

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Job Title)
As of January 1, 2022
ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
1	QC208	Access Coordinator	AFSCME	AFE	\$105,106.44	\$136,638.03
2	FA200	Account Clerk	SEIU	011	\$48,062.98	\$62,827.65
3	FA205	Accountant	SEIU	S08	\$77,105.60	\$100,796.80
4	FA210	Accounting Analyst	SEIU	S11	\$89,044.80	\$116,396.80
5	000070	Accounting Supervisor	AFSCME	AFG	\$119,605.49	\$155,487.13
6	FA215	Accounting Technician	SEIU	036	\$64,268.88	\$84,011.62
7	OF050	ACTO Central Control	NRep	N12	\$147,736.00	\$223,819.00
8	OF075	ACTO Service Delivery	NRep	N12	\$147,736.00	\$223,819.00
9	AE200	Administrative Analyst - BPOA	BPOA	058	\$82,837.46	\$99,400.70
10	AF200	Administrative Analyst NR	NRep	N04	\$85,983.00	\$130,265.00
11	AA200	Administrative Analyst SEIU	SEIU	S08	\$77,105.60	\$100,796.80
12	000208	Administrative Coordinator	NRep	N03	\$80,358.00	\$121,743.00
13	AG100	Administrative Secretary SEIU	SEIU	071	\$61,887.70	\$80,899.10
14	AA230	Administrative Support Officer	SEIU	S13	\$98,009.60	\$128,128.00
15	CB190	Administrative Technician ATU	ATU	036	\$71,409.73	\$84,011.62
16	CA190	Administrative Technician SEIU	SEIU	036	\$64,268.88	\$84,011.62
17	MA100	AFC Electronic Technician	SEIU	301	\$77,032.18	\$100,695.92
18	MA105	AFC Foreworker	SEIU	825	\$84,735.46	\$110,765.41
19	MA560	AFC Parts Runner	SEIU	151	\$58,177.60	\$76,049.38
20	IA100	Appl Programmer Analyst	SEIU	S08	\$77,105.60	\$100,796.80
21	000046	Architect	NRep	N06	\$98,442.00	\$149,140.00
22	000051	Asset Coordinator	AFSCME	AFF	\$111,432.59	\$144,863.64
23	000178	Asset Data Manager	AFSCME	AFI	\$135,504.36	\$176,155.41
24	000272	Asset Mgmt Risk Coordinator	NRep	N08	\$112,707.00	\$170,751.00
25	000307	Assistant Inspector General	NRep	N10	\$129,038.00	\$195,493.00
26	LF100	Associate General Counsel	NRep	N13	\$162,509.00	\$246,201.00
27	AA100	Asst Admin Analyst - SEIU	SEIU	S06	\$70,054.40	\$91,582.40
28	UA200	Asst Buyer	SEIU	S06	\$70,054.40	\$91,582.40
29	000340	Asst Chief D & C Officer	NRep	N12	\$147,736.00	\$223,819.00
30	000273	Asst Chief Engineering Officer	NRep	N12	\$147,736.00	\$223,819.00
31	000274	Asst Chief Maintenance Officer	NRep	N12	\$147,736.00	\$223,819.00
32	000082	Asst Chief Mechanical Officer	NRep	N12	\$147,736.00	\$223,819.00
33	UA205	Asst Contract Administrator	SEIU	S06	\$70,054.40	\$91,582.40
34	FF225	Asst Controller	NRep	N13	\$162,509.00	\$246,201.00
35	AF105	Asst District Secretary	NRep	N08	\$112,707.00	\$170,751.00
36	ZF050	Asst GM Administration*	NRep	N14	\$178,760.00	\$270,821.00
37	ZF118	Asst GM Design & Construction*	NRep	N14	\$178,760.00	\$270,821.00
38	ZF105	Asst GM Operations*	NRep	N14	\$178,760.00	\$270,821.00
39	XF213	Asst GM Performance & Budget*	NRep	N14	\$178,760.00	\$270,821.00
40	XF125	Asst GM Technology*	NRep	N14	\$178,760.00	\$270,821.00
41	ZF117	Asst GM, External Affairs*	NRep	N14	\$178,760.00	\$270,821.00
42	000019	Asst Logistics Program Manager	AFSCME	AFG	\$119,605.49	\$155,487.13
43	FC230	Asst Mgr of Revenue Control	AFSCME	AFH	\$127,008.80	\$165,111.31
44	SA100	Asst Safety Specialist	SEIU	S06	\$70,054.40	\$91,582.40
45	000209	Asst Supt Maint Plan and Logs	NRep	N09	\$120,596.00	\$182,703.00
46	000061	Asst Supt of Power Mech Maint	NRep	N09	\$120,596.00	\$182,703.00
47	MF822	Asst Supt of RS&S	NRep	N09	\$120,596.00	\$182,703.00
48	000163	Asst Supt of System Service	NRep	N09	\$120,596.00	\$182,703.00
49	MF830	Asst Supt of Systems Maint	NRep	N09	\$120,596.00	\$182,703.00
50	000020	Asst Supt of Way & Facilities	NRep	N09	\$120,596.00	\$182,703.00

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
51	FF230	Asst Treasurer	NRep	N13	\$162,509.00	\$246,201.00
52	FA274	Asst Treasury Analyst	SEIU	S06	\$70,054.40	\$91,582.40
53	LF105	Attorney I	NRep	N06	\$98,442.00	\$149,140.00
54	LF110	Attorney II	NRep	N09	\$120,596.00	\$182,703.00
55	LF115	Attorney III	NRep	N11	\$138,071.00	\$209,177.00
56	MA200	Auto & Equip Foreworker	SEIU	825	\$84,735.46	\$110,765.41
57	MC215	Auto & Equip Maint Supv	AFSCME	AFE	\$105,106.44	\$136,638.03
58	MA205	Auto & Equip Mechanic	SEIU	301	\$77,032.18	\$100,695.92
59	000275	Benefits Specialist	NRep	036	\$71,003.30	\$84,011.62
60	000222	Board Analyst	NRep	N05	\$92,002.00	\$139,383.00
61	FA100	Budget Analyst	SEIU	S08	\$77,105.60	\$100,796.80
62	FB141	Budget Clerk - ATU	ATU	031	\$68,163.68	\$80,192.74
63	MA300	Buildings Foreworker	SEIU	825	\$84,735.46	\$110,765.41
64	MA310	Buildings Worker	SEIU	301	\$77,032.18	\$100,695.92
65	UA210	Buyer	SEIU	S08	\$77,105.60	\$100,796.80
66	UA213	Buyer Technician	SEIU	036	\$64,268.88	\$84,011.62
67	TA298	CAD Drafter	SEIU	S08	\$77,105.60	\$100,796.80
68	FA245	Cash Handler	SEIU	025	\$56,672.51	\$74,081.90
69	000095	Cash Handler PT	SEIU	026	\$59,380.58	\$59,380.58
70	FA249	Cash Handling Elec Technician	SEIU	301	\$77,032.18	\$100,695.92
71	FA250	Cash Handling Foreworker	SEIU	813	\$84,735.46	\$110,765.41
72	TC220	Central Maintenance Supervisor	AFSCME	AFF	\$111,432.59	\$144,863.64
73	XF142	Chief Communications Officer	NRep	N13	\$162,509.00	\$246,201.00
74	EF050	Chief Maint & Engineer Officer	NRep	N13	\$162,509.00	\$246,201.00
75	MF805	Chief Mechanical Officer	NRep	N13	\$162,509.00	\$246,201.00
76	000339	Chief of Staff	NRep	N08	\$112,707.00	\$170,751.00
77	000276	Chief Planning & Dev Officer	NRep	N13	\$162,509.00	\$246,201.00
78	SF200	Chief Safety Officer	NRep	N12	\$147,736.00	\$223,819.00
79	000050	Chief Transit Sys Dev Officer	NRep	N13	\$162,509.00	\$246,201.00
80	XF100	Chief Transportation Officer	NRep	N13	\$162,509.00	\$246,201.00
81	EF200	Civil Engineer	NRep	N06	\$98,442.00	\$149,140.00
82	000336	Class and Comp Analyst	NRep	N04	\$85,983.00	\$130,265.00
83	CG100	Clerk SEIU	SEIU	011	\$48,062.98	\$62,827.65
84	000013	Communication Coordinator	SEIU	S11	\$89,044.80	\$116,396.80
85	MA115	Communications Electronic Tech	SEIU	301	\$77,032.18	\$100,695.92
86	MA120	Communications Foreworker	SEIU	825	\$84,735.46	\$110,765.41
87	VF101	Communications Officer	AFSCME	AFI	\$135,504.36	\$176,155.41
88	OB100	Communications Specialist	ATU	831	\$97,506.66	\$114,713.87
89	PE076	Community Services Officer	BPOA	027	\$58,643.31	\$72,028.11
90	000155	Comp Vehicle Maint DMU	SEIU	301	\$77,032.18	\$100,695.92
91	IA105	Computer Documentation Asst	SEIU	031	\$61,347.31	\$80,192.74
92	MA700	Computer Electronic Technician	SEIU	321	\$77,032.18	\$100,695.92
93	IA110	Computer Operator	SEIU	031	\$61,347.31	\$80,192.74
94	000064	Computer Support Administrator	SEIU	S05	\$66,788.80	\$87,318.40
95	IA115	Computer Support Coordinator	SEIU	S14	\$102,856.00	\$134,451.20
96	EF102	Computer Systems Engineer	NRep	N06	\$98,442.00	\$149,140.00
97	EF205	Construction Engineer	NRep	N06	\$98,442.00	\$149,140.00
98	UA215	Contract Administrator	SEIU	S08	\$77,105.60	\$100,796.80
99	UF221	Contract Specialist I	AFSCME	AFB	\$80,905.39	\$105,178.02
100	UF222	Contract Specialist II	AFSCME	AFD	\$97,718.22	\$127,033.91

