

San Francisco Bay Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2024

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 | LF100 | Associate General Counsel | NRep | N13 | \$175,298.00 | \$265,577.00 |
| 25 | AA100 | Asst Admin Analyst - SEIU | SEIU | S06 | \$74,688.00 | \$97,631.40 |
| 26 | UA200 | Asst Buyer | SEIU | S06 | \$74,688.00 | \$97,631.40 |
| 27 | 000273 | Asst Chief Infrast Deliv Offic | NRep | E12 | \$159,361.00 | \$241,433.00 |
| 28 | 000274 | Asst Chief Maintenance Officer | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 29 | 000082 | Asst Chief Mechanical Officer | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 30 | UA205 | Asst Contract Administrator | SEIU | S06 | \$74,688.00 | \$97,631.40 |
| 31 | FF225 | Asst Controller | NRep | N13 | \$175,298.00 | \$265,577.00 |
| 32 | AF105 | Asst District Secretary | NRep | N08 | \$121,574.00 | \$184,186.00 |
| 33 | ZF050 | Asst GM Administration* | NRep | N14 | \$192,828.00 | \$292,135.00 |
| 34 | ZF105 | Asst GM Operations* | NRep | N14 | \$192,828.00 | \$292,135.00 |
| 35 | XF213 | Asst GM Performance & Budget* | NRep | N14 | \$192,828.00 | \$292,135.00 |
| 36 | XF125 | Asst GM Technology* | NRep | N14 | \$192,828.00 | \$292,135.00 |
| 37 | ZF117 | Asst GM, External Affairs* | NRep | N14 | \$192,828.00 | \$292,135.00 |
| 38 | ZF118 | Asst GM, Infrastrct Delivery* | NRep | N14 | \$192,828.00 | \$292,135.00 |
| 39 | 000307 | Asst Inspector General | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 40 | 000019 | Asst Logistics Program Manager | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 41 | FC230 | Asst Mgr of Revenue Control | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 42 | SA100 | Asst Safety Specialist | SEIU | S06 | \$74,688.00 | \$97,631.40 |
| 43 | 000209 | Asst Supt Maint Plan and Logs | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 44 | 000061 | Asst Supt of Power Mech Maint | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 45 | MF822 | Asst Supt of RS&S | NRep | N09 | \$130,085.00 | \$197,080.00 |

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|----|----------|--------------------------------|-----------------|--------------|-----------------|-----------------|
| 46 | 000163 | Asst Supt of System Service | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 47 | MF830 | Asst Supt of Systems Maint | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 48 | 000020 | Asst Supt of Way & Facilities | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 49 | FF230 | Asst Treasurer | NRep | N13 | \$175,298.00 | \$265,577.00 |
| 50 | FA274 | Asst Treasury Analyst | SEIU | S06 | \$74,688.00 | \$97,631.40 |
| 51 | LF105 | Attorney I | NRep | N06 | \$106,187.00 | \$160,874.00 |
| 52 | LF110 | Attorney II | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 53 | LF115 | Attorney III | NRep | N11 | \$148,935.00 | \$225,638.00 |
| 54 | MA200 | Auto & Equip Foreworker | SEIU | 825 | \$90,332.11 | \$118,081.39 |
| 55 | MC215 | Auto & Equip Maint Supv | AFSCME | AFE | \$112,048.72 | \$145,662.97 |
| 56 | MA205 | Auto & Equip Mechanic | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 57 | 000222 | Board Analyst | NRep | N05 | \$99,240.00 | \$150,349.00 |
| 58 | FA100 | Budget Analyst | SEIU | S08 | \$82,202.64 | \$107,454.36 |
| 59 | FB141 | Budget Clerk - ATU | ATU | 031 | \$72,665.84 | \$85,489.25 |
| 60 | MA300 | Buildings Foreworker | SEIU | 825 | \$90,332.11 | \$118,081.39 |
| 61 | MA310 | Buildings Worker | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 62 | UA210 | Buyer | SEIU | S08 | \$82,202.64 | \$107,454.36 |
| 63 | 000364 | Buyer (LT) | SEIU | S08 | \$82,202.64 | \$107,454.36 |
| 64 | UA213 | Buyer Technician | SEIU | 036 | \$68,513.54 | \$89,560.43 |
| 65 | TA298 | CAD Drafter | SEIU | S08 | \$82,202.64 | \$107,454.36 |
| 66 | FA245 | Cash Handler | SEIU | 025 | \$60,415.47 | \$78,974.69 |
| 67 | 000095 | Cash Handler PT | SEIU | 026 | \$66,456.83 | \$66,456.83 |
| 68 | FA249 | Cash Handling Elec Technician | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 69 | FA250 | Cash Handling Foreworker | SEIU | 813 | \$90,332.11 | \$118,081.39 |
| 70 | TC220 | Central Maintenance Supervisor | AFSCME | AFF | \$118,792.71 | \$154,431.88 |
| 71 | XF142 | Chief Communications Officer | NRep | N13 | \$175,298.00 | \$265,577.00 |
| 72 | 000050 | Chief Infrastruc Deliv Officer | NRep | E13 | \$175,298.00 | \$265,577.00 |
| 73 | EF050 | Chief Maintenance Officer | NRep | N13 | \$175,298.00 | \$265,577.00 |
| 74 | MF805 | Chief Mechanical Officer | NRep | N13 | \$175,298.00 | \$265,577.00 |
| 75 | 000339 | Chief of Staff | NRep | N08 | \$121,574.00 | \$184,186.00 |
| 76 | 000276 | Chief Planning & Dev Officer | NRep | N13 | \$175,298.00 | \$265,577.00 |
| 77 | SF200 | Chief Safety Officer | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 78 | XF100 | Chief Transportation Officer | NRep | N13 | \$175,298.00 | \$265,577.00 |
| 79 | EF200 | Civil Engineer | NRep | E06 | \$106,187.00 | \$160,874.00 |
| 80 | CG100 | Clerk SEIU | SEIU | 011 | \$51,237.26 | \$66,977.04 |
| 81 | 000013 | Communication Coordinator | SEIU | S11 | \$94,924.92 | \$124,084.80 |
| 82 | MA115 | Communications Electronic Tech | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 83 | MA120 | Communications Foreworker | SEIU | 825 | \$90,332.11 | \$118,081.39 |
| 84 | VF101 | Communications Officer | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 85 | OB100 | Communications Specialist | ATU | 831 | \$103,946.75 | \$122,290.48 |
| 86 | PE076 | Community Services Officer | BPOA | 027 | \$61,012.22 | \$74,937.82 |
| 87 | 000155 | Comp Vehicle Maint DMU | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 88 | IA105 | Computer Documentation Asst | SEIU | 031 | \$65,399.15 | \$85,489.25 |
| 89 | MA700 | Computer Electronic Technician | SEIU | 321 | \$82,120.06 | \$107,346.72 |
| 90 | IA110 | Computer Operator | SEIU | 031 | \$65,399.15 | \$85,489.25 |

