$159,361.00	\$241,433.00
138	000027	Dir of Real Estate & Prop Dev	NRep	N12	\$159,361.00	\$241,433.00
139	XF106	Dir of Risk and Insur Mgmt	NRep	N12	\$159,361.00	\$241,433.00
140	SF100	Dir of Security Programs	NRep	N12	\$159,361.00	\$241,433.00
141	000153	Dir of Technology	NRep	N12	\$159,361.00	\$241,433.00
142	EF060	District Architect	NRep	E11	\$148,935.00	\$225,638.00
143	QC216	District Right of Way Surveyor	AFSCME	AFH	\$135,397.73	\$176,016.91
144	XF150	District Secretary	NRep	DS	\$195,000.00	\$195,000.00
145	000156	DMU Engineer	ATU	651	\$91,129.79	\$107,211.73
146	000320	DMU Rolling Stock Foreworker	SEIU	827	\$96,573.15	\$126,239.57
147	000321	DMU System Rail Controller	AFSCME	AFG	\$127,505.43	\$165,757.06
148	TA300	Document Config Controller	SEIU	S09	\$86,239.80	\$112,731.84
149	000161	Document Control Specialist	SEIU	S09	\$86,239.80	\$112,731.84
150	TA310	Drafting Supervisor	SEIU	S11	\$94,924.92	\$124,084.80

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
151	MA313	Dump Truck/Equipment Operator	SEIU	301	\$82,120.06	\$107,346.72
152	000311	EEO Analyst I	NRep	N02	\$81,008.00	\$122,728.00
153	000310	EEO Analyst II	NRep	N04	\$92,747.00	\$140,513.00
154	000078	Elec/Electro-Mech Assembler II	SEIU	152	\$64,271.79	\$84,015.57
155	MA145	Elect/Electro-Mech Assembler	SEIU	151	\$62,020.19	\$81,072.16
156	EF215	Electrical Engineer	NRep	E06	\$106,187.00	\$160,874.00
157	MA500	Electrical Foreworker	SEIU	824	\$94,082.56	\$122,983.74
158	000034	Electrical Helper	SEIU	151	\$62,020.19	\$81,072.16
159	MA510	Electrician	SEIU	301	\$82,120.06	\$107,346.72
160	EF110	Electronics & Comm Engineer	NRep	E06	\$106,187.00	\$160,874.00
161	000302	Elevator Escalator Inspector	SEIU	311	\$85,812.27	\$112,173.15
162	MA515	Elevator/Escalator Foreworker	SEIU	825	\$90,332.11	\$118,081.39
163	MA530	Elevator/Escalator Trainee	SEIU	331	\$74,058.40	\$96,808.61
164	MA525	Elevator/Escalator Worker	SEIU	301	\$82,120.06	\$107,346.72
165	000196	Employee Dev Specialist FW	ATU	732	\$119,607.07	\$140,714.29
166	000190	Employee Dev Specialist SA	ATU	839	\$108,885.50	\$128,100.75
167	HJ105	Employee Dev Specialist SEIU	SEIU	EDS	\$97,995.24	\$128,098.32
168	HB105	Employee Dev Specialist TO	ATU	839	\$108,885.50	\$128,100.75
169	EF500	Engineer	NRep	E06	\$106,187.00	\$160,874.00
170	000032	Engineer Intern	NRep	081	\$39,520.00	\$52,000.00
171	SF145	Environmental Administrator	AFSCME	AFH	\$135,397.73	\$176,016.91
172	000006	Environmental Engineer	NRep	E06	\$106,187.00	\$160,874.00
173	000342	Equity Programs Administrator	NRep	N08	\$121,574.00	\$184,186.00
174	MA150	ERS Foreworker	SEIU	825	\$90,332.11	\$118,081.39
175	MA155	ERS Technician	SEIU	301	\$82,120.06	\$107,346.72
176	000210	Executive Assistant	NRep	N05	\$99,240.00	\$150,349.00
177	UA195	Expeditor	SEIU	S06	\$74,688.00	\$97,631.40
178	UA100	Expeditor/Clerk	SEIU	031	\$65,399.15	\$85,489.25
179	MC350	Facilities Maint Supv	AFSCME	AFE	\$112,048.72	\$145,662.97
180	000021	Facilities/Utilities Loc Coord	AFSCME	AFF	\$118,792.71	\$154,431.88
181	000182	Fare Inspection Officer	BPOA	035	\$72,643.17	\$87,168.22
182	000278	Fare Programs Administrator	NRep	N09	\$130,085.00	\$197,080.00
183	FC104	Financial Analyst I	AFSCME	AFC	\$94,361.00	\$122,669.93
184	FC105	Financial Analyst II	AFSCME	AFD	\$104,172.51	\$135,424.50
185	000367	Fire Life Safety Compliance Ad	AFSCME	AFH	\$135,397.73	\$176,016.91
186	000331	Fire Life Safety Program Admn	AFSCME	AFH	\$135,397.73	\$176,016.91
187	000369	Fire Protection Foreworker	SEIU	825	\$90,332.11	\$118,081.39
188	MA550	Fire Protection Worker	SEIU	301	\$82,120.06	\$107,346.72
189	MA330	Fire Service Worker	SEIU	301	\$82,120.06	\$107,346.72
190	XF160	General Counsel	NRep	GC	\$320,220.26	\$320,220.26
191	ZF130	General Manager	NRep	GM	\$410,077.38	\$410,077.38
192	VA050	Gov & Community Relations Spec	SEIU	S11	\$94,924.92	\$124,084.80
193	TA313	Graphic Artist	SEIU	S09	\$86,239.80	\$112,731.84
194	MA335	Grounds Foreworker	SEIU	825	\$90,332.11	\$118,081.39
195	MA345	Grounds Worker	SEIU	201	\$69,867.20	\$91,329.89
196	MA346	Grounds Worker/Applicator	SEIU	301	\$82,120.06	\$107,346.72
197	EF113	Grp Mgr AFC Capital Program	NRep	E11	\$148,935.00	\$225,638.00
198	000360	Grp Mgr Business Admin	NRep	N11	\$148,935.00	\$225,638.00
199	KF300	Grp Mgr Capitol Corridor	NRep	N11	\$148,935.00	\$225,638.00
200	EF223	Grp Mgr Elec Mech Engineering	NRep	E11	\$148,935.00	\$225,638.00

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201	EF222	Grp Mgr Engineering	NRep	E11	\$148,935.00	\$225,638.00
202	OF426	Grp Mgr Operations Liaison	NRep	N11	\$148,935.00	\$225,638.00
203	OF112	Grp Mgr Ops Support & Review	NRep	N11	\$148,935.00	\$225,638.00
204	XF128	Grp Mgr Planning	NRep	N11	\$148,935.00	\$225,638.00
205	000171	Grp Mgr Production Support	NRep	N11	\$148,935.00	\$225,638.00
206	EF121	Grp Mgr Project Controls	NRep	N11	\$148,935.00	\$225,638.00
207	EF107	Grp Mgr Rail Vehicle Cap Prog	NRep	E11	\$148,935.00	\$225,638.00
