

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2021

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	\$47,260.93	\$61,779.12
3	FA205	Accountant	SEIU	S08	\$76,303.56	\$99,743.28
4	FA210	Accounting Analyst	SEIU	S11	\$88,235.76	\$115,340.88
5	000070	Accounting Supervisor	AFSCME	AFG	\$119,605.49	\$155,487.13
6	FA215	Accounting Technician	SEIU	036	\$63,466.62	\$82,963.09
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	\$80,620.59	\$96,740.38
10	AF200	Administrative Analyst NR	NRep	N04	\$85,983.00	\$130,265.00
11	AA200	Administrative Analyst SEIU	SEIU	S08	\$76,303.56	\$99,743.28
12	000208	Administrative Coordinator	NRep	N04	\$85,983.00	\$130,265.00
13	AG100	Administrative Secretary SEIU	SEIU	071	\$61,085.65	\$79,850.58
14	AA230	Administrative Support Officer	SEIU	S13	\$97,218.00	\$127,082.40
15	CB190	Administrative Technician ATU	ATU	036	\$70,518.45	\$82,963.09
16	CA190	Administrative Technician SEIU	SEIU	036	\$63,466.62	\$82,963.09
17	MA100	AFC Electronic Technician	SEIU	301	\$76,230.13	\$99,647.39
18	MA105	AFC Foreworker	SEIU	825	\$83,853.12	\$109,612.05
19	MA560	AFC Parts Runner	SEIU	151	\$57,375.55	\$75,000.85
20	IA100	Appl Programmer Analyst	SEIU	S08	\$76,303.56	\$99,743.28
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	\$69,265.80	\$90,543.60
28	AF100	Asst Admin Analyst NR	NRep	N01	\$69,769.00	\$105,701.00
29	UA200	Asst Buyer	SEIU	S06	\$69,265.80	\$90,543.60
30	000273	Asst Chief Engineering Officer	NRep	N12	\$147,736.00	\$223,819.00
31	000083	Asst Chief Labor Relations	NRep	N10	\$129,038.00	\$195,493.00
32	000086	Asst Chief Maint & Eng Officer	NRep	N12	\$147,736.00	\$223,819.00
33	000274	Asst Chief Maintenance Officer	NRep	N12	\$147,736.00	\$223,819.00
34	000082	Asst Chief Mechanical Officer	NRep	N12	\$147,736.00	\$223,819.00
35	UA205	Asst Contract Administrator	SEIU	S06	\$69,265.80	\$90,543.60
36	FF225	Asst Controller	NRep	N13	\$162,509.00	\$246,201.00
37	AF105	Asst District Secretary	NRep	N08	\$112,707.00	\$170,751.00
38	ZF050	Asst GM Administration*	NRep	N14	\$178,760.00	\$270,821.00
39	ZF118	Asst GM Design & Construction*	NRep	N14	\$178,760.00	\$270,821.00
40	ZF105	Asst GM Operations*	NRep	N15	\$196,636.00	\$297,904.00
41	XF213	Asst GM Performance & Budget*	NRep	N14	\$178,760.00	\$270,821.00
42	XF125	Asst GM Technology*	NRep	N14	\$178,760.00	\$270,821.00
43	ZF117	Asst GM, External Affairs*	NRep	N14	\$178,760.00	\$270,821.00
44	000019	Asst Logistics Program Manager	AFSCME	AFG	\$119,605.49	\$155,487.13
45	FC230	Asst Mgr of Revenue Control	AFSCME	AFH	\$127,008.80	\$165,111.31
46	SA100	Asst Safety Specialist	SEIU	S06	\$69,265.80	\$90,543.60
47	000090	Asst Supt eBART Vehicle Maint	NRep	N09	\$120,596.00	\$182,703.00
48	000209	Asst Supt Maint Plan and Logs	NRep	N09	\$120,596.00	\$182,703.00
49	000150	Asst Supt of eBART Systems	NRep	N09	\$120,596.00	\$182,703.00

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
50	000091	Asst Supt of Operations eBART	NRep	N09	\$120,596.00	\$182,703.00
51	000061	Asst Supt of Power Mech Maint	NRep	N09	\$120,596.00	\$182,703.00
52	MF822	Asst Supt of RS&S	NRep	N09	\$120,596.00	\$182,703.00
53	000163	Asst Supt of System Service	NRep	N09	\$120,596.00	\$182,703.00
54	MF830	Asst Supt of Systems Maint	NRep	N09	\$120,596.00	\$182,703.00
55	000020	Asst Supt of Way & Facilities	NRep	N09	\$120,596.00	\$182,703.00
56	FF230	Asst Treasurer	NRep	N13	\$162,509.00	\$246,201.00
57	FA274	Asst Treasury Analyst	SEIU	S06	\$69,265.80	\$90,543.60
58	LF105	Attorney I	NRep	N06	\$98,442.00	\$149,140.00
59	LF110	Attorney II	NRep	N09	\$120,596.00	\$182,703.00
60	LF115	Attorney III	NRep	N11	\$138,071.00	\$209,177.00
61	MA200	Auto & Equip Foreworker	SEIU	825	\$83,853.12	\$109,612.05
62	MC215	Auto & Equip Maint Supv	AFSCME	AFE	\$105,106.44	\$136,638.03
63	MA205	Auto & Equip Mechanic	SEIU	301	\$76,230.13	\$99,647.39
64	000275	Benefits Specialist	NRep	036	\$69,954.77	\$82,963.09
65	000222	Board Analyst	NRep	N05	\$92,002.00	\$139,383.00
66	FA100	Budget Analyst	SEIU	S08	\$76,303.56	\$99,743.28
67	FB141	Budget Clerk - ATU	ATU	031	\$67,272.40	\$79,144.21
68	MA300	Buildings Foreworker	SEIU	825	\$83,853.12	\$109,612.05
69	MA310	Buildings Worker	SEIU	301	\$76,230.13	\$99,647.39
70	UA210	Buyer	SEIU	S08	\$76,303.56	\$99,743.28
71	UA213	Buyer Technician	SEIU	036	\$63,466.62	\$82,963.09
72	TA298	CAD Drafter	SEIU	S08	\$76,303.56	\$99,743.28
73	FA245	Cash Handler	SEIU	025	\$55,870.46	\$73,033.38
74	000095	Cash Handler PT	SEIU	026	\$61,457.34	\$61,457.34
75	FA249	Cash Handling Elec Technician	SEIU	301	\$76,230.13	\$99,647.39
76	FA250	Cash Handling Foreworker	SEIU	813	\$83,853.12	\$109,612.05
77	TC220	Central Maintenance Supervisor	AFSCME	AFF	\$111,432.59	\$144,863.64
78	XF142	Chief Communications Officer	NRep	N13	\$162,509.00	\$246,201.00
79	EF050	Chief Maint & Engineer Officer	NRep	N13	\$162,509.00	\$246,201.00
80	MF805	Chief Mechanical Officer	NRep	N13	\$162,509.00	\$246,201.00
81	000094	Chief Op Officer eBART/OAC	NRep	N13	\$162,509.00	\$246,201.00
82	000276	Chief Planning & Dev Officer	NRep	N13	\$162,509.00	\$246,201.00
83	SF200	Chief Safety Officer	NRep	N12	\$147,736.00	\$223,819.00
84	000050	Chief Transit Sys Dev Officer	NRep	N13	\$162,509.00	\$246,201.00
85	XF100	Chief Transportation Officer	NRep	N13	\$162,509.00	\$246,201.00
86	EF200	Civil Engineer	NRep	N06	\$98,442.00	\$149,140.00
87	CG100	Clerk SEIU	SEIU	011	\$47,260.93	\$61,779.12
88	000013	Communication Coordinator	SEIU	S11	\$88,235.76	\$115,340.88
89	MA115	Communications Electronic Tech	SEIU	301	\$76,230.13	\$99,647.39
90	MA120	Communications Foreworker	SEIU	825	\$83,853.12	\$109,612.05
91	VF101	Communications Officer	AFSCME	AFI	\$135,504.36	\$176,155.41
92	OB100	Communications Specialist	ATU	831	\$96,526.35	\$113,560.51
93	000074	Community Outreach Specialist	NRep	N07	\$105,333.00	\$159,580.00
94	PE076	Community Services Officer	BPOA	027	\$57,073.95	\$70,100.37
95	000155	Comp Vehicle Maint DMU	SEIU	301	\$76,230.13	\$99,647.39
96	IA105	Computer Documentation Asst	SEIU	031	\$60,545.26	\$79,144.21
97	MA700	Computer Electronic Technician	SEIU	321	\$76,230.13	\$99,647.39
98	IA110	Computer Operator	SEIU	031	\$60,545.26	\$79,144.21