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| 91 | 000064 | Computer Support Administrator | SEIU | S05 | \$71,210.64 | \$93,085.80 |
| 92 | IA115 | Computer Support Coordinator | SEIU | S14 | \$109,648.80 | \$143,331.72 |
| 93 | EF102 | Computer Systems Engineer | NRep | E06 | \$106,187.00 | \$160,874.00 |
| 94 | 000377 | Computer Systems Engineer PT | NRep | E06 | \$106,187.00 | \$160,874.00 |
| 95 | EF205 | Construction Engineer | NRep | E06 | \$106,187.00 | \$160,874.00 |
| 96 | UA215 | Contract Administrator | SEIU | S08 | \$82,202.64 | \$107,454.36 |
| 97 | UF221 | Contract Specialist I | AFSCME | AFB | \$86,249.19 | \$112,125.03 |
| 98 | UF222 | Contract Specialist II | AFSCME | AFD | \$104,172.51 | \$135,424.50 |
| 99 | UF223 | Contract Specialist III | AFSCME | AFE | \$112,048.72 | \$145,662.97 |
| 100 | 000049 | Contracts Technician SEIU | SEIU | 036 | \$68,513.54 | \$89,560.43 |
| 101 | XF105 | Controller Treasurer | NRep | CT | \$298,312.01 | \$298,312.01 |
| 102 | 000356 | Controller-Treasurer, Interim | NRep | CT | \$298,312.01 | \$298,312.01 |
| 103 | 000277 | Core Capacity Program Manager | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 104 | 000168 | Crew Office Supervisor | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 105 | 000183 | Crime Analyst | BPOA | 068 | \$87,907.46 | \$105,484.08 |
| 106 | 000323 | Crisis Intervention Specialist | BPOA | 058 | \$86,183.97 | \$103,416.14 |
| 107 | CA120 | Customer Service Clerk | SEIU | 031 | \$65,399.15 | \$85,489.25 |
| 108 | VA110 | Customer Service Rep | SEIU | S11 | \$94,924.92 | \$124,084.80 |
| 109 | VA120 | Customer Services Admin | SEIU | S13 | \$104,492.04 | \$136,590.84 |
| 110 | 000016 | Customer Services Assistant | SEIU | S06 | \$74,688.00 | \$97,631.40 |
| 111 | 000173 | Customer Services Supervisor | SEIU | S13 | \$104,492.04 | \$136,590.84 |
| 112 | 000180 | Customer Services Technician | SEIU | 036 | \$68,513.54 | \$89,560.43 |
| 113 | 000072 | Cyber Security Engineer | NRep | E07 | \$113,621.00 | \$172,136.00 |
| 114 | IA135 | Data Controller | SEIU | 031 | \$65,399.15 | \$85,489.25 |
| 115 | IA140 | Data Entry Operator | SEIU | 031 | \$65,399.15 | \$85,489.25 |
| 116 | IC120 | Database Administrator | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 117 | AF115 | Deputy Asst District Secretary | NRep | N06 | \$106,187.00 | \$160,874.00 |
| 118 | ZF110 | Deputy General Manager* | NRep | N15 | \$212,111.00 | \$321,349.00 |
| 119 | 000028 | Deputy Managing Dir Cap Cor | NRep | N11 | \$148,935.00 | \$225,638.00 |
| 120 | 000043 | Deputy Police Chief** | NRep | N13 | \$175,298.00 | \$265,577.00 |
| 121 | FF095 | Dir of Budgets | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 122 | QF101 | Dir of Customer Access | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 123 | XF117 | Dir of Customer Services | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 124 | FF090 | Dir of Financial Planning | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 125 | 000206 | Dir of Fire Life Safety | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 126 | 000337 | Dir of Funding Strategy | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 127 | XF123 | Dir of Govt and Comm Relations | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 128 | XF120 | Dir of Human Resources | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 129 | 000084 | Dir of Labor Relations | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 130 | 000309 | Dir of Link21 | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 131 | XF132 | Dir of Marketing and Research | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 132 | XF115 | Dir of Office of Civil Rights | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 133 | XF040 | Dir of Operations Planning | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 134 | XF126 | Dir of Performance and Audit | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 135 | XF135 | Dir of Procurement | NRep | N12 | \$159,361.00 | \$241,433.00 |

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|-----|----------|--------------------------------|-----------------|--------------|-----------------|-----------------|
| 136 | 000027 | Dir of Real Estate & Prop Dev | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 137 | XF106 | Dir of Risk and Insur Mgmt | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 138 | SF100 | Dir of Security Programs | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 139 | 000153 | Dir of Technology | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 140 | 000381 | Dir of Transit Oriented Dev | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 141 | EF060 | District Architect | NRep | E11 | \$148,935.00 | \$225,638.00 |
| 142 | QC216 | District Right of Way Surveyor | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 143 | XF150 | District Secretary | NRep | DS | \$200,850.00 | \$200,850.00 |
| 144 | 000156 | DMU Engineer | ATU | 651 | \$91,129.79 | \$107,211.73 |
| 145 | 000320 | DMU Rolling Stock Foreworker | SEIU | 827 | \$96,573.15 | \$126,239.57 |
| 146 | 000321 | DMU System Rail Controller | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 147 | TA300 | Document Config Controller | SEIU | S09 | \$86,239.80 | \$112,731.84 |
| 148 | 000161 | Document Control Specialist | SEIU | S09 | \$86,239.80 | \$112,731.84 |
| 149 | TA310 | Drafting Supervisor | SEIU | S11 | \$94,924.92 | \$124,084.80 |
| 150 | MA313 | Dump Truck/Equipment Operator | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 151 | 000311 | EEO Analyst I | NRep | N02 | \$81,008.00 | \$122,728.00 |
| 152 | 000310 | EEO Analyst II | NRep | N04 | \$92,747.00 | \$140,513.00 |
| 153 | 000078 | Elec/Electro-Mech Assembler II | SEIU | 152 | \$64,271.79 | \$84,015.57 |
| 154 | MA145 | Elect/Electro-Mech Assembler | SEIU | 151 | \$62,020.19 | \$81,072.16 |
| 155 | EF215 | Electrical Engineer | NRep | E06 | \$106,187.00 | \$160,874.00 |
| 156 | MA500 | Electrical Foreworker | SEIU | 824 | \$94,082.56 | \$122,983.74 |
| 157 | 000034 | Electrical Helper | SEIU | 151 | \$62,020.19 | \$81,072.16 |
| 158 | MA510 | Electrician | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 159 | EF110 | Electronics & Comm Engineer | NRep | E06 | \$106,187.00 | \$160,874.00 |
| 160 | 000302 | Elevator Escalator Inspector | SEIU | 311 | \$85,812.27 | \$112,173.15 |
| 161 | MA515 | Elevator/Escalator Foreworker | SEIU | 825 | \$90,332.11 | \$118,081.39 |
| 162 | MA530 | Elevator/Escalator Trainee | SEIU | 331 | \$74,058.40 | \$96,808.61 |
| 163 | MA525 | Elevator/Escalator Worker | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 164 | 000196 | Employee Dev Specialist FW | ATU | 732 | \$119,607.07 | \$140,714.29 |
| 165 | 000190 | Employee Dev Specialist SA | ATU | 839 | \$108,885.50 | \$128,100.75 |
| 166 | HJ105 | Employee Dev Specialist SEIU | SEIU | EDS | \$97,995.24 | \$128,098.32 |
| 167 | HB105 | Employee Dev Specialist TO | ATU | 839 | \$108,885.50 | \$128,100.75 |
| 168 | EF500 | Engineer | NRep | E06 | \$106,187.00 | \$160,874.00 |
| 169 | 000032 | Engineer Intern | NRep | 081 | \$39,520.00 | \$52,000.00 |
| 170 | 000342 | Equity Programs Administrator | NRep | N08 | \$121,574.00 | \$184,186.00 |
| 171 | MA150 | ERS Foreworker | SEIU | 825 | \$90,332.11 | \$118,081.39 |
| 172 | MA155 | ERS Technician | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 173 | 000210 | Executive Assistant | NRep | N05 | \$99,240.00 | \$150,349.00 |
| 174 | UA195 | Expeditor | SEIU | S06 | \$74,688.00 | \$97,631.40 |
| 175 | UA100 | Expeditor/Clerk | SEIU | 031 | \$65,399.15 | \$85,489.25 |
| 176 | MC350 | Facilities Maint Supv | AFSCME | AFE | \$112,048.72 | \$145,662.97 |
| 177 | 000021 | Facilities/Utilities Loc Coord | AFSCME | AFF | \$118,792.71 | \$154,431.88 |
| 178 | 000182 | Fare Inspection Officer | BPOA | 035 | \$72,643.17 | \$87,168.22 |
| 179 | 000278 | Fare Programs Administrator | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 180 | FC104 | Financial Analyst I | AFSCME | AFC | \$94,361.00 | \$122,669.93 |