208	MF807	Grp Mgr Rolling Stock & Shops	NRep	N11	\$148,935.00	\$225,638.00
209	EF124	Grp Mgr Seismic Retrofit Cap	NRep	E11	\$148,935.00	\$225,638.00
210	000088	Grp Mgr Sustainability Program	NRep	N11	\$148,935.00	\$225,638.00
211	EF080	Grp Mgr Systems Engineer	NRep	E11	\$148,935.00	\$225,638.00
212	EF075	Grp Mgr Vehicle Maint Engineer	NRep	E11	\$148,935.00	\$225,638.00
213	000041	Grp Mgr, Capital Projects	NRep	E11	\$148,935.00	\$225,638.00
214	EF224	Grp Mgr, Integration Eng	NRep	E11	\$148,935.00	\$225,638.00
215	000280	Grp Mgr, Policy Planning	NRep	N11	\$148,935.00	\$225,638.00
216	000341	Grp Mgr, Real Estate & Prop Mg	NRep	N11	\$148,935.00	\$225,638.00
217	000279	Grp Mgr, Station Planning	NRep	N11	\$148,935.00	\$225,638.00
218	000312	Grp Mgr, Transit Oriented Dev	NRep	N11	\$148,935.00	\$225,638.00
219	HF133	HR Project Manager	NRep	N08	\$121,574.00	\$184,186.00
220	000211	HRIS Analyst	NRep	N04	\$92,747.00	\$140,513.00
221	000362	Human Resources Analyst I	NRep	N02	\$81,008.00	\$122,728.00
222	000363	Human Resources Analyst I (LT)	NRep	L02	\$81,008.00	\$122,728.00
223	000376	Human Resources Analyst II	NRep	N04	\$92,747.00	\$140,513.00
224	000346	Human Resources Anlyst II (LT)	NRep	L04	\$92,747.00	\$140,513.00
225	000354	Human Resources Intern	NRep	081	\$39,520.00	\$52,000.00
226	000375	Human Resources Specialist	NRep	036	\$75,692.86	\$89,560.43
227	000370	Human Resources Specialist LT	NRep	L36	\$75,692.86	\$89,560.43
228	000212	Independent Police Adminstr	NRep	N05	\$99,240.00	\$150,349.00
229	000042	Independent Police Auditor	NRep	IPA	\$218,106.05	\$218,106.05
230	000054	Independent Police Invest	NRep	N08	\$121,574.00	\$184,186.00
231	SC132	Industrial Hygienist	AFSCME	AFG	\$127,505.43	\$165,757.06
232	IC159	Information Sys Security Offcr	AFSCME	AFF	\$118,792.71	\$154,431.88
233	FF260	Information Systems Auditor	NRep	N05	\$99,240.00	\$150,349.00
234	000207	Inspector General	NRep	IG	\$220,000.00	\$220,000.00
235	OF025	Instructional Design Spec	AFSCME	AFE	\$112,048.72	\$145,662.97
236	FC240	Insurance Analyst	AFSCME	AFF	\$118,792.71	\$154,431.88
237	FA265	Intermediate Account Clerk	SEIU	021	\$58,579.87	\$76,575.20
238	CJ105	Intermediate Clerk SEIU	SEIU	021	\$58,579.87	\$76,575.20
239	FF251	Internal Auditor I	NRep	N02	\$81,008.00	\$122,728.00
240	FF252	Internal Auditor II	NRep	N04	\$92,747.00	\$140,513.00
241	UA105	Inventory Control Analyst	SEIU	S08	\$82,202.64	\$107,454.36
242	UA120	Inventory Control Technician	SEIU	036	\$68,513.54	\$89,560.43
243	MA348	Irrigation/Grounds Worker	SEIU	301	\$82,120.06	\$107,346.72
244	000059	IT Project Manager	AFSCME	AFI	\$144,454.42	\$187,790.48
245	FA275	Jr Accountant	SEIU	S05	\$71,210.64	\$93,085.80
246	IA160	Jr Appl Programmer Analyst	SEIU	S03	\$64,730.76	\$84,615.36
247	000282	Jr Computer Systems Engineer	NRep	E03	\$86,679.00	\$131,320.00
248	000306	Jr Elec & Comm Engineer	NRep	E03	\$86,679.00	\$131,320.00
249	000305	Jr Electrical Engineer	NRep	E03	\$86,679.00	\$131,320.00
250	EF400	Jr Engineer	NRep	E03	\$86,679.00	\$131,320.00

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Job Title)
As of July 1, 2023

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
251	000365	Jr Engineer (LT)	NRep	L03	\$86,679.00	\$131,320.00
252	000304	Jr Mechanical Engineer	NRep	E03	\$86,679.00	\$131,320.00
253	000283	Jr Project Engineer	NRep	E03	\$86,679.00	\$131,320.00
254	000284	Jr Traction Power Engineer	NRep	E03	\$86,679.00	\$131,320.00
255	000285	Jr Train Control Engineer	NRep	E03	\$86,679.00	\$131,320.00
256	HF122	Labor Relations Rep I	NRep	N02	\$81,008.00	\$122,728.00
257	HF123	Labor Relations Rep II	NRep	N04	\$92,747.00	\$140,513.00
258	000371	Lead Police Dispatcher	BPOA	055	\$82,990.34	\$101,011.46
259	000213	Leave Management Specialist	NRep	036	\$75,692.86	\$89,560.43
260	LA115	Legal Administrative Analyst	SEIU	S06	\$74,688.00	\$97,631.40
261	LA100	Legal Administrative Asst	SEIU	S05	\$71,210.64	\$93,085.80
262	LC118	Legal Office Supervisor	AFSCME	AFD	\$104,172.51	\$135,424.50
263	FC282	Liability Risk Analyst	AFSCME	AFF	\$118,792.71	\$154,431.88
264	MA350	Locksmith	SEIU	301	\$82,120.06	\$107,346.72
265	OB108	Lost & Found Clerk	ATU	019	\$72,665.84	\$85,489.25
266	CA110	Mail and Supply Clerk	SEIU	021	\$58,579.87	\$76,575.20
267	CA115	Mail Services Supervisor	SEIU	800	\$76,218.27	\$99,631.79
268	CA111	Mail Services Support Clerk	SEIU	021	\$58,579.87	\$76,575.20
269	000060	Maintenance Engineer	NRep	E06	\$106,187.00	\$160,874.00
270	TA215	Maintenance Planner	SEIU	S08	\$82,202.64	\$107,454.36
271	000001	Maintenance Support Admin	AFSCME	AFD	\$104,172.51	\$135,424.50
272	ZF200	Managing Director Cap Corridor*	NRep	N14	\$192,828.00	\$292,135.00
273	VC081	Marketing Rep II	AFSCME	AFE	\$112,048.72	\$145,662.97
274	PE132	Master Police Officer	BPOA	798	\$151,661.54	\$151,661.54
275	000328	Master Police Officer (84 hr)	BPOA	PM8	\$159,244.61	\$159,244.61
276	UA130	Material Control Analyst	SEIU	S08	\$82,202.64	\$107,454.36
277	UA135	Material Control Sys Analyst	SEIU	S08	\$82,202.64	\$107,454.36