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
99	000064	Computer Support Administrator	SEIU	S05	\$65,996.28	\$86,269.68
100	IA115	Computer Support Coordinator	SEIU	S14	\$102,048.72	\$133,397.04
101	EF102	Computer Systems Engineer	NRep	N06	\$98,442.00	\$149,140.00
102	EF205	Construction Engineer	NRep	N06	\$98,442.00	\$149,140.00
103	UA215	Contract Administrator	SEIU	S08	\$76,303.56	\$99,743.28
104	UF221	Contract Specialist I	NRep	N02	\$75,101.00	\$113,778.00
105	UF222	Contract Specialist II	AFSCME	AFD	\$97,718.22	\$127,033.91
106	UF223	Contract Specialist III	AFSCME	AFE	\$105,106.44	\$136,638.03
107	000049	Contracts Technician SEIU	SEIU	036	\$63,466.62	\$82,963.09
108	XF105	Controllor Treasurer	NRep	CT	\$279,829.28	\$279,829.28
109	000277	Core Capacity Program Manager	NRep	N09	\$120,596.00	\$182,703.00
110	000168	Crew Office Supervisor	AFSCME	AFG	\$119,605.49	\$155,487.13
111	000183	Crime Analyst	BPOA	068	\$82,232.80	\$98,674.99
112	CA120	Customer Service Clerk	SEIU	031	\$60,545.26	\$79,144.21
113	VA110	Customer Service Rep	SEIU	S11	\$88,235.76	\$115,340.88
114	VA120	Customer Services Admin	SEIU	S13	\$97,218.00	\$127,082.40
115	000016	Customer Services Assistant	SEIU	S06	\$69,265.80	\$90,543.60
116	000173	Customer Services Supervisor	SEIU	S13	\$97,218.00	\$127,082.40
117	000180	Customer Services Technician	SEIU	036	\$63,466.62	\$82,963.09
118	000072	Cyber Security Engineer	NRep	N07	\$105,333.00	\$159,580.00
119	IA135	Data Controller	SEIU	031	\$60,545.26	\$79,144.21
120	IA140	Data Entry Operator	SEIU	031	\$60,545.26	\$79,144.21
121	IC120	Database Administrator	AFSCME	AFH	\$127,008.80	\$165,111.31
122	AF115	Deputy Asst District Secretary	NRep	N06	\$98,442.00	\$149,140.00
123	000206	Deputy Dir Fire Life Safety	NRep	N11	\$138,071.00	\$209,177.00
124	ZF110	Deputy General Manager*	NRep	N15	\$196,636.00	\$297,904.00
125	000028	Deputy Managing Dir Cap Cor	NRep	N11	\$138,071.00	\$209,177.00
126	000043	Deputy Police Chief**	NRep	N13	\$162,509.00	\$246,201.00
127	000156	Diesel Train DMU Eng eBART	ATU eBART	651	\$84,592.77	\$99,520.93
128	FF095	Dir of Budgets	NRep	N12	\$147,736.00	\$223,819.00
129	QF101	Dir of Customer Access	NRep	N12	\$147,736.00	\$223,819.00
130	XF117	Dir of Customer Services	NRep	N12	\$147,736.00	\$223,819.00
131	FF090	Dir of Financial Planning	NRep	N12	\$147,736.00	\$223,819.00
132	XF123	Dir of Govt and Comm Relations	NRep	N12	\$147,736.00	\$223,819.00
133	000084	Dir of Labor Relations	NRep	N12	\$147,736.00	\$223,819.00
134	XF132	Dir of Marketing and Research	NRep	N12	\$147,736.00	\$223,819.00
135	000309	Dir of New Transbay Rail Cross	NRep	N12	\$147,736.00	\$223,819.00
136	XF115	Dir of Office of Civil Rights	NRep	N12	\$147,736.00	\$223,819.00
137	XF040	Dir of Operations Planning	NRep	N12	\$147,736.00	\$223,819.00
138	XF126	Dir of Performance and Audit	NRep	N12	\$147,736.00	\$223,819.00
139	XF135	Dir of Procurement	NRep	N12	\$147,736.00	\$223,819.00
140	000027	Dir of Real Estate & Prop Dev	NRep	N12	\$147,736.00	\$223,819.00
141	XF106	Dir of Risk and Insur Mgmt	NRep	N12	\$147,736.00	\$223,819.00
142	SF100	Dir of Security Programs	NRep	N12	\$147,736.00	\$223,819.00
143	000153	Dir of Technology	NRep	N12	\$147,736.00	\$223,819.00
144	XF120	Director of Human Resources	NRep	N12	\$147,736.00	\$223,819.00
145	EF060	District Architect	NRep	N11	\$138,071.00	\$209,177.00
146	QC216	District Right of Way Surveyor	AFSCME	AFG	\$119,605.49	\$155,487.13
147	XF150	District Secretary	NRep	DS	\$220,307.33	\$220,307.33

