

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

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
1	QC208	Access Coordinator	AFSCME	A10	\$119,184.00	\$144,892.80	7/1/2026
2	FA200	Account Clerk	SEIU	011	\$56,548.13	\$73,919.25	7/1/2026
3	FA205	Accountant	SEIU	S08	\$90,723.36	\$118,592.64	7/1/2026
4	FA210	Accounting Analyst	SEIU	S11	\$104,764.44	\$136,947.00	7/1/2026
5	000070	Accounting Supervisor	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
6	FA215	Accounting Technician	SEIU	036	\$75,615.28	\$98,843.68	7/1/2026
7	OF050	ACTO Central Control	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
8	OF075	ACTO Service Delivery	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
9	AE200	Administrative Analyst - BPOA	BPOA	058	\$93,713.78	\$112,451.25	7/1/2026
10	AF200	Administrative Analyst NR	NRep	N04	\$114,645.00	\$173,689.00	6/30/2026
11	AA200	Administrative Analyst SEIU	SEIU	S08	\$90,723.36	\$118,592.64	7/1/2026
12	000208	Administrative Coordinator	NRep	N04	\$114,645.00	\$173,689.00	6/30/2026
13	AG100	Administrative Secretary SEIU	SEIU	071	\$72,813.73	\$95,181.42	7/1/2026
14	AA230	Administrative Support Officer	SEIU	S13	\$115,323.24	\$150,749.28	7/1/2026
15	CB190	Administrative Technician ATU	ATU	036	\$84,017.02	\$98,843.68	7/1/2026
16	CA190	Administrative Technician SEIU	SEIU	036	\$75,615.28	\$98,843.68	7/1/2026
17	MA100	AFC Electronic Technician	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
18	MA105	AFC Foreworker	SEIU	825	\$99,695.23	\$130,320.74	7/1/2026
19	MA560	AFC Parts Runner	SEIU	151	\$68,448.64	\$89,475.36	7/1/2026
20	IA100	Appl Programmer Analyst	SEIU	S08	\$90,723.36	\$118,592.64	7/1/2026
21	000046	Architect	NRep	E06	\$131,259.00	\$198,858.00	6/30/2026
22	000051	Asset Coordinator	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
23	000411	Asset Coordinator EX	AFSCME	AFF	\$131,106.33	\$170,439.73	7/1/2026
24	000178	Asset Data Manager	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
25	000412	Asset Data Manager EX	AFSCME	AFI	\$159,428.04	\$207,256.14	7/1/2026
26	LF100	Associate General Counsel	NRep	N13	\$216,687.00	\$328,280.00	6/30/2026
27	AA100	Asst Admin Analyst - SEIU	SEIU	S06	\$82,429.92	\$107,751.48	7/1/2026
28	UA200	Asst Buyer	SEIU	S06	\$82,429.92	\$107,751.48	7/1/2026
29	000273	Asst Chief Infrast Deliv Offic	NRep	E12	\$196,987.00	\$298,436.00	6/30/2026
30	000274	Asst Chief Maintenance Officer	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
31	000082	Asst Chief Mechanical Officer	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
32	000399	Asst Chief Operations Officer	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
33	UA205	Asst Contract Administrator	SEIU	S06	\$82,429.92	\$107,751.48	7/1/2026
34	AF105	Asst District Secretary	NRep	N08	\$150,279.00	\$227,673.00	6/30/2026
35	ZF050	Asst GM Administration*	NRep	N14	\$238,356.00	\$361,108.00	6/30/2026
36	XF105	Asst GM Finance*	NRep	N14	\$238,356.00	\$361,108.00	6/30/2026
37	000356	Asst GM Finance, Interim	NRep	N14	\$238,356.00	\$361,108.00	6/30/2026
38	ZF105	Asst GM Operations*	NRep	N15	\$212,111.00	\$321,349.00	4/29/2024
39	ZF105	Asst GM Operations*	NRep	N15	\$247,067.00	\$374,308.00	6/30/2024
40	ZF105	Asst GM Operations*	NRep	N15	\$252,009.00	\$381,795.00	6/30/2025
41	ZF105	Asst GM Operations*	NRep	N15	\$257,050.00	\$389,431.00	12/31/2025
42	ZF105	Asst GM Operations*	NRep	N15	\$262,191.00	\$397,220.00	6/30/2026
43	XF213	Asst GM Performance & Budget*	NRep	N14	\$238,356.00	\$361,108.00	6/30/2026
44	000276	Asst GM Planning & Development*	NRep	N14	\$238,356.00	\$361,108.00	6/30/2026
45	XF125	Asst GM Technology*	NRep	N14	\$238,356.00	\$361,108.00	6/30/2026
46	ZF117	Asst GM, External Affairs*	NRep	N14	\$238,356.00	\$361,108.00	6/30/2026
47	ZF118	Asst GM, Infrstrct Delivery*	NRep	N14	\$238,356.00	\$361,108.00	6/30/2026
48	000458	Asst GM, Infrstrct Deliv - Int	NRep	N14	\$238,356.00	\$361,108.00	6/30/2026
49	000019	Asst Logistics Program Manager	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
50	FC230	Asst Mgr of Revenue Control	AFSCME	A19	\$148,844.80	\$180,939.20	7/1/2026
51	SA100	Asst Safety Specialist	SEIU	S06	\$82,429.92	\$107,751.48	7/1/2026
52	000061	Asst Supt of Power Mech Maint	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
53	MF822	Asst Supt of RS&S	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
54	000408	Asst Supt of RS&S, Cap Cor	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
55	000163	Asst Supt of System Service	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
56	MF830	Asst Supt of Systems Maint	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
57	000020	Asst Supt of Way & Facilities	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
58	FA274	Asst Treasury Analyst	SEIU	S06	\$82,429.92	\$107,751.48	7/1/2026
59	LF105	Attorney I	NRep	N06	\$131,259.00	\$198,858.00	6/30/2026
60	LF110	Attorney II	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
61	LF115	Attorney III	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
62	MA200	Auto & Equip Foreworker	SEIU	825	\$99,695.23	\$130,320.74	7/1/2026
63	MC215	Auto & Equip Maint Supv	AFSCME	A10	\$119,184.00	\$144,892.80	7/1/2026
64	MA205	Auto & Equip Mechanic	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
65	000222	Board Analyst	NRep	N05	\$122,672.00	\$185,848.00	6/30/2026
66	FA100	Budget Analyst	SEIU	S08	\$90,723.36	\$118,592.64	7/1/2026
67	FB141	Budget Clerk - ATU	ATU	031	\$80,197.52	\$94,350.26	7/1/2026
68	MA300	Buildings Foreworker	SEIU	825	\$99,695.23	\$130,320.74	7/1/2026
69	MA310	Buildings Worker	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
70	000403	Business Sys Analyst Cap Cor	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
71	UA210	Buyer	SEIU	S08	\$90,723.36	\$118,592.64	7/1/2026
72	UA213	Buyer Technician	SEIU	036	\$75,615.28	\$98,843.68	7/1/2026
73	TA298	CAD Drafter	SEIU	S08	\$90,723.36	\$118,592.64	7/1/2026
74	FA245	Cash Handler	SEIU	025	\$66,677.73	\$87,160.53	7/1/2026
75	000095	Cash Handler PT	SEIU	026	\$71,511.75	\$71,511.75	7/1/2026
76	FA249	Cash Handling Elec Technician	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
77	FA250	Cash Handling Foreworker	SEIU	813	\$99,695.23	\$130,320.74	7/1/2026
78	TC220	Central Maintenance Supervisor	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
79	XF142	Chief Communications Officer	NRep	N13	\$216,687.00	\$328,280.00	6/30/2026
80	000384	Chief Financial Officer*	NRep	N15	\$262,191.00	\$397,220.00	6/30/2026
81	000050	Chief Infrastruc Deliv Officer	NRep	E13	\$216,687.00	\$328,280.00	6/30/2026
82	EF050	Chief Maintenance Officer	NRep	N13	\$216,687.00	\$328,280.00	6/30/2026
83	MF805	Chief Mechanical Officer	NRep	N13	\$216,687.00	\$328,280.00	6/30/2026
84	000339	Chief of Staff	NRep	N08	\$150,279.00	\$227,673.00	6/30/2026
85	SF200	Chief Safety Officer	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
86	000448	Chief Technology Officer	NRep	E13	\$216,687.00	\$328,280.00	6/30/2026
87	XF100	Chief Transportation Officer	NRep	N13	\$216,687.00	\$328,280.00	6/30/2026
88	EF200	Civil Engineer	NRep	E06	\$131,259.00	\$198,858.00	6/30/2026
89	CG100	Clerk SEIU	SEIU	011	\$56,548.13	\$73,919.25	7/1/2026
90	000013	Communication Coordinator	SEIU	S11	\$104,764.44	\$136,947.00	7/1/2026
91	MA115	Communications Electronic Tech	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
