

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
1	QC208	Access Coordinator	AFSCME	AFE	\$100,252.37	\$130,327.76
2	FA200	Account Clerk	SEIU	011	\$45,348.37	\$59,279.17
3	FA205	Accountant	SEIU	S08	\$73,215.48	\$95,706.48
4	FA210	Accounting Analyst	SEIU	S11	\$84,664.80	\$110,672.88
5	000070	Accounting Supervisor	AFSCME	AFG	\$114,081.83	\$148,306.37
6	FA215	Accounting Technician	SEIU	036	\$60,898.24	\$79,605.76
7	OF050	ACTO Central Control	Non-Rep	N12	\$147,736.00	\$223,819.00
8	OF075	ACTO Service Delivery	Non-Rep	N12	\$147,736.00	\$223,819.00
9	AE200	Administrative Analyst - BPOA	BPOA	058	\$78,463.01	\$94,151.41
10	AF200	Administrative Analyst NR	Non-Rep	N04	\$85,983.00	\$130,265.00
11	AA200	Administrative Analyst SEIU	SEIU	S08	\$73,215.48	\$95,706.48
12	000208	Administrative Coordinator	Non-Rep	N04	\$85,983.00	\$130,265.00
13	AG100	Administrative Secretary SEIU	SEIU	071	\$58,613.57	\$76,619.09
14	AA230	Administrative Support Officer	SEIU	S13	\$93,283.44	\$121,939.20
15	CB190	Administrative Technician ATU	ATU	036	\$67,664.90	\$79,605.76
16	CA190	Administrative Technician SEIU	SEIU	036	\$60,898.24	\$79,605.76
17	MA100	AFC Electronic Technician	SEIU	301	\$73,145.07	\$95,614.69
18	MA105	AFC Foreworker	SEIU	825	\$80,459.60	\$105,176.03
19	MA560	AFC Parts Runner	SEIU	151	\$55,053.65	\$71,965.71
20	IA100	Appl Programmer Analyst	SEIU	S08	\$73,215.48	\$95,706.48
21	000046	Architect	Non-Rep	N06	\$98,442.00	\$149,140.00
22	000051	Asset Coordinator	AFSCME	AFF	\$106,286.37	\$138,173.50
23	000178	Asset Data Manager	AFSCME	AFI	\$129,246.45	\$168,020.13
24	000272	Asset Mgmt Risk Coordinator	Non-Rep	N08	\$112,707.00	\$170,751.00
25	LF100	Associate General Counsel	Non-Rep	N13	\$162,509.00	\$246,201.00
26	AA100	Asst Admin Analyst - SEIU	SEIU	S06	\$66,462.60	\$86,879.16
27	AF100	Asst Admin Analyst NR	Non-Rep	N01	\$69,769.00	\$105,701.00
28	UA200	Asst Buyer	SEIU	S06	\$66,462.60	\$86,879.16
29	000273	Asst Chief Engineering Officer	Non-Rep	N12	\$147,736.00	\$223,819.00
30	000083	Asst Chief Labor Relations	Non-Rep	N10	\$129,038.00	\$195,493.00
31	000086	Asst Chief Maint & Eng Officer	Non-Rep	N12	\$147,736.00	\$223,819.00
32	000274	Asst Chief Maintenance Officer	Non-Rep	N12	\$147,736.00	\$223,819.00
33	000082	Asst Chief Mechanical Officer	Non-Rep	N12	\$147,736.00	\$223,819.00
34	UA205	Asst Contract Administrator	SEIU	S06	\$66,462.60	\$86,879.16
35	FF225	Asst Controller	Non-Rep	N13	\$162,509.00	\$246,201.00
36	AF105	Asst District Secretary	Non-Rep	N08	\$112,707.00	\$170,751.00
37	ZF050	Asst GM Administration*	Non-Rep	N14	\$178,760.00	\$270,821.00
38	ZF118	Asst GM Design & Construction*	Non-Rep	N14	\$178,760.00	\$270,821.00
39	ZF117	Asst GM External Affairs*	Non-Rep	N14	\$178,760.00	\$270,821.00
40	ZF105	Asst GM Operations*	Non-Rep	N14	\$178,760.00	\$270,821.00