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
148	TA300	Document Config Controller	SEIU	S09	\$80,088.60	\$104,691.00
149	000161	Document Control Spec eBART	SEIU P e	500	\$80,088.60	\$104,691.00
150	TA310	Drafting Supervisor	SEIU	S11	\$88,235.76	\$115,340.88
151	HF108	Drug Testing Coordinator	NRep	N04	\$85,983.00	\$130,265.00
152	MA313	Dump Truck/Equipment Operator	SEIU	301	\$76,230.13	\$99,647.39
153	000311	EEO Analyst I	NRep	N02	\$75,101.00	\$113,778.00
154	000310	EEO Analyst II	NRep	N04	\$85,983.00	\$130,265.00
155	000078	Elec/Electro-Mech Assembler II	SEIU	152	\$59,487.79	\$77,761.84
156	MA145	Elect/Electro-Mech Assembler	SEIU	151	\$57,375.55	\$75,000.85
157	EF215	Electrical Engineer	NRep	N06	\$98,442.00	\$149,140.00
158	MA500	Electrical Foreworker	SEIU	824	\$87,451.31	\$114,315.55
159	000034	Electrical Helper	SEIU	151	\$57,375.55	\$75,000.85
160	MA510	Electrician	SEIU	301	\$76,230.13	\$99,647.39
161	EF110	Electronics & Comm Engineer	NRep	N06	\$98,442.00	\$149,140.00
162	000302	Elevator Escalator Inspector	SEIU	311	\$79,693.74	\$104,174.93
163	MA515	Elevator/Escalator Foreworker	SEIU	825	\$83,853.12	\$109,612.05
164	MA530	Elevator/Escalator Trainee	SEIU	331	\$68,667.87	\$89,762.19
165	MA525	Elevator/Escalator Worker	SEIU	301	\$76,230.13	\$99,647.39
166	000196	Employee Dev Specialist FW	ATU	732	\$111,305.38	\$130,947.65
167	000190	Employee Dev Specialist SA	ATU	839	\$101,248.37	\$119,115.78
168	HJ105	Employee Dev Specialist SEIU	SEIU	EDS	\$91,124.28	\$119,116.68
169	HB105	Employee Dev Specialist TO	ATU	839	\$101,248.37	\$119,115.78
170	EF500	Engineer	NRep	N06	\$98,442.00	\$149,140.00
171	000032	Engineer Intern	NRep	081	\$46,800.00	\$46,800.00
172	SF145	Environmental Administrator	AFSCME	AFH	\$127,008.80	\$165,111.31
173	000006	Environmental Engineer	NRep	N06	\$98,442.00	\$149,140.00
174	MA150	ERS Foreworker	SEIU	825	\$83,853.12	\$109,612.05
175	MA155	ERS Technician	SEIU	301	\$76,230.13	\$99,647.39
176	000210	Executive Assistant	NRep	N05	\$92,002.00	\$139,383.00
177	UA195	Expeditor	SEIU	S06	\$69,265.80	\$90,543.60
178	UA100	Expeditor/Clerk	SEIU	031	\$60,545.26	\$79,144.21
179	MC350	Facilities Maint Supv	AFSCME	AFE	\$105,106.44	\$136,638.03
180	000021	Facilities/Utilities Loc Coord	AFSCME	AFF	\$111,432.59	\$144,863.64
181	000182	Fare Inspection Officer	BPOA	035	\$67,954.02	\$81,541.20
182	000278	Fare Programs Administrator	NRep	N09	\$120,596.00	\$182,703.00
183	FC104	Financial Analyst I	AFSCME	AFC	\$88,514.61	\$115,069.58
184	FC105	Financial Analyst II	AFSCME	AFD	\$97,718.22	\$127,033.91
185	MA550	Fire Protection Worker	SEIU	301	\$76,230.13	\$99,647.39
186	MA330	Fire Service Worker	SEIU	301	\$76,230.13	\$99,647.39
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	\$88,235.76	\$115,340.88
190	TA313	Graphic Artist	SEIU	S09	\$80,088.60	\$104,691.00
191	MA335	Grounds Foreworker	SEIU	825	\$83,853.12	\$109,612.05
192	MA345	Grounds Worker	SEIU	201	\$64,736.67	\$84,623.14
193	MA346	Grounds Worker/Applicator	SEIU	301	\$76,230.13	\$99,647.39
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

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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
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	\$69,954.77	\$82,963.09
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	\$54,148.64	\$70,782.61
227	CJ105	Intermediate Clerk SEIU	SEIU	021	\$54,148.64	\$70,782.61
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	\$76,303.56	\$99,743.28
231	UA120	Inventory Control Technician	SEIU	036	\$63,466.62	\$82,963.09
232	MA348	Irrigation/Grounds Worker	SEIU	301	\$76,230.13	\$99,647.39
233	000059	IT Project Manager	AFSCME	AFI	\$135,504.36	\$176,155.41
234	FA275	Jr Accountant	SEIU	S05	\$65,996.28	\$86,269.68
235	IA160	Jr Appl Programmer Analyst	SEIU	S03	\$59,916.84	\$78,322.68
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

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2021

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
246	000286	Leave Management Analyst	NRep	N04	\$85,983.00	\$130,265.00
247	000213	Leave Management Specialist	NRep	036	\$69,954.77	\$82,963.09
248	LA115	Legal Administrative Analyst	SEIU	S06	\$69,265.80	\$90,543.60
249	LA100	Legal Administrative Asst	SEIU	S05	\$65,996.28	\$86,269.68
250	LC118	Legal Office Supervisor	AFSCME	AFD	\$97,718.22	\$127,033.91
251	FC282	Liability Risk Analyst	AFSCME	AFF	\$111,432.59	\$144,863.64
252	MA350	Locksmith	SEIU	301	\$76,230.13	\$99,647.39
253	OB108	Lost & Found Clerk	ATU	019	\$67,272.40	\$79,144.21
254	CA110	Mail and Supply Clerk	SEIU	021	\$54,148.64	\$70,782.61
255	000060	Maintenance Engineer	NRep	N06	\$98,442.00	\$149,140.00
256	TA215	Maintenance Planner	SEIU	S08	\$76,303.56	\$99,743.28
257	000001	Maintenance Support Admin	AFSCME	AFD	\$97,718.22	\$127,033.91
258	ZF200	Managing Director Cap Corridor*	NRep	N14	\$178,760.00	\$270,821.00
259	VC081	Marketing Rep II	AFSCME	AFE	\$105,106.44	\$136,638.03
260	PE132	Master Police Officer	BPOA	798	\$118,389.86	\$118,389.86
261	UA130	Material Control Analyst	SEIU	S08	\$76,303.56	\$99,743.28
262	UA135	Material Control Sys Analyst	SEIU	S08	\$76,303.56	\$99,743.28
263	UA145	Material Coordinator	SEIU	301	\$76,230.13	\$99,647.39
264	UA150	Material Expeditor	SEIU	S08	\$76,303.56	\$99,743.28
265	EF240	Mechanical Engineer	NRep	N06	\$98,442.00	\$149,140.00
266	HF151	Media Producer	NRep	N05	\$92,002.00	\$139,383.00
267	000296	Mgr of Absence Mgmt	NRep	N09	\$120,596.00	\$182,703.00
268	000024	Mgr of Access & Accessible Svc	NRep	N09	\$120,596.00	\$182,703.00
269	000023	Mgr of Access Programs	AFSCME	AFH	\$127,008.80	\$165,111.31
270	FC215	Mgr of Accounting	AFSCME	AFI	\$135,504.36	\$176,155.41
271	000081	Mgr of Accreditation	NRep	N08	\$112,707.00	\$170,751.00
272	000188	Mgr of Acquisition Support	AFSCME	AFI	\$135,504.36	\$176,155.41
273	000167	Mgr of Ad Franchise Program	AFSCME	AFI	\$135,504.36	\$176,155.41
274	MC225	Mgr of Auto & Equip Maint	AFSCME	AFH	\$127,008.80	\$165,111.31
275	000299	Mgr of Budget & Admin, Cap Cor	AFSCME	AFI	\$135,504.36	\$176,155.41
276	000215	Mgr of Cap Corr Market/Comm	NRep	N09	\$120,596.00	\$182,703.00
277	FF119	Mgr of Capital Budgets	NRep	N09	\$120,596.00	\$182,703.00
278	FF116	Mgr of Capital Project Control	NRep	N09	\$120,596.00	\$182,703.00
279	000174	Mgr of Capital Project Support	AFSCME	AFI	\$135,504.36	\$176,155.41
280	OF115	Mgr of Central Control	NRep	N10	\$129,038.00	\$195,493.00
281	EF225	Mgr of Civil & Structural Eng	NRep	N10	\$129,038.00	\$195,493.00
282	QF109	Mgr of Community Relations	NRep	N09	\$120,596.00	\$182,703.00
283	000287	Mgr of Comp & Analytics	NRep	N09	\$120,596.00	\$182,703.00
284	EF119	Mgr of Computer Sys Engineer	NRep	N10	\$129,038.00	\$195,493.00
285	MF400	Mgr of Construction Services	NRep	N10	\$129,038.00	\$195,493.00
286	UF225	Mgr of Contract Administration	NRep	N09	\$120,596.00	\$182,703.00
287	000170	Mgr of Creative Services	AFSCME	AFI	\$135,504.36	\$176,155.41
288	000009	Mgr of Credit/Debit Fare Prog	AFSCME	AFG	\$119,605.49	\$155,487.13
289	AC400	Mgr of Customer Services	AFSCME	AFH	\$127,008.80	\$165,111.31
290	000071	Mgr of Cyber Security	NRep	N10	\$129,038.00	\$195,493.00
291	TC102	Mgr of Drafting & Configuratio	AFSCME	AFI	\$135,504.36	\$176,155.41
292	EF120	Mgr of Elect & Comm Engineer	NRep	N10	\$129,038.00	\$195,493.00
293	EF233	Mgr of Electrical Engineer	NRep	N10	\$129,038.00	\$195,493.00
294	000065	Mgr of Emergency Preparedness	NRep	N08	\$112,707.00	\$170,751.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2021