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|-----|----------|--------------------------------|-----------------|--------------|-----------------|-----------------|
| 181 | FC105 | Financial Analyst II | AFSCME | AFD | \$104,172.51 | \$135,424.50 |
| 182 | 000367 | Fire Life Safety Compliance Ad | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 183 | 000331 | Fire Life Safety Program Admn | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 184 | 000369 | Fire Protection Foreworker | SEIU | 825 | \$90,332.11 | \$118,081.39 |
| 185 | MA550 | Fire Protection Worker | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 186 | 000382 | Fire Service Foreworker | SEIU | 825 | \$90,332.11 | \$118,081.39 |
| 187 | MA330 | Fire Service Worker | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 188 | XF160 | General Counsel | NRep | GC | \$295,000.00 | \$320,220.26 |
| 189 | 000380 | General Counsel, Interim | NRep | GC | \$295,000.00 | \$320,220.26 |
| 190 | ZF130 | General Manager | NRep | GM | \$422,379.70 | \$422,379.70 |
| 191 | VA050 | Gov & Community Relations Spec | SEIU | S11 | \$94,924.92 | \$124,084.80 |
| 192 | TA313 | Graphic Artist | SEIU | S09 | \$86,239.80 | \$112,731.84 |
| 193 | MA335 | Grounds Foreworker | SEIU | 825 | \$90,332.11 | \$118,081.39 |
| 194 | MA345 | Grounds Worker | SEIU | 201 | \$69,867.20 | \$91,329.89 |
| 195 | MA346 | Grounds Worker/Applicator | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 196 | 000360 | Grp Mgr Business Admin | NRep | N11 | \$148,935.00 | \$225,638.00 |
| 197 | EF223 | Grp Mgr Elec Mech Engineering | NRep | E11 | \$148,935.00 | \$225,638.00 |
| 198 | EF222 | Grp Mgr Engineering | NRep | E11 | \$148,935.00 | \$225,638.00 |
| 199 | OF112 | Grp Mgr Ops Support & Review | NRep | N11 | \$148,935.00 | \$225,638.00 |
| 200 | XF128 | Grp Mgr Planning | NRep | N11 | \$148,935.00 | \$225,638.00 |
| 201 | 000171 | Grp Mgr Production Support | NRep | N11 | \$148,935.00 | \$225,638.00 |
| 202 | EF121 | Grp Mgr Project Controls | NRep | N11 | \$148,935.00 | \$225,638.00 |
| 203 | EF107 | Grp Mgr Rail Vehicle Cap Prog | NRep | E11 | \$148,935.00 | \$225,638.00 |
| 204 | 000088 | Grp Mgr Sustainability Program | NRep | N11 | \$148,935.00 | \$225,638.00 |
| 205 | EF080 | Grp Mgr Systems Engineer | NRep | E11 | \$148,935.00 | \$225,638.00 |
| 206 | EF075 | Grp Mgr Vehicle Maint Engineer | NRep | E11 | \$148,935.00 | \$225,638.00 |
| 207 | 000041 | Grp Mgr, Capital Projects | NRep | E11 | \$148,935.00 | \$225,638.00 |
| 208 | EF224 | Grp Mgr, Integration Eng | NRep | E11 | \$148,935.00 | \$225,638.00 |
| 209 | 000280 | Grp Mgr, Policy Planning | NRep | N11 | \$148,935.00 | \$225,638.00 |
| 210 | 000341 | Grp Mgr, Real Estate & Prop Mg | NRep | N11 | \$148,935.00 | \$225,638.00 |
| 211 | 000279 | Grp Mgr, Station Planning | NRep | N11 | \$148,935.00 | \$225,638.00 |
| 212 | 000312 | Grp Mgr, Transit Oriented Dev | NRep | N11 | \$148,935.00 | \$225,638.00 |
| 213 | HF133 | HR Project Manager | NRep | N08 | \$121,574.00 | \$184,186.00 |
| 214 | 000362 | Human Resources Analyst I | NRep | N02 | \$81,008.00 | \$122,728.00 |
| 215 | 000363 | Human Resources Analyst I (LT) | NRep | L02 | \$81,008.00 | \$122,728.00 |
| 216 | 000376 | Human Resources Analyst II | NRep | N04 | \$92,747.00 | \$140,513.00 |
| 217 | 000346 | Human Resources Anlyst II (LT) | NRep | L04 | \$92,747.00 | \$140,513.00 |
| 218 | 000354 | Human Resources Intern | NRep | 081 | \$39,520.00 | \$52,000.00 |
| 219 | 000375 | Human Resources Specialist | NRep | 036 | \$75,692.86 | \$89,560.43 |
| 220 | 000370 | Human Resources Specialist LT | NRep | L36 | \$75,692.86 | \$89,560.43 |
| 221 | 000212 | Independent Police Adminstr | NRep | N05 | \$99,240.00 | \$150,349.00 |
| 222 | 000042 | Independent Police Auditor | NRep | IPA | \$224,649.23 | \$224,649.23 |
| 223 | 000054 | Independent Police Invest | NRep | N08 | \$121,574.00 | \$184,186.00 |
| 224 | SC132 | Industrial Hygienist | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 225 | IC159 | Information Sys Security Offcr | AFSCME | AFF | \$118,792.71 | \$154,431.88 |

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|-----|----------|---------------------------------|-----------------|--------------|-----------------|-----------------|
| 226 | FF260 | Information Systems Auditor | NRep | N05 | \$99,240.00 | \$150,349.00 |
| 227 | 000207 | Inspector General | NRep | IG | \$226,600.00 | \$226,600.00 |
| 228 | OF025 | Instructional Design Spec | AFSCME | AFE | \$112,048.72 | \$145,662.97 |
| 229 | FC240 | Insurance Analyst | AFSCME | AFF | \$118,792.71 | \$154,431.88 |
| 230 | FA265 | Intermediate Account Clerk | SEIU | 021 | \$58,579.87 | \$76,575.20 |
| 231 | CJ105 | Intermediate Clerk SEIU | SEIU | 021 | \$58,579.87 | \$76,575.20 |
| 232 | FF251 | Internal Auditor I | NRep | N02 | \$81,008.00 | \$122,728.00 |
| 233 | FF252 | Internal Auditor II | NRep | N04 | \$92,747.00 | \$140,513.00 |
| 234 | UA105 | Inventory Control Analyst | SEIU | S08 | \$82,202.64 | \$107,454.36 |
| 235 | UA120 | Inventory Control Technician | SEIU | 036 | \$68,513.54 | \$89,560.43 |
| 236 | MA348 | Irrigation/Grounds Worker | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 237 | 000059 | IT Project Manager | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 238 | FA275 | Jr Accountant | SEIU | S05 | \$71,210.64 | \$93,085.80 |
| 239 | IA160 | Jr Appl Programmer Analyst | SEIU | S03 | \$64,730.76 | \$84,615.36 |
| 240 | 000282 | Jr Computer Systems Engineer | NRep | E03 | \$86,679.00 | \$131,320.00 |
| 241 | 000306 | Jr Elec & Comm Engineer | NRep | E03 | \$86,679.00 | \$131,320.00 |
| 242 | 000305 | Jr Electrical Engineer | NRep | E03 | \$86,679.00 | \$131,320.00 |
| 243 | EF400 | Jr Engineer | NRep | E03 | \$86,679.00 | \$131,320.00 |
| 244 | 000365 | Jr Engineer (LT) | NRep | L03 | \$86,679.00 | \$131,320.00 |
| 245 | 000304 | Jr Mechanical Engineer | NRep | E03 | \$86,679.00 | \$131,320.00 |
| 246 | 000283 | Jr Project Engineer | NRep | E03 | \$86,679.00 | \$131,320.00 |
| 247 | 000284 | Jr Traction Power Engineer | NRep | E03 | \$86,679.00 | \$131,320.00 |
| 248 | 000285 | Jr Train Control Engineer | NRep | E03 | \$86,679.00 | \$131,320.00 |
| 249 | HF122 | Labor Relations Rep I | NRep | N02 | \$81,008.00 | \$122,728.00 |
| 250 | HF123 | Labor Relations Rep II | NRep | N04 | \$92,747.00 | \$140,513.00 |
| 251 | 000371 | Lead Police Dispatcher | BPOA | 055 | \$82,990.34 | \$101,011.46 |
| 252 | 000213 | Leave Management Specialist | NRep | 036 | \$75,692.86 | \$89,560.43 |
| 253 | LA115 | Legal Administrative Analyst | SEIU | S06 | \$74,688.00 | \$97,631.40 |
| 254 | LA100 | Legal Administrative Asst | SEIU | S05 | \$71,210.64 | \$93,085.80 |
| 255 | LC118 | Legal Office Supervisor | AFSCME | AFD | \$104,172.51 | \$135,424.50 |
| 256 | FC282 | Liability Risk Analyst | AFSCME | AFF | \$118,792.71 | \$154,431.88 |
| 257 | MA350 | Locksmith | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 258 | OB108 | Lost & Found Clerk | ATU | 019 | \$72,665.84 | \$85,489.25 |
| 259 | CA110 | Mail and Supply Clerk | SEIU | 021 | \$58,579.87 | \$76,575.20 |
| 260 | CA115 | Mail Services Supervisor | SEIU | 800 | \$76,218.27 | \$99,631.79 |
| 261 | CA111 | Mail Services Support Clerk | SEIU | 021 | \$58,579.87 | \$76,575.20 |
| 262 | 000060 | Maintenance Engineer | NRep | E06 | \$106,187.00 | \$160,874.00 |
| 263 | TA215 | Maintenance Planner | SEIU | S08 | \$82,202.64 | \$107,454.36 |
| 264 | 000001 | Maintenance Support Admin | AFSCME | AFD | \$104,172.51 | \$135,424.50 |
| 265 | ZF200 | Managing Director Cap Corridor* | NRep | N14 | \$192,828.00 | \$292,135.00 |
| 266 | VC081 | Marketing Rep II | AFSCME | AFE | \$112,048.72 | \$145,662.97 |
| 267 | PE132 | Master Police Officer | BPOA | 798 | \$151,661.54 | \$151,661.54 |
| 268 | 000328 | Master Police Officer (84 hr) | BPOA | PM8 | \$159,244.61 | \$159,244.61 |
| 269 | UA130 | Material Control Analyst | SEIU | S08 | \$82,202.64 | \$107,454.36 |
| 270 | UA135 | Material Control Sys Analyst | SEIU | S08 | \$82,202.64 | \$107,454.36 |