92	MA120	Communications Foreworker	SEIU	825	\$99,695.23	\$130,320.74	7/1/2026
93	VF101	Communications Officer	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
94	OB100	Communications Specialist	ATU	831	\$114,721.15	\$134,966.21	7/1/2026
95	PE076	Community Services Officer	BPOA	027	\$66,342.64	\$81,485.04	7/1/2026
96	000155	Comp Vehicle Maint DMU	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
97	IA105	Computer Documentation Asst	SEIU	031	\$72,177.87	\$94,350.26	7/1/2026
98	000446	Computer Electronic Tech FW	SEIU	825	\$99,695.23	\$130,320.74	7/1/2026
99	MA700	Computer Electronic Technician	SEIU	321	\$90,632.05	\$118,473.47	7/1/2026
100	IA110	Computer Operator	SEIU	031	\$72,177.87	\$94,350.26	7/1/2026
101	000064	Computer Support Administrator	SEIU	S05	\$78,592.20	\$102,734.88	7/1/2026
102	IA115	Computer Support Coordinator	SEIU	S14	\$121,014.48	\$158,188.92	7/1/2026
103	EF102	Computer Systems Engineer	NRep	E06	\$131,259.00	\$198,858.00	6/30/2026
104	000377	Computer Systems Engineer PT	NRep	E06	\$131,259.00	\$198,858.00	6/30/2026

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
105	EF205	Construction Engineer	NRep	E06	\$131,259.00	\$198,858.00	6/30/2026
106	UA215	Contract Administrator	SEIU	S08	\$90,723.36	\$118,592.64	7/1/2026
107	UF221	Contract Specialist I	AFSCME	A01	\$95,451.20	\$116,022.40	7/1/2026
108	UF222	Contract Specialist II	AFSCME	A07	\$110,697.60	\$134,534.40	7/1/2026
109	UF223	Contract Specialist III	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
110	000049	Contracts Technician SEIU	SEIU	036	\$75,615.28	\$98,843.68	7/1/2026
111	000168	Crew Office Supervisor	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
112	000183	Crime Analyst	BPOA	068	\$95,587.44	\$114,700.14	7/1/2026
113	000323	Crisis Intervention Specialist	BPOA	058	\$93,713.78	\$112,451.25	7/1/2026
114	CA120	Customer Service Clerk	SEIU	031	\$72,177.87	\$94,350.26	7/1/2026
115	VA110	Customer Service Rep	SEIU	S11	\$104,764.44	\$136,947.00	7/1/2026
116	VA120	Customer Services Admin	SEIU	S13	\$115,323.24	\$150,749.28	7/1/2026
117	000016	Customer Services Assistant	SEIU	S06	\$82,429.92	\$107,751.48	7/1/2026
118	000173	Customer Services Supervisor	SEIU	S13	\$115,323.24	\$150,749.28	7/1/2026
119	000180	Customer Services Technician	SEIU	036	\$75,615.28	\$98,843.68	7/1/2026
120	IA135	Data Controller	SEIU	031	\$72,177.87	\$94,350.26	7/1/2026
121	IA140	Data Entry Operator	SEIU	031	\$72,177.87	\$94,350.26	7/1/2026
122	IC120	Database Administrator	AFSCME	A22	\$160,284.80	\$194,833.60	7/1/2026
123	AF115	Deputy Asst District Secretary	NRep	N06	\$131,259.00	\$198,858.00	6/30/2026
124	000395	Deputy Dir of Human Resources	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
125	000436	Deputy Dir of OCR	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
126	000453	Deputy Dir of Treasury	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
127	ZF110	Deputy General Manager*	NRep	N16	\$233,322.00	\$353,484.00	4/29/2024
128	ZF110	Deputy General Manager*	NRep	N16	\$271,774.00	\$411,739.00	6/30/2024
129	ZF110	Deputy General Manager*	NRep	N16	\$277,210.00	\$419,974.00	6/30/2025
130	ZF110	Deputy General Manager*	NRep	N16	\$282,755.00	\$428,374.00	12/31/2025
131	ZF110	Deputy General Manager*	NRep	N16	\$288,411.00	\$436,942.00	6/30/2026
132	000307	Deputy Inspector General	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
133	000028	Deputy Managing Dir Cap Cor	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
134	000043	Deputy Police Chief**	NRep	N13	\$216,687.00	\$328,280.00	6/30/2026
135	FF095	Dir of Budgets	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
136	QF101	Dir of Customer Access	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
137	XF117	Dir of Customer Services	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
138	FF225	Dir of Fin Cont and Accounting	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
139	FF090	Dir of Financial Planning	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
140	000206	Dir of Fire Life Safety	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
141	000337	Dir of Funding Strategy	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
142	XF123	Dir of Govt and Comm Relations	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
143	XF120	Dir of Human Resources	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
144	000084	Dir of Labor Relations	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
145	XF132	Dir of Marketing and Research	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
146	XF115	Dir of Office of Civil Rights	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
147	XF040	Dir of Operations Planning	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
148	XF126	Dir of Performance and Audit	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
149	XF135	Dir of Procurement	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
150	000027	Dir of Real Estate & Prop Mgmt	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
151	XF106	Dir of Risk and Insur Mgmt	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
152	SF100	Dir of Security Programs	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
153	000153	Dir of Technology	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
154	000381	Dir of Transit Oriented Dev	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
155	FF230	Dir of Treasury	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
156	EF060	District Architect	NRep	E11	\$184,099.00	\$278,912.00	6/30/2026

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
157	QC216	District Right of Way Surveyor	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
158	XF150	District Secretary	NRep	DS	\$244,800.00	\$244,800.00	1/1/2026
159	000156	DMU Engineer	ATU	651	\$100,575.70	\$118,324.54	7/1/2026
160	000320	DMU Rolling Stock Foreworker	SEIU	827	\$106,583.15	\$139,324.64	7/1/2026
161	000321	DMU System Rail Controller	AFSCME	A15	\$134,888.00	\$163,924.80	7/1/2026
162	TA300	Document Config Controller	SEIU	S09	\$95,179.20	\$124,417.20	7/1/2026
163	000161	Document Control Specialist	SEIU	S09	\$95,179.20	\$124,417.20	7/1/2026
164	TA310	Drafting Supervisor	SEIU	S11	\$104,764.44	\$136,947.00	7/1/2026
165	MA313	Dump Truck/Equipment Operator	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
166	000388	EDS Trainee, RS&S	SEIU	332	\$95,163.54	\$124,396.90	7/1/2026
167	000311	EEO Analyst I	NRep	N02	\$100,136.00	\$151,706.00	6/30/2026
168	000310	EEO Analyst II	NRep	N04	\$114,645.00	\$173,689.00	6/30/2026
169	000078	Elec/Electro-Mech Assembler II	SEIU	152	\$70,933.62	\$92,723.70	7/1/2026
170	MA145	Elect/Electro-Mech Assembler	SEIU	151	\$68,448.64	\$89,475.36	7/1/2026
171	EF215	Electrical Engineer	NRep	E06	\$131,259.00	\$198,858.00	6/30/2026
172	MA500	Electrical Foreworker	SEIU	824	\$103,834.43	\$135,731.44	7/1/2026
173	000034	Electrical Helper	SEIU	151	\$68,448.64	\$89,475.36	7/1/2026
174	MA510	Electrician	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
175	EF110	Electronics & Comm Engineer	NRep	E06	\$131,259.00	\$198,858.00	6/30/2026
176	MA515	Elevator/Escalator Foreworker	SEIU	825	\$99,695.23	\$130,320.74	7/1/2026
177	MA530	Elevator/Escalator Trainee	SEIU	331	\$72,505.47	\$118,473.47	7/1/2026
178	MA525	Elevator/Escalator Worker	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