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
101	UF223	Contract Specialist III	AFSCME	AFE	\$105,106.44	\$136,638.03
102	000049	Contracts Technician SEIU	SEIU	036	\$64,268.88	\$84,011.62
103	XF105	Controller Treasurer	NRep	CT	\$279,829.28	\$279,829.28
104	000277	Core Capacity Program Manager	NRep	N09	\$120,596.00	\$182,703.00
105	000168	Crew Office Supervisor	AFSCME	AFG	\$119,605.49	\$155,487.13
106	000183	Crime Analyst	BPOA	068	\$84,494.18	\$101,388.35
107	000323	Crisis Intervention Specialist	BPOA	058	\$82,837.46	\$99,400.70
108	CA120	Customer Service Clerk	SEIU	031	\$61,347.31	\$80,192.74
109	VA110	Customer Service Rep	SEIU	S11	\$89,044.80	\$116,396.80
110	VA120	Customer Services Admin	SEIU	S13	\$98,009.60	\$128,128.00
111	000016	Customer Services Assistant	SEIU	S06	\$70,054.40	\$91,582.40
112	000173	Customer Services Supervisor	SEIU	S13	\$98,009.60	\$128,128.00
113	000180	Customer Services Technician	SEIU	036	\$64,268.88	\$84,011.62
114	000072	Cyber Security Engineer	NRep	N07	\$105,333.00	\$159,580.00
115	IA135	Data Controller	SEIU	031	\$61,347.31	\$80,192.74
116	IA140	Data Entry Operator	SEIU	031	\$61,347.31	\$80,192.74
117	IC120	Database Administrator	AFSCME	AFH	\$127,008.80	\$165,111.31
118	AF115	Deputy Asst District Secretary	NRep	N06	\$98,442.00	\$149,140.00
119	ZF110	Deputy General Manager*	NRep	N15	\$196,636.00	\$297,904.00
120	000028	Deputy Managing Dir Cap Cor	NRep	N11	\$138,071.00	\$209,177.00
121	000043	Deputy Police Chief	NRep	N13	\$162,509.00	\$246,201.00
122	FF095	Dir of Budgets	NRep	N12	\$147,736.00	\$223,819.00
123	QF101	Dir of Customer Access	NRep	N12	\$147,736.00	\$223,819.00
124	XF117	Dir of Customer Services	NRep	N12	\$147,736.00	\$223,819.00
125	FF090	Dir of Financial Planning	NRep	N12	\$147,736.00	\$223,819.00
126	000206	Dir of Fire Life Safety	NRep	N12	\$147,736.00	\$223,819.00
127	000337	Dir of Funding Strategy	NRep	N12	\$147,736.00	\$223,819.00
128	XF123	Dir of Govt and Comm Relations	NRep	N12	\$147,736.00	\$223,819.00
129	XF120	Dir of Human Resources	NRep	N12	\$147,736.00	\$223,819.00
130	000084	Dir of Labor Relations	NRep	N12	\$147,736.00	\$223,819.00
131	000309	Dir of Link21	NRep	N12	\$147,736.00	\$223,819.00
132	XF132	Dir of Marketing and Research	NRep	N12	\$147,736.00	\$223,819.00
133	XF115	Dir of Office of Civil Rights	NRep	N12	\$147,736.00	\$223,819.00
134	XF040	Dir of Operations Planning	NRep	N12	\$147,736.00	\$223,819.00
135	XF126	Dir of Performance and Audit	NRep	N12	\$147,736.00	\$223,819.00
136	XF135	Dir of Procurement	NRep	N12	\$147,736.00	\$223,819.00
137	000027	Dir of Real Estate & Prop Dev	NRep	N12	\$147,736.00	\$223,819.00
138	XF106	Dir of Risk and Insur Mgmt	NRep	N12	\$147,736.00	\$223,819.00
139	SF100	Dir of Security Programs	NRep	N12	\$147,736.00	\$223,819.00
140	000153	Dir of Technology	NRep	N12	\$147,736.00	\$223,819.00
141	EF060	District Architect	NRep	N11	\$138,071.00	\$209,177.00
142	QC216	District Right of Way Surveyor	AFSCME	AFG	\$119,605.49	\$155,487.13
143	XF150	District Secretary	NRep	DS	\$220,307.33	\$220,307.33
144	000156	DMU Engineer	ATU	651	\$85,483.84	\$100,569.46
145	000320	DMU Rolling Stock Foreworker	SEIU	827	\$90,589.82	\$118,418.14
146	000321	DMU System Rail Controller	AFSCME	AFG	\$119,605.49	\$155,487.13
147	TA300	Document Config Controller	SEIU	S09	\$80,891.20	\$105,747.20
148	000161	Document Control Specialist	SEIU	S09	\$80,891.20	\$105,747.20
149	TA310	Drafting Supervisor	SEIU	S11	\$89,044.80	\$116,396.80
150	HF108	Drug Testing Coordinator	NRep	N04	\$85,983.00	\$130,265.00