San Francisco Bay Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2024

ATTACHMENT A

| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/ Annual | Maximum/ Annual |
|-----|----------|--------------------------------|-----------------|--------------|-----------------|-----------------|
| 271 | UA145 | Material Coordinator | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 272 | UA150 | Material Expeditor | SEIU | S08 | \$82,202.64 | \$107,454.36 |
| 273 | 000373 | MECC Coordinator | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 274 | EF240 | Mechanical Engineer | NRep | E06 | \$106,187.00 | \$160,874.00 |
| 275 | 000296 | Mgr of Absence Mgmt | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 276 | 000024 | Mgr of Access & Accessible Svc | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 277 | 000023 | Mgr of Access Programs | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 278 | FC215 | Mgr of Accounting | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 279 | 000081 | Mgr of Accred and Support Svs | BPMA | CM | \$143,748.00 | \$166,788.00 |
| 280 | 000188 | Mgr of Acquisition Support | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 281 | 000167 | Mgr of Ad Franchise Program | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 282 | MC225 | Mgr of Auto & Equip Maint | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 283 | 000216 | Mgr of Benefits | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 284 | 000299 | Mgr of Budget & Admin, Cap Cor | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 285 | 000215 | Mgr of Cap Corr Market/Comm | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 286 | FF116 | Mgr of Capital Project Control | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 287 | 000174 | Mgr of Capital Project Support | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 288 | OF115 | Mgr of Central Control | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 289 | EF225 | Mgr of Civil & Structural Eng | NRep | E10 | \$139,192.00 | \$210,876.00 |
| 290 | 000287 | Mgr of Comp & Analytics | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 291 | EF119 | Mgr of Computer Sys Engineer | NRep | E10 | \$139,192.00 | \$210,876.00 |
| 292 | MF400 | Mgr of Construction Services | NRep | E10 | \$139,192.00 | \$210,876.00 |
| 293 | UF225 | Mgr of Contract Administration | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 294 | 000288 | Mgr of Contract Compliance | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 295 | 000170 | Mgr of Creative Services | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 296 | AC400 | Mgr of Customer Services | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 297 | 000071 | Mgr of Cyber Security | NRep | E10 | \$139,192.00 | \$210,876.00 |
| 298 | TC102 | Mgr of Drafting & Configuratio | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 299 | HF170 | Mgr of EEO Programs | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 300 | EF120 | Mgr of Elect & Comm Engineer | NRep | E10 | \$139,192.00 | \$210,876.00 |
| 301 | EF233 | Mgr of Electrical Engineer | NRep | E10 | \$139,192.00 | \$210,876.00 |
| 302 | 000065 | Mgr of Emergency Preparedness | NRep | N08 | \$121,574.00 | \$184,186.00 |
| 303 | SC075 | Mgr of Employee/Patron Safety | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 304 | AF206 | Mgr of Energy | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 305 | SF111 | Mgr of Engineer Safety | NRep | E10 | \$139,192.00 | \$210,876.00 |
| 306 | 000063 | Mgr of Engineering Liaison | NRep | E10 | \$139,192.00 | \$210,876.00 |
| 307 | 000169 | Mgr of Engineering Programs | NRep | E09 | \$130,085.00 | \$197,080.00 |
| 308 | SF140 | Mgr of Environmental Review | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 309 | 000289 | Mgr of Fin Analysis Admin | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 310 | FF297 | Mgr of Financial Planning | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 311 | 000290 | Mgr of Govt Rel & Leg Affairs | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 312 | FF117 | Mgr of Grants & Funding Advoc | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 313 | IF177 | Mgr of Information Systems | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 314 | FF285 | Mgr of Internal Audit | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 315 | 000338 | Mgr of Internal Communications | NRep | N09 | \$130,085.00 | \$197,080.00 |

San Francisco Bay Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2024

ATTACHMENT A

| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/ Annual | Maximum/ Annual |
|-----|----------|--------------------------------|-----------------|--------------|-----------------|-----------------|
| 316 | UC125 | Mgr of Inventory Management | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 317 | HF130 | Mgr of Labor Relations | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 318 | 000347 | Mgr of Land Use Planning | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 319 | 000291 | Mgr of Leave Programs | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 320 | QF107 | Mgr of Local Govt & Com Rel | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 321 | UF130 | Mgr of Logistics | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 322 | MF405 | Mgr of Maint Administration | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 323 | 000159 | Mgr of Maint Plan & Logistics | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 324 | TF241 | Mgr of Maintenance Engineer | NRep | E10 | \$139,192.00 | \$210,876.00 |
| 325 | OF425 | Mgr of Maintenance Support | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 326 | 000214 | Mgr of Marketing | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 327 | EF234 | Mgr of Mechanical Engr. | NRep | E10 | \$139,192.00 | \$210,876.00 |
| 328 | 000293 | Mgr of Media Relations | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 329 | FF125 | Mgr of Operating Budgets | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 330 | TF230 | Mgr of Operations Reliability | NRep | E09 | \$130,085.00 | \$197,080.00 |
| 331 | SC105 | Mgr of Operations Safety | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 332 | 000055 | Mgr of Ops Training and Dev | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 333 | QC205 | Mgr of Parking Programs | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 334 | 000203 | Mgr of Performance Analytics | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 335 | QF115 | Mgr of Planning | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 336 | 000294 | Mgr of Program Planning Sppt | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 337 | 000267 | Mgr of Property Dev Projects | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 338 | UF215 | Mgr of Purchasing | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 339 | TC105 | Mgr of Quality Assurance | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 340 | 000349 | Mgr of Rail Planning, Link21 | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 341 | FF295 | Mgr of Revenue Control | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 342 | OF111 | Mgr of Schedules & Services | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 343 | 000247 | Mgr of Small Business Sppt Svc | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 344 | AC300 | Mgr of Special Projects | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 345 | 000295 | Mgr of Substance Abuse Program | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 346 | 000249 | Mgr of Sys Capacity Planning | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 347 | 000248 | Mgr of System Integration | NRep | E09 | \$130,085.00 | \$197,080.00 |
| 348 | HF135 | Mgr of Talent Acquisition | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 349 | 000172 | Mgr of Technology Programs | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 350 | 000008 | Mgr of Telecommunications | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 351 | FC205 | Mgr of Time and Admin | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 352 | 000250 | Mgr of Title VI & Env Justice | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 353 | EF236 | Mgr of Traction Power Engr | NRep | E10 | \$139,192.00 | \$210,876.00 |
| 354 | EF130 | Mgr of Train Control Engineer | NRep | E10 | \$139,192.00 | \$210,876.00 |
| 355 | 000332 | Mgr of Trans Ops Supp, CCJPA | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 356 | MC805 | Mgr of Transit Vehicl Cleaning | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 357 | OF170 | Mgr of Transportation Ops Supp | NRep | N09 | \$130,085.00 | \$197,080.00 |
| 358 | TF237 | Mgr of Vehicle Sys Engineer | NRep | E10 | \$139,192.00 | \$210,876.00 |
| 359 | MF850 | Mgr of Warranty Administration | NRep | N08 | \$121,574.00 | \$184,186.00 |
| 360 | 000252 | Mgr of Workforce Dev | NRep | N09 | \$130,085.00 | \$197,080.00 |