179	000196	Employee Dev Specialist FW	ATU	732	\$132,004.70	\$155,299.66	7/1/2026
180	000190	Employee Dev Specialist SA	ATU	839	\$120,172.00	\$141,378.85	7/1/2026
181	HJ105	Employee Dev Specialist SEIU	SEIU	EDS	\$108,153.12	\$141,376.56	7/1/2026
182	HB105	Employee Dev Specialist TO	ATU	839	\$120,172.00	\$141,378.85	7/1/2026
183	FC101	Energy Analyst	AFSCME	A07	\$110,697.60	\$134,534.40	7/1/2026
184	EF500	Engineer	NRep	E06	\$131,259.00	\$198,858.00	6/30/2026
185	000032	Engineer Intern	NRep	085	\$68,640.00	\$83,200.00	1/10/2024
186	MA150	ERS Foreworker	SEIU	825	\$99,695.23	\$130,320.74	7/1/2026
187	MA155	ERS Technician	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
188	000210	Executive Assistant	NRep	N05	\$122,672.00	\$185,848.00	6/30/2026
189	UA195	Expeditor	SEIU	S06	\$82,429.92	\$107,751.48	7/1/2026
190	UA100	Expeditor/Clerk	SEIU	031	\$72,177.87	\$94,350.26	7/1/2026
191	MC350	Facilities Maint Supv	AFSCME	A10	\$119,184.00	\$144,892.80	7/1/2026
192	000414	Facilities Maint Supv EX	AFSCME	AFE	\$123,663.28	\$160,761.86	7/1/2026
193	000021	Facilities/Utilities Loc Coord	AFSCME	A12	\$125,236.80	\$152,214.40	7/1/2026
194	000182	Fare Inspection Officer	BPOA	035	\$78,989.87	\$94,783.94	7/1/2026
195	000278	Fare Programs Administrator	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
196	FC104	Financial Analyst I	AFSCME	A01	\$95,451.20	\$116,022.40	7/1/2026
197	000415	Financial Analyst I EX	AFSCME	AFC	\$104,142.11	\$135,385.44	7/1/2026
198	FC105	Financial Analyst II	AFSCME	A07	\$110,697.60	\$134,534.40	7/1/2026
199	000438	Fire & Security Alarm Sys Tech	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
200	000444	Fire and Security Alarm Sys FW	SEIU	825	\$99,695.23	\$130,320.74	7/1/2026
201	000367	Fire Life Safety Compliance Ad	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
202	000331	Fire Life Safety Program Admn	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
203	000369	Fire Protection Foreworker	SEIU	825	\$99,695.23	\$130,320.74	7/1/2026
204	MA550	Fire Protection Worker	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
205	000382	Fire Service Foreworker	SEIU	825	\$99,695.23	\$130,320.74	7/1/2026
206	MA330	Fire Service Worker	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
207	000416	FLS Program Admn EX	AFSCME	AFH	\$149,432.56	\$194,262.18	7/1/2026
208	XF160	General Counsel	NRep	GC	\$367,885.44	\$367,885.44	1/1/2026

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

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
209	ZF130	General Manager	NRep	GM	\$475,302.58	\$475,302.58	1/1/2026
210	VC049	Gov & Comm Rel Rep II	AFSCME	A07	\$110,697.60	\$134,534.40	7/1/2026
211	VC048	Gov & Comm Relations Rep I	AFSCME	A01	\$95,451.20	\$116,022.40	7/1/2026
212	VA050	Gov & Community Relations Spec	SEIU	S11	\$104,764.44	\$136,947.00	7/1/2026
213	TA313	Graphic Artist	SEIU	S09	\$95,179.20	\$124,417.20	7/1/2026
214	MA335	Grounds Foreworker	SEIU	825	\$99,695.23	\$130,320.74	7/1/2026
215	MA345	Grounds Worker	SEIU	201	\$77,108.93	\$100,796.18	7/1/2026
216	MA346	Grounds Worker/Applicator	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
217	000360	Grp Mgr Business Admin	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
218	EF223	Grp Mgr Elec Mech Engineering	NRep	E11	\$184,099.00	\$278,912.00	6/30/2026
219	EF222	Grp Mgr Engineering	NRep	E11	\$184,099.00	\$278,912.00	6/30/2026
220	000442	Grp Mgr Maintenance Support	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
221	000459	Grp Mgr Operational Tech Svcs	NRep	E11	\$184,099.00	\$278,912.00	6/30/2026
222	OF112	Grp Mgr Ops Support & Review	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
223	000171	Grp Mgr Production Support	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
224	EF121	Grp Mgr Project Controls	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
225	EF107	Grp Mgr Rail Vehicle Cap Prog	NRep	E11	\$184,099.00	\$278,912.00	6/30/2026
226	000088	Grp Mgr Sustainability Program	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
227	EF080	Grp Mgr Systems Engineer	NRep	E11	\$184,099.00	\$278,912.00	6/30/2026
228	EF075	Grp Mgr Vehicle Maint Engineer	NRep	E11	\$184,099.00	\$278,912.00	6/30/2026
229	000041	Grp Mgr, Capital Projects	NRep	E11	\$184,099.00	\$278,912.00	6/30/2026
230	000280	Grp Mgr, Policy Planning	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
231	000397	Grp Mgr, Quality and Config Ct	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
232	000341	Grp Mgr, Real Estate & Prop Mg	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
233	000279	Grp Mgr, Station Planning	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
234	000312	Grp Mgr, Transit Oriented Dev	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
235	000359	HR Project Administrator	NRep	N07	\$140,447.00	\$212,780.00	6/30/2026
236	000362	Human Resources Analyst I	NRep	N02	\$100,136.00	\$151,706.00	6/30/2026
237	000376	Human Resources Analyst II	NRep	N04	\$114,645.00	\$173,689.00	6/30/2026
238	000445	Human Resources Data Analyst	NRep	N04	\$114,645.00	\$173,689.00	6/30/2026
239	000354	Human Resources Intern	NRep	081	\$41,600.00	\$57,200.00	2/23/2024
240	000375	Human Resources Specialist	NRep	036	\$83,538.62	\$98,843.68	7/1/2026
241	000457	HVAC Systems Mechanic	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
242	000462	IG Construction Invest Auditor	NRep	N08	\$150,279.00	\$227,673.00	6/30/2026
243	000449	IG Program Coordinator	NRep	N05	\$122,672.00	\$185,848.00	6/30/2026
244	000212	Independent Police Adminstr	NRep	N05	\$122,672.00	\$185,848.00	6/30/2026
245	000042	Independent Police Auditor	NRep	IPA	\$240,000.00	\$240,000.00	9/2/2025
246	000054	Independent Police Invest	NRep	N08	\$150,279.00	\$227,673.00	6/30/2026
247	SC132	Industrial Hygienist	AFSCME	A15	\$134,888.00	\$163,924.80	7/1/2026
248	000316	Insp Gen Investigative Auditor	NRep	N08	\$150,279.00	\$227,673.00	6/30/2026
249	000207	Inspector General	NRep	IG	\$260,000.00	\$260,000.00	1/1/2026
250	000417	Instructional Des & Sys Ad EX	AFSCME	AFF	\$131,106.33	\$170,439.73	7/1/2026
251	OF025	Instructional Design & Sys Adm	AFSCME	A12	\$125,236.80	\$152,214.40	7/1/2026
252	FC240	Insurance Analyst	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
253	FA265	Intermediate Account Clerk	SEIU	021	\$64,651.81	\$84,512.27	7/1/2026
254	CJ105	Intermediate Clerk SEIU	SEIU	021	\$64,651.81	\$84,512.27	7/1/2026
255	FF251	Internal Auditor I	NRep	N02	\$100,136.00	\$151,706.00	6/30/2026
256	FF252	Internal Auditor II	NRep	N04	\$114,645.00	\$173,689.00	6/30/2026
257	UA105	Inventory Control Analyst	SEIU	S08	\$90,723.36	\$118,592.64	7/1/2026
258	UA120	Inventory Control Technician	SEIU	036	\$75,615.28	\$98,843.68	7/1/2026
259	MA348	Irrigation/Grounds Worker	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
260	000059	IT Project Manager	AFSCME	A23	\$164,299.20	\$199,700.80	7/1/2026

San Francisco Bay Rapid Transit District
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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
261	FA275	Junior Accountant	SEIU	S05	\$78,592.20	\$102,734.88	7/1/2026
262	IA160	Junior Appl Programmer Analyst	SEIU	S03	\$71,440.56	\$93,386.28	7/1/2026
263	EF400	Junior Engineer	NRep	E03	\$107,145.00	\$162,326.00	6/30/2026
264	000447	Junior Vehicle Sys Engineer	NRep	E03	\$107,145.00	\$162,326.00	6/30/2026