278	UA145	Material Coordinator	SEIU	301	\$82,120.06	\$107,346.72
279	UA150	Material Expeditor	SEIU	S08	\$82,202.64	\$107,454.36
280	000373	MECC Coordinator	AFSCME	AFG	\$127,505.43	\$165,757.06
281	EF240	Mechanical Engineer	NRep	E06	\$106,187.00	\$160,874.00
282	000296	Mgr of Absence Mgmt	NRep	N09	\$130,085.00	\$197,080.00
283	000024	Mgr of Access & Accessible Svc	NRep	N09	\$130,085.00	\$197,080.00
284	000023	Mgr of Access Programs	AFSCME	AFH	\$135,397.73	\$176,016.91
285	FC215	Mgr of Accounting	AFSCME	AFI	\$144,454.42	\$187,790.48
286	000081	Mgr of Accred and Support Svs	BPMA	CM	\$143,748.00	\$166,788.00
287	000188	Mgr of Acquisition Support	AFSCME	AFI	\$144,454.42	\$187,790.48
288	000167	Mgr of Ad Franchise Program	AFSCME	AFI	\$144,454.42	\$187,790.48
289	MC225	Mgr of Auto & Equip Maint	AFSCME	AFH	\$135,397.73	\$176,016.91
290	000299	Mgr of Budget & Admin, Cap Cor	AFSCME	AFI	\$144,454.42	\$187,790.48
291	000215	Mgr of Cap Corr Market/Comm	NRep	N09	\$130,085.00	\$197,080.00
292	FF119	Mgr of Capital Budgets	NRep	N09	\$130,085.00	\$197,080.00
293	FF116	Mgr of Capital Project Control	NRep	N09	\$130,085.00	\$197,080.00
294	000174	Mgr of Capital Project Support	AFSCME	AFI	\$144,454.42	\$187,790.48
295	OF115	Mgr of Central Control	NRep	N10	\$139,192.00	\$210,876.00
296	EF225	Mgr of Civil & Structural Eng	NRep	E10	\$139,192.00	\$210,876.00
297	QF109	Mgr of Community Relations	NRep	N09	\$130,085.00	\$197,080.00
298	000287	Mgr of Comp & Analytics	NRep	N09	\$130,085.00	\$197,080.00
299	EF119	Mgr of Computer Sys Engineer	NRep	E10	\$139,192.00	\$210,876.00
300	MF400	Mgr of Construction Services	NRep	E10	\$139,192.00	\$210,876.00

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
301	UF225	Mgr of Contract Administration	NRep	N09	\$130,085.00	\$197,080.00
302	000288	Mgr of Contract Compliance	NRep	N09	\$130,085.00	\$197,080.00
303	000170	Mgr of Creative Services	AFSCME	AFI	\$144,454.42	\$187,790.48
304	000009	Mgr of Credit/Debit Fare Prog	AFSCME	AFG	\$127,505.43	\$165,757.06
305	AC400	Mgr of Customer Services	AFSCME	AFH	\$135,397.73	\$176,016.91
306	000071	Mgr of Cyber Security	NRep	E10	\$139,192.00	\$210,876.00
307	TC102	Mgr of Drafting & Configuratio	AFSCME	AFI	\$144,454.42	\$187,790.48
308	HF170	Mgr of EEO Programs	NRep	N09	\$130,085.00	\$197,080.00
309	EF120	Mgr of Elect & Comm Engineer	NRep	E10	\$139,192.00	\$210,876.00
310	EF233	Mgr of Electrical Engineer	NRep	E10	\$139,192.00	\$210,876.00
311	000065	Mgr of Emergency Preparedness	NRep	N08	\$121,574.00	\$184,186.00
312	SC075	Mgr of Employee/Patron Safety	AFSCME	AFI	\$144,454.42	\$187,790.48
313	AF206	Mgr of Energy	NRep	N10	\$139,192.00	\$210,876.00
314	SF111	Mgr of Engineer Safety	NRep	E10	\$139,192.00	\$210,876.00
315	000063	Mgr of Engineering Liaison	NRep	E10	\$139,192.00	\$210,876.00
316	000169	Mgr of Engineering Programs	NRep	E09	\$130,085.00	\$197,080.00
317	SF140	Mgr of Environmental Review	AFSCME	AFI	\$144,454.42	\$187,790.48
318	000289	Mgr of Fin Analysis Admin	AFSCME	AFI	\$144,454.42	\$187,790.48
319	FF297	Mgr of Financial Planning	NRep	N09	\$130,085.00	\$197,080.00
320	FF290	Mgr of Fleet & Capacity Plann	NRep	N09	\$130,085.00	\$197,080.00
321	000290	Mgr of Govt Rel & Leg Affairs	NRep	N09	\$130,085.00	\$197,080.00
322	FF117	Mgr of Grants & Funding Advoc	NRep	N09	\$130,085.00	\$197,080.00
323	000216	Mgr of HRIS & Benefits	NRep	N09	\$130,085.00	\$197,080.00
324	IF177	Mgr of Information Systems	NRep	N10	\$139,192.00	\$210,876.00
325	FF285	Mgr of Internal Audit	NRep	N09	\$130,085.00	\$197,080.00
326	000338	Mgr of Internal Communications	NRep	N09	\$130,085.00	\$197,080.00
327	UC125	Mgr of Inventory Management	AFSCME	AFG	\$127,505.43	\$165,757.06
328	HF130	Mgr of Labor Relations	NRep	N09	\$130,085.00	\$197,080.00
329	000347	Mgr of Land Use Planning	AFSCME	AFI	\$144,454.42	\$187,790.48
330	000291	Mgr of Leave Programs	NRep	N09	\$130,085.00	\$197,080.00
331	QF107	Mgr of Local Govt & Com Rel	NRep	N09	\$130,085.00	\$197,080.00
332	UF130	Mgr of Logistics	NRep	N09	\$130,085.00	\$197,080.00
333	MF405	Mgr of Maint Administration	AFSCME	AFI	\$144,454.42	\$187,790.48
334	000159	Mgr of Maint Plan & Logistics	NRep	N09	\$130,085.00	\$197,080.00
335	TF241	Mgr of Maintenance Engineer	NRep	E10	\$139,192.00	\$210,876.00
336	OF425	Mgr of Maintenance Support	NRep	N09	\$130,085.00	\$197,080.00
337	000214	Mgr of Marketing	NRep	N09	\$130,085.00	\$197,080.00
338	EF234	Mgr of Mechanical Engr.	NRep	E10	\$139,192.00	\$210,876.00
339	000293	Mgr of Media Relations	NRep	N09	\$130,085.00	\$197,080.00
340	FF125	Mgr of Operating Budgets	NRep	N09	\$130,085.00	\$197,080.00
341	TF230	Mgr of Operations Reliability	NRep	E09	\$130,085.00	\$197,080.00
342	SC105	Mgr of Operations Safety	AFSCME	AFI	\$144,454.42	\$187,790.48
343	000055	Mgr of Ops Training and Dev	NRep	N09	\$130,085.00	\$197,080.00
344	QC205	Mgr of Parking Programs	AFSCME	AFI	\$144,454.42	\$187,790.48
345	000203	Mgr of Performance Analytics	AFSCME	AFI	\$144,454.42	\$187,790.48