41	XF213	Asst GM Performance & Budget*	Non-Rep	N14	\$178,760.00	\$270,821.00
42	XF125	Asst GM Technology*	Non-Rep	N14	\$178,760.00	\$270,821.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
43	000019	Asst Logistics Program Manager	AFSCME	AFG	\$114,081.83	\$148,306.37
44	FC230	Asst Mgr of Revenue Control	AFSCME	AFH	\$121,143.23	\$157,486.09
45	SA100	Asst Safety Specialist	SEIU	S06	\$66,462.60	\$86,879.16
46	000150	Asst Supt eBART Systems	Non-Rep	N09	\$120,596.00	\$182,703.00
47	000090	Asst Supt eBART Vehicle Maint	Non-Rep	N09	\$120,596.00	\$182,703.00
48	000209	Asst Supt Maint Plan and Logs	Non-Rep	N09	\$120,596.00	\$182,703.00
49	000091	Asst Supt Operations eBART	Non-Rep	N09	\$120,596.00	\$182,703.00
50	000061	Asst Supt Power Mech Maint	Non-Rep	N09	\$120,596.00	\$182,703.00
51	MF822	Asst Supt Rolling Stock Maint	Non-Rep	N09	\$120,596.00	\$182,703.00
52	000163	Asst Supt System Service	Non-Rep	N09	\$120,596.00	\$182,703.00
53	MF830	Asst Supt Systems Maint	Non-Rep	N09	\$120,596.00	\$182,703.00
54	000020	Asst Supt Way & Facilities	Non-Rep	N09	\$120,596.00	\$182,703.00
55	FF230	Asst Treasurer	Non-Rep	N13	\$162,509.00	\$246,201.00
56	FA274	Asst Treasury Analyst	SEIU	S06	\$66,462.60	\$86,879.16
57	LF105	Attorney I	Non-Rep	N06	\$98,442.00	\$149,140.00
58	LF110	Attorney II	Non-Rep	N09	\$120,596.00	\$182,703.00
59	LF115	Attorney III	Non-Rep	N11	\$138,071.00	\$209,177.00
60	MA200	Auto & Equip Foreworker	SEIU	825	\$80,459.60	\$105,176.03
61	MC215	Auto & Equip Maint Supv	AFSCME	AFE	\$100,252.37	\$130,327.76
62	MA205	Auto & Equip Mechanic	SEIU	301	\$73,145.07	\$95,614.69
63	000275	Benefits Specialist	Non-Rep	036	\$67,123.68	\$79,605.76
64	000222	Board Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
65	FA100	Budget Analyst	SEIU	S08	\$73,215.48	\$95,706.48
66	FB141	Budget Clerk - ATU	ATU	031	\$64,550.10	\$75,941.42
67	MA300	Buildings Foreworker	SEIU	825	\$80,459.60	\$105,176.03
68	MA310	Buildings Worker	SEIU	301	\$73,145.07	\$95,614.69
69	UA210	Buyer	SEIU	S08	\$73,215.48	\$95,706.48
70	UA213	Buyer Technician	SEIU	036	\$60,898.24	\$79,605.76
71	TA298	CAD Drafter	SEIU	S08	\$73,215.48	\$95,706.48
72	FA245	Cash Handler	SEIU	025	\$53,609.50	\$70,077.90
73	000095	Cash Handler PT	SEIU	026	\$58,970.29	\$58,970.29
74	FA249	Cash Handling Elec Technician	SEIU	301	\$73,145.07	\$95,614.69
75	FA250	Cash Handling Foreworker	SEIU	813	\$80,459.60	\$105,176.03
76	TC220	Central Maintenance Supervisor	AFSCME	AFF	\$106,286.37	\$138,173.50
77	TF275	Central Veh Trouble Desk Supt	Non-Rep	N11	\$138,071.00	\$209,177.00
78	EF050	Chief Maint & Engineer Officer	Non-Rep	N13	\$162,509.00	\$246,201.00
79	MF805	Chief Mechanical Officer	Non-Rep	N13	\$162,509.00	\$246,201.00
80	000094	Chief Op Officer eBART/OAC	Non-Rep	N13	\$162,509.00	\$246,201.00
81	000276	Chief Planning Dev Officer	Non-Rep	N13	\$162,509.00	\$246,201.00