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
151	MA313	Dump Truck/Equipment Operator	SEIU	301	\$77,032.18	\$100,695.92
152	000311	EEO Analyst I	NRep	N02	\$75,101.00	\$113,778.00
153	000310	EEO Analyst II	NRep	N04	\$85,983.00	\$130,265.00
154	000078	Elec/Electro-Mech Assembler II	SEIU	152	\$60,289.84	\$78,810.37
155	MA145	Elect/Electro-Mech Assembler	SEIU	151	\$58,177.60	\$76,049.38
156	EF215	Electrical Engineer	NRep	N06	\$98,442.00	\$149,140.00
157	MA500	Electrical Foreworker	SEIU	824	\$88,253.36	\$115,364.08
158	000034	Electrical Helper	SEIU	151	\$58,177.60	\$76,049.38
159	MA510	Electrician	SEIU	301	\$77,032.18	\$100,695.92
160	EF110	Electronics & Comm Engineer	NRep	N06	\$98,442.00	\$149,140.00
161	000302	Elevator Escalator Inspector	SEIU	311	\$80,495.79	\$105,223.46
162	MA515	Elevator/Escalator Foreworker	SEIU	825	\$84,735.46	\$110,765.41
163	MA530	Elevator/Escalator Trainee	SEIU	331	\$69,470.13	\$90,810.72
164	MA525	Elevator/Escalator Worker	SEIU	301	\$77,032.18	\$100,695.92
165	000196	Employee Dev Specialist FW	ATU	732	\$112,196.66	\$131,996.18
166	000190	Employee Dev Specialist SA	ATU	839	\$102,139.65	\$120,164.30
167	HJ105	Employee Dev Specialist SEIU	SEIU	EDS	\$91,915.20	\$120,161.60
168	HB105	Employee Dev Specialist TO	ATU	839	\$102,139.65	\$120,164.30
169	EF500	Engineer	NRep	N06	\$98,442.00	\$149,140.00
170	000032	Engineer Intern	NRep	081	\$46,800.00	\$46,800.00
171	SF145	Environmental Administrator	AFSCME	AFH	\$127,008.80	\$165,111.31
172	000006	Environmental Engineer	NRep	N06	\$98,442.00	\$149,140.00
173	MA150	ERS Foreworker	SEIU	825	\$84,735.46	\$110,765.41
174	MA155	ERS Technician	SEIU	301	\$77,032.18	\$100,695.92
175	000210	Executive Assistant	NRep	N05	\$92,002.00	\$139,383.00
176	UA195	Expeditor	SEIU	S06	\$70,054.40	\$91,582.40
177	UA100	Expeditor/Clerk	SEIU	031	\$61,347.31	\$80,192.74
178	MC350	Facilities Maint Supv	AFSCME	AFE	\$105,106.44	\$136,638.03
179	000021	Facilities/Utilities Loc Coord	AFSCME	AFF	\$111,432.59	\$144,863.64
180	000182	Fare Inspection Officer	BPOA	035	\$69,822.69	\$83,783.44
181	000278	Fare Programs Administrator	NRep	N09	\$120,596.00	\$182,703.00
182	FC104	Financial Analyst I	AFSCME	AFC	\$88,514.61	\$115,069.58
183	FC105	Financial Analyst II	AFSCME	AFD	\$97,718.22	\$127,033.91
184	000331	Fire Life Safety Program Admn	AFSCME	AFH	\$127,008.80	\$165,111.31
185	MA550	Fire Protection Worker	SEIU	301	\$77,032.18	\$100,695.92
186	MA330	Fire Service Worker	SEIU	301	\$77,032.18	\$100,695.92
187	XF160	General Counsel	NRep	GC	\$309,391.56	\$309,391.56
188	ZF130	General Manager	NRep	GM	\$396,210.03	\$396,210.03
189	VA050	Gov & Community Relations Spec	SEIU	S11	\$89,044.80	\$116,396.80
190	TA313	Graphic Artist	SEIU	S09	\$80,891.20	\$105,747.20
191	MA335	Grounds Foreworker	SEIU	825	\$84,735.46	\$110,765.41
192	MA345	Grounds Worker	SEIU	201	\$65,538.72	\$85,671.66
193	MA346	Grounds Worker/Applicator	SEIU	301	\$77,032.18	\$100,695.92
194	EF113	Grp Mgr AFC Capital Program	NRep	N11	\$138,071.00	\$209,177.00
195	KF300	Grp Mgr Capitol Corridor	NRep	N11	\$138,071.00	\$209,177.00
196	EF223	Grp Mgr Elec Mech Engineering	NRep	N11	\$138,071.00	\$209,177.00
197	EF222	Grp Mgr Engineering	NRep	N11	\$138,071.00	\$209,177.00
198	OF426	Grp Mgr Operations Liaison	NRep	N11	\$138,071.00	\$209,177.00
199	OF112	Grp Mgr Ops Support & Review	NRep	N11	\$138,071.00	\$209,177.00
200	XF128	Grp Mgr Planning	NRep	N11	\$138,071.00	\$209,177.00

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201	000171	Grp Mgr Production Support	NRep	N11	\$138,071.00	\$209,177.00
202	EF121	Grp Mgr Project Controls	NRep	N11	\$138,071.00	\$209,177.00
203	EF107	Grp Mgr Rail Vehicle Cap Prog	NRep	N11	\$138,071.00	\$209,177.00
204	MF807	Grp Mgr Rolling Stock & Shops	NRep	N11	\$138,071.00	\$209,177.00
205	EF124	Grp Mgr Seismic Retrofit Cap	NRep	N11	\$138,071.00	\$209,177.00
206	000088	Grp Mgr Sustainability Program	NRep	N11	\$138,071.00	\$209,177.00
207	EF080	Grp Mgr Systems Engineer	NRep	N11	\$138,071.00	\$209,177.00
208	EF075	Grp Mgr Vehicle Maint Engineer	NRep	N11	\$138,071.00	\$209,177.00
209	000041	Grp Mgr, Capital Projects	NRep	N11	\$138,071.00	\$209,177.00
210	EF224	Grp Mgr, Integration Eng	NRep	N11	\$138,071.00	\$209,177.00
211	000280	Grp Mgr, Policy Planning	NRep	N11	\$138,071.00	\$209,177.00
212	000279	Grp Mgr, Station Planning	NRep	N11	\$138,071.00	\$209,177.00
213	000312	Grp Mgr, Transit Oriented Dev	NRep	N11	\$138,071.00	\$209,177.00
214	HF133	HR Programs Manager	NRep	N08	\$112,707.00	\$170,751.00
215	000211	HRIS Analyst	NRep	N04	\$85,983.00	\$130,265.00
216	000281	HRIS Specialist	NRep	036	\$71,003.30	\$84,011.62
217	000212	Independent Police Adminstr	NRep	N05	\$92,002.00	\$139,383.00
218	000042	Independent Police Auditor	NRep	IPA	\$210,730.48	\$210,730.48
219	000054	Independent Police Invest	NRep	N08	\$112,707.00	\$170,751.00
220	SC132	Industrial Hygienist	AFSCME	AFG	\$119,605.49	\$155,487.13
221	IC159	Information Sys Security Offcr	AFSCME	AFF	\$111,432.59	\$144,863.64
222	FF260	Information Systems Auditor	NRep	N05	\$92,002.00	\$139,383.00
223	000207	Inspector General	NRep	IG	\$210,968.98	\$210,968.98
224	OF025	Instructional Design Spec	AFSCME	AFE	\$105,106.44	\$136,638.03
225	FC240	Insurance Analyst	AFSCME	AFF	\$111,432.59	\$144,863.64
226	FA265	Intermediate Account Clerk	SEIU	021	\$54,950.69	\$71,831.14
227	CJ105	Intermediate Clerk SEIU	SEIU	021	\$54,950.69	\$71,831.14
228	FF251	Internal Auditor I	NRep	N02	\$75,101.00	\$113,778.00
229	FF252	Internal Auditor II	NRep	N04	\$85,983.00	\$130,265.00
230	UA105	Inventory Control Analyst	SEIU	S08	\$77,105.60	\$100,796.80
231	UA120	Inventory Control Technician	SEIU	036	\$64,268.88	\$84,011.62
232	MA348	Irrigation/Grounds Worker	SEIU	301	\$77,032.18	\$100,695.92
233	000059	IT Project Manager	AFSCME	AFI	\$135,504.36	\$176,155.41
234	FA275	Jr Accountant	SEIU	S05	\$66,788.80	\$87,318.40
235	IA160	Jr Appl Programmer Analyst	SEIU	S03	\$60,715.20	\$79,372.80
236	000282	Jr Computer Systems Engineer	NRep	N03	\$80,358.00	\$121,743.00
237	000306	Jr Elec & Comm Engineer	NRep	N03	\$80,358.00	\$121,743.00
238	000305	Jr Electrical Engineer	NRep	N03	\$80,358.00	\$121,743.00
239	EF400	Jr Engineer	NRep	N03	\$80,358.00	\$121,743.00
240	000304	Jr Mechanical Engineer	NRep	N03	\$80,358.00	\$121,743.00
241	000283	Jr Project Engineer	NRep	N03	\$80,358.00	\$121,743.00
242	000284	Jr Traction Power Engineer	NRep	N03	\$80,358.00	\$121,743.00
243	000285	Jr Train Control Engineer	NRep	N03	\$80,358.00	\$121,743.00
244	HF122	Labor Relations Rep I	NRep	N02	\$75,101.00	\$113,778.00
245	HF123	Labor Relations Rep II	NRep	N04	\$85,983.00	\$130,265.00
246	000286	Leave Management Analyst	NRep	N04	\$85,983.00	\$130,265.00
247	000213	Leave Management Specialist	NRep	036	\$71,003.30	\$84,011.62
248	LA115	Legal Administrative Analyst	SEIU	S06	\$70,054.40	\$91,582.40
249	LA100	Legal Administrative Asst	SEIU	S05	\$66,788.80	\$87,318.40
250	LC118	Legal Office Supervisor	AFSCME	AFD	\$97,718.22	\$127,033.91