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
295	SC075	Mgr of Employee/Patron Safety	AFSCME	AFI	\$135,504.36	\$176,155.41
296	AF206	Mgr of Energy	NRep	N09	\$120,596.00	\$182,703.00
297	SF111	Mgr of Engineer Safety	NRep	N10	\$129,038.00	\$195,493.00
298	000063	Mgr of Engineering Liaison	NRep	N10	\$129,038.00	\$195,493.00
299	000169	Mgr of Engineering Programs	NRep	N09	\$120,596.00	\$182,703.00
300	SF140	Mgr of Environ Compliance	NRep	N09	\$120,596.00	\$182,703.00
301	000288	Mgr of Equity Programs	NRep	N09	\$120,596.00	\$182,703.00
302	000289	Mgr of Fin Analysis Admin	AFSCME	AFI	\$135,504.36	\$176,155.41
303	FF297	Mgr of Financial Planning	NRep	N09	\$120,596.00	\$182,703.00
304	FF290	Mgr of Fleet & Capacity Plann	NRep	N09	\$120,596.00	\$182,703.00
305	000290	Mgr of Govt Rel & Leg Affairs	NRep	N09	\$120,596.00	\$182,703.00
306	000216	Mgr of HRIS & Benefits	NRep	N09	\$120,596.00	\$182,703.00
307	IF177	Mgr of Information Systems	NRep	N10	\$129,038.00	\$195,493.00
308	FF285	Mgr of Internal Audit	NRep	N09	\$120,596.00	\$182,703.00
309	UC125	Mgr of Inventory Management	AFSCME	AFG	\$119,605.49	\$155,487.13
310	HF130	Mgr of Labor Relations	NRep	N09	\$120,596.00	\$182,703.00
311	000291	Mgr of Leave Programs	NRep	N09	\$120,596.00	\$182,703.00
312	QF107	Mgr of Local Govt & Com Rel	NRep	N09	\$120,596.00	\$182,703.00
313	UF130	Mgr of Logistics	NRep	N09	\$120,596.00	\$182,703.00
314	MF405	Mgr of Maint Administration	AFSCME	AFI	\$135,504.36	\$176,155.41
315	000159	Mgr of Maint Plan & Logistics	NRep	N09	\$120,596.00	\$182,703.00
316	TF241	Mgr of Maintenance Engineer	NRep	N10	\$129,038.00	\$195,493.00
317	OF425	Mgr of Maintenance Support	NRep	N09	\$120,596.00	\$182,703.00
318	000214	Mgr of Marketing	NRep	N09	\$120,596.00	\$182,703.00
319	EF234	Mgr of Mechanical Engr.	NRep	N10	\$129,038.00	\$195,493.00
320	000293	Mgr of Media Relations	NRep	N09	\$120,596.00	\$182,703.00
321	FF125	Mgr of Operating Budgets	NRep	N09	\$120,596.00	\$182,703.00
322	TF230	Mgr of Operations Reliability	NRep	N09	\$120,596.00	\$182,703.00
323	SC105	Mgr of Operations Safety	AFSCME	AFI	\$135,504.36	\$176,155.41
324	000055	Mgr of Ops Training and Dev	NRep	N09	\$120,596.00	\$182,703.00
325	QC205	Mgr of Parking Programs	AFSCME	AFI	\$135,504.36	\$176,155.41
326	000203	Mgr of Performance Analytics	AFSCME	AFI	\$135,504.36	\$176,155.41
327	QF115	Mgr of Planning	NRep	N09	\$120,596.00	\$182,703.00
328	000294	Mgr of Program Planning Sppt	NRep	N09	\$120,596.00	\$182,703.00
329	UF215	Mgr of Purchasing	AFSCME	AFI	\$135,504.36	\$176,155.41
330	TC105	Mgr of Quality Assurance	AFSCME	AFI	\$135,504.36	\$176,155.41
331	000199	Mgr of Rail Operations	NRep	N09	\$120,596.00	\$182,703.00
332	000005	Mgr of Real Estate Services	NRep	N09	\$120,596.00	\$182,703.00
333	EF159	Mgr of Research & Development	NRep	N10	\$129,038.00	\$195,493.00
334	FF295	Mgr of Revenue Control	NRep	N09	\$120,596.00	\$182,703.00
335	000303	Mgr of RS&S Administration	NRep	N09	\$120,596.00	\$182,703.00
336	OF111	Mgr of Schedules & Services	NRep	N09	\$120,596.00	\$182,703.00
337	000247	Mgr of Small Business Sppt Svc	NRep	N09	\$120,596.00	\$182,703.00
338	AC300	Mgr of Special Projects	AFSCME	AFI	\$135,504.36	\$176,155.41
339	000198	Mgr of Station Operations	NRep	N09	\$120,596.00	\$182,703.00
340	MF840	Mgr of Strategic Main Prog	NRep	N11	\$138,071.00	\$209,177.00
341	000295	Mgr of Substance Abuse Program	NRep	N09	\$120,596.00	\$182,703.00
342	000249	Mgr of Sys Capacity Planning	NRep	N09	\$120,596.00	\$182,703.00
343	000248	Mgr of System Integration	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, 2021