San Francisco Bay Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2024

ATTACHMENT A

| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/ Annual | Maximum/ Annual |
|-----|----------|--------------------------------|-----------------|--------------|-----------------|-----------------|
| 361 | VA125 | Multimedia Assistant Producer | SEIU | S11 | \$94,924.92 | \$124,084.80 |
| 362 | HF152 | Multimedia Producer | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 363 | OB120 | Operations Foreworker | ATU | 821 | \$94,497.10 | \$111,173.30 |
| 364 | 000350 | Operations Planner | AFSCME | AFD | \$104,172.51 | \$135,424.50 |
| 365 | OC118 | Operations Supervisor Liaison | AFSCME | AFF | \$118,792.71 | \$154,431.88 |
| 366 | HF111 | Operations Training Supervisor | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 367 | MA547 | Overhead Door Worker | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 368 | MA360 | Painter | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 369 | 000092 | Paralegal | NRep | 710 | \$90,101.02 | \$106,621.01 |
| 370 | QC207 | Parking Coordinator | AFSCME | AFE | \$112,048.72 | \$145,662.97 |
| 371 | QF135 | Planner | AFSCME | AFC | \$94,361.00 | \$122,669.93 |
| 372 | CE175 | Police Admin Specialist | BPOA | 045 | \$76,034.40 | \$88,862.80 |
| 373 | PD111 | Police Admin Supervisor | BPMA | CS | \$127,752.00 | \$148,248.00 |
| 374 | PF110 | Police Chief* | NRep | N14 | \$192,828.00 | \$292,135.00 |
| 375 | PD115 | Police Civilian Supv Admin | BPMA | CS | \$127,752.00 | \$148,248.00 |
| 376 | PD118 | Police Civilian Supv Comm | BPMA | CS | \$127,752.00 | \$148,248.00 |
| 377 | PE115 | Police Dispatcher | BPOA | 048 | \$79,038.54 | \$96,201.46 |
| 378 | PD125 | Police Lieutenant | BPMA | LT | \$194,820.00 | \$223,044.00 |
| 379 | 000330 | Police Lieutenant (84 hr) | BPMA | LT8 | \$204,561.00 | \$234,196.20 |
| 380 | PE130 | Police Officer | BPOA | 778 | \$99,279.44 | \$140,152.90 |
| 381 | 000325 | Police Officer (84 hr) | BPOA | PO8 | \$104,243.41 | \$147,160.54 |
| 382 | PE129 | Police Officer in Academy | BPOA | 777 | \$87,609.60 | \$87,609.60 |
| 383 | PD135 | Police Sergeant | BPMA | SGT | \$156,672.00 | \$185,868.00 |
| 384 | 000329 | Police Sergeant (84 hr) | BPMA | SG8 | \$164,505.60 | \$195,161.40 |
| 385 | PD138 | Police Support Svcs Supv | BPMA | CS | \$127,752.00 | \$148,248.00 |
| 386 | PD116 | Police Tech Administrator | BPMA | CS | \$127,752.00 | \$148,248.00 |
| 387 | MA535 | Power & Mechanical Foreworker | SEIU | 824 | \$94,082.56 | \$122,983.74 |
| 388 | MA545 | Power & Mechanical Worker | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 389 | OB130 | Power & Support Controller | ATU | 831 | \$103,946.75 | \$122,290.48 |
| 390 | AC222 | Principal Admin Analyst AFSCME | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 391 | 000045 | Principal Architect | NRep | E08 | \$121,574.00 | \$184,186.00 |
| 392 | 000379 | Principal Benefits Analyst | NRep | N07 | \$113,621.00 | \$172,136.00 |
| 393 | EF256 | Principal Civil Engineer | NRep | E08 | \$121,574.00 | \$184,186.00 |
| 394 | EF090 | Principal Computer Systems Eng | NRep | E08 | \$121,574.00 | \$184,186.00 |
| 395 | EF262 | Principal Construction Engr | NRep | E08 | \$121,574.00 | \$184,186.00 |
| 396 | UF230 | Principal Contract Specialist | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 397 | 000067 | Principal EGIS Analyst | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 398 | 000253 | Principal Elec Comm Engineer | NRep | E08 | \$121,574.00 | \$184,186.00 |
| 399 | EF267 | Principal Electrical Engineer | NRep | E08 | \$121,574.00 | \$184,186.00 |
| 400 | 000355 | Principal Energy Analyst | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 401 | EF502 | Principal Engineer | NRep | E08 | \$121,574.00 | \$184,186.00 |
| 402 | FC139 | Principal Financial Analyst | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 403 | 000314 | Principal Fire Protect Eng | NRep | E08 | \$121,574.00 | \$184,186.00 |
| 404 | VC055 | Principal Gov & Comm Rel Rep | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 405 | 000192 | Principal Grants Officer | AFSCME | AFG | \$127,505.43 | \$165,757.06 |

San Francisco Bay 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 |
|-----|----------|------------------------------------|-----------------|--------------|-----------------|-----------------|
| 406 | 000254 | Principal Integration Engineer | NRep | E08 | \$121,574.00 | \$184,186.00 |
| 407 | FF301 | Principal Internal Auditor | NRep | N07 | \$113,621.00 | \$172,136.00 |
| 408 | 000316 | Principal Investigative Auditor | NRep | N07 | \$113,621.00 | \$172,136.00 |
| 409 | HF128 | Principal Labor Relations Rep | NRep | N07 | \$113,621.00 | \$172,136.00 |
| 410 | 000205 | Principal Landscape Architect | NRep | E08 | \$121,574.00 | \$184,186.00 |
| 411 | VC084 | Principal Marketing Rep | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 412 | EF271 | Principal Mechanical Engineer | NRep | E08 | \$121,574.00 | \$184,186.00 |
| 413 | 000351 | Principal Operations Planner | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 414 | 000298 | Principal Ops Safety Spec | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 415 | 000201 | Principal Performance Analyst | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 416 | QC112 | Principal Planner | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 417 | 000255 | Principal Project Engineer | NRep | E08 | \$121,574.00 | \$184,186.00 |
| 418 | QC226 | Principal Property Development Ofc | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 419 | 000374 | Principal Recruiter | NRep | N07 | \$113,621.00 | \$172,136.00 |
| 420 | TF256 | Principal Reliability Engineer | NRep | E08 | \$121,574.00 | \$184,186.00 |
| 421 | QC225 | Principal Right of Way Officer | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 422 | AF234 | Principal Rsch Proj Analyst | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 423 | SF129 | Principal Safety Engineer | NRep | E08 | \$121,574.00 | \$184,186.00 |
| 424 | 000334 | Principal Safety Specialist | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 425 | EF276 | Principal Structural Engineer | NRep | E08 | \$121,574.00 | \$184,186.00 |
| 426 | EF279 | Principal Track Engineer | NRep | E08 | \$121,574.00 | \$184,186.00 |
| 427 | EF146 | Principal Train Control Eng | NRep | E08 | \$121,574.00 | \$184,186.00 |
| 428 | TF236 | Principal Vehicle Sys Engineer | NRep | E08 | \$121,574.00 | \$184,186.00 |
| 429 | 000184 | Procurement Support Mgr | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 430 | FA130 | Project Control Administrator | SEIU | S08 | \$82,202.64 | \$107,454.36 |
| 431 | 000256 | Project Controls Manager | NRep | N08 | \$121,574.00 | \$184,186.00 |
| 432 | 000257 | Project Engineer | NRep | E06 | \$106,187.00 | \$160,874.00 |
| 433 | EF250 | Project Mgr | NRep | E09 | \$130,085.00 | \$197,080.00 |
| 434 | 000258 | Project Mgr, Accessibility | NRep | E09 | \$130,085.00 | \$197,080.00 |
| 435 | 000262 | Project Mgr, Architect | NRep | E09 | \$130,085.00 | \$197,080.00 |
| 436 | 000261 | Project Mgr, Construction | NRep | E09 | \$130,085.00 | \$197,080.00 |
| 437 | 000263 | Project Mgr, Earthquake Safety | NRep | E09 | \$130,085.00 | \$197,080.00 |
| 438 | 000264 | Project Mgr, Extensions | NRep | E09 | \$130,085.00 | \$197,080.00 |
| 439 | 000265 | Project Mgr, Fire Life Safety | NRep | E09 | \$130,085.00 | \$197,080.00 |
| 440 | 000268 | Project Mgr, Stations | NRep | E09 | \$130,085.00 | \$197,080.00 |
| 441 | 000269 | Project Mgr, Sys Integration | NRep | E09 | \$130,085.00 | \$197,080.00 |
| 442 | 000224 | Project Mgr, Train Control | NRep | E09 | \$130,085.00 | \$197,080.00 |
| 443 | EF451 | Project Support Manager | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 444 | 000204 | Property Manager | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 445 | VC110 | Public Information Officer | AFSCME | AFE | \$112,048.72 | \$145,662.97 |
| 446 | VA115 | Public Information Rep | SEIU | S11 | \$94,924.92 | \$124,084.80 |
| 447 | TA110 | Quality Assurance Analyst | SEIU | S08 | \$82,202.64 | \$107,454.36 |
| 448 | 000066 | Quality Assurance Officer | SEIU | S11 | \$94,924.92 | \$124,084.80 |
| 449 | 000035 | Quality Team Leader | SEIU | 313 | \$86,225.98 | \$112,713.95 |
| 450 | 000015 | Query & Reports Spec | AFSCME | AFF | \$118,792.71 | \$154,431.88 |