346	QF115	Mgr of Planning	NRep	N09	\$130,085.00	\$197,080.00
347	000294	Mgr of Program Planning Sppt	NRep	N09	\$130,085.00	\$197,080.00
348	000267	Mgr of Property Dev Projects	AFSCME	AFI	\$144,454.42	\$187,790.48
349	UF215	Mgr of Purchasing	AFSCME	AFI	\$144,454.42	\$187,790.48
350	TC105	Mgr of Quality Assurance	AFSCME	AFI	\$144,454.42	\$187,790.48

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
351	000199	Mgr of Rail Operations	NRep	N09	\$130,085.00	\$197,080.00
352	000349	Mgr of Rail Planning, Link21	AFSCME	AFI	\$144,454.42	\$187,790.48
353	000005	Mgr of Real Estate Services	NRep	N09	\$130,085.00	\$197,080.00
354	EF159	Mgr of Research & Development	NRep	E10	\$139,192.00	\$210,876.00
355	FF295	Mgr of Revenue Control	NRep	N09	\$130,085.00	\$197,080.00
356	000303	Mgr of RS&S Administration	NRep	N09	\$130,085.00	\$197,080.00
357	OF111	Mgr of Schedules & Services	NRep	N09	\$130,085.00	\$197,080.00
358	000247	Mgr of Small Business Sppt Svc	NRep	N09	\$130,085.00	\$197,080.00
359	AC300	Mgr of Special Projects	AFSCME	AFI	\$144,454.42	\$187,790.48
360	000198	Mgr of Station Operations	NRep	N09	\$130,085.00	\$197,080.00
361	MF840	Mgr of Strategic Main Prog	NRep	N11	\$148,935.00	\$225,638.00
362	000295	Mgr of Substance Abuse Program	NRep	N09	\$130,085.00	\$197,080.00
363	000249	Mgr of Sys Capacity Planning	NRep	N09	\$130,085.00	\$197,080.00
364	000248	Mgr of System Integration	NRep	E09	\$130,085.00	\$197,080.00
365	HF135	Mgr of Talent Acquisition	NRep	N09	\$130,085.00	\$197,080.00
366	000172	Mgr of Technology Programs	NRep	N09	\$130,085.00	\$197,080.00
367	000008	Mgr of Telecommunications	NRep	N09	\$130,085.00	\$197,080.00
368	FC205	Mgr of Time and Admin	AFSCME	AFI	\$144,454.42	\$187,790.48
369	000250	Mgr of Title VI & Env Justice	NRep	N09	\$130,085.00	\$197,080.00
370	EF236	Mgr of Traction Power Engr	NRep	E10	\$139,192.00	\$210,876.00
371	EF130	Mgr of Train Control Engineer	NRep	E10	\$139,192.00	\$210,876.00
372	000332	Mgr of Trans Ops Supp, CCJPA	NRep	N09	\$130,085.00	\$197,080.00
373	000251	Mgr of Transit Oriented Dev	NRep	N09	\$130,085.00	\$197,080.00
374	MC805	Mgr of Transit Vehicl Cleaning	AFSCME	AFH	\$135,397.73	\$176,016.91
375	OF170	Mgr of Transportation Ops Supp	NRep	N09	\$130,085.00	\$197,080.00
376	TF237	Mgr of Vehicle Sys Engineer	NRep	E10	\$139,192.00	\$210,876.00
377	MF850	Mgr of Warranty Administration	NRep	N08	\$121,574.00	\$184,186.00
378	000252	Mgr of Workforce Dev	NRep	N09	\$130,085.00	\$197,080.00
379	VA125	Multimedia Assistant Producer	SEIU	S11	\$94,924.92	\$124,084.80
380	HF152	Multimedia Producer	AFSCME	AFG	\$127,505.43	\$165,757.06
381	OB120	Operations Foreworker	ATU	821	\$94,497.10	\$111,173.30
382	000350	Operations Planner	AFSCME	AFD	\$104,172.51	\$135,424.50
383	OC118	Operations Supervisor Liaison	AFSCME	AFF	\$118,792.71	\$154,431.88
384	HF111	Operations Training Supervisor	AFSCME	AFG	\$127,505.43	\$165,757.06
385	MA547	Overhead Door Worker	SEIU	301	\$82,120.06	\$107,346.72
386	MA360	Painter	SEIU	301	\$82,120.06	\$107,346.72
387	000092	Paralegal	NRep	710	\$90,101.02	\$106,621.01
388	QC207	Parking Coordinator	AFSCME	AFE	\$112,048.72	\$145,662.97
389	QF135	Planner	AFSCME	AFC	\$94,361.00	\$122,669.93
390	CE175	Police Admin Specialist	BPOA	045	\$76,034.40	\$88,862.80
391	PD111	Police Admin Supervisor	BPMA	CS	\$127,752.00	\$148,248.00
392	PF110	Police Chief*	NRep	N14	\$192,828.00	\$292,135.00
393	PD118	Police Civilian Supv Comm	BPMA	CS	\$127,752.00	\$148,248.00
394	PE115	Police Dispatcher	BPOA	048	\$79,038.54	\$96,201.46
395	PD125	Police Lieutenant	BPMA	LT	\$194,820.00	\$223,044.00
396	000330	Police Lieutenant (84 hr)	BPMA	LT8	\$204,561.00	\$234,196.20
397	PE130	Police Officer	BPOA	778	\$99,279.44	\$140,152.90
398	000325	Police Officer (84 hr)	BPOA	PO8	\$104,243.41	\$147,160.54
399	PE129	Police Officer in Academy	BPOA	777	\$87,609.60	\$87,609.60
400	PD135	Police Sergeant	BPMA	SGT	\$156,672.00	\$185,868.00

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
401	000329	Police Sergeant (84 hr)	BPMA	SG8	\$164,505.60	\$195,161.40
402	PD116	Police Tech Administrator	BPMA	CS	\$127,752.00	\$148,248.00
403	MA535	Power & Mechanical Foreworker	SEIU	824	\$94,082.56	\$122,983.74
404	MA545	Power & Mechanical Worker	SEIU	301	\$82,120.06	\$107,346.72
405	OB130	Power & Support Controller	ATU	831	\$103,946.75	\$122,290.48
406	AC222	Principal Admin Analyst AFSCME	AFSCME	AFG	\$127,505.43	\$165,757.06
407	000045	Principal Architect	NRep	E08	\$121,574.00	\$184,186.00
408	EF256	Principal Civil Engineer	NRep	E08	\$121,574.00	\$184,186.00
409	EF090	Principal Computer Systems Eng	NRep	E08	\$121,574.00	\$184,186.00
410	EF262	Principal Construction Engr	NRep	E08	\$121,574.00	\$184,186.00
411	UF230	Principal Contract Specialist	AFSCME	AFG	\$127,505.43	\$165,757.06
412	000067	Principal EGIS Analyst	AFSCME	AFG	\$127,505.43	\$165,757.06
413	000253	Principal Elec Comm Engineer	NRep	E08	\$121,574.00	\$184,186.00