265	000455	Labor Compliance Administrator	AFSCME	A19	\$148,844.80	\$180,939.20	7/1/2026
266	HF122	Labor Relations Rep I	NRep	N02	\$100,136.00	\$151,706.00	6/30/2026
267	HF123	Labor Relations Rep II	NRep	N04	\$114,645.00	\$173,689.00	6/30/2026
268	000371	Lead Police Dispatcher	BPOA	055	\$90,240.80	\$109,836.69	7/1/2026
269	000406	Learning & Dev Sys Coordinator	SEIU	S13	\$115,323.24	\$150,749.28	7/1/2026
270	LA115	Legal Administrative Analyst	SEIU	S06	\$82,429.92	\$107,751.48	7/1/2026
271	LA100	Legal Administrative Asst	SEIU	S05	\$78,592.20	\$102,734.88	7/1/2026
272	LC118	Legal Office Supervisor	AFSCME	A08	\$113,443.20	\$137,904.00	7/1/2026
273	MA350	Locksmith	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
274	OB108	Lost & Found Clerk	ATU	019	\$80,197.52	\$94,350.26	7/1/2026
275	CA110	Mail and Supply Clerk	SEIU	021	\$64,651.81	\$84,512.27	7/1/2026
276	CA115	Mail Services Supervisor	SEIU	800	\$84,118.32	\$109,958.78	7/1/2026
277	CA111	Mail Services Support Clerk	SEIU	021	\$64,651.81	\$84,512.27	7/1/2026
278	000060	Maintenance Engineer	NRep	E06	\$131,259.00	\$198,858.00	6/30/2026
279	TA215	Maintenance Planner	SEIU	S08	\$90,723.36	\$118,592.64	7/1/2026
280	000001	Maintenance Support Admin	AFSCME	A07	\$110,697.60	\$134,534.40	7/1/2026
281	ZF200	Managing Director Cap Corridor*	NRep	N14	\$238,356.00	\$361,108.00	6/30/2026
282	VC080	Marketing Rep I	AFSCME	A01	\$95,451.20	\$116,022.40	7/1/2026
283	VC081	Marketing Rep II	AFSCME	A07	\$110,697.60	\$134,534.40	7/1/2026
284	UA130	Material Control Analyst	SEIU	S08	\$90,723.36	\$118,592.64	7/1/2026
285	UA135	Material Control Sys Analyst	SEIU	S08	\$90,723.36	\$118,592.64	7/1/2026
286	UA145	Material Coordinator	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
287	UA150	Material Expeditor	SEIU	S08	\$90,723.36	\$118,592.64	7/1/2026
288	000373	MECC Coordinator	AFSCME	A15	\$134,888.00	\$163,924.80	7/1/2026
289	EF240	Mechanical Engineer	NRep	E06	\$131,259.00	\$198,858.00	6/30/2026
290	000296	Mgr of Absence Mgmt	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
291	000024	Mgr of Access & Accessible Svc	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
292	000023	Mgr of Access Programs	AFSCME	A18	\$145,225.60	\$176,529.60	7/1/2026
293	FC215	Mgr of Accounting	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
294	000081	Mgr of Accred and Support Svs	BPMA	CM	\$166,728.00	\$193,464.00	7/1/2026
295	000188	Mgr of Acquisition Support	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
296	000167	Mgr of Ad Franchise Program	AFSCME	A20	\$152,568.00	\$185,452.80	7/1/2026
297	MC225	Mgr of Auto & Equip Maint	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
298	000216	Mgr of Benefits	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
299	000299	Mgr of Budget & Admin, Cap Cor	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
300	000332	Mgr of Cap Cor Transit Support	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
301	000215	Mgr of Cap Corr Market/Comm	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
302	FF119	Mgr of Capital Budgets	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
303	000418	Mgr of Capital Proj Support EX	AFSCME	AFI	\$159,428.04	\$207,256.14	7/1/2026
304	FF116	Mgr of Capital Project Control	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
305	000174	Mgr of Capital Project Support	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
306	OF115	Mgr of Central Control	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
307	000433	Mgr of Civil & Struct Eng CC	NRep	E10	\$172,056.00	\$260,665.00	6/30/2026
308	EF225	Mgr of Civil & Structural Eng	NRep	E10	\$172,056.00	\$260,665.00	6/30/2026
309	000287	Mgr of Comp & Analytics	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
310	EF119	Mgr of Computer Sys Engineer	NRep	E10	\$172,056.00	\$260,665.00	6/30/2026
311	MF400	Mgr of Construction Services	NRep	E10	\$172,056.00	\$260,665.00	6/30/2026
312	UF225	Mgr of Contract Administration	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
313	000288	Mgr of Contract Compliance	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
314	000170	Mgr of Creative Services	AFSCME	A20	\$152,568.00	\$185,452.80	7/1/2026
315	AC400	Mgr of Customer Services	AFSCME	A20	\$152,568.00	\$185,452.80	7/1/2026
316	000071	Mgr of Cyber Security	NRep	E10	\$172,056.00	\$260,665.00	6/30/2026
317	TC102	Mgr of Drafting & Configuratio	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
318	HF170	Mgr of EEO Programs	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
319	EF120	Mgr of Elect & Comm Engineer	NRep	E10	\$172,056.00	\$260,665.00	6/30/2026
320	EF233	Mgr of Electrical Engineer	NRep	E10	\$172,056.00	\$260,665.00	6/30/2026
321	000419	Mgr of Empl/Patron Safety EX	AFSCME	AFI	\$159,428.04	\$207,256.14	7/1/2026
322	000405	Mgr of Employee Relations	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
323	SC075	Mgr of Employee/Patron Safety	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
324	AF206	Mgr of Energy	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
325	SF111	Mgr of Engineer Safety	NRep	E10	\$172,056.00	\$260,665.00	6/30/2026
326	000063	Mgr of Engineering Liaison	NRep	E10	\$172,056.00	\$260,665.00	6/30/2026
327	000169	Mgr of Engineering Programs	NRep	E09	\$160,800.00	\$243,612.00	6/30/2026
328	SF140	Mgr of Environmental Review	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
329	000289	Mgr of Fin Analysis Admin	AFSCME	A20	\$152,568.00	\$185,452.80	7/1/2026
330	FF297	Mgr of Financial Planning	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
331	000290	Mgr of Govt Rel & Leg Affairs	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
332	FF117	Mgr of Grants & Funding Advoc	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
333	IF177	Mgr of Information Systems	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
334	FF285	Mgr of Internal Audit	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
335	000338	Mgr of Internal Communications	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
336	UC125	Mgr of Inventory Management	AFSCME	A16	\$138,236.80	\$168,022.40	7/1/2026
337	HF130	Mgr of Labor Relations	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
338	000291	Mgr of Leave Programs	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
339	QF107	Mgr of Local Govt & Com Rel	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
340	UF130	Mgr of Logistics	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
341	MF405	Mgr of Maint Administration	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
342	000159	Mgr of Maint Plan & Logistics	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
343	TF241	Mgr of Maintenance Engineer	NRep	E10	\$172,056.00	\$260,665.00	6/30/2026
344	OF425	Mgr of Maintenance Support	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
345	000214	Mgr of Marketing	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
346	000409	Mgr of MECC	AFSCME	A19	\$148,844.80	\$180,939.20	7/1/2026
347	EF234	Mgr of Mechanical Engr.	NRep	E10	\$172,056.00	\$260,665.00	6/30/2026
348	000293	Mgr of Media Relations	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
349	FF125	Mgr of Operating Budgets	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