San Francisco Bay Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2024

ATTACHMENT A

| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/ Annual | Maximum/ Annual |
|-----|----------|--------------------------------|-----------------|--------------|-----------------|-----------------|
| 451 | OC190 | Rail Operations Controller | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 452 | KF175 | Rail Svs Compl Officer Capitol | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 453 | QA205 | Real Estate Officer | SEIU | S11 | \$94,924.92 | \$124,084.80 |
| 454 | QA100 | Real Estate Tech | SEIU | 036 | \$68,513.54 | \$89,560.43 |
| 455 | IA185 | Real Time Programmer Analyst | SEIU | S13 | \$104,492.04 | \$136,590.84 |
| 456 | CP105 | Receptionist | NRep | 036 | \$75,692.86 | \$89,560.43 |
| 457 | 000345 | Records & Supply Technician | SEIU | 036 | \$68,513.54 | \$89,560.43 |
| 458 | 000193 | Reliability Analyst | AFSCME | AFE | \$112,048.72 | \$145,662.97 |
| 459 | TF245 | Reliability Engineer | NRep | E06 | \$106,187.00 | \$160,874.00 |
| 460 | CA140 | Reprographics Equipment Oper | SEIU | 031 | \$65,399.15 | \$85,489.25 |
| 461 | AF233 | Research Projects Supv | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 462 | PE140 | Revenue Protection Guard | BPOA | 098 | \$93,439.42 | \$112,122.19 |
| 463 | 000318 | Road Supv of Engines | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 464 | 000228 | Rolling Stock Acquisitn Admin | NRep | N08 | \$121,574.00 | \$184,186.00 |
| 465 | MA810 | Rolling Stock Foreworker | SEIU | 827 | \$96,573.15 | \$126,239.57 |
| 466 | 000313 | Safety Mgmt System Manager | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 467 | SF120 | Safety Specialist | AFSCME | AFD | \$104,172.51 | \$135,424.50 |
| 468 | OB135 | Scheduling Analyst | ATU | 731 | \$108,885.50 | \$128,100.75 |
| 469 | 000048 | Scheduling Supervisor | AFSCME | AFF | \$118,792.71 | \$154,431.88 |
| 470 | MC725 | Sect Mgr Elev/Escalator Maint | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 471 | MC724 | Sect Mgr Power & Mech Maint | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 472 | MC726 | Sect Mgr Struct Insp & Maint | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 473 | MC721 | Sect Mgr Structures Maint | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 474 | MC720 | Sect Mgr Systems Maint | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 475 | MC722 | Sect Mgr Track Maint | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 476 | MA225 | Shop Machinist | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 477 | TA260 | Shop Scheduler | SEIU | S10 | \$90,463.56 | \$118,253.04 |
| 478 | MA230 | Shop Welder | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 479 | MC701 | Spec Proj Mgr Track & Struct | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 480 | FA288 | Sr Account Clerk | SEIU | 031 | \$65,399.15 | \$85,489.25 |
| 481 | 000368 | Sr Accounting Analyst | AFSCME | AFF | \$118,792.71 | \$154,431.88 |
| 482 | AC220 | Sr Admin Analyst AFSCME | AFSCME | AFE | \$112,048.72 | \$145,662.97 |
| 483 | IA190 | Sr Appl Programmer Analyst | SEIU | S14 | \$109,648.80 | \$143,331.72 |
| 484 | IC142 | Sr Applications Analyst | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 485 | LF120 | Sr Attorney | NRep | N12 | \$159,361.00 | \$241,433.00 |
| 486 | 000218 | Sr Benefits Analyst | NRep | N05 | \$99,240.00 | \$150,349.00 |
| 487 | 000230 | Sr Board Analyst | NRep | N06 | \$106,187.00 | \$160,874.00 |
| 488 | FH140 | Sr Budget Clerk SEIU | SEIU | 031 | \$65,399.15 | \$85,489.25 |
| 489 | 000176 | Sr Buyer | SEIU | S10 | \$90,463.56 | \$118,253.04 |
| 490 | 000166 | Sr CAD Drafter | SEIU | S10 | \$90,463.56 | \$118,253.04 |
| 491 | FA290 | Sr Cash Handler | SEIU | 035 | \$64,504.34 | \$84,319.46 |
| 492 | TC222 | Sr Central Maint Supv | AFSCME | AFH | \$135,397.73 | \$176,016.91 |
| 493 | EF255 | Sr Civil Engineer | NRep | E07 | \$113,621.00 | \$172,136.00 |
| 494 | 000219 | Sr Class and Comp Analyst | NRep | N05 | \$99,240.00 | \$150,349.00 |
| 495 | CB145 | Sr Clerk ATU | ATU | 031 | \$72,665.84 | \$85,489.25 |