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2022

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
251	FC282	Liability Risk Analyst	AFSCME	AFF	\$111,432.59	\$144,863.64
252	MA350	Locksmith	SEIU	301	\$77,032.18	\$100,695.92
253	OB108	Lost & Found Clerk	ATU	019	\$68,163.68	\$80,192.74
254	CA110	Mail and Supply Clerk	SEIU	021	\$54,950.69	\$71,831.14
255	CA115	Mail Services Supervisor	SEIU	800	\$71,496.05	\$93,458.98
256	CA111	Mail Services Support Clerk	SEIU	021	\$54,950.69	\$71,831.14
257	000060	Maintenance Engineer	NRep	N06	\$98,442.00	\$149,140.00
258	TA215	Maintenance Planner	SEIU	S08	\$77,105.60	\$100,796.80
259	000001	Maintenance Support Admin	AFSCME	AFD	\$97,718.22	\$127,033.91
260	ZF200	Managing Director Cap Corridor*	NRep	N14	\$178,760.00	\$270,821.00
261	VC080	Marketing Rep I	AFSCME	F02	\$60,773.00	\$94,200.37
262	VC081	Marketing Rep II	AFSCME	AFE	\$105,106.44	\$136,638.03
263	PE132	Master Police Officer	BPOA	798	\$121,645.47	\$121,645.47
264	000328	Master Police Officer (84 hr)	BPOA	PM8	\$127,727.75	\$127,727.75
265	UA130	Material Control Analyst	SEIU	S08	\$77,105.60	\$100,796.80
266	UA135	Material Control Sys Analyst	SEIU	S08	\$77,105.60	\$100,796.80
267	UA145	Material Coordinator	SEIU	301	\$77,032.18	\$100,695.92
268	UA150	Material Expeditor	SEIU	S08	\$77,105.60	\$100,796.80
269	EF240	Mechanical Engineer	NRep	N06	\$98,442.00	\$149,140.00
270	000296	Mgr of Absence Mgmt	NRep	N09	\$120,596.00	\$182,703.00
271	000024	Mgr of Access & Accessible Svc	NRep	N09	\$120,596.00	\$182,703.00
272	000023	Mgr of Access Programs	AFSCME	AFH	\$127,008.80	\$165,111.31
273	FC215	Mgr of Accounting	AFSCME	AFI	\$135,504.36	\$176,155.41
274	000081	Mgr of Accred and Support Svs	BPMA	CM	\$138,156.00	\$160,296.00
275	000188	Mgr of Acquisition Support	AFSCME	AFI	\$135,504.36	\$176,155.41
276	000167	Mgr of Ad Franchise Program	AFSCME	AFI	\$135,504.36	\$176,155.41
277	MC225	Mgr of Auto & Equip Maint	AFSCME	AFH	\$127,008.80	\$165,111.31
278	000299	Mgr of Budget & Admin, Cap Cor	AFSCME	AFI	\$135,504.36	\$176,155.41
279	000215	Mgr of Cap Corr Market/Comm	NRep	N09	\$120,596.00	\$182,703.00
280	FF119	Mgr of Capital Budgets	NRep	N09	\$120,596.00	\$182,703.00
281	FF116	Mgr of Capital Project Control	NRep	N09	\$120,596.00	\$182,703.00
282	000174	Mgr of Capital Project Support	AFSCME	AFI	\$135,504.36	\$176,155.41
283	OF115	Mgr of Central Control	NRep	N10	\$129,038.00	\$195,493.00
284	EF225	Mgr of Civil & Structural Eng	NRep	N10	\$129,038.00	\$195,493.00
285	QF109	Mgr of Community Relations	NRep	N09	\$120,596.00	\$182,703.00
286	000287	Mgr of Comp & Analytics	NRep	N09	\$120,596.00	\$182,703.00
287	EF119	Mgr of Computer Sys Engineer	NRep	N10	\$129,038.00	\$195,493.00
288	MF400	Mgr of Construction Services	NRep	N10	\$129,038.00	\$195,493.00
289	UF225	Mgr of Contract Administration	NRep	N09	\$120,596.00	\$182,703.00
290	000170	Mgr of Creative Services	AFSCME	AFI	\$135,504.36	\$176,155.41
291	000009	Mgr of Credit/Debit Fare Prog	AFSCME	AFG	\$119,605.49	\$155,487.13
292	AC400	Mgr of Customer Services	AFSCME	AFH	\$127,008.80	\$165,111.31
293	000071	Mgr of Cyber Security	NRep	N10	\$129,038.00	\$195,493.00
294	TC102	Mgr of Drafting & Configuratio	AFSCME	AFI	\$135,504.36	\$176,155.41
295	EF120	Mgr of Elect & Comm Engineer	NRep	N10	\$129,038.00	\$195,493.00
296	EF233	Mgr of Electrical Engineer	NRep	N10	\$129,038.00	\$195,493.00
297	000065	Mgr of Emergency Preparedness	NRep	N08	\$112,707.00	\$170,751.00
298	SC075	Mgr of Employee/Patron Safety	AFSCME	AFI	\$135,504.36	\$176,155.41
299	AF206	Mgr of Energy	NRep	N09	\$120,596.00	\$182,703.00
300	SF111	Mgr of Engineer Safety	NRep	N10	\$129,038.00	\$195,493.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2022

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
301	000063	Mgr of Engineering Liaison	NRep	N10	\$129,038.00	\$195,493.00
302	000169	Mgr of Engineering Programs	NRep	N09	\$120,596.00	\$182,703.00
303	SF140	Mgr of Environmental Review	AFSCME	AFI	\$135,504.36	\$176,155.41
304	000288	Mgr of Equity Programs	NRep	N09	\$120,596.00	\$182,703.00
305	000289	Mgr of Fin Analysis Admin	AFSCME	AFI	\$135,504.36	\$176,155.41
306	FF297	Mgr of Financial Planning	NRep	N09	\$120,596.00	\$182,703.00
307	FF290	Mgr of Fleet & Capacity Plann	NRep	N09	\$120,596.00	\$182,703.00
308	000290	Mgr of Govt Rel & Leg Affairs	NRep	N09	\$120,596.00	\$182,703.00
309	FF117	Mgr of Grants & Funding Advoc	NRep	N09	\$120,596.00	\$182,703.00
310	000216	Mgr of HRIS & Benefits	NRep	N09	\$120,596.00	\$182,703.00
311	IF177	Mgr of Information Systems	NRep	N10	\$129,038.00	\$195,493.00
312	FF285	Mgr of Internal Audit	NRep	N09	\$120,596.00	\$182,703.00
313	000338	Mgr of Internal Communications	NRep	N09	\$120,596.00	\$182,703.00
314	UC125	Mgr of Inventory Management	AFSCME	AFG	\$119,605.49	\$155,487.13
315	HF130	Mgr of Labor Relations	NRep	N09	\$120,596.00	\$182,703.00
316	000291	Mgr of Leave Programs	NRep	N09	\$120,596.00	\$182,703.00
317	QF107	Mgr of Local Govt & Com Rel	NRep	N09	\$120,596.00	\$182,703.00
318	UF130	Mgr of Logistics	NRep	N09	\$120,596.00	\$182,703.00
319	MF405	Mgr of Maint Administration	AFSCME	AFI	\$135,504.36	\$176,155.41
320	000159	Mgr of Maint Plan & Logistics	NRep	N09	\$120,596.00	\$182,703.00
321	TF241	Mgr of Maintenance Engineer	NRep	N10	\$129,038.00	\$195,493.00
322	OF425	Mgr of Maintenance Support	NRep	N09	\$120,596.00	\$182,703.00
323	000214	Mgr of Marketing	NRep	N09	\$120,596.00	\$182,703.00
324	EF234	Mgr of Mechanical Engr.	NRep	N10	\$129,038.00	\$195,493.00
325	000293	Mgr of Media Relations	NRep	N09	\$120,596.00	\$182,703.00
326	FF125	Mgr of Operating Budgets	NRep	N09	\$120,596.00	\$182,703.00
327	TF230	Mgr of Operations Reliability	NRep	N09	\$120,596.00	\$182,703.00
328	SC105	Mgr of Operations Safety	AFSCME	AFI	\$135,504.36	\$176,155.41
329	000055	Mgr of Ops Training and Dev	NRep	N09	\$120,596.00	\$182,703.00
330	QC205	Mgr of Parking Programs	AFSCME	AFI	\$135,504.36	\$176,155.41
331	000203	Mgr of Performance Analytics	AFSCME	AFI	\$135,504.36	\$176,155.41
332	QF115	Mgr of Planning	NRep	N09	\$120,596.00	\$182,703.00
333	000294	Mgr of Program Planning Sppt	NRep	N09	\$120,596.00	\$182,703.00
334	UF215	Mgr of Purchasing	AFSCME	AFI	\$135,504.36	\$176,155.41
335	TC105	Mgr of Quality Assurance	AFSCME	AFI	\$135,504.36	\$176,155.41
336	000199	Mgr of Rail Operations	NRep	N09	\$120,596.00	\$182,703.00
337	000005	Mgr of Real Estate Services	NRep	N09	\$120,596.00	\$182,703.00
338	EF159	Mgr of Research & Development	NRep	N10	\$129,038.00	\$195,493.00
339	FF295	Mgr of Revenue Control	NRep	N09	\$120,596.00	\$182,703.00
340	000303	Mgr of RS&S Administration	NRep	N09	\$120,596.00	\$182,703.00
341	OF111	Mgr of Schedules & Services	NRep	N09	\$120,596.00	\$182,703.00
342	000247	Mgr of Small Business Sppt Svc	NRep	N09	\$120,596.00	\$182,703.00
343	AC300	Mgr of Special Projects	AFSCME	AFI	\$135,504.36	\$176,155.41
344	000198	Mgr of Station Operations	NRep	N09	\$120,596.00	\$182,703.00
345	MF840	Mgr of Strategic Main Prog	NRep	N11	\$138,071.00	\$209,177.00
346	000295	Mgr of Substance Abuse Program	NRep	N09	\$120,596.00	\$182,703.00
347	000249	Mgr of Sys Capacity Planning	NRep	N09	\$120,596.00	\$182,703.00
348	000248	Mgr of System Integration	NRep	N09	\$120,596.00	\$182,703.00
349	HF135	Mgr of Talent Acquisition	NRep	N09	\$120,596.00	\$182,703.00
350	000172	Mgr of Technology Programs	NRep	N09	\$120,596.00	\$182,703.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2022