82	SF200	Chief Safety Officer	Non-Rep	N12	\$147,736.00	\$223,819.00
83	000050	Chief Transit Sys Dev Officer	Non-Rep	N13	\$162,509.00	\$246,201.00
84	XF100	Chief Transportation Officer	Non-Rep	N13	\$162,509.00	\$246,201.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
85	EF200	Civil Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
86	CG100	Clerk SEIU	SEIU	011	\$45,348.37	\$59,279.17
87	000013	Communication Coordinator	SEIU	S11	\$84,664.80	\$110,672.88
88	MA115	Communications Electronic Tech	SEIU	301	\$73,145.07	\$95,614.69
89	MA120	Communications Foreworker	SEIU	825	\$80,459.60	\$105,176.03
90	VF101	Communications Officer	AFSCME	AFI	\$129,246.45	\$168,020.13
91	OB100	Communications Specialist	ATU	831	\$92,619.90	\$108,964.75
92	000074	Community Outreach Specialist	Non-Rep	N07	\$105,333.00	\$159,580.00
93	PE076	Community Services Officer	BPOA	027	\$55,546.61	\$68,224.21
94	000155	Comp Vehicle Maint eBART	SEIU	400	\$73,145.07	\$95,614.69
95	IA105	Computer Documentation Asst	SEIU	031	\$58,095.02	\$75,941.42
96	MA700	Computer Electronic Technician	SEIU	321	\$73,145.07	\$95,614.69
97	IA110	Computer Operator	SEIU	031	\$58,095.02	\$75,941.42
98	000064	Computer Support Administrator	SEIU	S05	\$63,325.44	\$82,778.28
99	IA115	Computer Support Coordinator	SEIU	S14	\$97,918.68	\$127,998.24
100	EF102	Computer Systems Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
101	EF205	Construction Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
102	UA215	Contract Administrator	SEIU	S08	\$73,215.48	\$95,706.48
103	UF221	Contract Specialist I	Non-Rep	N02	\$75,101.00	\$113,778.00
104	UF222	Contract Specialist II	AFSCME	AFD	\$93,205.36	\$121,167.19
105	UF223	Contract Specialist III	AFSCME	AFE	\$100,252.37	\$130,327.76
106	000049	Contracts Technician SEIU	SEIU	036	\$60,898.24	\$79,605.76
107	XF105	Controller Treasurer	BAO	CT	\$275,835.17	\$275,835.17
108	000277	Core Capacity Program Manager	Non-Rep	N09	\$120,596.00	\$182,703.00
109	000168	Crew Office Supervisor	AFSCME	AFG	\$114,081.83	\$148,306.37
110	000183	Crime Analyst	BPOA	068	\$80,031.95	\$96,034.22
111	CA120	Customer Service Clerk	SEIU	031	\$58,095.02	\$75,941.42
112	VA110	Customer Service Rep	SEIU	S11	\$84,664.80	\$110,672.88
113	VA120	Customer Services Admin	SEIU	S13	\$93,283.44	\$121,939.20
114	000016	Customer Services Assistant	SEIU	S06	\$66,462.60	\$86,879.16
115	000173	Customer Services Supervisor	SEIU	S13	\$93,283.44	\$121,939.20
116	000180	Customer Services Technician	SEIU	036	\$60,898.24	\$79,605.76
117	000072	Cyber Security Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
118	IA135	Data Controller	SEIU	031	\$58,095.02	\$75,941.42
119	IA140	Data Entry Operator	SEIU	031	\$58,095.02	\$75,941.42
120	IC120	Database Administrator	AFSCME	AFH	\$121,143.23	\$157,486.09