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
344	000172	Mgr of Technology Programs	NRep	N09	\$120,596.00	\$182,703.00
345	000008	Mgr of Telecommunications	NRep	N09	\$120,596.00	\$182,703.00
346	FC205	Mgr of Time and Admin	AFSCME	AFI	\$135,504.36	\$176,155.41
347	000250	Mgr of Title VI & Env Justice	NRep	N09	\$120,596.00	\$182,703.00
348	EF236	Mgr of Traction Power Engr	NRep	N10	\$129,038.00	\$195,493.00
349	EF130	Mgr of Train Control Engineer	NRep	N10	\$129,038.00	\$195,493.00
350	000251	Mgr of Transit Oriented Dev	NRep	N09	\$120,596.00	\$182,703.00
351	MC805	Mgr of Transit Vehicl Cleaning	AFSCME	AFH	\$127,008.80	\$165,111.31
352	OF170	Mgr of Transportation Ops Supp	NRep	N09	\$120,596.00	\$182,703.00
353	TF237	Mgr of Vehicle Sys Engineer	NRep	N10	\$129,038.00	\$195,493.00
354	MF850	Mgr of Warranty Administration	NRep	N08	\$112,707.00	\$170,751.00
355	000252	Mgr of Workforce Dev	NRep	N09	\$120,596.00	\$182,703.00
356	VA125	Multimedia Assistant Producer	SEIU	S11	\$88,235.76	\$115,340.88
357	HF152	Multimedia Producer	NRep	N05	\$92,002.00	\$139,383.00
358	CA115	Office Services Supervisor	SEIU	800	\$70,693.79	\$92,410.45
359	CA111	Office Services Support Clerk	SEIU	021	\$54,148.64	\$70,782.61
360	OB120	Operations Foreworker	ATU	821	\$87,751.25	\$103,236.85
361	OC118	Operations Supervisor Liaison	AFSCME	AFF	\$111,432.59	\$144,863.64
362	HF111	Operations Training Supervisor	AFSCME	AFG	\$119,605.49	\$155,487.13
363	MA547	Overhead Door Worker	SEIU	301	\$76,230.13	\$99,647.39
364	MA360	Painter	SEIU	301	\$76,230.13	\$99,647.39
365	000092	Paralegal	NRep	710	\$83,470.40	\$98,966.61
366	QF135	Planner	AFSCME	AFC	\$88,514.61	\$115,069.58
367	CE175	Police Admin Specialist	BPOA	045	\$71,126.22	\$83,126.58
368	PD111	Police Admin Supervisor	BPMA	CS	\$119,496.00	\$138,660.00
369	PD116	Police CAD/RMS Admin	BPMA	CS	\$119,496.00	\$138,660.00
370	PF110	Police Chief*	NRep	N14	\$178,760.00	\$270,821.00
371	PD115	Police Civilian Supv Admin	BPMA	CS	\$119,496.00	\$138,660.00
372	PD118	Police Civilian Supv Comm	BPMA	CS	\$119,496.00	\$138,660.00
373	PE115	Police Dispatcher	BPOA	048	\$73,936.51	\$89,991.62
374	PD125	Police Lieutenant	BPMA	LT	\$152,064.00	\$174,120.00
375	PE130	Police Officer	BPOA	778	\$77,499.55	\$109,405.92
376	PE129	Police Officer in Academy	BPOA	777	\$68,381.87	\$68,381.87
377	PD135	Police Sergeant	BPMA	SGT	\$122,292.00	\$145,092.00
378	PD138	Police Support Svcs Supv	BPMA	CS	\$119,496.00	\$138,660.00
379	MA535	Power & Mechanical Foreworker	SEIU	824	\$87,451.31	\$114,315.55
380	MA545	Power & Mechanical Worker	SEIU	301	\$76,230.13	\$99,647.39
381	OB130	Power & Support Controller	ATU	831	\$96,526.35	\$113,560.51
382	AC222	Principal Admin Analyst AFSCME	AFSCME	AFG	\$119,605.49	\$155,487.13
383	000045	Principal Architect	NRep	N08	\$112,707.00	\$170,751.00
384	EF256	Principal Civil Engineer	NRep	N08	\$112,707.00	\$170,751.00
385	EF090	Principal Computer Systems Eng	NRep	N08	\$112,707.00	\$170,751.00
386	EF262	Principal Construction Engr	NRep	N08	\$112,707.00	\$170,751.00
387	UF230	Principal Contract Specialist	AFSCME	AFG	\$119,605.49	\$155,487.13
388	000067	Principal EGIS Analyst	AFSCME	AFG	\$119,605.49	\$155,487.13
389	000253	Principal Elec Comm Engineer	NRep	N08	\$112,707.00	\$170,751.00
390	EF267	Principal Electrical Engineer	NRep	N08	\$112,707.00	\$170,751.00
391	EF502	Principal Engineer	NRep	N08	\$112,707.00	\$170,751.00
392	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, 2021

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
393	VC055	Principal Gov & Comm Rel Rep	AFSCME	AFG	\$119,605.49	\$155,487.13
394	000192	Principal Grants Officer	AFSCME	AFG	\$119,605.49	\$155,487.13
395	000254	Principal Integration Engineer	NRep	N08	\$112,707.00	\$170,751.00
396	FF301	Principal Internal Auditor	NRep	N07	\$105,333.00	\$159,580.00
397	HF128	Principal Labor Relations Rep	NRep	N07	\$105,333.00	\$159,580.00
398	000205	Principal Landscape Architect	NRep	N08	\$112,707.00	\$170,751.00
399	VC084	Principal Marketing Rep	AFSCME	AFH	\$127,008.80	\$165,111.31
400	EF271	Principal Mechanical Engineer	NRep	N08	\$112,707.00	\$170,751.00
401	000298	Principal Ops Safety Spec	AFSCME	AFH	\$127,008.80	\$165,111.31
402	000201	Principal Performance Analyst	AFSCME	AFG	\$119,605.49	\$155,487.13
403	QC112	Principal Planner	AFSCME	AFH	\$127,008.80	\$165,111.31
404	000255	Principal Project Engineer	NRep	N08	\$112,707.00	\$170,751.00
405	QC226	Principal Property Devlmtnt Ofc	AFSCME	AFH	\$127,008.80	\$165,111.31
406	TF256	Principal Reliability Engineer	NRep	N08	\$112,707.00	\$170,751.00
407	QC225	Principal Right of Way Officer	AFSCME	AFH	\$127,008.80	\$165,111.31
408	AF234	Principal Rsch Proj Analyst	AFSCME	AFG	\$119,605.49	\$155,487.13
409	SF129	Principal Safety Engineer	NRep	N08	\$112,707.00	\$170,751.00
410	EF276	Principal Structural Engineer	NRep	N08	\$112,707.00	\$170,751.00
411	EF279	Principal Track Engineer	NRep	N08	\$112,707.00	\$170,751.00
412	EF146	Principal Train Control Eng	NRep	N08	\$112,707.00	\$170,751.00
413	TF236	Principal Vehicle Sys Engineer	NRep	N08	\$112,707.00	\$170,751.00
414	000184	Procurement Support Mgr	AFSCME	AFI	\$135,504.36	\$176,155.41
415	MF842	Program Logistics Manager	NRep	N09	\$120,596.00	\$182,703.00
416	FA130	Project Control Administrator	SEIU	S08	\$76,303.56	\$99,743.28
417	000256	Project Controls Manager	NRep	N08	\$112,707.00	\$170,751.00
418	000257	Project Engineer	NRep	N06	\$98,442.00	\$149,140.00
419	EF250	Project Mgr	NRep	N09	\$120,596.00	\$182,703.00
420	000258	Project Mgr, Accessibility	NRep	N09	\$120,596.00	\$182,703.00
421	000262	Project Mgr, Architect	NRep	N09	\$120,596.00	\$182,703.00
422	000259	Project Mgr, Capital	NRep	N09	\$120,596.00	\$182,703.00
423	000260	Project Mgr, Cathodic	NRep	N09	\$120,596.00	\$182,703.00
424	000261	Project Mgr, Construction	NRep	N09	\$120,596.00	\$182,703.00
425	000263	Project Mgr, Earthquake	NRep	N09	\$120,596.00	\$182,703.00
426	000264	Project Mgr, Extensions	NRep	N09	\$120,596.00	\$182,703.00
427	000265	Project Mgr, Fire Life Safety	NRep	N09	\$120,596.00	\$182,703.00
428	000266	Project Mgr, Int Agreements	NRep	N09	\$120,596.00	\$182,703.00
429	000267	Project Mgr, Property Dev	NRep	N09	\$120,596.00	\$182,703.00
430	000268	Project Mgr, Stations	NRep	N09	\$120,596.00	\$182,703.00
431	000269	Project Mgr, Sys Integration	NRep	N09	\$120,596.00	\$182,703.00
432	000270	Project Mgr, Traction Power	NRep	N09	\$120,596.00	\$182,703.00
433	000224	Project Mgr, Train Control	NRep	N09	\$120,596.00	\$182,703.00
434	EF451	Project Support Manager	AFSCME	AFI	\$135,504.36	\$176,155.41
435	000204	Property Manager	AFSCME	AFH	\$127,008.80	\$165,111.31
436	VC110	Public Information Officer	AFSCME	AFE	\$105,106.44	\$136,638.03
437	VA115	Public Information Rep	SEIU	S11	\$88,235.76	\$115,340.88
438	TA110	Quality Assurance Analyst	SEIU	S08	\$76,303.56	\$99,743.28
439	000066	Quality Assurance Officer	SEIU	S11	\$88,235.76	\$115,340.88
440	000035	Quality Team Leader	SEIU	313	\$80,041.52	\$104,629.62
441	000015	Query & Reports Spec	AFSCME	AFF	\$111,432.59	\$144,863.64