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
351	000008	Mgr of Telecommunications	NRep	N09	\$120,596.00	\$182,703.00
352	FC205	Mgr of Time and Admin	AFSCME	AFI	\$135,504.36	\$176,155.41
353	000250	Mgr of Title VI & Env Justice	NRep	N09	\$120,596.00	\$182,703.00
354	EF236	Mgr of Traction Power Engr	NRep	N10	\$129,038.00	\$195,493.00
355	EF130	Mgr of Train Control Engineer	NRep	N10	\$129,038.00	\$195,493.00
356	000332	Mgr of Trans Ops Supp, CCJPA	NRep	N09	\$120,596.00	\$182,703.00
357	000251	Mgr of Transit Oriented Dev	NRep	N09	\$120,596.00	\$182,703.00
358	MC805	Mgr of Transit Vehicl Cleaning	AFSCME	AFH	\$127,008.80	\$165,111.31
359	OF170	Mgr of Transportation Ops Supp	NRep	N09	\$120,596.00	\$182,703.00
360	TF237	Mgr of Vehicle Sys Engineer	NRep	N10	\$129,038.00	\$195,493.00
361	MF850	Mgr of Warranty Administration	NRep	N08	\$112,707.00	\$170,751.00
362	000252	Mgr of Workforce Dev	NRep	N09	\$120,596.00	\$182,703.00
363	VA125	Multimedia Assistant Producer	SEIU	S11	\$89,044.80	\$116,396.80
364	HF152	Multimedia Producer	NRep	N05	\$92,002.00	\$139,383.00
365	OB120	Operations Foreworker	ATU	821	\$88,642.53	\$104,285.38
366	OC118	Operations Supervisor Liaison	AFSCME	AFF	\$111,432.59	\$144,863.64
367	HF111	Operations Training Supervisor	AFSCME	AFG	\$119,605.49	\$155,487.13
368	MA547	Overhead Door Worker	SEIU	301	\$77,032.18	\$100,695.92
369	MA360	Painter	SEIU	301	\$77,032.18	\$100,695.92
370	000092	Paralegal	NRep	710	\$84,518.93	\$100,015.14
371	QF135	Planner	AFSCME	AFC	\$88,514.61	\$115,069.58
372	CE175	Police Admin Specialist	BPOA	045	\$73,082.05	\$85,412.50
373	PD111	Police Admin Supervisor	BPMA	CS	\$122,784.00	\$142,476.00
374	PD116	Police CAD/RMS Admin	BPMA	CS	\$122,784.00	\$142,476.00
375	PF110	Police Chief*	NRep	N14	\$178,760.00	\$270,821.00
376	PD115	Police Civilian Supv Admin	BPMA	CS	\$122,784.00	\$142,476.00
377	PD118	Police Civilian Supv Comm	BPMA	CS	\$122,784.00	\$142,476.00
378	PE115	Police Dispatcher	BPOA	048	\$75,969.71	\$92,466.19
379	PD125	Police Lieutenant	BPMA	LT	\$156,240.00	\$178,896.00
380	000330	Police Lieutenant (84 hr)	BPMA	LT8	\$164,052.00	\$187,840.80
381	PE130	Police Officer	BPOA	778	\$79,630.72	\$112,414.43
382	000325	Police Officer (84 hr)	BPOA	PO8	\$83,612.26	\$118,035.15
383	PE129	Police Officer in Academy	BPOA	777	\$70,262.40	\$70,262.40
384	PD135	Police Sergeant	BPMA	SGT	\$125,652.00	\$149,076.00
385	000329	Police Sergeant (84 hr)	BPMA	SG8	\$131,934.60	\$156,529.80
386	PD138	Police Support Svcs Supv	BPMA	CS	\$122,784.00	\$142,476.00
387	MA535	Power & Mechanical Foreworker	SEIU	824	\$88,253.36	\$115,364.08
388	MA545	Power & Mechanical Worker	SEIU	301	\$77,032.18	\$100,695.92
389	OB130	Power & Support Controller	ATU	831	\$97,506.66	\$114,713.87
390	AC222	Principal Admin Analyst AFSCME	AFSCME	AFG	\$119,605.49	\$155,487.13
391	000045	Principal Architect	NRep	N08	\$112,707.00	\$170,751.00
392	EF256	Principal Civil Engineer	NRep	N08	\$112,707.00	\$170,751.00
393	EF090	Principal Computer Systems Eng	NRep	N08	\$112,707.00	\$170,751.00
394	EF262	Principal Construction Engr	NRep	N08	\$112,707.00	\$170,751.00
395	UF230	Principal Contract Specialist	AFSCME	AFG	\$119,605.49	\$155,487.13
396	000067	Principal EGIS Analyst	AFSCME	AFG	\$119,605.49	\$155,487.13
397	000253	Principal Elec Comm Engineer	NRep	N08	\$112,707.00	\$170,751.00
398	EF267	Principal Electrical Engineer	NRep	N08	\$112,707.00	\$170,751.00
399	EF502	Principal Engineer	NRep	N08	\$112,707.00	\$170,751.00
400	FC139	Principal Financial Analyst	AFSCME	AFG	\$119,605.49	\$155,487.13