121	AF115	Deputy Asst District Secretary	Non-Rep	N06	\$98,442.00	\$149,140.00
122	ZF110	Deputy General Manager*	Non-Rep	N15	\$196,636.00	\$297,904.00
123	000028	Deputy Managing Dir Cap Cor	Non-Rep	N11	\$138,071.00	\$209,177.00
124	000043	Deputy Police Chief	Non-Rep	N13	\$162,509.00	\$246,201.00
125	000156	Diesel Train Engineer, eBART	ATU	651	\$81,169.30	\$95,493.42
126	FF095	Dir of Budgets	Non-Rep	N12	\$147,736.00	\$223,819.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
127	XF142	Dir of Communications	Non-Rep	N12	\$147,736.00	\$223,819.00
128	QF101	Dir of Customer Access	Non-Rep	N12	\$147,736.00	\$223,819.00
129	XF117	Dir of Customer Services	Non-Rep	N12	\$147,736.00	\$223,819.00
130	FF090	Dir of Financial Planning	Non-Rep	N12	\$147,736.00	\$223,819.00
131	XF123	Dir of Govt and Comm Relations	Non-Rep	N12	\$147,736.00	\$223,819.00
132	000093	Dir of Human Resources	Non-Rep	N12	\$147,736.00	\$223,819.00
133	000084	Dir of Labor Relations	Non-Rep	N12	\$147,736.00	\$223,819.00
134	XF132	Dir of Marketing and Research	Non-Rep	N12	\$147,736.00	\$223,819.00
135	XF115	Dir of Office of Civil Rights	Non-Rep	N12	\$147,736.00	\$223,819.00
136	XF040	Dir of Operations Planning	Non-Rep	N12	\$147,736.00	\$223,819.00
137	XF126	Dir of Performance and Audit	Non-Rep	N12	\$147,736.00	\$223,819.00
138	XF135	Dir of Procurement	Non-Rep	N12	\$147,736.00	\$223,819.00
139	000027	Dir of Real Estate & Prop Dev	Non-Rep	N12	\$147,736.00	\$223,819.00
140	XF106	Dir of Risk and Insur Mgmt	Non-Rep	N12	\$147,736.00	\$223,819.00
141	SF100	Dir of Security Programs	Non-Rep	N12	\$147,736.00	\$223,819.00
142	000153	Dir of Technology	Non-Rep	N12	\$147,736.00	\$223,819.00
143	EF060	District Architect	Non-Rep	N11	\$138,071.00	\$209,177.00
144	QC216	District Right of Way Surveyor	AFSCME	AFG	\$114,081.83	\$148,306.37
145	XF150	District Secretary	BAO	DS	\$206,273.64	\$217,162.80
146	TA300	Document Config Controller	SEIU	S09	\$76,847.40	\$100,454.04
147	000161	Document Control Spec eBART	SEIU	500	\$76,847.40	\$100,454.04
148	TA310	Drafting Supervisor	SEIU	S11	\$84,664.80	\$110,672.88
149	HF108	Drug Testing Coordinator	Non-Rep	N04	\$85,983.00	\$130,265.00
150	MA313	Dump Truck/Equipment Operator	SEIU	301	\$73,145.07	\$95,614.69
151	000078	Elec/Electro-Mech Assembler II	SEIU	152	\$57,080.40	\$74,615.01
152	MA145	Elect/Electro-Mech Assembler	SEIU	151	\$55,053.65	\$71,965.71
153	EF215	Electrical Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
154	MA500	Electrical Foreworker	SEIU	824	\$83,912.19	\$109,689.22
155	000034	Electrical Helper	SEIU	151	\$55,053.65	\$71,965.71
156	MA510	Electrician	SEIU	301	\$73,145.07	\$95,614.69
157	EF110	Electronics & Comm Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
158	MA515	Elevator/Escalator Foreworker	SEIU	825	\$80,459.60	\$105,176.03
159	MA530	Elevator/Escalator Trainee	SEIU	331	\$65,888.99	\$86,129.47