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of January 1, 2021

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
442	OC190	Rail Operations Controller	AFSCME	AFI	\$135,504.36	\$176,155.41
443	KF175	Rail Svs Compl Officer Capitol	AFSCME	AFG	\$119,605.49	\$155,487.13
444	QA205	Real Estate Officer	SEIU	S11	\$88,235.76	\$115,340.88
445	QA100	Real Estate Tech	SEIU	036	\$63,466.62	\$82,963.09
446	IA185	Real Time Programmer Analyst	SEIU	S13	\$97,218.00	\$127,082.40
447	CP105	Receptionist	NRep	036	\$69,954.77	\$82,963.09
448	000217	Recruiter I	NRep	N02	\$75,101.00	\$113,778.00
449	000226	Recruiter II	NRep	N04	\$85,983.00	\$130,265.00
450	000227	Recruiting Specialist	NRep	036	\$69,954.77	\$82,963.09
451	000193	Reliability Analyst	AFSCME	AFE	\$105,106.44	\$136,638.03
452	TF245	Reliability Engineer	NRep	N06	\$98,442.00	\$149,140.00
453	CA140	Reprographics Equipment Oper	SEIU	031	\$60,545.26	\$79,144.21
454	EF142	Research & Dev Specialist	AFSCME	AFG	\$119,605.49	\$155,487.13
455	AF233	Research Projects Supv	AFSCME	AFH	\$127,008.80	\$165,111.31
456	PE140	Revenue Protection Guard	BPOA	098	\$72,940.61	\$87,524.74
457	000228	Rolling Stock Acquisitn Admin	NRep	N08	\$112,707.00	\$170,751.00
458	MA810	Rolling Stock Foreworker	SEIU	827	\$89,646.54	\$117,185.12
459	000149	Safety & Training Mgr eBART	AFSCME	AFI	\$135,504.36	\$176,155.41
460	000313	Safety Mgmt System Manager	AFSCME	AFH	\$127,008.80	\$165,111.31
461	SF120	Safety Specialist	AFSCME	AFD	\$97,718.22	\$127,033.91
462	OB135	Scheduling Analyst	ATU	731	\$101,248.37	\$119,115.78
463	000048	Scheduling Supervisor	AFSCME	AFF	\$111,432.59	\$144,863.64
464	MC725	Sect Mgr Elev/Escalator Maint	AFSCME	AFG	\$119,605.49	\$155,487.13
465	MC724	Sect Mgr Power & Mech Maint	AFSCME	AFG	\$119,605.49	\$155,487.13
466	MC726	Sect Mgr Struct Insp & Maint	AFSCME	AFG	\$119,605.49	\$155,487.13
467	MC721	Sect Mgr Structures Maint	AFSCME	AFG	\$119,605.49	\$155,487.13
468	MC720	Sect Mgr Systems Maint	AFSCME	AFG	\$119,605.49	\$155,487.13
469	MC722	Sect Mgr Track Maint	AFSCME	AFG	\$119,605.49	\$155,487.13
470	000229	Security Access Analyst	NRep	N03	\$80,358.00	\$121,743.00
471	MA225	Shop Machinist	SEIU	301	\$76,230.13	\$99,647.39
472	TA260	Shop Scheduler	SEIU	S10	\$84,062.88	\$109,886.04
473	MA230	Shop Welder	SEIU	301	\$76,230.13	\$99,647.39
474	MC701	Spec Proj Mgr Track & Struct	AFSCME	AFH	\$127,008.80	\$165,111.31
475	000158	Special Projects Mgr AFSCME	AFSCME	AFG	\$119,605.49	\$155,487.13
476	FA288	Sr Account Clerk	SEIU	031	\$60,545.26	\$79,144.21
477	AC220	Sr Admin Analyst AFSCME	AFSCME	AFE	\$105,106.44	\$136,638.03
478	AF220	Sr Admin Analyst NR	NRep	N05	\$92,002.00	\$139,383.00
479	IA190	Sr Appl Programmer Analyst	SEIU	S14	\$102,048.72	\$133,397.04
480	IC142	Sr Applications Analyst	AFSCME	AFH	\$127,008.80	\$165,111.31
481	LF120	Sr Attorney	NRep	N12	\$147,736.00	\$223,819.00
482	000218	Sr Benefits Analyst	NRep	N06	\$98,442.00	\$149,140.00
483	000230	Sr Board Analyst	NRep	N06	\$98,442.00	\$149,140.00
484	FH140	Sr Budget Clerk SEIU	SEIU	031	\$60,545.26	\$79,144.21
485	000176	Sr Buyer	SEIU	S10	\$84,062.88	\$109,886.04
486	000166	Sr CAD Drafter	SEIU	S10	\$84,062.88	\$109,886.04
487	FA290	Sr Cash Handler	SEIU	035	\$59,705.78	\$78,046.80
488	TC222	Sr Central Maint Supv	AFSCME	AFH	\$127,008.80	\$165,111.31
489	EF255	Sr Civil Engineer	NRep	N07	\$105,333.00	\$159,580.00
490	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, 2021