414	EF267	Principal Electrical Engineer	NRep	E08	\$121,574.00	\$184,186.00
415	000355	Principal Energy Analyst	AFSCME	AFH	\$135,397.73	\$176,016.91
416	EF502	Principal Engineer	NRep	E08	\$121,574.00	\$184,186.00
417	FC139	Principal Financial Analyst	AFSCME	AFG	\$127,505.43	\$165,757.06
418	000314	Principal Fire Protect Eng	NRep	E08	\$121,574.00	\$184,186.00
419	VC055	Principal Gov & Comm Rel Rep	AFSCME	AFG	\$127,505.43	\$165,757.06
420	000192	Principal Grants Officer	AFSCME	AFG	\$127,505.43	\$165,757.06
421	000254	Principal Integration Engineer	NRep	E08	\$121,574.00	\$184,186.00
422	FF301	Principal Internal Auditor	NRep	N07	\$113,621.00	\$172,136.00
423	000316	Principal Investigative Audito	NRep	N07	\$113,621.00	\$172,136.00
424	HF128	Principal Labor Relations Rep	NRep	N07	\$113,621.00	\$172,136.00
425	000205	Principal Landscape Architect	NRep	E08	\$121,574.00	\$184,186.00
426	VC084	Principal Marketing Rep	AFSCME	AFH	\$135,397.73	\$176,016.91
427	EF271	Principal Mechanical Engineer	NRep	E08	\$121,574.00	\$184,186.00
428	000351	Principal Operations Planner	AFSCME	AFH	\$135,397.73	\$176,016.91
429	000298	Principal Ops Safety Spec	AFSCME	AFH	\$135,397.73	\$176,016.91
430	000201	Principal Performance Analyst	AFSCME	AFG	\$127,505.43	\$165,757.06
431	QC112	Principal Planner	AFSCME	AFH	\$135,397.73	\$176,016.91
432	000255	Principal Project Engineer	NRep	E08	\$121,574.00	\$184,186.00
433	QC226	Principal Property Devlmnt Ofc	AFSCME	AFH	\$135,397.73	\$176,016.91
434	000374	Principal Recruiter	NRep	N07	\$113,621.00	\$172,136.00
435	TF256	Principal Reliability Engineer	NRep	E08	\$121,574.00	\$184,186.00
436	QC225	Principal Right of Way Officer	AFSCME	AFH	\$135,397.73	\$176,016.91
437	AF234	Principal Rsch Proj Analyst	AFSCME	AFG	\$127,505.43	\$165,757.06
438	SF129	Principal Safety Engineer	NRep	E08	\$121,574.00	\$184,186.00
439	000334	Principal Safety Specialist	AFSCME	AFH	\$135,397.73	\$176,016.91
440	EF276	Principal Structural Engineer	NRep	E08	\$121,574.00	\$184,186.00
441	EF279	Principal Track Engineer	NRep	E08	\$121,574.00	\$184,186.00
442	EF146	Principal Train Control Eng	NRep	E08	\$121,574.00	\$184,186.00
443	TF236	Principal Vehicle Sys Engineer	NRep	E08	\$121,574.00	\$184,186.00
444	000184	Procurement Support Mgr	AFSCME	AFI	\$144,454.42	\$187,790.48
445	MF842	Program Logistics Manager	NRep	N09	\$130,085.00	\$197,080.00
446	FA130	Project Control Administrator	SEIU	S08	\$82,202.64	\$107,454.36
447	000256	Project Controls Manager	NRep	N08	\$121,574.00	\$184,186.00
448	000257	Project Engineer	NRep	E06	\$106,187.00	\$160,874.00
449	EF250	Project Mgr	NRep	E09	\$130,085.00	\$197,080.00
450	000258	Project Mgr, Accessibility	NRep	E09	\$130,085.00	\$197,080.00

San Francisco Bay Area Rapid Transit District
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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
451	000262	Project Mgr, Architect	NRep	E09	\$130,085.00	\$197,080.00
452	000259	Project Mgr, Capital	NRep	E09	\$130,085.00	\$197,080.00
453	000260	Project Mgr, Cathodic	NRep	E09	\$130,085.00	\$197,080.00
454	000261	Project Mgr, Construction	NRep	E09	\$130,085.00	\$197,080.00
455	000263	Project Mgr, Earthquake Safety	NRep	E09	\$130,085.00	\$197,080.00
456	000264	Project Mgr, Extensions	NRep	E09	\$130,085.00	\$197,080.00
457	000265	Project Mgr, Fire Life Safety	NRep	E09	\$130,085.00	\$197,080.00
458	000266	Project Mgr, Int Agreements	NRep	E09	\$130,085.00	\$197,080.00
459	000268	Project Mgr, Stations	NRep	E09	\$130,085.00	\$197,080.00
460	000269	Project Mgr, Sys Integration	NRep	E09	\$130,085.00	\$197,080.00
461	000270	Project Mgr, Traction Power	NRep	E09	\$130,085.00	\$197,080.00
462	000224	Project Mgr, Train Control	NRep	E09	\$130,085.00	\$197,080.00
463	EF451	Project Support Manager	AFSCME	AFI	\$144,454.42	\$187,790.48
464	000204	Property Manager	AFSCME	AFI	\$144,454.42	\$187,790.48
465	VC110	Public Information Officer	AFSCME	AFE	\$112,048.72	\$145,662.97
466	VA115	Public Information Rep	SEIU	S11	\$94,924.92	\$124,084.80
467	TA110	Quality Assurance Analyst	SEIU	S08	\$82,202.64	\$107,454.36
468	000066	Quality Assurance Officer	SEIU	S11	\$94,924.92	\$124,084.80
469	000035	Quality Team Leader	SEIU	313	\$86,225.98	\$112,713.95
470	000015	Query & Reports Spec	AFSCME	AFF	\$118,792.71	\$154,431.88
471	OC190	Rail Operations Controller	AFSCME	AFI	\$144,454.42	\$187,790.48
472	KF175	Rail Svs Compl Officer Capitol	AFSCME	AFG	\$127,505.43	\$165,757.06
473	QA205	Real Estate Officer	SEIU	S11	\$94,924.92	\$124,084.80
474	QA100	Real Estate Tech	SEIU	036	\$68,513.54	\$89,560.43
475	IA185	Real Time Programmer Analyst	SEIU	S13	\$104,492.04	\$136,590.84
476	CP105	Receptionist	NRep	036	\$75,692.86	\$89,560.43
477	000345	Records & Supply Technician	SEIU	036	\$68,513.54	\$89,560.43
478	000193	Reliability Analyst	AFSCME	AFE	\$112,048.72	\$145,662.97
479	TF245	Reliability Engineer	NRep	E06	\$106,187.00	\$160,874.00
480	CA140	Reprographics Equipment Oper	SEIU	031	\$65,399.15	\$85,489.25