350	TF230	Mgr of Operations Reliability	NRep	E10	\$172,056.00	\$260,665.00	6/30/2026
351	SC105	Mgr of Operations Safety	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
352	000055	Mgr of Ops Training and Dev	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
353	QC205	Mgr of Parking Programs	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
354	QF115	Mgr of Planning	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
355	000294	Mgr of Program Planning Sppt	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
356	000267	Mgr of Property Dev Projects	AFSCME	A20	\$152,568.00	\$185,452.80	7/1/2026
357	UF215	Mgr of Purchasing	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
358	000421	Mgr of Purchasing EX	AFSCME	AFI	\$159,428.04	\$207,256.14	7/1/2026
359	TC105	Mgr of Quality Assurance	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
360	000349	Mgr of Rail Planning, Link21	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
361	FF295	Mgr of Revenue Control	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
362	000434	Mgr of Risk and Ins Programs	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
363	OF111	Mgr of Schedules & Services	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
364	000247	Mgr of Small Business Sppt Svc	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
365	AC300	Mgr of Special Projects	AFSCME	AFI	\$159,428.04	\$207,256.14	7/1/2026
366	000394	Mgr of Strategic Project Suppt	AFSCME	A19	\$148,844.80	\$180,939.20	7/1/2026
367	000295	Mgr of Substance Abuse Program	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
368	000383	Mgr of Sustainability Projects	AFSCME	A20	\$152,568.00	\$185,452.80	7/1/2026
369	000249	Mgr of Sys Capacity Planning	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
370	000248	Mgr of System Integration	NRep	E09	\$160,800.00	\$243,612.00	6/30/2026
371	HF135	Mgr of Talent Acquisition	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
372	000172	Mgr of Technology Programs	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
373	FC205	Mgr of Time and Admin	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
374	000250	Mgr of Title VI & Env Justice	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
375	000396	Mgr of Track Engineering	NRep	E10	\$172,056.00	\$260,665.00	6/30/2026
376	EF236	Mgr of Traction Power Engr	NRep	E10	\$172,056.00	\$260,665.00	6/30/2026
377	EF130	Mgr of Train Control Engineer	NRep	E10	\$172,056.00	\$260,665.00	6/30/2026
378	MC805	Mgr of Transit Vehicl Cleaning	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
379	OF170	Mgr of Transportation Ops Supp	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
380	TF237	Mgr of Vehicle Sys Engineer	NRep	E10	\$172,056.00	\$260,665.00	6/30/2026
381	MF850	Mgr of Warranty Administration	NRep	N08	\$150,279.00	\$227,673.00	6/30/2026
382	000252	Mgr of Workforce Dev	NRep	N09	\$160,800.00	\$243,612.00	6/30/2026
383	000404	Mgr Station Access Plan & Pol	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
384	VA125	Multimedia Assistant Producer	SEIU	S11	\$104,764.44	\$136,947.00	7/1/2026
385	HF152	Multimedia Producer	AFSCME	A15	\$134,888.00	\$163,924.80	7/1/2026
386	OB120	Operations Foreworker	ATU	821	\$104,292.03	\$122,696.70	7/1/2026
387	000350	Operations Planner	AFSCME	A07	\$110,697.60	\$134,534.40	7/1/2026
388	OC118	Operations Supervisor Liaison	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
389	HF111	Operations Training Supervisor	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
390	MA547	Overhead Door Worker	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
391	MA360	Painter	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
392	000092	Paralegal	NRep	710	\$99,440.43	\$117,672.67	7/1/2026
393	QC207	Parking Coordinator	AFSCME	A07	\$110,697.60	\$134,534.40	7/1/2026
394	QF135	Planner	AFSCME	A07	\$110,697.60	\$134,534.40	7/1/2026
395	CE175	Police Admin Specialist	BPOA	045	\$82,677.30	\$96,626.40	7/1/2026
396	PD111	Police Admin Supervisor	BPMA	CS	\$138,924.00	\$161,220.00	7/1/2026
397	PF110	Police Chief*	NRep	N15	\$212,111.00	\$321,349.00	4/29/2024
398	PF110	Police Chief*	NRep	N15	\$247,067.00	\$374,308.00	6/30/2024
399	PF110	Police Chief*	NRep	N15	\$252,009.00	\$381,795.00	6/30/2025
400	PF110	Police Chief*	NRep	N15	\$257,050.00	\$389,431.00	12/31/2025
401	PF110	Police Chief*	NRep	N15	\$262,191.00	\$397,220.00	6/30/2026
402	PD118	Police Civilian Supv Comm	BPMA	CS	\$138,924.00	\$161,220.00	7/1/2026
403	000401	Police Communications Manager	BPMA	CM	\$166,728.00	\$193,464.00	7/1/2026
404	PE115	Police Dispatcher	BPOA	048	\$85,943.73	\$104,606.53	7/1/2026
405	PD125	Police Lieutenant	BPMA	LT	\$211,860.00	\$242,532.00	7/1/2026
406	000330	Police Lieutenant (84 hr)	BPMA	LT8	\$222,453.00	\$254,658.60	7/1/2026
407	PE130	Police Officer	BPOA	778	\$107,953.68	\$152,397.96	7/1/2026
408	000325	Police Officer (84 hr)	BPOA	PO8	\$113,351.36	\$160,017.86	7/1/2026
409	PE129	Police Officer in Academy	BPOA	777	\$95,253.24	\$95,253.24	7/1/2026
410	PD135	Police Sergeant	BPMA	SGT	\$170,388.00	\$202,104.00	7/1/2026
411	000329	Police Sergeant (84 hr)	BPMA	SG8	\$178,907.40	\$212,209.20	7/1/2026
412	PD116	Police Tech Administrator	BPMA	CS	\$138,924.00	\$161,220.00	7/1/2026
413	000342	Policy & Program Administrator	NRep	N08	\$150,279.00	\$227,673.00	6/30/2026
414	MA535	Power & Mechanical Foreworker	SEIU	824	\$103,834.43	\$135,731.44	7/1/2026
415	MA545	Power & Mechanical Worker	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
416	OB130	Power & Support Controller	ATU	831	\$114,721.15	\$134,966.21	7/1/2026

San Francisco Bay 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	Effective Date
417	AC222	Principal Admin Analyst AFSCME	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
418	000045	Principal Architect	NRep	E08	\$150,279.00	\$227,673.00	6/30/2026
419	000379	Principal Benefits Analyst	NRep	N07	\$140,447.00	\$212,780.00	6/30/2026
420	EF256	Principal Civil Engineer	NRep	E08	\$150,279.00	\$227,673.00	6/30/2026
421	000391	Principal Class & Comp Analyst	NRep	N07	\$140,447.00	\$212,780.00	6/30/2026
422	EF090	Principal Computer Systems Eng	NRep	E08	\$150,279.00	\$227,673.00	6/30/2026
423	EF262	Principal Construction Engr	NRep	E08	\$150,279.00	\$227,673.00	6/30/2026
424	000423	Principal Contract Spec EX	AFSCME	AFG	\$140,722.18	\$182,938.82	7/1/2026
425	UF230	Principal Contract Specialist	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
426	000452	Principal Cyber Security Eng	NRep	E08	\$150,279.00	\$227,673.00	6/30/2026
427	000067	Principal EGIS Analyst	AFSCME	A15	\$134,888.00	\$163,924.80	7/1/2026
428	000253	Principal Elec Comm Engineer	NRep	E08	\$150,279.00	\$227,673.00	6/30/2026
429	EF267	Principal Electrical Engineer	NRep	E08	\$150,279.00	\$227,673.00	6/30/2026
430	000355	Principal Energy Analyst	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
431	EF502	Principal Engineer	NRep	E08	\$150,279.00	\$227,673.00	6/30/2026
432	FC139	Principal Financial Analyst	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
433	000314	Principal Fire Protect Eng	NRep	E08	\$150,279.00	\$227,673.00	6/30/2026
434	VC055	Principal Gov & Comm Rel Rep	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
435	000192	Principal Grants Officer	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
436	000254	Principal Integration Engineer	NRep	E08	\$150,279.00	\$227,673.00	6/30/2026