160	MA525	Elevator/Escalator Worker	SEIU	301	\$73,145.07	\$95,614.69
161	000196	Employee Dev Specialist FW	ATU	839	\$97,150.77	\$114,295.17
162	000190	Employee Dev Specialist SA	ATU	839	\$97,150.77	\$114,295.17
163	HJ105	Employee Dev Specialist SEIU	SEIU	EDS	\$87,436.32	\$114,295.92
164	HB105	Employee Dev Specialist TO	ATU	839	\$97,150.77	\$114,295.17
165	EF500	Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
166	000032	Engineer Intern	Non-Rep	081	\$37,440.00	\$37,440.00
167	SF145	Environmental Administrator	AFSCME	AFH	\$121,143.23	\$157,486.09
168	000006	Environmental Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
169	MA150	ERS Foreworker	SEIU	825	\$80,459.60	\$105,176.03
170	MA155	ERS Technician	SEIU	301	\$73,145.07	\$95,614.69
171	000210	Executive Assistant	Non-Rep	N05	\$92,002.00	\$139,383.00
172	UA195	Expeditor	SEIU	S06	\$66,462.60	\$86,879.16
173	UA100	Expeditor/Clerk	SEIU	031	\$58,095.02	\$75,941.42
174	MC350	Facilities Maint Supv	AFSCME	AFE	\$100,252.37	\$130,327.76
175	000021	Facilities/Utilities Loc Coord	AFSCME	AFF	\$106,286.37	\$138,173.50
176	000182	Fare Inspection Officer	BPOA	035	\$66,135.47	\$79,358.86
177	000278	Fare Programs Administrator	Non-Rep	N09	\$120,596.00	\$182,703.00
178	FC104	Financial Analyst I	AFSCME	AFC	\$84,426.79	\$109,755.40
179	FC105	Financial Analyst II	AFSCME	AFD	\$93,205.36	\$121,167.19
180	MA550	Fire Protection Worker	SEIU	301	\$73,145.07	\$95,614.69
181	MA330	Fire Service Worker	SEIU	301	\$73,145.07	\$95,614.69
182	XF160	General Counsel	BAO	GC	\$304,975.50	\$304,975.50
183	ZF130	General Manager	BAO	GM	\$390,554.78	\$395,024.09
184	VA050	Gov & Community Relations Spec	SEIU	S11	\$84,664.80	\$110,672.88
185	TA313	Graphic Artist	SEIU	S09	\$76,847.40	\$100,454.04
186	MA335	Grounds Foreworker	SEIU	825	\$80,459.60	\$105,176.03
187	MA345	Grounds Worker	SEIU	201	\$62,116.70	\$81,198.42
188	MA346	Grounds Worker/Applicator	SEIU	301	\$73,145.07	\$95,614.69
189	EF113	Grp Mgr AFC Capital Program	Non-Rep	N11	\$138,071.00	\$209,177.00
190	000041	Grp Mgr Capital Projects	Non-Rep	N11	\$138,071.00	\$209,177.00
191	KF300	Grp Mgr Capitol Corridor	Non-Rep	N11	\$138,071.00	\$209,177.00
192	EF223	Grp Mgr Elec Mech Engineering	Non-Rep	N11	\$138,071.00	\$209,177.00
193	EF222	Grp Mgr Engineering	Non-Rep	N11	\$138,071.00	\$209,177.00
194	EF224	Grp Mgr Integration Eng	Non-Rep	N11	\$138,071.00	\$209,177.00
195	OF426	Grp Mgr Operations Liaison	Non-Rep	N11	\$138,071.00	\$209,177.00
196	OF112	Grp Mgr Ops Support & Review	Non-Rep	N11	\$138,071.00	\$209,177.00
197	XF128	Grp Mgr Planning	Non-Rep	N11	\$138,071.00	\$209,177.00
198	000171	Grp Mgr Production Support	Non-Rep	N11	\$138,071.00	\$209,177.00
199	EF121	Grp Mgr Project Controls	Non-Rep	N11	\$138,071.00	\$209,177.00
200	EF107	Grp Mgr Rail Vehicle Cap Prog	Non-Rep	N11	\$138,071.00	\$209,177.00