481	EF142	Research & Dev Specialist	AFSCME	AFG	\$127,505.43	\$165,757.06
482	AF233	Research Projects Supv	AFSCME	AFH	\$135,397.73	\$176,016.91
483	PE140	Revenue Protection Guard	BPOA	098	\$93,439.42	\$112,122.19
484	000318	Road Supv of Engines	AFSCME	AFG	\$127,505.43	\$165,757.06
485	000228	Rolling Stock Acquisitn Admin	NRep	N08	\$121,574.00	\$184,186.00
486	MA810	Rolling Stock Foreworker	SEIU	827	\$96,573.15	\$126,239.57
487	000313	Safety Mgmt System Manager	AFSCME	AFI	\$144,454.42	\$187,790.48
488	SF120	Safety Specialist	AFSCME	AFD	\$104,172.51	\$135,424.50
489	OB135	Scheduling Analyst	ATU	731	\$108,885.50	\$128,100.75
490	000048	Scheduling Supervisor	AFSCME	AFF	\$118,792.71	\$154,431.88
491	MC725	Sect Mgr Elev/Escalator Maint	AFSCME	AFG	\$127,505.43	\$165,757.06
492	MC724	Sect Mgr Power & Mech Maint	AFSCME	AFG	\$127,505.43	\$165,757.06
493	MC726	Sect Mgr Struct Insp & Maint	AFSCME	AFG	\$127,505.43	\$165,757.06
494	MC721	Sect Mgr Structures Maint	AFSCME	AFG	\$127,505.43	\$165,757.06
495	MC720	Sect Mgr Systems Maint	AFSCME	AFG	\$127,505.43	\$165,757.06
496	MC722	Sect Mgr Track Maint	AFSCME	AFG	\$127,505.43	\$165,757.06
497	MA225	Shop Machinist	SEIU	301	\$82,120.06	\$107,346.72
498	TA260	Shop Scheduler	SEIU	S10	\$90,463.56	\$118,253.04
499	MA230	Shop Welder	SEIU	301	\$82,120.06	\$107,346.72
500	MC701	Spec Proj Mgr Track & Struct	AFSCME	AFH	\$135,397.73	\$176,016.91

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Job Title)
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ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
501	000158	Special Projects Mgr AFSCME	AFSCME	AFG	\$127,505.43	\$165,757.06
502	FA288	Sr Account Clerk	SEIU	031	\$65,399.15	\$85,489.25
503	000368	Sr Accounting Analyst	AFSCME	AFF	\$118,792.71	\$154,431.88
504	AC220	Sr Admin Analyst AFSCME	AFSCME	AFE	\$112,048.72	\$145,662.97
505	IA190	Sr Appl Programmer Analyst	SEIU	S14	\$109,648.80	\$143,331.72
506	IC142	Sr Applications Analyst	AFSCME	AFH	\$135,397.73	\$176,016.91
507	LF120	Sr Attorney	NRep	N12	\$159,361.00	\$241,433.00
508	000218	Sr Benefits Analyst	NRep	N06	\$106,187.00	\$160,874.00
509	000230	Sr Board Analyst	NRep	N06	\$106,187.00	\$160,874.00
510	FH140	Sr Budget Clerk SEIU	SEIU	031	\$65,399.15	\$85,489.25
511	000176	Sr Buyer	SEIU	S10	\$90,463.56	\$118,253.04
512	000166	Sr CAD Drafter	SEIU	S10	\$90,463.56	\$118,253.04
513	FA290	Sr Cash Handler	SEIU	035	\$64,504.34	\$84,319.46
514	TC222	Sr Central Maint Supv	AFSCME	AFH	\$135,397.73	\$176,016.91
515	EF255	Sr Civil Engineer	NRep	E07	\$113,621.00	\$172,136.00
516	000219	Sr Class and Comp Analyst	NRep	N05	\$99,240.00	\$150,349.00
517	CB145	Sr Clerk ATU	ATU	031	\$72,665.84	\$85,489.25
518	CG145	Sr Clerk SEIU	SEIU	031	\$65,399.15	\$85,489.25
519	000075	Sr Computer Support Coord	SEIU	S16	\$119,538.24	\$156,259.08
520	EF138	Sr Computer Systems Engineer	NRep	E07	\$113,621.00	\$172,136.00
521	EF260	Sr Construction Engineer	NRep	E07	\$113,621.00	\$172,136.00
522	000231	Sr EEO Analyst	NRep	N05	\$99,240.00	\$150,349.00
523	EF265	Sr Electrical Engineer	NRep	E07	\$113,621.00	\$172,136.00
524	EF140	Sr Electronics & Comm Engineer	NRep	E07	\$113,621.00	\$172,136.00
525	FC137	Sr Energy Analyst	AFSCME	AFF	\$118,792.71	\$154,431.88
526	EF501	Sr Engineer	NRep	E07	\$113,621.00	\$172,136.00
527	FC138	Sr Financial Analyst AFSCME	AFSCME	AFE	\$112,048.72	\$145,662.97
528	VC051	Sr Gov & Comm Relations Rep	AFSCME	AFE	\$112,048.72	\$145,662.97
529	000315	Sr Grants Officer	AFSCME	AFE	\$112,048.72	\$145,662.97
530	TA314	Sr Graphic Artist	SEIU	S10	\$90,463.56	\$118,253.04
531	000359	Sr HR Project Analyst	NRep	N06	\$106,187.00	\$160,874.00
532	000352	Sr HRIS Analyst	NRep	N05	\$99,240.00	\$150,349.00
533	000361	Sr Human Resources Specialist	NRep	N01	\$75,708.00	\$114,699.00
534	FF253	Sr Internal Auditor	NRep	N05	\$99,240.00	\$150,349.00
535	UC108	Sr Inventory Control Analyst	AFSCME	AFD	\$104,172.51	\$135,424.50
536	HF126	Sr Labor Relations Rep	NRep	N06	\$106,187.00	\$160,874.00
537	000232	Sr Leave Mgmt Analyst	NRep	N05	\$99,240.00	\$150,349.00
538	000344	Sr Leave Mgmt Analyst (LT)	NRep	L05	\$99,240.00	\$150,349.00
539	AA130	Sr Legal Secretary	SEIU	071	\$65,975.10	\$86,242.21
540	UC190	Sr Logistics Supv	AFSCME	AFF	\$118,792.71	\$154,431.88
541	CA112	Sr Mail Services Support Clerk	SEIU	031	\$65,399.15	\$85,489.25
542	TA220	Sr Maint Planner	SEIU	S11	\$94,924.92	\$124,084.80
543	000053	Sr Maintenance Engineer	NRep	E07	\$113,621.00	\$172,136.00
544	VC082	Sr Marketing Rep	AFSCME	AFF	\$118,792.71	\$154,431.88
545	EF270	Sr Mechanical Engineer	NRep	E07	\$113,621.00	\$172,136.00
546	000353	Sr Mgr of Agreement Management	NRep	N10	\$139,192.00	\$210,876.00
547	000189	Sr Mgr of Asset Management	NRep	N10	\$139,192.00	\$210,876.00
548	000233	Sr Mgr of Contr Labor Compl	NRep	N10	\$139,192.00	\$210,876.00
549	000234	Sr Mgr of Econ Oppy Policies	NRep	N10	\$139,192.00	\$210,876.00
550	000179	Sr Mgr of Engineering Programs	NRep	E10	\$139,192.00	\$210,876.00

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