437	FF301	Principal Internal Auditor	NRep	N07	\$140,447.00	\$212,780.00	6/30/2026
438	HF128	Principal Labor Relations Rep	NRep	N07	\$140,447.00	\$212,780.00	6/30/2026
439	000205	Principal Landscape Architect	NRep	E08	\$150,279.00	\$227,673.00	6/30/2026
440	VC084	Principal Marketing Rep	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
441	EF271	Principal Mechanical Engineer	NRep	E08	\$150,279.00	\$227,673.00	6/30/2026
442	000451	Principal Network Engineer	NRep	E08	\$150,279.00	\$227,673.00	6/30/2026
443	000351	Principal Operations Planner	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
444	000425	Principal Ops Planner, EX	AFSCME	AFH	\$149,432.56	\$194,262.18	7/1/2026
445	000298	Principal Ops Safety Spec	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
446	000201	Principal Performance Analyst	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
447	QC112	Principal Planner	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
448	000426	Principal Planner, EX	AFSCME	AFH	\$149,432.56	\$194,262.18	7/1/2026
449	000255	Principal Project Engineer	NRep	E08	\$150,279.00	\$227,673.00	6/30/2026
450	QC226	Principal Property Devlmtnt Ofc	AFSCME	A19	\$148,844.80	\$180,939.20	7/1/2026
451	QC220	Principal Real Estate Officer	AFSCME	A19	\$148,844.80	\$180,939.20	7/1/2026
452	000374	Principal Recruiter	NRep	N07	\$140,447.00	\$212,780.00	6/30/2026
453	TF256	Principal Reliability Engineer	NRep	E08	\$150,279.00	\$227,673.00	6/30/2026
454	QC225	Principal Right of Way Officer	AFSCME	A19	\$148,844.80	\$180,939.20	7/1/2026
455	AF234	Principal Rsch Proj Analyst	AFSCME	A15	\$134,888.00	\$163,924.80	7/1/2026
456	SF129	Principal Safety Engineer	NRep	E08	\$150,279.00	\$227,673.00	6/30/2026
457	000334	Principal Safety Specialist	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
458	EF276	Principal Structural Engineer	NRep	E08	\$150,279.00	\$227,673.00	6/30/2026
459	000385	Principal Sustainability Analy	AFSCME	A16	\$138,236.80	\$168,022.40	7/1/2026
460	EF279	Principal Track Engineer	NRep	E08	\$150,279.00	\$227,673.00	6/30/2026
461	EF146	Principal Train Control Eng	NRep	E08	\$150,279.00	\$227,673.00	6/30/2026
462	TF236	Principal Vehicle Sys Engineer	NRep	E08	\$150,279.00	\$227,673.00	6/30/2026
463	000441	Principal Workforce Dev Anlyst	NRep	N07	\$140,447.00	\$212,780.00	6/30/2026
464	000184	Procurement Support Mgr	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
465	000427	Procurement Support Mgr, EX	AFSCME	AFI	\$159,428.04	\$207,256.14	7/1/2026
466	FA130	Project Control Administrator	SEIU	S08	\$90,723.36	\$118,592.64	7/1/2026
467	000256	Project Controls Manager	NRep	E09	\$160,800.00	\$243,612.00	6/30/2026
468	000257	Project Engineer	NRep	E06	\$131,259.00	\$198,858.00	6/30/2026

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
469	EF250	Project Mgr	NRep	E09	\$160,800.00	\$243,612.00	6/30/2026
470	000258	Project Mgr, Accessibility	NRep	E09	\$160,800.00	\$243,612.00	6/30/2026
471	000261	Project Mgr, Construction	NRep	E09	\$160,800.00	\$243,612.00	6/30/2026
472	000264	Project Mgr, Extensions	NRep	E09	\$160,800.00	\$243,612.00	6/30/2026
473	000269	Project Mgr, Sys Integration	NRep	E09	\$160,800.00	\$243,612.00	6/30/2026
474	EF451	Project Support Manager	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
475	000428	Project Support Manager, EX	AFSCME	AFI	\$159,428.04	\$207,256.14	7/1/2026
476	000204	Property Manager	AFSCME	A20	\$152,568.00	\$185,452.80	7/1/2026
477	000429	Property Manager, EX	AFSCME	AFI	\$159,428.04	\$207,256.14	7/1/2026
478	VC110	Public Information Officer	AFSCME	A10	\$119,184.00	\$144,892.80	7/1/2026
479	VA115	Public Information Rep	SEIU	S11	\$104,764.44	\$136,947.00	7/1/2026
480	TA110	Quality Assurance Analyst	SEIU	S08	\$90,723.36	\$118,592.64	7/1/2026
481	000066	Quality Assurance Officer	SEIU	S11	\$104,764.44	\$136,947.00	7/1/2026
482	000035	Quality Team Leader	SEIU	313	\$95,163.74	\$124,397.10	7/1/2026
483	OC190	Rail Operations Controller	AFSCME	ROC	\$171,225.89	\$195,299.12	7/1/2026
484	KF175	Rail Svs Compl Officer Capitol	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
485	QA205	Real Estate Officer	SEIU	S11	\$104,764.44	\$136,947.00	7/1/2026
486	QA100	Real Estate Tech	SEIU	036	\$75,615.28	\$98,843.68	7/1/2026
487	IA185	Real Time Programmer Analyst	SEIU	S13	\$115,323.24	\$150,749.28	7/1/2026
488	CP105	Receptionist	NRep	036	\$83,538.62	\$98,843.68	7/1/2026
489	000345	Records & Supply Technician	SEIU	036	\$75,615.28	\$98,843.68	7/1/2026
490	000193	Reliability Analyst	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
491	TF245	Reliability Engineer	NRep	E06	\$131,259.00	\$198,858.00	6/30/2026
492	CA140	Reprographics Equipment Oper	SEIU	031	\$72,177.87	\$94,350.26	7/1/2026
493	AF233	Research Projects Supv	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
494	000443	Retired Annuitant	NRep	RET	\$54,352.48	\$475,302.58	1/1/2026
495	000398	Retired Annuitant (Police)	NRep	RET	\$54,352.48	\$475,302.58	1/1/2026
496	PE140	Revenue Protection Guard	BPOA	098	\$101,603.42	\$121,918.37	7/1/2026
497	000393	Revenue Protection Supervisor	BPMA	CS	\$138,924.00	\$161,220.00	7/1/2026
498	000318	Road Supv of Engines	AFSCME	A15	\$134,888.00	\$163,924.80	7/1/2026
499	000228	Rolling Stock Acquisitn Admin	NRep	N08	\$150,279.00	\$227,673.00	6/30/2026
500	MA810	Rolling Stock Foreworker	SEIU	827	\$106,583.15	\$139,324.64	7/1/2026
501	000460	RS&S Project Manager	AFSCME	A19	\$148,844.80	\$180,939.20	7/1/2026
502	000461	RS&S Project Manager EX	AFSCME	AFI	\$159,428.04	\$207,256.14	7/1/2026
503	000313	Safety Mgmt System Manager	AFSCME	A21	\$156,395.20	\$190,091.20	7/1/2026
504	000430	Safety Mgmt System Manager EX	AFSCME	AFI	\$159,428.04	\$207,256.14	7/1/2026
505	SF120	Safety Specialist	AFSCME	A07	\$110,697.60	\$134,534.40	7/1/2026
506	OB135	Scheduling Analyst	ATU	731	\$120,172.00	\$141,378.85	7/1/2026
507	000048	Scheduling Supervisor	AFSCME	A16	\$138,236.80	\$168,022.40	7/1/2026
508	MC725	Sect Mgr Elev/Escalator Maint	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
509	000400	Sect Mgr Fire Life Safety Main	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
510	MC724	Sect Mgr Power & Mech Maint	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
511	MC726	Sect Mgr Struct Insp & Maint	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
512	MC721	Sect Mgr Structures Maint	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
513	MC720	Sect Mgr Systems Maint	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
514	MC722	Sect Mgr Track Maint	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
515	MA225	Shop Machinist	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
516	TA260	Shop Scheduler	SEIU	S10	\$99,840.72	\$130,510.68	7/1/2026
517	MA230	Shop Welder	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
518	MC701	Spec Proj Mgr Maint & Const	AFSCME	A19	\$148,844.80	\$180,939.20	7/1/2026
519	FA288	Sr Account Clerk	SEIU	031	\$72,177.87	\$94,350.26	7/1/2026
520	000368	Sr Accounting Analyst	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
521	AC220	Sr Admin Analyst AFSCME	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
522	IA190	Sr Appt Programmer Analyst	SEIU	S14	\$121,014.48	\$158,188.92	7/1/2026
523	IC142	Sr Applications Analyst	AFSCME	A22	\$160,284.80	\$194,833.60	7/1/2026