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Job Title)
As of January 1, 2022
ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
401	000314	Principal Fire Protect Eng	NRep	N08	\$112,707.00	\$170,751.00
402	VC055	Principal Gov & Comm Rel Rep	AFSCME	AFG	\$119,605.49	\$155,487.13
403	000192	Principal Grants Officer	AFSCME	AFG	\$119,605.49	\$155,487.13
404	000254	Principal Integration Engineer	NRep	N08	\$112,707.00	\$170,751.00
405	FF301	Principal Internal Auditor	NRep	N07	\$105,333.00	\$159,580.00
406	000316	Principal Investigative Audito	NRep	N07	\$105,333.00	\$159,580.00
407	HF128	Principal Labor Relations Rep	NRep	N07	\$105,333.00	\$159,580.00
408	000205	Principal Landscape Architect	NRep	N08	\$112,707.00	\$170,751.00
409	VC084	Principal Marketing Rep	AFSCME	AFH	\$127,008.80	\$165,111.31
410	EF271	Principal Mechanical Engineer	NRep	N08	\$112,707.00	\$170,751.00
411	000298	Principal Ops Safety Spec	AFSCME	AFH	\$127,008.80	\$165,111.31
412	000201	Principal Performance Analyst	AFSCME	AFG	\$119,605.49	\$155,487.13
413	QC112	Principal Planner	AFSCME	AFH	\$127,008.80	\$165,111.31
414	000255	Principal Project Engineer	NRep	N08	\$112,707.00	\$170,751.00
415	QC226	Principal Property Devlmnt Ofc	AFSCME	AFH	\$127,008.80	\$165,111.31
416	TF256	Principal Reliability Engineer	NRep	N08	\$112,707.00	\$170,751.00
417	QC225	Principal Right of Way Officer	AFSCME	AFH	\$127,008.80	\$165,111.31
418	AF234	Principal Rsch Proj Analyst	AFSCME	AFG	\$119,605.49	\$155,487.13
419	SF129	Principal Safety Engineer	NRep	N08	\$112,707.00	\$170,751.00
420	000334	Principal Safety Specialist	AFSCME	AFH	\$127,008.80	\$165,111.31
421	EF276	Principal Structural Engineer	NRep	N08	\$112,707.00	\$170,751.00
422	EF279	Principal Track Engineer	NRep	N08	\$112,707.00	\$170,751.00
423	EF146	Principal Train Control Eng	NRep	N08	\$112,707.00	\$170,751.00
424	TF236	Principal Vehicle Sys Engineer	NRep	N08	\$112,707.00	\$170,751.00
425	000184	Procurement Support Mgr	AFSCME	AFI	\$135,504.36	\$176,155.41
426	MF842	Program Logistics Manager	NRep	N09	\$120,596.00	\$182,703.00
427	FA130	Project Control Administrator	SEIU	S08	\$77,105.60	\$100,796.80
428	000256	Project Controls Manager	NRep	N08	\$112,707.00	\$170,751.00
429	000257	Project Engineer	NRep	N06	\$98,442.00	\$149,140.00
430	EF250	Project Mgr	NRep	N09	\$120,596.00	\$182,703.00
431	000258	Project Mgr, Accessibility	NRep	N09	\$120,596.00	\$182,703.00
432	000262	Project Mgr, Architect	NRep	N09	\$120,596.00	\$182,703.00
433	000259	Project Mgr, Capital	NRep	N09	\$120,596.00	\$182,703.00
434	000260	Project Mgr, Cathodic	NRep	N09	\$120,596.00	\$182,703.00
435	000261	Project Mgr, Construction	NRep	N09	\$120,596.00	\$182,703.00
436	000263	Project Mgr, Earthquake Safety	NRep	N09	\$120,596.00	\$182,703.00
437	000264	Project Mgr, Extensions	NRep	N09	\$120,596.00	\$182,703.00
438	000265	Project Mgr, Fire Life Safety	NRep	N09	\$120,596.00	\$182,703.00
439	000266	Project Mgr, Int Agreements	NRep	N09	\$120,596.00	\$182,703.00
440	000267	Project Mgr, Property Dev	NRep	N09	\$120,596.00	\$182,703.00
441	000268	Project Mgr, Stations	NRep	N09	\$120,596.00	\$182,703.00
442	000269	Project Mgr, Sys Integration	NRep	N09	\$120,596.00	\$182,703.00
443	000270	Project Mgr, Traction Power	NRep	N09	\$120,596.00	\$182,703.00
444	000224	Project Mgr, Train Control	NRep	N09	\$120,596.00	\$182,703.00
445	EF451	Project Support Manager	AFSCME	AFI	\$135,504.36	\$176,155.41
446	000204	Property Manager	AFSCME	AFH	\$127,008.80	\$165,111.31
447	VC110	Public Information Officer	AFSCME	AFE	\$105,106.44	\$136,638.03
448	VA115	Public Information Rep	SEIU	S11	\$89,044.80	\$116,396.80
449	TA110	Quality Assurance Analyst	SEIU	S08	\$77,105.60	\$100,796.80
450	000066	Quality Assurance Officer	SEIU	S11	\$89,044.80	\$116,396.80

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Job Title)
As of January 1, 2022
ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
451	000035	Quality Team Leader	SEIU	313	\$80,883.71	\$105,730.56
452	000015	Query & Reports Spec	AFSCME	AFF	\$111,432.59	\$144,863.64
453	OC190	Rail Operations Controller	AFSCME	AFI	\$135,504.36	\$176,155.41
454	KF175	Rail Svs Compl Officer Capitol	AFSCME	AFG	\$119,605.49	\$155,487.13
455	QA205	Real Estate Officer	SEIU	S11	\$89,044.80	\$116,396.80
456	QA100	Real Estate Tech	SEIU	036	\$64,268.88	\$84,011.62
457	IA185	Real Time Programmer Analyst	SEIU	S13	\$98,009.60	\$128,128.00
458	CP105	Receptionist	NRep	036	\$71,003.30	\$84,011.62
459	000217	Recruiter I	NRep	N02	\$75,101.00	\$113,778.00
460	000226	Recruiter II	NRep	N04	\$85,983.00	\$130,265.00
461	000227	Recruiting Specialist	NRep	036	\$71,003.30	\$84,011.62
462	000193	Reliability Analyst	AFSCME	AFE	\$105,106.44	\$136,638.03
463	TF245	Reliability Engineer	NRep	N06	\$98,442.00	\$149,140.00
464	CA140	Reprographics Equipment Oper	SEIU	031	\$61,347.31	\$80,192.74
465	EF142	Research & Dev Specialist	AFSCME	AFG	\$119,605.49	\$155,487.13
466	AF233	Research Projects Supv	AFSCME	AFH	\$127,008.80	\$165,111.31
467	PE140	Revenue Protection Guard	BPOA	098	\$74,946.56	\$89,931.50
468	000318	Road Supv of Engines	AFSCME	AFG	\$119,605.49	\$155,487.13
469	000228	Rolling Stock Acquisitn Admin	NRep	N08	\$112,707.00	\$170,751.00
470	MA810	Rolling Stock Foreworker	SEIU	827	\$90,589.82	\$118,418.14
471	000313	Safety Mgmt System Manager	AFSCME	AFI	\$135,504.36	\$176,155.41
472	SF120	Safety Specialist	AFSCME	AFD	\$97,718.22	\$127,033.91
473	OB135	Scheduling Analyst	ATU	731	\$102,139.65	\$120,164.30
474	000048	Scheduling Supervisor	AFSCME	AFF	\$111,432.59	\$144,863.64
475	MC725	Sect Mgr Elev/Escalator Maint	AFSCME	AFG	\$119,605.49	\$155,487.13
476	MC724	Sect Mgr Power & Mech Maint	AFSCME	AFG	\$119,605.49	\$155,487.13
477	MC726	Sect Mgr Struct Insp & Maint	AFSCME	AFG	\$119,605.49	\$155,487.13
478	MC721	Sect Mgr Structures Maint	AFSCME	AFG	\$119,605.49	\$155,487.13
479	MC720	Sect Mgr Systems Maint	AFSCME	AFG	\$119,605.49	\$155,487.13
480	MC722	Sect Mgr Track Maint	AFSCME	AFG	\$119,605.49	\$155,487.13
481	000229	Security Access Analyst	NRep	N03	\$80,358.00	\$121,743.00
482	MA225	Shop Machinist	SEIU	301	\$77,032.18	\$100,695.92
483	TA260	Shop Scheduler	SEIU	S10	\$84,864.00	\$110,926.40
484	MA230	Shop Welder	SEIU	301	\$77,032.18	\$100,695.92
485	MC701	Spec Proj Mgr Track & Struct	AFSCME	AFH	\$127,008.80	\$165,111.31
486	000158	Special Projects Mgr AFSCME	AFSCME	AFG	\$119,605.49	\$155,487.13
487	FA288	Sr Account Clerk	SEIU	031	\$61,347.31	\$80,192.74
488	AC220	Sr Admin Analyst AFSCME	AFSCME	AFE	\$105,106.44	\$136,638.03
489	IA190	Sr Appl Programmer Analyst	SEIU	S14	\$102,856.00	\$134,451.20
490	IC142	Sr Applications Analyst	AFSCME	AFH	\$127,008.80	\$165,111.31
491	LF120	Sr Attorney	NRep	N12	\$147,736.00	\$223,819.00
492	000218	Sr Benefits Analyst	NRep	N06	\$98,442.00	\$149,140.00
493	000230	Sr Board Analyst	NRep	N06	\$98,442.00	\$149,140.00
494	FH140	Sr Budget Clerk SEIU	SEIU	031	\$61,347.31	\$80,192.74
495	000176	Sr Buyer	SEIU	S10	\$84,864.00	\$110,926.40
496	000166	Sr CAD Drafter	SEIU	S10	\$84,864.00	\$110,926.40
497	FA290	Sr Cash Handler	SEIU	035	\$60,507.82	\$79,095.33
498	TC222	Sr Central Maint Supv	AFSCME	AFH	\$127,008.80	\$165,111.31
499	EF255	Sr Civil Engineer	NRep	N07	\$105,333.00	\$159,580.00
500	000219	Sr Class and Comp Analyst	NRep	N05	\$92,002.00	\$139,383.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2022