551	000185	Sr Mgr of Fin Analysis & Admn	NRep	N10	\$139,192.00	\$210,876.00
552	000333	Sr Mgr of Finance	NRep	N10	\$139,192.00	\$210,876.00
553	000308	Sr Mgr of M&E Asset Mgmt	NRep	N10	\$139,192.00	\$210,876.00
554	000235	Sr Mgr of Maint Acquisition	NRep	N10	\$139,192.00	\$210,876.00
555	000292	Sr Mgr of Maint Plan Sched	NRep	N10	\$139,192.00	\$210,876.00
556	MF410	Sr Mgr of Maintenance Support	NRep	N10	\$139,192.00	\$210,876.00
557	000237	Sr Mgr of Procurement	NRep	N10	\$139,192.00	\$210,876.00
558	000236	Sr Mgr of RS&S Ops Admin	NRep	N10	\$139,192.00	\$210,876.00
559	000319	Sr Mgr of Soc Svcs Partnership	NRep	N10	\$139,192.00	\$210,876.00
560	000238	Sr Mgr of Wkfc Policy Compl	NRep	N10	\$139,192.00	\$210,876.00
561	000177	Sr Mgr Performance & Innovatio	NRep	N10	\$139,192.00	\$210,876.00
562	CA155	Sr Office Services Supv	SEIU	S09	\$86,239.80	\$112,731.84
563	OB145	Sr Operations Foreworker	ATU	831	\$103,946.75	\$122,290.48
564	TF232	Sr Operations Planner	AFSCME	AFF	\$118,792.71	\$154,431.88
565	OC155	Sr Operations Supvr Liaison	AFSCME	AFG	\$127,505.43	\$165,757.06
566	SC135	Sr Ops Safety Spec	AFSCME	AFG	\$127,505.43	\$165,757.06
567	IB190	Sr Ops Suppt Sys Analyst	ATU	742	\$115,451.23	\$135,825.04
568	000191	Sr Performance Analyst	AFSCME	AFF	\$118,792.71	\$154,431.88
569	QC145	Sr Planner	AFSCME	AFF	\$118,792.71	\$154,431.88
570	000105	Sr Police Officer - Adv.	BPOA	792	\$148,687.97	\$148,687.97
571	PE131	Sr Police Officer - Int.	BPOA	788	\$144,357.41	\$144,357.41
572	000327	Sr Police Officer-Adv. (84 hr)	BPOA	PA8	\$156,122.37	\$156,122.37
573	000326	Sr Police Officer-Int. (84 hr)	BPOA	PI8	\$151,575.28	\$151,575.28
574	000052	Sr Production Engineer	NRep	E07	\$113,621.00	\$172,136.00
575	000220	Sr Project Engineer	NRep	E07	\$113,621.00	\$172,136.00
576	000080	Sr Project Manager	NRep	E10	\$139,192.00	\$210,876.00
577	000195	Sr Quality Administrator	AFSCME	AFG	\$127,505.43	\$165,757.06
578	EF238	Sr Quality Engineer	NRep	E07	\$113,621.00	\$172,136.00
579	000181	Sr Quality Manager	NRep	N10	\$139,192.00	\$210,876.00
580	QC210	Sr Real Estate Officer	AFSCME	AFF	\$118,792.71	\$154,431.88
581	000239	Sr Recruiter	NRep	N05	\$99,240.00	\$150,349.00
582	TF255	Sr Reliability Engineer	NRep	E07	\$113,621.00	\$172,136.00
583	AF232	Sr Research Projects Analyst	AFSCME	AFE	\$112,048.72	\$145,662.97
584	QC224	Sr Right of Way Officer	AFSCME	AFF	\$118,792.71	\$154,431.88
585	000240	Sr Safety Engineer	NRep	E07	\$113,621.00	\$172,136.00
586	SC130	Sr Safety Specialist	AFSCME	AFF	\$118,792.71	\$154,431.88
587	000031	Sr Scheduling Analyst ATU	ATU	732	\$119,607.07	\$140,714.29
588	AB135	Sr Secretary ATU	ATU	061	\$72,665.84	\$85,489.25
589	AJ135	Sr Secretary SEIU	SEIU	061	\$61,385.79	\$80,243.07
590	UA160	Sr Storekeeper	SEIU	171	\$76,218.27	\$99,631.79
591	EF275	Sr Structural Engineer	NRep	E07	\$113,621.00	\$172,136.00
592	IC200	Sr Systems Programmer	AFSCME	AFE	\$112,048.72	\$145,662.97
593	IA210	Sr Telecommunications Tech	SEIU	S14	\$109,648.80	\$143,331.72
594	FC200	Sr Time & Labor Admin Analyst	AFSCME	AFE	\$112,048.72	\$145,662.97
595	000372	Sr Title VI & Env Jus Anlst LT	NRep	L05	\$99,240.00	\$150,349.00
596	000297	Sr Title VI & Enviro Jus Anlys	NRep	N05	\$99,240.00	\$150,349.00
597	000241	Sr Traction Power Engineer	NRep	E07	\$113,621.00	\$172,136.00
598	EF145	Sr Train Control Engineer	NRep	E07	\$113,621.00	\$172,136.00
599	000044	Sr Transp Training Clerk	ATU	036	\$76,126.34	\$89,560.43
600	000194	Sr Transportation Analyst	AFSCME	AFF	\$118,792.71	\$154,431.88

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
601	CB160	Sr Transportation Clerk	ATU	031	\$72,665.84	\$85,489.25
602	TF234	Sr Vehicle Systems Engineer	NRep	E07	\$113,621.00	\$172,136.00
603	000242	Sr Workforce Dev Analyst	NRep	N05	\$99,240.00	\$150,349.00
604	000324	Stakeholder Engagement Adminst	NRep	N06	\$106,187.00	\$160,874.00
605	OB155	Station Agent	ATU	521	\$77,630.18	\$91,329.68
606	OB156	Station Agent PT	ATU	541	\$53,370.72	\$62,789.09
607	UA170	Storekeeper	SEIU	201	\$69,867.20	\$91,329.89
608	000057	Strategic Prog Mgr, Ext Affair	NRep	N10	\$139,192.00	\$210,876.00
609	EF280	Structural Engineer	NRep	E06	\$106,187.00	\$160,874.00
610	MA615	Structures Equipment Operator	SEIU	301	\$82,120.06	\$107,346.72
611	MA620	Structures Foreworker	SEIU	825	\$90,332.11	\$118,081.39
612	MA638	Structures Inspect Foreworker	SEIU	810	\$94,393.52	\$123,390.38
613	MA637	Structures Inspector	SEIU	311	\$85,812.27	\$112,173.15
614	MA636	Structures Inspector Asst	SEIU	201	\$69,867.20	\$91,329.89
615	MA630	Structures Welder	SEIU	301	\$82,120.06	\$107,346.72
616	MA635	Structures Worker	SEIU	201	\$69,867.20	\$91,329.89
617	000036	Structures Worker PT	SEIU	221	\$74,932.57	\$74,932.57
618	000366	Supt of Capital Construction	NRep	N11	\$148,935.00	\$225,638.00
619	TF275	Supt of Cntrl Veh Trouble Desk	NRep	N11	\$148,935.00	\$225,638.00
620	MF535	Supt of Power & Mech Maint	NRep	N11	\$148,935.00	\$225,638.00