524	LF120	Sr Attorney	NRep	N12	\$196,987.00	\$298,436.00	6/30/2026
525	000218	Sr Benefits Analyst	NRep	N05	\$122,672.00	\$185,848.00	6/30/2026
526	000230	Sr Board Analyst	NRep	N06	\$131,259.00	\$198,858.00	6/30/2026
527	FH140	Sr Budget Clerk SEIU	SEIU	031	\$72,177.87	\$94,350.26	7/1/2026
528	000176	Sr Buyer	SEIU	S10	\$99,840.72	\$130,510.68	7/1/2026
529	000166	Sr CAD Drafter	SEIU	S10	\$99,840.72	\$130,510.68	7/1/2026
530	FA290	Sr Cash Handler	SEIU	035	\$71,190.29	\$93,059.20	7/1/2026
531	TC222	Sr Central Maint Supv	AFSCME	A19	\$148,844.80	\$180,939.20	7/1/2026
532	EF255	Sr Civil Engineer	NRep	E07	\$140,447.00	\$212,780.00	6/30/2026
533	000219	Sr Class and Comp Analyst	NRep	N05	\$122,672.00	\$185,848.00	6/30/2026
534	CB145	Sr Clerk ATU	ATU	031	\$80,197.52	\$94,350.26	7/1/2026
535	CG145	Sr Clerk SEIU	SEIU	031	\$72,177.87	\$94,350.26	7/1/2026
536	000075	Sr Computer Support Coord	SEIU	S16	\$131,929.08	\$172,456.32	7/1/2026
537	EF138	Sr Computer Systems Engineer	NRep	E07	\$140,447.00	\$212,780.00	6/30/2026
538	EF260	Sr Construction Engineer	NRep	E07	\$140,447.00	\$212,780.00	6/30/2026
539	000072	Sr Cyber Security Engineer	NRep	E07	\$140,447.00	\$212,780.00	6/30/2026
540	000231	Sr EEO Analyst	NRep	N05	\$122,672.00	\$185,848.00	6/30/2026
541	EF265	Sr Electrical Engineer	NRep	E07	\$140,447.00	\$212,780.00	6/30/2026
542	EF140	Sr Electronics & Comm Engineer	NRep	E07	\$140,447.00	\$212,780.00	6/30/2026
543	FC137	Sr Energy Analyst	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
544	EF501	Sr Engineer	NRep	E07	\$140,447.00	\$212,780.00	6/30/2026
545	FC138	Sr Financial Analyst AFSCME	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
546	VC051	Sr Gov & Comm Relations Rep	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
547	000315	Sr Grants Officer	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
548	TA314	Sr Graphic Artist	SEIU	S10	\$99,840.72	\$130,510.68	7/1/2026
549	000352	Sr HRIS Analyst	NRep	N05	\$122,672.00	\$185,848.00	6/30/2026
550	000361	Sr Human Resources Specialist	NRep	N01	\$93,583.00	\$141,782.00	6/30/2026
551	FF253	Sr Internal Auditor	NRep	N05	\$122,672.00	\$185,848.00	6/30/2026
552	UC108	Sr Inventory Control Analyst	AFSCME	A07	\$110,697.60	\$134,534.40	7/1/2026
553	HF126	Sr Labor Relations Rep	NRep	N06	\$131,259.00	\$198,858.00	6/30/2026
554	000232	Sr Leave Mgmt Analyst	NRep	N05	\$122,672.00	\$185,848.00	6/30/2026
555	AA130	Sr Legal Secretary	SEIU	071	\$72,813.73	\$95,181.42	7/1/2026
556	UC190	Sr Logistics Supv	AFSCME	A12	\$125,236.80	\$152,214.40	7/1/2026
557	CA112	Sr Mail Services Support Clerk	SEIU	031	\$72,177.87	\$94,350.26	7/1/2026
558	TA220	Sr Maint Planner	SEIU	S11	\$104,764.44	\$136,947.00	7/1/2026
559	000053	Sr Maintenance Engineer	NRep	E07	\$140,447.00	\$212,780.00	6/30/2026
560	VC082	Sr Marketing Rep	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
561	000454	Sr Material Expeditor	SEIU	S10	\$99,840.72	\$130,510.68	7/1/2026
562	EF270	Sr Mechanical Engineer	NRep	E07	\$140,447.00	\$212,780.00	6/30/2026
563	000353	Sr Mgr of Agreement Management	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
564	000189	Sr Mgr of Asset Management	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
565	000233	Sr Mgr of Compliance Programs	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
566	000179	Sr Mgr of Engineering Programs	NRep	E10	\$172,056.00	\$260,665.00	6/30/2026
567	000185	Sr Mgr of Fin Analysis & Admn	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
568	000333	Sr Mgr of Finance	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
569	000392	Sr Mgr of Fleet Management	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
570	000308	Sr Mgr of Infra Asset Mgmt	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
571	000235	Sr Mgr of Maint Acquisition	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
572	000292	Sr Mgr of Maint Plan Sched	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual	Effective Date
573	MF410	Sr Mgr of Maintenance Support	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
574	000410	Sr Mgr of MECC	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
575	000439	Sr Mgr of Planning, Cap Cor	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
576	000236	Sr Mgr of RS&S Ops Admin	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
577	000319	Sr Mgr of Soc Svcs Partnership	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
578	000238	Sr Mgr of Wkfc Policy Compl	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
579	000177	Sr Mgr Performance & Innovatio	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
580	000234	Sr Mgr Small Business Programs	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
581	000450	Sr Network Engineer	NRep	E07	\$140,447.00	\$212,780.00	6/30/2026
582	CA155	Sr Office Services Supv	SEIU	S09	\$95,179.20	\$124,417.20	7/1/2026
583	OB145	Sr Operations Foreworker	ATU	831	\$114,721.15	\$134,966.21	7/1/2026
584	TF232	Sr Operations Planner	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
585	OC155	Sr Operations Supvr Liaison	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
586	SC135	Sr Ops Safety Spec	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
587	000432	Sr Ops Safety Specialist, EX	AFSCME	AFG	\$140,722.18	\$182,938.82	7/1/2026
588	IB190	Sr Ops Suppt Sys Analyst	ATU	742	\$127,418.30	\$149,903.94	7/1/2026
589	000191	Sr Performance Analyst	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
590	QC145	Sr Planner	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
591	000407	Sr Police Detective	BPOA	805	\$172,996.44	\$172,996.44	7/1/2026
592	000105	Sr Police Officer - Adv.	BPOA	792	\$161,678.88	\$161,678.88	7/1/2026
593	PE131	Sr Police Officer - Int.	BPOA	788	\$156,969.84	\$156,969.84	7/1/2026
594	000327	Sr Police Officer-Adv. (84 hr)	BPOA	PA8	\$169,762.82	\$169,762.82	7/1/2026
595	000326	Sr Police Officer-Int. (84 hr)	BPOA	PI8	\$164,818.33	\$164,818.33	7/1/2026
596	000052	Sr Production Engineer	NRep	E07	\$140,447.00	\$212,780.00	6/30/2026
597	000220	Sr Project Engineer	NRep	E07	\$140,447.00	\$212,780.00	6/30/2026
598	000080	Sr Project Manager	NRep	E10	\$172,056.00	\$260,665.00	6/30/2026
599	000195	Sr Quality Administrator	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
600	000181	Sr Quality Manager	NRep	N10	\$172,056.00	\$260,665.00	6/30/2026
601	QC210	Sr Real Estate Officer	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
602	000239	Sr Recruiter	NRep	N05	\$122,672.00	\$185,848.00	6/30/2026
603	TF255	Sr Reliability Engineer	NRep	E07	\$140,447.00	\$212,780.00	6/30/2026
604	AF232	Sr Research Projects Analyst	AFSCME	A10	\$119,184.00	\$144,892.80	7/1/2026
605	QC224	Sr Right of Way Officer	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
606	000240	Sr Safety Engineer	NRep	E07	\$140,447.00	\$212,780.00	6/30/2026
607	SC130	Sr Safety Specialist	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
608	000031	Sr Scheduling Analyst ATU	ATU	732	\$132,004.70	\$155,299.66	7/1/2026
609	AB135	Sr Secretary ATU	ATU	061	\$80,197.52	\$94,350.26	7/1/2026
610	AJ135	Sr Secretary SEIU	SEIU	061	\$67,748.51	\$88,560.37	7/1/2026
611	UA160	Sr Storekeeper	SEIU	171	\$84,118.32	\$109,958.78	7/1/2026
612	EF275	Sr Structural Engineer	NRep	E07	\$140,447.00	\$212,780.00	6/30/2026