201	MF807	Grp Mgr Rolling Stock & Shops	Non-Rep	N11	\$138,071.00	\$209,177.00
202	EF124	Grp Mgr Seismic Retrofit Cap	Non-Rep	N11	\$138,071.00	\$209,177.00
203	000279	Grp Mgr Station Planning	Non-Rep	N11	\$138,071.00	\$209,177.00
204	000280	Grp Mgr Strat & Policy Plng	Non-Rep	N11	\$138,071.00	\$209,177.00
205	000088	Grp Mgr Sustainability Program	Non-Rep	N11	\$138,071.00	\$209,177.00
206	EF080	Grp Mgr Systems Engineer	Non-Rep	N11	\$138,071.00	\$209,177.00
207	EF075	Grp Mgr Vehicle Maint Engineer	Non-Rep	N11	\$138,071.00	\$209,177.00
208	000211	HRIS Analyst	Non-Rep	N04	\$85,983.00	\$130,265.00
209	000281	HRIS Specialist	Non-Rep	036	\$67,123.68	\$79,605.76
210	000212	Independent Police Adminstr	Non-Rep	N05	\$92,002.00	\$139,383.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
211	000042	Independent Police Auditor	BAO	IPA	\$207,722.64	\$207,722.64
212	000054	Independent Police Invest	Non-Rep	N08	\$112,707.00	\$170,751.00
213	SC132	Industrial Hygienist	AFSCME	AFG	\$114,081.83	\$148,306.37
214	IC159	Information Sys Security Offcr	AFSCME	AFF	\$106,286.37	\$138,173.50
215	FF260	Information Systems Auditor	Non-Rep	N05	\$92,002.00	\$139,383.00
216	000207	Inspector General	BAO	IG	\$207,957.74	\$207,957.74
217	OF025	Instructional Design Spec	AFSCME	AFE	\$100,252.37	\$130,327.76
218	FC240	Insurance Analyst	AFSCME	AFF	\$106,286.37	\$138,173.50
219	FA265	Intermediate Account Clerk	SEIU	021	\$51,957.36	\$67,918.24
220	CJ105	Intermediate Clerk SEIU	SEIU	021	\$51,957.36	\$67,918.24
221	FF251	Internal Auditor I	Non-Rep	N02	\$75,101.00	\$113,778.00
222	FF252	Internal Auditor II	Non-Rep	N04	\$85,983.00	\$130,265.00
223	UA105	Inventory Control Analyst	SEIU	S08	\$73,215.48	\$95,706.48
224	UA120	Inventory Control Technician	SEIU	036	\$60,898.24	\$79,605.76
225	MA348	Irrigation/Grounds Worker	SEIU	301	\$73,145.07	\$95,614.69
226	000059	IT Project Manager	AFSCME	AFI	\$129,246.45	\$168,020.13
227	FA275	Jr Accountant	SEIU	S05	\$63,325.44	\$82,778.28
228	IA160	Jr Appl Programmer Analyst	SEIU	S03	\$57,492.00	\$75,152.88
229	000282	Jr Computer Systems Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
230	000306	Jr Elec & Comm Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
231	000305	Jr Electrical Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
232	EF400	Jr Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
233	000304	Jr Mechanical Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
234	000283	Jr Project Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
235	000284	Jr Traction Power Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
236	000285	Jr Train Control Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
237	HF122	Labor Relations Rep I	Non-Rep	N02	\$75,101.00	\$113,778.00
238	HF123	Labor Relations Rep II	Non-Rep	N04	\$85,983.00	\$130,265.00