621	MF818	Supt of Rolling Stock & Shops	NRep	N11	\$148,935.00	\$225,638.00
622	000164	Supt of System Service	NRep	N11	\$148,935.00	\$225,638.00
623	MF703	Supt of Systems Maintenance	NRep	N11	\$148,935.00	\$225,638.00
624	MF610	Supt of Way & Facilities	NRep	N11	\$148,935.00	\$225,638.00
625	000010	Supv Bus Sys Operations	AFSCME	AFI	\$144,454.42	\$187,790.48
626	000317	Supv Crisis Int & Outreach Pro	BPMA	CS	\$127,752.00	\$148,248.00
627	000301	Supv of Comp & Analytics	NRep	N08	\$121,574.00	\$184,186.00
628	000243	Supv of EEO Programs	NRep	N07	\$113,621.00	\$172,136.00
629	000244	Supv of HRIS	NRep	N08	\$121,574.00	\$184,186.00
630	000300	Supv of Leave Mgmt	NRep	N08	\$121,574.00	\$184,186.00
631	000245	Supv of Recruiting	NRep	N08	\$121,574.00	\$184,186.00
632	000221	Supv of Workforce Development	NRep	N08	\$121,574.00	\$184,186.00
633	TF263	Survey Taker	NRep	093	\$54,199.86	\$54,199.86
634	EA315	Survey Tech	SEIU	091	\$71,635.82	\$93,641.60
635	MA385	System Service Crewleader	SEIU	141	\$61,473.78	\$80,357.89
636	MA390	System Service Foreworker	SEIU	818	\$83,495.15	\$109,144.05
637	MC395	System Service Supv	AFSCME	AFE	\$112,048.72	\$145,662.97
638	MA400	System Service Worker	SEIU	111	\$59,584.72	\$77,888.72
639	MA399	System Service Worker 141	SEIU	141	\$61,473.78	\$80,357.89
640	MA401	System Service Worker PT	SEIU	121	\$63,904.51	\$63,904.51
641	IC198	Systems Programmer	AFSCME	AFF	\$118,792.71	\$154,431.88
642	000007	Tech Maintenance Support Coord	AFSCME	AFE	\$112,048.72	\$145,662.97
643	TA140	Tech Publications Admin	SEIU	S10	\$90,463.56	\$118,253.04
644	TA302	Technical Administrator	SEIU	S11	\$94,924.92	\$124,084.80
645	TA125	Technical Editor	SEIU	S03	\$64,730.76	\$84,615.36
646	IA300	Technical Programmer Analyst	SEIU	S11	\$94,924.92	\$124,084.80
647	000025	Technical Publications Analyst	SEIU	S09	\$86,239.80	\$112,731.84
648	TA301	Technical Resources Admin	SEIU	S13	\$104,492.04	\$136,590.84
649	IA200	Telecommunications Specialist	SEIU	S06	\$74,688.00	\$97,631.40
650	IA205	Telecommunications Technician	SEIU	S09	\$86,239.80	\$112,731.84

San Francisco Bay Area Rapid Transit District
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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
651	000068	Time & Labor Admin Analyst ATU	ATU	741	\$100,744.59	\$118,523.18
652	FA212	Time and Labor Admin Analyst	SEIU	TAD	\$90,667.20	\$118,519.20
653	UA180	Tool Room Attendant	SEIU	201	\$69,867.20	\$91,329.89
654	MA640	Track Equipment Operator	SEIU	301	\$82,120.06	\$107,346.72
655	MA645	Track Foreworker	SEIU	825	\$90,332.11	\$118,081.39
656	MA655	Track Welder	SEIU	301	\$82,120.06	\$107,346.72
657	MA660	Track Worker	SEIU	201	\$69,867.20	\$91,329.89
658	000022	Track Worker PT	SEIU	221	\$74,932.57	\$74,932.57
659	MA720	Train Control Electronic Tech	SEIU	301	\$82,120.06	\$107,346.72
660	EF165	Train Control Engineer	NRep	E06	\$106,187.00	\$160,874.00
661	MA725	Train Control Foreworker	SEIU	825	\$90,332.11	\$118,081.39
662	OB160	Train Operator	ATU	621	\$77,630.18	\$91,329.68
663	OB161	Train Operator PT	ATU	641	\$53,370.72	\$62,789.09
664	000322	Transit Ambassador	BPOA	027	\$61,012.22	\$74,937.82
665	CA165	Transit Information Clerk	SEIU	031	\$65,399.15	\$85,489.25
666	CA175	Transit Information Supv	SEIU	S11	\$94,924.92	\$124,084.80
667	CA159	Transit Information Tech	SEIU	036	\$68,513.54	\$89,560.43
668	MA825	Transit Veh Elec Tec	SEIU	301	\$82,120.06	\$107,346.72
669	MA830	Transit Vehicle Mechanic	SEIU	301	\$82,120.06	\$107,346.72
670	000037	Transit Vehicle Mechanic PT	SEIU	314	\$88,073.60	\$88,073.60
671	000033	Transportation Adm Specialist	ATU	031	\$72,665.84	\$85,489.25
672	CB175	Transportation Clerk	ATU	021	\$72,665.84	\$85,489.25
673	OC150	Transportation Supervisor	AFSCME	AFG	\$127,505.43	\$165,757.06
674	CA180	Trouble Desk Data Specialist	SEIU	036	\$68,513.54	\$89,560.43
675	MA826	TVET Trainee	SEIU	331	\$74,058.40	\$96,808.61
676	MA840	Utility Foreworker	SEIU	818	\$83,495.15	\$109,144.05
677	MA835	Utility Worker	SEIU	111	\$59,584.72	\$77,888.72
678	MA836	Utility Worker PT	SEIU	121	\$63,904.51	\$63,904.51
679	TA130	Vehicle Inspector	SEIU	311	\$85,812.27	\$112,173.15
680	MC830	Vehicle Performance Analyst	AFSCME	AFF	\$118,792.71	\$154,431.88
681	TF233	Vehicle Systems Engineer	NRep	E06	\$106,187.00	\$160,874.00
682	MA900	Warranty Administrator	SEIU	S11	\$94,924.92	\$124,084.80
683	TA135	Wayside Inspector	SEIU	311	\$85,812.27	\$112,173.15
684	TA311	Web Page Specialist	SEIU	S10	\$90,463.56	\$118,253.04

* Due to the unique nature of these jobs as executive management employees reporting directly to the General Manager, these classifications are eligible to receive Management Incentive Pay of \$4,800 annually (26 equal pay period installments of \$184.61).

** Due to the unique nature of the job as first level management over Police Lieutenants, the Deputy Police Chief classification is eligible to receive Deputy Police Chief Management Incentive Pay in the amount of 10% of the regular base pay rate.