San Francisco Bay Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2024

ATTACHMENT A

| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/ Annual | Maximum/ Annual |
|-----|----------|--------------------------------|-----------------|--------------|-----------------|-----------------|
| 496 | CG145 | Sr Clerk SEIU | SEIU | 031 | \$65,399.15 | \$85,489.25 |
| 497 | 000075 | Sr Computer Support Coord | SEIU | S16 | \$119,538.24 | \$156,259.08 |
| 498 | EF138 | Sr Computer Systems Engineer | NRep | E07 | \$113,621.00 | \$172,136.00 |
| 499 | EF260 | Sr Construction Engineer | NRep | E07 | \$113,621.00 | \$172,136.00 |
| 500 | 000231 | Sr EEO Analyst | NRep | N05 | \$99,240.00 | \$150,349.00 |
| 501 | EF265 | Sr Electrical Engineer | NRep | E07 | \$113,621.00 | \$172,136.00 |
| 502 | EF140 | Sr Electronics & Comm Engineer | NRep | E07 | \$113,621.00 | \$172,136.00 |
| 503 | HF114 | Sr Employee Dev Specialist | NRep | N05 | \$99,240.00 | \$150,349.00 |
| 504 | FC137 | Sr Energy Analyst | AFSCME | AFF | \$118,792.71 | \$154,431.88 |
| 505 | EF501 | Sr Engineer | NRep | E07 | \$113,621.00 | \$172,136.00 |
| 506 | FC138 | Sr Financial Analyst AFSCME | AFSCME | AFE | \$112,048.72 | \$145,662.97 |
| 507 | VC051 | Sr Gov & Comm Relations Rep | AFSCME | AFE | \$112,048.72 | \$145,662.97 |
| 508 | 000315 | Sr Grants Officer | AFSCME | AFE | \$112,048.72 | \$145,662.97 |
| 509 | TA314 | Sr Graphic Artist | SEIU | S10 | \$90,463.56 | \$118,253.04 |
| 510 | 000359 | Sr HR Project Analyst | NRep | N06 | \$106,187.00 | \$160,874.00 |
| 511 | 000352 | Sr HRIS Analyst | NRep | N05 | \$99,240.00 | \$150,349.00 |
| 512 | 000361 | Sr Human Resources Specialist | NRep | N01 | \$75,708.00 | \$114,699.00 |
| 513 | FF253 | Sr Internal Auditor | NRep | N05 | \$99,240.00 | \$150,349.00 |
| 514 | UC108 | Sr Inventory Control Analyst | AFSCME | AFD | \$104,172.51 | \$135,424.50 |
| 515 | HF126 | Sr Labor Relations Rep | NRep | N06 | \$106,187.00 | \$160,874.00 |
| 516 | 000232 | Sr Leave Mgmt Analyst | NRep | N05 | \$99,240.00 | \$150,349.00 |
| 517 | 000344 | Sr Leave Mgmt Analyst (LT) | NRep | L05 | \$99,240.00 | \$150,349.00 |
| 518 | AA130 | Sr Legal Secretary | SEIU | 071 | \$65,975.10 | \$86,242.21 |
| 519 | UC190 | Sr Logistics Supv | AFSCME | AFF | \$118,792.71 | \$154,431.88 |
| 520 | CA112 | Sr Mail Services Support Clerk | SEIU | 031 | \$65,399.15 | \$85,489.25 |
| 521 | TA220 | Sr Maint Planner | SEIU | S11 | \$94,924.92 | \$124,084.80 |
| 522 | 000053 | Sr Maintenance Engineer | NRep | E07 | \$113,621.00 | \$172,136.00 |
| 523 | VC082 | Sr Marketing Rep | AFSCME | AFF | \$118,792.71 | \$154,431.88 |
| 524 | EF270 | Sr Mechanical Engineer | NRep | E07 | \$113,621.00 | \$172,136.00 |
| 525 | 000353 | Sr Mgr of Agreement Management | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 526 | 000189 | Sr Mgr of Asset Management | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 527 | 000233 | Sr Mgr of Contr Labor Compl | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 528 | 000234 | Sr Mgr of Econ Oppy Policies | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 529 | 000179 | Sr Mgr of Engineering Programs | NRep | E10 | \$139,192.00 | \$210,876.00 |
| 530 | 000185 | Sr Mgr of Fin Analysis & Admn | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 531 | 000333 | Sr Mgr of Finance | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 532 | 000308 | Sr Mgr of M&E Asset Mgmt | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 533 | 000235 | Sr Mgr of Maint Acquisition | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 534 | 000292 | Sr Mgr of Maint Plan Sched | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 535 | MF410 | Sr Mgr of Maintenance Support | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 536 | 000378 | Sr Mgr of Ops Training & Dev | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 537 | 000237 | Sr Mgr of Procurement | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 538 | 000236 | Sr Mgr of RS&S Ops Admin | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 539 | 000319 | Sr Mgr of Soc Svcs Partnership | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 540 | 000238 | Sr Mgr of Wkfc Policy Compl | NRep | N10 | \$139,192.00 | \$210,876.00 |

San Francisco Bay Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2024

ATTACHMENT A

| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/ Annual | Maximum/ Annual |
|-----|----------|--------------------------------|-----------------|--------------|-----------------|-----------------|
| 541 | 000177 | Sr Mgr Performance & Innovatio | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 542 | CA155 | Sr Office Services Supv | SEIU | S09 | \$86,239.80 | \$112,731.84 |
| 543 | OB145 | Sr Operations Foreworker | ATU | 831 | \$103,946.75 | \$122,290.48 |
| 544 | TF232 | Sr Operations Planner | AFSCME | AFF | \$118,792.71 | \$154,431.88 |
| 545 | OC155 | Sr Operations Supvr Liaison | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 546 | SC135 | Sr Ops Safety Spec | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 547 | IB190 | Sr Ops Suppt Sys Analyst | ATU | 742 | \$115,451.23 | \$135,825.04 |
| 548 | 000191 | Sr Performance Analyst | AFSCME | AFF | \$118,792.71 | \$154,431.88 |
| 549 | QC145 | Sr Planner | AFSCME | AFF | \$118,792.71 | \$154,431.88 |
| 550 | 000105 | Sr Police Officer - Adv. | BPOA | 792 | \$148,687.97 | \$148,687.97 |
| 551 | PE131 | Sr Police Officer - Int. | BPOA | 788 | \$144,357.41 | \$144,357.41 |
| 552 | 000327 | Sr Police Officer-Adv. (84 hr) | BPOA | PA8 | \$156,122.37 | \$156,122.37 |
| 553 | 000326 | Sr Police Officer-Int. (84 hr) | BPOA | PI8 | \$151,575.28 | \$151,575.28 |
| 554 | 000052 | Sr Production Engineer | NRep | E07 | \$113,621.00 | \$172,136.00 |
| 555 | 000220 | Sr Project Engineer | NRep | E07 | \$113,621.00 | \$172,136.00 |
| 556 | 000080 | Sr Project Manager | NRep | E10 | \$139,192.00 | \$210,876.00 |
| 557 | 000195 | Sr Quality Administrator | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 558 | 000181 | Sr Quality Manager | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 559 | QC210 | Sr Real Estate Officer | AFSCME | AFF | \$118,792.71 | \$154,431.88 |
| 560 | 000239 | Sr Recruiter | NRep | N05 | \$99,240.00 | \$150,349.00 |
| 561 | TF255 | Sr Reliability Engineer | NRep | E07 | \$113,621.00 | \$172,136.00 |
| 562 | AF232 | Sr Research Projects Analyst | AFSCME | AFE | \$112,048.72 | \$145,662.97 |
| 563 | QC224 | Sr Right of Way Officer | AFSCME | AFF | \$118,792.71 | \$154,431.88 |
| 564 | 000240 | Sr Safety Engineer | NRep | E07 | \$113,621.00 | \$172,136.00 |
| 565 | SC130 | Sr Safety Specialist | AFSCME | AFF | \$118,792.71 | \$154,431.88 |
| 566 | 000031 | Sr Scheduling Analyst ATU | ATU | 732 | \$119,607.07 | \$140,714.29 |
| 567 | AB135 | Sr Secretary ATU | ATU | 061 | \$72,665.84 | \$85,489.25 |
| 568 | AI135 | Sr Secretary SEIU | SEIU | 061 | \$61,385.79 | \$80,243.07 |
| 569 | UA160 | Sr Storekeeper | SEIU | 171 | \$76,218.27 | \$99,631.79 |
| 570 | EF275 | Sr Structural Engineer | NRep | E07 | \$113,621.00 | \$172,136.00 |
| 571 | IC200 | Sr Systems Programmer | AFSCME | AFE | \$112,048.72 | \$145,662.97 |
| 572 | IA210 | Sr Telecommunications Tech | SEIU | S14 | \$109,648.80 | \$143,331.72 |
| 573 | FC200 | Sr Time & Labor Admin Analyst | AFSCME | AFE | \$112,048.72 | \$145,662.97 |
| 574 | 000297 | Sr Title VI & Enviro Jus Anlys | NRep | N05 | \$99,240.00 | \$150,349.00 |
| 575 | 000241 | Sr Traction Power Engineer | NRep | E07 | \$113,621.00 | \$172,136.00 |
| 576 | EF145 | Sr Train Control Engineer | NRep | E07 | \$113,621.00 | \$172,136.00 |
| 577 | 000044 | Sr Transp Training Clerk | ATU | 036 | \$76,126.34 | \$89,560.43 |
| 578 | CB160 | Sr Transportation Clerk | ATU | 031 | \$72,665.84 | \$85,489.25 |
| 579 | TF234 | Sr Vehicle Systems Engineer | NRep | E07 | \$113,621.00 | \$172,136.00 |
| 580 | 000242 | Sr Workforce Dev Analyst | NRep | N05 | \$99,240.00 | \$150,349.00 |
| 581 | 000324 | Stakeholder Engagement Adminst | NRep | N06 | \$106,187.00 | \$160,874.00 |
| 582 | OB155 | Station Agent | ATU | 521 | \$77,630.18 | \$91,329.68 |
| 583 | OB156 | Station Agent PT | ATU | 541 | \$85,393.15 | \$100,462.54 |
| 584 | UA170 | Storekeeper | SEIU | 201 | \$69,867.20 | \$91,329.89 |
| 585 | 000223 | Strategic Budget Administrator | AFSCME | AFH | \$135,397.73 | \$176,016.91 |