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
491	CB145	Sr Clerk ATU	ATU	031	\$67,272.40	\$79,144.21
492	CG145	Sr Clerk SEIU	SEIU	031	\$60,545.26	\$79,144.21
493	000075	Sr Computer Support Coord	SEIU	S16	\$111,333.60	\$145,534.08
494	EF138	Sr Computer Systems Engineer	NRep	N07	\$105,333.00	\$159,580.00
495	EF260	Sr Construction Engineer	NRep	N07	\$105,333.00	\$159,580.00
496	000231	Sr EEO Analyst	NRep	N05	\$92,002.00	\$139,383.00
497	EF265	Sr Electrical Engineer	NRep	N07	\$105,333.00	\$159,580.00
498	EF140	Sr Electronics & Comm Engineer	NRep	N07	\$105,333.00	\$159,580.00
499	HF114	Sr Employee Dev Specialist	NRep	N05	\$92,002.00	\$139,383.00
500	FC137	Sr Energy Analyst	AFSCME	AFF	\$111,432.59	\$144,863.64
501	EF501	Sr Engineer	NRep	N07	\$105,333.00	\$159,580.00
502	FC138	Sr Financial Analyst AFSCME	AFSCME	AFE	\$105,106.44	\$136,638.03
503	000187	Sr Financial Analyst eBART	AFS eBART	EB5	\$105,106.44	\$136,638.03
504	VC051	Sr Gov & Comm Relations Rep	AFSCME	AFE	\$105,106.44	\$136,638.03
505	000315	Sr Grants Officer	AFSCME	AFE	\$105,106.44	\$136,638.03
506	TA314	Sr Graphic Artist	SEIU	S10	\$84,062.88	\$109,886.04
507	FF253	Sr Internal Auditor	NRep	N05	\$92,002.00	\$139,383.00
508	UC108	Sr Inventory Control Analyst	AFSCME	AFD	\$97,718.22	\$127,033.91
509	000089	Sr Labor Relations Analyst	NRep	N05	\$92,002.00	\$139,383.00
510	HF126	Sr Labor Relations Rep	NRep	N06	\$98,442.00	\$149,140.00
511	000232	Sr Leave Mgmt Analyst	NRep	N05	\$92,002.00	\$139,383.00
512	AA130	Sr Legal Secretary	SEIU	071	\$61,085.65	\$79,850.58
513	UC190	Sr Logistics Supv	AFSCME	AFF	\$111,432.59	\$144,863.64
514	TA220	Sr Maint Planner	SEIU	S11	\$88,235.76	\$115,340.88
515	000053	Sr Maintenance Engineer	NRep	N07	\$105,333.00	\$159,580.00
516	VC082	Sr Marketing Rep	AFSCME	AFF	\$111,432.59	\$144,863.64
517	000029	Sr Marketing Rep PT	AFSCME	AFE	\$105,106.44	\$136,638.03
518	EF270	Sr Mechanical Engineer	NRep	N07	\$105,333.00	\$159,580.00
519	000189	Sr Mgr of Asset Management	NRep	N10	\$129,038.00	\$195,493.00
520	000233	Sr Mgr of Contr Labor Compl	NRep	N10	\$129,038.00	\$195,493.00
521	000234	Sr Mgr of Econ Oppy Policies	NRep	N10	\$129,038.00	\$195,493.00
522	000179	Sr Mgr of Engineering Programs	NRep	N10	\$129,038.00	\$195,493.00
523	000175	Sr Mgr of Engineering,eBART	NRep	N10	\$129,038.00	\$195,493.00
524	000185	Sr Mgr of Fin Analysis & Admn	NRep	N10	\$129,038.00	\$195,493.00
525	FF117	Sr Mgr of Grant Reporting	NRep	N10	\$129,038.00	\$195,493.00
526	000308	Sr Mgr of M&E Asset Mgmt	NRep	N10	\$129,038.00	\$195,493.00
527	000235	Sr Mgr of Maint Acquisition	NRep	N10	\$129,038.00	\$195,493.00
528	000292	Sr Mgr of Maint Plan Sched	NRep	N10	\$129,038.00	\$195,493.00
529	MF410	Sr Mgr of Maintenance Support	NRep	N10	\$129,038.00	\$195,493.00
530	000177	Sr Mgr of Perf Analytics	NRep	N10	\$129,038.00	\$195,493.00
531	000237	Sr Mgr of Procurement	NRep	N10	\$129,038.00	\$195,493.00
532	000236	Sr Mgr of RS&S Ops Admin	NRep	N10	\$129,038.00	\$195,493.00
533	000238	Sr Mgr of Wkfc Policy Compl	NRep	N10	\$129,038.00	\$195,493.00
534	000093	Sr Mgr, Talent Acquisition	NRep	N10	\$129,038.00	\$195,493.00
535	CA155	Sr Office Services Supv	SEIU	S09	\$80,088.60	\$104,691.00
536	CA112	Sr Office Svs Support Clerk	SEIU	031	\$60,545.26	\$79,144.21
537	OB145	Sr Operations Foreworker	ATU	831	\$96,526.35	\$113,560.51
538	OC155	Sr Operations Supvr Liaison	AFSCME	AFG	\$119,605.49	\$155,487.13
539	SC135	Sr Ops Safety Spec	AFSCME	AFG	\$119,605.49	\$155,487.13

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
540	IB190	Sr Ops Suppt Sys Analyst	ATU	742	\$107,407.04	\$126,361.25
541	000191	Sr Performance Analyst	AFSCME	AFF	\$111,432.59	\$144,863.64
542	QC145	Sr Planner	AFSCME	AFF	\$111,432.59	\$144,863.64
543	000105	Sr Police Officer - Adv.	BPOA	792	\$116,068.58	\$116,068.58
544	PE131	Sr Police Officer - Int.	BPOA	788	\$112,687.95	\$112,687.95
545	000052	Sr Production Engineer	NRep	N07	\$105,333.00	\$159,580.00
546	000220	Sr Project Engineer	NRep	N07	\$105,333.00	\$159,580.00
547	000080	Sr Project Manager	NRep	N10	\$129,038.00	\$195,493.00
548	000195	Sr Quality Administrator	AFSCME	AFG	\$119,605.49	\$155,487.13
549	EF238	Sr Quality Engineer	NRep	N07	\$105,333.00	\$159,580.00
550	000181	Sr Quality Manager	NRep	N10	\$129,038.00	\$195,493.00
551	QC210	Sr Real Estate Officer	AFSCME	AFF	\$111,432.59	\$144,863.64
552	000239	Sr Recruiter	NRep	N05	\$92,002.00	\$139,383.00
553	TF255	Sr Reliability Engineer	NRep	N07	\$105,333.00	\$159,580.00
554	AF232	Sr Research Projects Analyst	AFSCME	AFE	\$105,106.44	\$136,638.03
555	QC224	Sr Right of Way Officer	AFSCME	AFF	\$111,432.59	\$144,863.64
556	000240	Sr Safety Engineer	NRep	N07	\$105,333.00	\$159,580.00
557	SC130	Sr Safety Specialist	AFSCME	AFF	\$111,432.59	\$144,863.64
558	000031	Sr Scheduling Analyst ATU	ATU	732	\$111,305.38	\$130,947.65
559	AB135	Sr Secretary ATU	ATU	061	\$67,272.40	\$79,144.21
560	AJ135	Sr Secretary SEIU	SEIU	061	\$56,780.67	\$74,223.14
561	UA160	Sr Storekeeper	SEIU	171	\$70,693.79	\$92,410.45
562	EF275	Sr Structural Engineer	NRep	N07	\$105,333.00	\$159,580.00
563	IC200	Sr Systems Programmer	AFSCME	AFE	\$105,106.44	\$136,638.03
564	IA210	Sr Telecommunications Tech	SEIU	S14	\$102,048.72	\$133,397.04
565	FC200	Sr Time & Labor Admin Analyst	AFSCME	AFE	\$105,106.44	\$136,638.03
566	000241	Sr Traction Power Engineer	NRep	N07	\$105,333.00	\$159,580.00
567	EF145	Sr Train Control Engineer	NRep	N07	\$105,333.00	\$159,580.00
568	000044	Sr Transp Training Clerk	ATU	036	\$70,518.45	\$82,963.09
569	000194	Sr Transportation Analyst	AFSCME	AFF	\$111,432.59	\$144,863.64
570	CB160	Sr Transportation Clerk	ATU	031	\$67,272.40	\$79,144.21
571	TF232	Sr Transportation Planner	AFSCME	AFF	\$111,432.59	\$144,863.64
572	TF234	Sr Vehicle Systems Engineer	NRep	N07	\$105,333.00	\$159,580.00
573	000297	Sr Wkfrce & Policy Compl Anlys	NRep	N05	\$92,002.00	\$139,383.00
574	000242	Sr Workforce Dev Analyst	NRep	N05	\$92,002.00	\$139,383.00
575	OB155	Station Agent	ATU	521	\$71,929.31	\$84,622.93
576	OB156	Station Agent PT	ATU	541	\$79,122.37	\$93,085.20
577	UA170	Storekeeper	SEIU	201	\$64,736.67	\$84,623.14
578	000223	Strategic Budget Administrator	AFSCME	AFH	\$127,008.80	\$165,111.31
579	000057	Strategic Prog Mgr, Ext Affair	NRep	N10	\$129,038.00	\$195,493.00
580	EF280	Structural Engineer	NRep	N06	\$98,442.00	\$149,140.00
581	MA615	Structures Equipment Operator	SEIU	301	\$76,230.13	\$99,647.39
582	MA620	Structures Foreworker	SEIU	825	\$83,853.12	\$109,612.05
583	MA638	Structures Inspect Foreworker	SEIU	810	\$87,663.06	\$114,592.40
584	MA637	Structures Inspector	SEIU	311	\$79,693.74	\$104,174.93
585	MA636	Structures Inspector Asst	SEIU	201	\$64,736.67	\$84,623.14
586	MA630	Structures Welder	SEIU	301	\$76,230.13	\$99,647.39
587	MA635	Structures Worker	SEIU	201	\$64,736.67	\$84,623.14
588	000036	Structures Worker PT	SEIU	221	\$71,210.26	\$71,210.26