613	IA210	Sr Telecommunications Tech	SEIU	S14	\$121,014.48	\$158,188.92	7/1/2026
614	FC200	Sr Time & Labor Admin Analyst	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
615	000297	Sr Title VI & Enviro Jus Anlys	NRep	N05	\$122,672.00	\$185,848.00	6/30/2026
616	000241	Sr Traction Power Engineer	NRep	E07	\$140,447.00	\$212,780.00	6/30/2026
617	EF145	Sr Train Control Engineer	NRep	E07	\$140,447.00	\$212,780.00	6/30/2026
618	000044	Sr Transp Training Clerk	ATU	036	\$84,017.02	\$98,843.68	7/1/2026
619	CB160	Sr Transportation Clerk	ATU	031	\$80,197.52	\$94,350.26	7/1/2026
620	TF234	Sr Vehicle Systems Engineer	NRep	E07	\$140,447.00	\$212,780.00	6/30/2026
621	000242	Sr Workforce Dev Analyst	NRep	N05	\$122,672.00	\$185,848.00	6/30/2026
622	000324	Stakeholder Engagement Adminst	NRep	N06	\$131,259.00	\$198,858.00	6/30/2026
623	OB155	Station Agent	ATU	521	\$85,676.45	\$100,795.97	7/1/2026
624	OB156	Station Agent PT	ATU	541	\$58,902.48	\$69,297.15	7/1/2026

San Francisco Bay 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	Effective Date
625	UA170	Storekeeper	SEIU	201	\$77,108.93	\$100,796.18	7/1/2026
626	000223	Strategic Budget Administrator	AFSCME	A19	\$148,844.80	\$180,939.20	7/1/2026
627	000387	Strategic Data Administrator	AFSCME	A19	\$148,844.80	\$180,939.20	7/1/2026
628	EF280	Structural Engineer	NRep	E06	\$131,259.00	\$198,858.00	6/30/2026
629	MA615	Structures Equipment Operator	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
630	MA620	Structures Foreworker	SEIU	825	\$99,695.23	\$130,320.74	7/1/2026
631	MA638	Structures Inspect Foreworker	SEIU	810	\$104,177.63	\$136,180.10	7/1/2026
632	MA637	Structures Inspector	SEIU	311	\$94,706.98	\$123,800.14	7/1/2026
633	MA636	Structures Inspector Asst	SEIU	201	\$77,108.93	\$100,796.18	7/1/2026
634	MA630	Structures Welder	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
635	MA635	Structures Worker	SEIU	201	\$77,108.93	\$100,796.18	7/1/2026
636	000036	Structures Worker PT	SEIU	221	\$82,699.40	\$82,699.40	7/1/2026
637	000389	Student Intern	NRep	081	\$41,600.00	\$57,200.00	2/23/2024
638	000366	Supt of Capital Construction	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
639	MF535	Supt of Power & Mech Maint	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
640	MF818	Supt of Rolling Stock & Shops	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
641	000164	Supt of System Service	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
642	MF703	Supt of Systems Maintenance	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
643	MF610	Supt of Way & Facilities	NRep	N11	\$184,099.00	\$278,912.00	6/30/2026
644	000010	Supv Bus Sys Operations	AFSCME	A25	\$172,619.20	\$209,809.60	7/1/2026
645	000317	Supv Crisis Int & Outreach Pro	BPMA	CS	\$138,924.00	\$161,220.00	7/1/2026
646	000301	Supv of Comp & Analytics	NRep	N08	\$150,279.00	\$227,673.00	6/30/2026
647	000244	Supv of HRIS	NRep	N08	\$150,279.00	\$227,673.00	6/30/2026
648	000300	Supv of Leave Mgmt	NRep	N08	\$150,279.00	\$227,673.00	6/30/2026
649	000245	Supv of Recruiting	NRep	N08	\$150,279.00	\$227,673.00	6/30/2026
650	000221	Supv of Workforce Development	NRep	N08	\$150,279.00	\$227,673.00	6/30/2026
651	TF263	Survey Taker	NRep	093	\$59,817.68	\$59,817.68	7/1/2026
652	EA315	Survey Tech	SEIU	091	\$79,061.01	\$103,347.92	7/1/2026
653	MA385	System Service Crewleader	SEIU	141	\$67,845.44	\$88,687.04	7/1/2026
654	MA390	System Service Foreworker	SEIU	818	\$92,149.62	\$120,457.17	7/1/2026
655	MC395	System Service Supv	AFSCME	A10	\$119,184.00	\$144,892.80	7/1/2026
656	MA400	System Service Worker	SEIU	111	\$65,760.66	\$85,961.82	7/1/2026
657	MA399	System Service Worker 141	SEIU	141	\$67,845.44	\$88,687.04	7/1/2026
658	MA401	System Service Worker PT	SEIU	121	\$70,528.17	\$70,528.17	7/1/2026
659	TA140	Tech Publications Admin	SEIU	S10	\$99,840.72	\$130,510.68	7/1/2026
660	TA302	Technical Administrator	SEIU	S11	\$104,764.44	\$136,947.00	7/1/2026
661	TA125	Technical Editor	SEIU	S03	\$71,440.56	\$93,386.28	7/1/2026
662	IA300	Technical Programmer Analyst	SEIU	S11	\$104,764.44	\$136,947.00	7/1/2026
663	000025	Technical Publications Analyst	SEIU	S09	\$95,179.20	\$124,417.20	7/1/2026
664	TA301	Technical Resources Admin	SEIU	S13	\$115,323.24	\$150,749.28	7/1/2026
665	IA200	Telecommunications Specialist	SEIU	S06	\$82,429.92	\$107,751.48	7/1/2026
666	IA205	Telecommunications Technician	SEIU	S09	\$95,179.20	\$124,417.20	7/1/2026
667	000068	Time & Labor Admin Analyst ATU	ATU	741	\$116,404.91	\$136,946.99	7/1/2026
668	FA212	Time and Labor Admin Analyst	SEIU	TAD	\$104,764.44	\$136,947.00	7/1/2026
669	UA180	Tool Room Attendant	SEIU	201	\$77,108.93	\$100,796.18	7/1/2026
670	MA640	Track Equipment Operator	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
671	MA645	Track Foreworker	SEIU	825	\$99,695.23	\$130,320.74	7/1/2026
672	MA655	Track Welder	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
673	MA660	Track Worker	SEIU	201	\$77,108.93	\$100,796.18	7/1/2026
674	000022	Track Worker PT	SEIU	221	\$82,699.40	\$82,699.40	7/1/2026
675	MA720	Train Control Electronic Tech	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
676	EF165	Train Control Engineer	NRep	E06	\$131,259.00	\$198,858.00	6/30/2026

San Francisco Bay 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	Effective Date
677	MA725	Train Control Foreworker	SEIU	825	\$99,695.23	\$130,320.74	7/1/2026
678	OB160	Train Operator	ATU	621	\$85,676.45	\$100,795.97	7/1/2026
679	OB161	Train Operator PT	ATU	641	\$58,902.48	\$69,297.15	7/1/2026
680	000322	Transit Ambassador	BPOA	027	\$66,342.64	\$81,485.04	7/1/2026
681	CA165	Transit Information Clerk	SEIU	031	\$72,177.87	\$94,350.26	7/1/2026
682	CA175	Transit Information Supv	SEIU	S11	\$104,764.44	\$136,947.00	7/1/2026
683	CA159	Transit Information Tech	SEIU	036	\$75,615.28	\$98,843.68	7/1/2026
684	MA825	Transit Veh Elec Tec	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
685	MA830	Transit Vehicle Mechanic	SEIU	301	\$90,632.05	\$118,473.47	7/1/2026
686	000037	Transit Vehicle Mechanic PT	SEIU	314	\$97,202.85	\$97,202.85	7/1/2026
687	000033	Transportation Adm Specialist	ATU	031	\$80,197.52	\$94,350.26	7/1/2026
688	CB175	Transportation Clerk	ATU	021	\$80,197.52	\$94,350.26	7/1/2026
689	OC150	Transportation Supervisor	AFSCME	A17	\$141,668.80	\$172,224.00	7/1/2026
690	CA180	Trouble Desk Data Specialist	SEIU	036	\$75,615.28	\$98,843.68	7/1/2026
691	MA826	TVET Trainee	SEIU	331	\$72,505.47	\$118,473.47	7/1/2026
692	MA840	Utility Foreworker	SEIU	818	\$92,149.62	\$120,457.17	7/1/2026
693	MA835	Utility Worker	SEIU	111	\$65,760.66	\$85,961.82	7/1/2026
694	MA836	Utility Worker PT	SEIU	121	\$70,528.17	\$70,528.17	7/1/2026
695	TA130	Vehicle Inspector	SEIU	311	\$94,706.98	\$123,800.14	7/1/2026
696	MC830	Vehicle Performance Analyst	AFSCME	A13	\$128,356.80	\$156,020.80	7/1/2026
697	TF233	Vehicle Systems Engineer	NRep	E06	\$131,259.00	\$198,858.00	6/30/2026
698	MA900	Warranty Administrator	SEIU	S11	\$104,764.44	\$136,947.00	7/1/2026
699	TA135	Wayside Inspector	SEIU	311	\$94,706.98	\$123,800.14	7/1/2026
700	TA311	Web Page Specialist	SEIU	S10	\$99,840.72	\$130,510.68	7/1/2026
701	000390	Workforce Dev Administrator	NRep	N08	\$150,279.00	\$227,673.00	6/30/2026

* Due to the unique nature of these jobs as executive management employees reporting 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.