San Francisco Bay Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2024

ATTACHMENT A

| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/ Annual | Maximum/ Annual |
|-----|----------|--------------------------------|-----------------|--------------|-----------------|-----------------|
| 586 | 000057 | Strategic Prog Mgr, Ext Affair | NRep | N10 | \$139,192.00 | \$210,876.00 |
| 587 | EF280 | Structural Engineer | NRep | E06 | \$106,187.00 | \$160,874.00 |
| 588 | MA615 | Structures Equipment Operator | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 589 | MA620 | Structures Foreworker | SEIU | 825 | \$90,332.11 | \$118,081.39 |
| 590 | MA638 | Structures Inspect Foreworker | SEIU | 810 | \$94,393.52 | \$123,390.38 |
| 591 | MA637 | Structures Inspector | SEIU | 311 | \$85,812.27 | \$112,173.15 |
| 592 | MA636 | Structures Inspector Asst | SEIU | 201 | \$69,867.20 | \$91,329.89 |
| 593 | MA630 | Structures Welder | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 594 | MA635 | Structures Worker | SEIU | 201 | \$69,867.20 | \$91,329.89 |
| 595 | 000036 | Structures Worker PT | SEIU | 221 | \$76,853.92 | \$76,853.92 |
| 596 | 000366 | Supt of Capital Construction | NRep | N11 | \$148,935.00 | \$225,638.00 |
| 597 | MF535 | Supt of Power & Mech Maint | NRep | N11 | \$148,935.00 | \$225,638.00 |
| 598 | MF818 | Supt of Rolling Stock & Shops | NRep | N11 | \$148,935.00 | \$225,638.00 |
| 599 | 000164 | Supt of System Service | NRep | N11 | \$148,935.00 | \$225,638.00 |
| 600 | MF703 | Supt of Systems Maintenance | NRep | N11 | \$148,935.00 | \$225,638.00 |
| 601 | MF610 | Supt of Way & Facilities | NRep | N11 | \$148,935.00 | \$225,638.00 |
| 602 | 000010 | Supv Bus Sys Operations | AFSCME | AFI | \$144,454.42 | \$187,790.48 |
| 603 | 000317 | Supv Crisis Int & Outreach Pro | BPMA | CS | \$127,752.00 | \$148,248.00 |
| 604 | 000301 | Supv of Comp & Analytics | NRep | N08 | \$121,574.00 | \$184,186.00 |
| 605 | 000243 | Supv of EEO Programs | NRep | N07 | \$113,621.00 | \$172,136.00 |
| 606 | 000244 | Supv of HRIS | NRep | N08 | \$121,574.00 | \$184,186.00 |
| 607 | 000300 | Supv of Leave Mgmt | NRep | N08 | \$121,574.00 | \$184,186.00 |
| 608 | 000245 | Supv of Recruiting | NRep | N08 | \$121,574.00 | \$184,186.00 |
| 609 | 000221 | Supv of Workforce Development | NRep | N08 | \$121,574.00 | \$184,186.00 |
| 610 | TF263 | Survey Taker | NRep | 093 | \$86,719.78 | \$86,719.78 |
| 611 | EA315 | Survey Tech | SEIU | 091 | \$71,635.82 | \$93,641.60 |
| 612 | MA385 | System Service Crewleader | SEIU | 141 | \$61,473.78 | \$80,357.89 |
| 613 | MA390 | System Service Foreworker | SEIU | 818 | \$83,495.15 | \$109,144.05 |
| 614 | MC395 | System Service Supv | AFSCME | AFE | \$112,048.72 | \$145,662.97 |
| 615 | MA400 | System Service Worker | SEIU | 111 | \$59,584.72 | \$77,888.72 |
| 616 | MA399 | System Service Worker 141 | SEIU | 141 | \$61,473.78 | \$80,357.89 |
| 617 | MA401 | System Service Worker PT | SEIU | 121 | \$65,543.09 | \$65,543.09 |
| 618 | TA140 | Tech Publications Admin | SEIU | S10 | \$90,463.56 | \$118,253.04 |
| 619 | TA302 | Technical Administrator | SEIU | S11 | \$94,924.92 | \$124,084.80 |
| 620 | TA125 | Technical Editor | SEIU | S03 | \$64,730.76 | \$84,615.36 |
| 621 | IA300 | Technical Programmer Analyst | SEIU | S11 | \$94,924.92 | \$124,084.80 |
| 622 | 000025 | Technical Publications Analyst | SEIU | S09 | \$86,239.80 | \$112,731.84 |
| 623 | TA301 | Technical Resources Admin | SEIU | S13 | \$104,492.04 | \$136,590.84 |
| 624 | IA200 | Telecommunications Specialist | SEIU | S06 | \$74,688.00 | \$97,631.40 |
| 625 | IA205 | Telecommunications Technician | SEIU | S09 | \$86,239.80 | \$112,731.84 |
| 626 | 000068 | Time & Labor Admin Analyst ATU | ATU | 741 | \$100,744.59 | \$118,523.18 |
| 627 | FA212 | Time and Labor Admin Analyst | SEIU | TAD | \$90,667.20 | \$118,519.20 |
| 628 | UA180 | Tool Room Attendant | SEIU | 201 | \$69,867.20 | \$91,329.89 |
| 629 | MA640 | Track Equipment Operator | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 630 | MA645 | Track Foreworker | SEIU | 825 | \$90,332.11 | \$118,081.39 |

San Francisco Bay Rapid Transit District
Pay Schedule (Noted by Job Title)
As of January 1, 2024
ATTACHMENT A

| # | Job Code | Job Title | Bargaining Unit | Salary Grade | Minimum/ Annual | Maximum/ Annual |
|-----|----------|-------------------------------|-----------------|--------------|-----------------|-----------------|
| 631 | MA655 | Track Welder | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 632 | MA660 | Track Worker | SEIU | 201 | \$69,867.20 | \$91,329.89 |
| 633 | 000022 | Track Worker PT | SEIU | 221 | \$76,853.92 | \$76,853.92 |
| 634 | MA720 | Train Control Electronic Tech | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 635 | EF165 | Train Control Engineer | NRep | E06 | \$106,187.00 | \$160,874.00 |
| 636 | MA725 | Train Control Foreworker | SEIU | 825 | \$90,332.11 | \$118,081.39 |
| 637 | OB160 | Train Operator | ATU | 621 | \$77,630.18 | \$91,329.68 |
| 638 | OB161 | Train Operator PT | ATU | 641 | \$85,393.15 | \$100,462.54 |
| 639 | 000322 | Transit Ambassador | BPOA | 027 | \$61,012.22 | \$74,937.82 |
| 640 | CA165 | Transit Information Clerk | SEIU | 031 | \$65,399.15 | \$85,489.25 |
| 641 | CA175 | Transit Information Supv | SEIU | S11 | \$94,924.92 | \$124,084.80 |
| 642 | CA159 | Transit Information Tech | SEIU | 036 | \$68,513.54 | \$89,560.43 |
| 643 | MA825 | Transit Veh Elec Tec | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 644 | MA830 | Transit Vehicle Mechanic | SEIU | 301 | \$82,120.06 | \$107,346.72 |
| 645 | 000037 | Transit Vehicle Mechanic PT | SEIU | 314 | \$90,331.90 | \$90,331.90 |
| 646 | 000033 | Transportation Adm Specialist | ATU | 031 | \$72,665.84 | \$85,489.25 |
| 647 | CB175 | Transportation Clerk | ATU | 021 | \$72,665.84 | \$85,489.25 |
| 648 | OC150 | Transportation Supervisor | AFSCME | AFG | \$127,505.43 | \$165,757.06 |
| 649 | CA180 | Trouble Desk Data Specialist | SEIU | 036 | \$68,513.54 | \$89,560.43 |
| 650 | MA826 | TVET Trainee | SEIU | 331 | \$74,058.40 | \$96,808.61 |
| 651 | MA840 | Utility Foreworker | SEIU | 818 | \$83,495.15 | \$109,144.05 |
| 652 | MA835 | Utility Worker | SEIU | 111 | \$59,584.72 | \$77,888.72 |
| 653 | MA836 | Utility Worker PT | SEIU | 121 | \$65,543.09 | \$65,543.09 |
| 654 | TA130 | Vehicle Inspector | SEIU | 311 | \$85,812.27 | \$112,173.15 |
| 655 | MC830 | Vehicle Performance Analyst | AFSCME | AFF | \$118,792.71 | \$154,431.88 |
| 656 | TF233 | Vehicle Systems Engineer | NRep | E06 | \$106,187.00 | \$160,874.00 |
| 657 | MA900 | Warranty Administrator | SEIU | S11 | \$94,924.92 | \$124,084.80 |
| 658 | TA135 | Wayside Inspector | SEIU | 311 | \$85,812.27 | \$112,173.15 |
| 659 | 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.