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
501	CB145	Sr Clerk ATU	ATU	031	\$68,163.68	\$80,192.74
502	CG145	Sr Clerk SEIU	SEIU	031	\$61,347.31	\$80,192.74
503	000075	Sr Computer Support Coord	SEIU	S16	\$112,132.80	\$146,577.60
504	EF138	Sr Computer Systems Engineer	NRep	N07	\$105,333.00	\$159,580.00
505	EF260	Sr Construction Engineer	NRep	N07	\$105,333.00	\$159,580.00
506	000231	Sr EEO Analyst	NRep	N05	\$92,002.00	\$139,383.00
507	EF265	Sr Electrical Engineer	NRep	N07	\$105,333.00	\$159,580.00
508	EF140	Sr Electronics & Comm Engineer	NRep	N07	\$105,333.00	\$159,580.00
509	HF114	Sr Employee Dev Specialist	NRep	N05	\$92,002.00	\$139,383.00
510	FC137	Sr Energy Analyst	AFSCME	AFF	\$111,432.59	\$144,863.64
511	EF501	Sr Engineer	NRep	N07	\$105,333.00	\$159,580.00
512	FC138	Sr Financial Analyst AFSCME	AFSCME	AFE	\$105,106.44	\$136,638.03
513	VC051	Sr Gov & Comm Relations Rep	AFSCME	AFE	\$105,106.44	\$136,638.03
514	000315	Sr Grants Officer	AFSCME	AFE	\$105,106.44	\$136,638.03
515	TA314	Sr Graphic Artist	SEIU	S10	\$84,864.00	\$110,926.40
516	FF253	Sr Internal Auditor	NRep	N05	\$92,002.00	\$139,383.00
517	UC108	Sr Inventory Control Analyst	AFSCME	AFD	\$97,718.22	\$127,033.91
518	HF126	Sr Labor Relations Rep	NRep	N06	\$98,442.00	\$149,140.00
519	000232	Sr Leave Mgmt Analyst	NRep	N05	\$92,002.00	\$139,383.00
520	AA130	Sr Legal Secretary	SEIU	071	\$61,887.70	\$80,899.10
521	UC190	Sr Logistics Supv	AFSCME	AFF	\$111,432.59	\$144,863.64
522	CA112	Sr Mail Services Support Clerk	SEIU	031	\$61,347.31	\$80,192.74
523	TA220	Sr Maint Planner	SEIU	S11	\$89,044.80	\$116,396.80
524	000053	Sr Maintenance Engineer	NRep	N07	\$105,333.00	\$159,580.00
525	VC082	Sr Marketing Rep	AFSCME	AFF	\$111,432.59	\$144,863.64
526	EF270	Sr Mechanical Engineer	NRep	N07	\$105,333.00	\$159,580.00
527	000189	Sr Mgr of Asset Management	NRep	N10	\$129,038.00	\$195,493.00
528	000233	Sr Mgr of Contr Labor Compl	NRep	N10	\$129,038.00	\$195,493.00
529	000234	Sr Mgr of Econ Oppy Policies	NRep	N10	\$129,038.00	\$195,493.00
530	000179	Sr Mgr of Engineering Programs	NRep	N10	\$129,038.00	\$195,493.00
531	000185	Sr Mgr of Fin Analys & Admn	NRep	N10	\$129,038.00	\$195,493.00
532	000333	Sr Mgr of Finance	NRep	N10	\$129,038.00	\$195,493.00
533	000308	Sr Mgr of M&E Asset Mgmt	NRep	N10	\$129,038.00	\$195,493.00
534	000235	Sr Mgr of Maint Acquisition	NRep	N10	\$129,038.00	\$195,493.00
535	000292	Sr Mgr of Maint Plan Sched	NRep	N10	\$129,038.00	\$195,493.00
536	MF410	Sr Mgr of Maintenance Support	NRep	N10	\$129,038.00	\$195,493.00
537	000237	Sr Mgr of Procurement	NRep	N10	\$129,038.00	\$195,493.00
538	000236	Sr Mgr of RS&S Ops Admin	NRep	N10	\$129,038.00	\$195,493.00
539	000319	Sr Mgr of Soc Svcs Partnership	NRep	N10	\$129,038.00	\$195,493.00
540	000238	Sr Mgr of Wkfc Policy Compl	NRep	N10	\$129,038.00	\$195,493.00
541	000177	Sr Mgr Performance & Innovatio	NRep	N10	\$129,038.00	\$195,493.00
542	CA155	Sr Office Services Supv	SEIU	S09	\$80,891.20	\$105,747.20
543	OB145	Sr Operations Foreworker	ATU	831	\$97,506.66	\$114,713.87
544	OC155	Sr Operations Supvr Liaison	AFSCME	AFG	\$119,605.49	\$155,487.13
545	SC135	Sr Ops Safety Spec	AFSCME	AFG	\$119,605.49	\$155,487.13
546	IB190	Sr Ops Suppt Sys Analyst	ATU	742	\$108,298.11	\$127,409.78
547	000191	Sr Performance Analyst	AFSCME	AFF	\$111,432.59	\$144,863.64
548	QC145	Sr Planner	AFSCME	AFF	\$111,432.59	\$144,863.64
549	000105	Sr Police Officer - Adv.	BPOA	792	\$119,260.34	\$119,260.34
550	PE131	Sr Police Officer - Int.	BPOA	788	\$115,786.74	\$115,786.74

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Job Title)
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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
551	000327	Sr Police Officer-Adv. (84 hr)	BPOA	PA8	\$125,223.35	\$125,223.35
552	000326	Sr Police Officer-Int. (84 hr)	BPOA	PI8	\$121,576.07	\$121,576.07
553	000052	Sr Production Engineer	NRep	N07	\$105,333.00	\$159,580.00
554	000220	Sr Project Engineer	NRep	N07	\$105,333.00	\$159,580.00
555	000080	Sr Project Manager	NRep	N10	\$129,038.00	\$195,493.00
556	000195	Sr Quality Administrator	AFSCME	AFG	\$119,605.49	\$155,487.13
557	EF238	Sr Quality Engineer	NRep	N07	\$105,333.00	\$159,580.00
558	000181	Sr Quality Manager	NRep	N10	\$129,038.00	\$195,493.00
559	QC210	Sr Real Estate Officer	AFSCME	AFF	\$111,432.59	\$144,863.64
560	000239	Sr Recruiter	NRep	N05	\$92,002.00	\$139,383.00
561	TF255	Sr Reliability Engineer	NRep	N07	\$105,333.00	\$159,580.00
562	AF232	Sr Research Projects Analyst	AFSCME	AFE	\$105,106.44	\$136,638.03
563	QC224	Sr Right of Way Officer	AFSCME	AFF	\$111,432.59	\$144,863.64
564	000240	Sr Safety Engineer	NRep	N07	\$105,333.00	\$159,580.00
565	SC130	Sr Safety Specialist	AFSCME	AFF	\$111,432.59	\$144,863.64
566	000031	Sr Scheduling Analyst ATU	ATU	732	\$112,196.66	\$131,996.18
567	AB135	Sr Secretary ATU	ATU	061	\$68,163.68	\$80,192.74
568	AJ135	Sr Secretary SEIU	SEIU	061	\$57,582.72	\$75,271.66
569	UA160	Sr Storekeeper	SEIU	171	\$71,496.05	\$93,458.98
570	EF275	Sr Structural Engineer	NRep	N07	\$105,333.00	\$159,580.00
571	IC200	Sr Systems Programmer	AFSCME	AFE	\$105,106.44	\$136,638.03
572	IA210	Sr Telecommunications Tech	SEIU	S14	\$102,856.00	\$134,451.20
573	FC200	Sr Time & Labor Admin Analyst	AFSCME	AFE	\$105,106.44	\$136,638.03
574	000241	Sr Traction Power Engineer	NRep	N07	\$105,333.00	\$159,580.00
575	EF145	Sr Train Control Engineer	NRep	N07	\$105,333.00	\$159,580.00
576	000044	Sr Transp Training Clerk	ATU	036	\$71,409.73	\$84,011.62
577	000194	Sr Transportation Analyst	AFSCME	AFF	\$111,432.59	\$144,863.64
578	CB160	Sr Transportation Clerk	ATU	031	\$68,163.68	\$80,192.74
579	TF232	Sr Transportation Planner	AFSCME	AFF	\$111,432.59	\$144,863.64
580	TF234	Sr Vehicle Systems Engineer	NRep	N07	\$105,333.00	\$159,580.00
581	000297	Sr Wkfrce & Policy Compl Anlys	NRep	N05	\$92,002.00	\$139,383.00
582	000242	Sr Workforce Dev Analyst	NRep	N05	\$92,002.00	\$139,383.00
583	000324	Stakeholder Engagement Adminst	NRep	N06	\$98,442.00	\$149,140.00
584	OB155	Station Agent	ATU	521	\$72,820.59	\$85,671.46
585	OB156	Station Agent PT	ATU	541	\$76,097.54	\$89,526.63
586	UA170	Storekeeper	SEIU	201	\$65,538.72	\$85,671.66
587	000223	Strategic Budget Administrator	AFSCME	AFH	\$127,008.80	\$165,111.31
588	000057	Strategic Prog Mgr, Ext Affair	NRep	N10	\$129,038.00	\$195,493.00
589	EF280	Structural Engineer	NRep	N06	\$98,442.00	\$149,140.00
590	MA615	Structures Equipment Operator	SEIU	301	\$77,032.18	\$100,695.92
591	MA620	Structures Foreworker	SEIU	825	\$84,735.46	\$110,765.41
592	MA638	Structures Inspect Foreworker	SEIU	810	\$88,545.39	\$115,745.76
593	MA637	Structures Inspector	SEIU	311	\$80,495.79	\$105,223.46
594	MA636	Structures Inspector Asst	SEIU	201	\$65,538.72	\$85,671.66
595	MA630	Structures Welder	SEIU	301	\$77,032.18	\$100,695.92
596	MA635	Structures Worker	SEIU	201	\$65,538.72	\$85,671.66
597	000036	Structures Worker PT	SEIU	221	\$68,487.96	\$68,487.96
598	TF275	Supt of Cntrl Veh Trouble Desk	NRep	N11	\$138,071.00	\$209,177.00
599	MF535	Supt of Power & Mech Maint	NRep	N11	\$138,071.00	\$209,177.00
600	MF818	Supt of Rolling Stock & Shops	NRep	N11	\$138,071.00	\$209,177.00