239	000286	Leave Management Analyst	Non-Rep	N04	\$85,983.00	\$130,265.00
240	000213	Leave Management Specialist	Non-Rep	036	\$67,123.68	\$79,605.76
241	LA115	Legal Administrative Analyst	SEIU	S06	\$66,462.60	\$86,879.16
242	LA100	Legal Administrative Asst	SEIU	S05	\$63,325.44	\$82,778.28
243	LC118	Legal Office Supervisor	AFSCME	AFD	\$93,205.36	\$121,167.19
244	FC282	Liability Risk Analyst	AFSCME	AFF	\$106,286.37	\$138,173.50
245	MA350	Locksmith	SEIU	301	\$73,145.07	\$95,614.69
246	OB108	Lost & Found Clerk	ATU	019	\$64,550.10	\$75,941.42
247	CA110	Mail and Supply Clerk	SEIU	021	\$51,957.36	\$67,918.24
248	000060	Maintenance Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
249	TA215	Maintenance Planner	SEIU	S08	\$73,215.48	\$95,706.48
250	000001	Maintenance Support Admin	AFSCME	AFD	\$93,205.36	\$121,167.19
251	ZF200	Managing Director Cap Corridor*	Non-Rep	N14	\$178,760.00	\$270,821.00
252	VC081	Marketing Rep II	AFSCME	AFE	\$100,252.37	\$130,327.76

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
253	PE132	Master Police Officer	BPOA	798	\$115,221.39	\$115,221.39
254	UA130	Material Control Analyst	SEIU	S08	\$73,215.48	\$95,706.48
255	UA135	Material Control Sys Analyst	SEIU	S08	\$73,215.48	\$95,706.48
256	UA145	Material Coordinator	SEIU	301	\$73,145.07	\$95,614.69
257	UA150	Material Expeditor	SEIU	S08	\$73,215.48	\$95,706.48
258	EF240	Mechanical Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
259	HF151	Media Producer	Non-Rep	N05	\$92,002.00	\$139,383.00
260	000296	Mgr of Absence Mgmt	Non-Rep	N09	\$120,596.00	\$182,703.00
261	000024	Mgr of Access & Accessible Svc	Non-Rep	N09	\$120,596.00	\$182,703.00
262	000023	Mgr of Access Programs	AFSCME	AFH	\$121,143.23	\$157,486.09
263	FC215	Mgr of Accounting	AFSCME	AFI	\$129,246.45	\$168,020.13
264	000081	Mgr of Accreditation	Non-Rep	N08	\$112,707.00	\$170,751.00
265	000188	Mgr of Acquisition Support	AFSCME	AFI	\$129,246.45	\$168,020.13
266	000167	Mgr of Ad Franchise Program	AFSCME	AFI	\$129,246.45	\$168,020.13
267	MC225	Mgr of Auto & Equip Maint	AFSCME	AFH	\$121,143.23	\$157,486.09
268	000299	Mgr of Budget & Admin, Cap Cor	AFSCME	AFI	\$129,246.45	\$168,020.13
269	000215	Mgr of Cap Corr Market/Comm	Non-Rep	N09	\$120,596.00	\$182,703.00
270	FF119	Mgr of Capital Budgets	Non-Rep	N09	\$120,596.00	\$182,703.00
271	FF116	Mgr of Capital Project Control	Non-Rep	N09	\$120,596.00	\$182,703.00
272	000174	Mgr of Capital Project Support	AFSCME	AFI	\$129,246.45	\$168,020.13
273	OF115	Mgr of Central Control	Non-Rep	N10	\$129,038.00	\$195,493.00
274	EF225	Mgr of Civil & Structural Eng	Non-Rep	N09	\$120,596.00	\$182,703.00
275	QF109	Mgr of Community Relations	Non-Rep	N09	\$120,596.00	\$182,703.00
276	000287	Mgr of Comp & Analytics	Non-Rep	N09	\$120,596.00	\$182,703.00
277	EF119	Mgr of Computer Sys Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