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
589	TF275	Supt of Cntrl Veh Trouble Desk	NRep	N11	\$138,071.00	\$209,177.00
590	000085	Supt of eBART Operations	NRep	N11	\$138,071.00	\$209,177.00
591	MF535	Supt of Power & Mech Maint	NRep	N11	\$138,071.00	\$209,177.00
592	MF818	Supt of Rolling Stock & Shops	NRep	N11	\$138,071.00	\$209,177.00
593	000164	Supt of System Service	NRep	N11	\$138,071.00	\$209,177.00
594	000087	Supt of Systems eBART	NRep	N11	\$138,071.00	\$209,177.00
595	MF703	Supt of Systems Maintenance	NRep	N11	\$138,071.00	\$209,177.00
596	MF610	Supt of Way & Facilities	NRep	N11	\$138,071.00	\$209,177.00
597	000010	Supv Bus Sys Operations	AFSCME	AFI	\$135,504.36	\$176,155.41
598	000317	Supv Crisis Int & Outreach Pro	BPMA	CS	\$119,496.00	\$138,660.00
599	000301	Supv of Compensation	NRep	N07	\$105,333.00	\$159,580.00
600	000243	Supv of EEO Programs	NRep	N07	\$105,333.00	\$159,580.00
601	000244	Supv of HRIS	NRep	N07	\$105,333.00	\$159,580.00
602	000300	Supv of Leave Mgmt	NRep	N07	\$105,333.00	\$159,580.00
603	000148	Supv of Operations eBART	AFS eBART	EB7	\$119,605.49	\$155,487.13
604	000245	Supv of Recruiting	NRep	N07	\$105,333.00	\$159,580.00
605	000221	Supv of Workforce Development	NRep	N07	\$105,333.00	\$159,580.00
606	TF263	Survey Taker	NRep	093	\$80,298.40	\$80,298.40
607	EA315	Survey Tech	SEIU	091	\$66,395.47	\$86,791.54
608	000157	Sys General Custodian eBART	SEIU M e	401	\$55,091.09	\$72,014.59
609	000152	System Main Signal Comm eBART	SEIU M e	400	\$76,230.13	\$99,647.39
610	000154	System Main Track Signal eBART	SEIU M e	400	\$76,230.13	\$99,647.39
611	MA385	System Service Crewleader	SEIU	141	\$56,862.83	\$74,330.67
612	MA390	System Service Foreworker	SEIU	818	\$77,519.94	\$101,333.44
613	MC395	System Service Supv	AFSCME	AFE	\$105,106.44	\$136,638.03
614	MA400	System Service Worker	SEIU	111	\$55,091.09	\$72,014.59
615	MA399	System Service Worker 141	SEIU	141	\$56,862.83	\$74,330.67
616	MA401	System Service Worker PT	SEIU	121	\$60,600.18	\$60,600.18
617	IC198	Systems Programmer	AFSCME	AFF	\$111,432.59	\$144,863.64
618	000007	Tech Maintenance Support Coord	AFSCME	AFE	\$105,106.44	\$136,638.03
619	TA140	Tech Publications Admin	SEIU	S10	\$84,062.88	\$109,886.04
620	TA302	Technical Administrator	SEIU	S11	\$88,235.76	\$115,340.88
621	TA125	Technical Editor	SEIU	S03	\$59,916.84	\$78,322.68
622	IA300	Technical Programmer Analyst	SEIU	S11	\$88,235.76	\$115,340.88
623	000025	Technical Publications Analyst	SEIU	S09	\$80,088.60	\$104,691.00
624	TA301	Technical Resources Admin	SEIU	S13	\$97,218.00	\$127,082.40
625	IA200	Telecommunications Specialist	SEIU	S06	\$69,265.80	\$90,543.60
626	IA205	Telecommunications Technician	SEIU	S09	\$80,088.60	\$104,691.00
627	000068	Time & Labor Admin Analyst ATU	ATU	741	\$93,611.65	\$110,131.42
628	FA212	Time and Labor Admin Analyst	SEIU	TAD	\$84,250.92	\$110,131.92
629	UA180	Tool Room Attendant	SEIU	201	\$64,736.67	\$84,623.14
630	MA640	Track Equipment Operator	SEIU	301	\$76,230.13	\$99,647.39

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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	MA645	Track Foreworker	SEIU	825	\$83,853.12	\$109,612.05
632	MA655	Track Welder	SEIU	301	\$76,230.13	\$99,647.39
633	MA660	Track Worker	SEIU	201	\$64,736.67	\$84,623.14
634	000022	Track Worker PT	SEIU	221	\$71,210.26	\$71,210.26
635	MA720	Train Control Electronic Tech	SEIU	301	\$76,230.13	\$99,647.39
636	EF165	Train Control Engineer	NRep	N06	\$98,442.00	\$149,140.00
637	MA725	Train Control Foreworker	SEIU	825	\$83,853.12	\$109,612.05
638	OB160	Train Operator	ATU	621	\$71,929.31	\$84,622.93
639	OB161	Train Operator PT	ATU	641	\$79,122.37	\$93,085.20
640	CA165	Transit Information Clerk	SEIU	031	\$60,545.26	\$79,144.21
641	CA175	Transit Information Supv	SEIU	S11	\$88,235.76	\$115,340.88
642	CA159	Transit Information Tech	SEIU	036	\$63,466.62	\$82,963.09
643	MA825	Transit Veh Elec Tec	SEIU	301	\$76,230.13	\$99,647.39
644	MA830	Transit Vehicle Mechanic	SEIU	301	\$76,230.13	\$99,647.39
645	000037	Transit Vehicle Mechanic PT	SEIU	314	\$83,853.12	\$83,853.12
646	000033	Transportation Adm Specialist	ATU	031	\$67,272.40	\$79,144.21
647	CB175	Transportation Clerk	ATU	021	\$67,272.40	\$79,144.21
648	OF080	Transportation Operations Mgr	NRep	N09	\$120,596.00	\$182,703.00
649	OC150	Transportation Supervisor	AFSCME	AFG	\$119,605.49	\$155,487.13
650	FC275	Treasury Analyst	AFSCME	AFD	\$97,718.22	\$127,033.91
651	CA180	Trouble Desk Data Specialist	SEIU	036	\$63,466.62	\$82,963.09
652	MA826	TVET Trainee	SEIU	331	\$68,667.87	\$89,762.19
653	MA840	Utility Foreworker	SEIU	818	\$77,519.94	\$101,333.44
654	MA835	Utility Worker	SEIU	111	\$55,091.09	\$72,014.59

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
655	MA836	Utility Worker PT	SEIU	121	\$60,600.18	\$60,600.18
656	TA130	Vehicle Inspector	SEIU	311	\$79,693.74	\$104,174.93
657	MC830	Vehicle Performance Analyst	AFSCME	AFF	\$111,432.59	\$144,863.64
658	TF233	Vehicle Systems Engineer	NRep	N06	\$98,442.00	\$149,140.00
659	MA900	Warranty Administrator	SEIU	S11	\$88,235.76	\$115,340.88
660	TA135	Wayside Inspector	SEIU	311	\$79,693.74	\$104,174.93
661	TA311	Web Page Specialist	SEIU	S10	\$84,062.88	\$109,886.04
662	000246	Workforce Dev Specialist	NRep	036	\$69,954.77	\$82,963.09

* 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.