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Job Title)
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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
601	000164	Supt of System Service	NRep	N11	\$138,071.00	\$209,177.00
602	MF703	Supt of Systems Maintenance	NRep	N11	\$138,071.00	\$209,177.00
603	MF610	Supt of Way & Facilities	NRep	N11	\$138,071.00	\$209,177.00
604	000010	Supv Bus Sys Operations	AFSCME	AFI	\$135,504.36	\$176,155.41
605	000317	Supv Crisis Int & Outreach Pro	BPMA	CS	\$122,784.00	\$142,476.00
606	000301	Supv of Comp & Analytics	NRep	N07	\$105,333.00	\$159,580.00
607	000243	Supv of EEO Programs	NRep	N07	\$105,333.00	\$159,580.00
608	000244	Supv of HRIS	NRep	N07	\$105,333.00	\$159,580.00
609	000300	Supv of Leave Mgmt	NRep	N07	\$105,333.00	\$159,580.00
610	000245	Supv of Recruiting	NRep	N07	\$105,333.00	\$159,580.00
611	000221	Supv of Workforce Development	NRep	N07	\$105,333.00	\$159,580.00
612	TF263	Survey Taker	NRep	093	\$77,279.58	\$77,279.58
613	EA315	Survey Tech	SEIU	091	\$67,197.52	\$87,840.06
614	MA385	System Service Crewleader	SEIU	141	\$57,665.09	\$75,379.20
615	MA390	System Service Foreworker	SEIU	818	\$78,322.19	\$102,381.97
616	MC395	System Service Supv	AFSCME	AFE	\$105,106.44	\$136,638.03
617	MA400	System Service Worker	SEIU	111	\$55,893.14	\$73,063.12
618	MA399	System Service Worker 141	SEIU	141	\$57,665.09	\$75,379.20
619	MA401	System Service Worker PT	SEIU	121	\$58,408.19	\$58,408.19
620	IC198	Systems Programmer	AFSCME	AFF	\$111,432.59	\$144,863.64
621	000007	Tech Maintenance Support Coord	AFSCME	AFE	\$105,106.44	\$136,638.03
622	TA140	Tech Publications Admin	SEIU	S10	\$84,864.00	\$110,926.40
623	TA302	Technical Administrator	SEIU	S11	\$89,044.80	\$116,396.80
624	TA125	Technical Editor	SEIU	S03	\$60,715.20	\$79,372.80
625	IA300	Technical Programmer Analyst	SEIU	S11	\$89,044.80	\$116,396.80
626	000025	Technical Publications Analyst	SEIU	S09	\$80,891.20	\$105,747.20
627	TA301	Technical Resources Admin	SEIU	S13	\$98,009.60	\$128,128.00
628	IA200	Telecommunications Specialist	SEIU	S06	\$70,054.40	\$91,582.40
629	IA205	Telecommunications Technician	SEIU	S09	\$80,891.20	\$105,747.20
630	000068	Time & Labor Admin Analyst ATU	ATU	741	\$94,502.93	\$111,179.95

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

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
631	FA212	Time and Labor Admin Analyst	SEIU	TAD	\$85,051.20	\$111,176.00
632	UA180	Tool Room Attendant	SEIU	201	\$65,538.72	\$85,671.66
633	MA640	Track Equipment Operator	SEIU	301	\$77,032.18	\$100,695.92
634	MA645	Track Foreworker	SEIU	825	\$84,735.46	\$110,765.41
635	MA655	Track Welder	SEIU	301	\$77,032.18	\$100,695.92
636	MA660	Track Worker	SEIU	201	\$65,538.72	\$85,671.66
637	000022	Track Worker PT	SEIU	221	\$68,487.96	\$68,487.96
638	MA720	Train Control Electronic Tech	SEIU	301	\$77,032.18	\$100,695.92
639	EF165	Train Control Engineer	NRep	N06	\$98,442.00	\$149,140.00
640	MA725	Train Control Foreworker	SEIU	825	\$84,735.46	\$110,765.41
641	OB160	Train Operator	ATU	621	\$72,820.59	\$85,671.46
642	OB161	Train Operator PT	ATU	641	\$76,097.54	\$89,526.63
643	000322	Transit Ambassador	BPOA	027	\$58,643.31	\$72,028.11
644	CA165	Transit Information Clerk	SEIU	031	\$61,347.31	\$80,192.74
645	CA175	Transit Information Supv	SEIU	S11	\$89,044.80	\$116,396.80
646	CA159	Transit Information Tech	SEIU	036	\$64,268.88	\$84,011.62
647	MA825	Transit Veh Elec Tec	SEIU	301	\$77,032.18	\$100,695.92
648	MA830	Transit Vehicle Mechanic	SEIU	301	\$77,032.18	\$100,695.92
649	000037	Transit Vehicle Mechanic PT	SEIU	314	\$80,498.49	\$80,498.49
650	000033	Transportation Adm Specialist	ATU	031	\$68,163.68	\$80,192.74
651	CB175	Transportation Clerk	ATU	021	\$68,163.68	\$80,192.74
652	OC150	Transportation Supervisor	AFSCME	AFG	\$119,605.49	\$155,487.13
653	FC275	Treasury Analyst	AFSCME	AFD	\$97,718.22	\$127,033.91
654	CA180	Trouble Desk Data Specialist	SEIU	036	\$64,268.88	\$84,011.62
655	MA826	TVET Trainee	SEIU	331	\$69,470.13	\$90,810.72
656	MA840	Utility Foreworker	SEIU	818	\$78,322.19	\$102,381.97
657	MA835	Utility Worker	SEIU	111	\$55,893.14	\$73,063.12
658	MA836	Utility Worker PT	SEIU	121	\$58,408.19	\$58,408.19
659	TA130	Vehicle Inspector	SEIU	311	\$80,495.79	\$105,223.46
660	MC830	Vehicle Performance Analyst	AFSCME	AFF	\$111,432.59	\$144,863.64
661	TF233	Vehicle Systems Engineer	NRep	N06	\$98,442.00	\$149,140.00
662	MA900	Warranty Administrator	SEIU	S11	\$89,044.80	\$116,396.80
663	TA135	Wayside Inspector	SEIU	311	\$80,495.79	\$105,223.46
664	TA311	Web Page Specialist	SEIU	S10	\$84,864.00	\$110,926.40
665	000246	Workforce Dev Specialist	NRep	036	\$71,003.30	\$84,011.62

* 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.