278	MF400	Mgr of Construction Services	Non-Rep	N10	\$129,038.00	\$195,493.00
279	UF225	Mgr of Contract Administration	Non-Rep	N09	\$120,596.00	\$182,703.00
280	000170	Mgr of Creative Services	AFSCME	AFI	\$129,246.45	\$168,020.13
281	000009	Mgr of Credit/Debit Fare Prog	AFSCME	AFG	\$114,081.83	\$148,306.37
282	AC400	Mgr of Customer Services	AFSCME	AFH	\$121,143.23	\$157,486.09
283	000071	Mgr of Cyber Security	Non-Rep	N10	\$129,038.00	\$195,493.00
284	TC102	Mgr of Drafting & Configuratio	AFSCME	AFI	\$129,246.45	\$168,020.13
285	000295	Mgr of Drug & Alcohol Programs	Non-Rep	N09	\$120,596.00	\$182,703.00
286	EF120	Mgr of Elect & Comm Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
287	EF233	Mgr of Electrical Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
288	000065	Mgr of Emergency Preparedness	Non-Rep	N08	\$112,707.00	\$170,751.00
289	SC075	Mgr of Employee/Patron Safety	AFSCME	AFI	\$129,246.45	\$168,020.13
290	AF206	Mgr of Energy	Non-Rep	N09	\$120,596.00	\$182,703.00
291	SF111	Mgr of Engineer Safety	Non-Rep	N10	\$129,038.00	\$195,493.00
292	000063	Mgr of Engineering Liaison	Non-Rep	N10	\$129,038.00	\$195,493.00
293	000169	Mgr of Engineering Programs	Non-Rep	N09	\$120,596.00	\$182,703.00
294	SF140	Mgr of Environ Compliance	Non-Rep	N09	\$120,596.00	\$182,703.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
295	000288	Mgr of Equity Programs	Non-Rep	N09	\$120,596.00	\$182,703.00
296	000289	Mgr of Fin Analysis Admin	Non-Rep	N09	\$120,596.00	\$182,703.00
297	FF297	Mgr of Financial Planning	Non-Rep	N09	\$120,596.00	\$182,703.00
298	FF290	Mgr of Fleet & Capacity Plann	Non-Rep	N09	\$120,596.00	\$182,703.00
299	000290	Mgr of Gov't Rel & Leg Affairs	Non-Rep	N09	\$120,596.00	\$182,703.00
300	FF117	Mgr of Grant Dev & Reporting	Non-Rep	N10	\$129,038.00	\$195,493.00
301	000216	Mgr of HRIS & Benefits	Non-Rep	N09	\$120,596.00	\$182,703.00
302	IF177	Mgr of Information Systems	Non-Rep	N10	\$129,038.00	\$195,493.00
303	FF285	Mgr of Internal Audit	Non-Rep	N09	\$120,596.00	\$182,703.00
304	UC125	Mgr of Inventory Management	AFSCME	AFG	\$114,081.83	\$148,306.37
305	HF130	Mgr of Labor Relations	Non-Rep	N09	\$120,596.00	\$182,703.00
306	000291	Mgr of Leave Programs	Non-Rep	N09	\$120,596.00	\$182,703.00
307	QF107	Mgr of Local Govt & Com Rel	Non-Rep	N09	\$120,596.00	\$182,703.00
308	UF130	Mgr of Logistics	Non-Rep	N09	\$120,596.00	\$182,703.00
309	MF405	Mgr of Maint Administration	AFSCME	AFI	\$129,246.45	\$168,020.13
310	000159	Mgr of Maint Plan & Logistics	Non-Rep	N09	\$120,596.00	\$182,703.00
311	TF241	Mgr of Maintenance Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
312	OF425	Mgr of Maintenance Support	Non-Rep	N09	\$120,596.00	\$182,703.00
313	000214	Mgr of Marketing	Non-Rep	N09	\$120,596.00	\$182,703.00
314	EF234	Mgr of Mechanical Engr	Non-Rep	N10	\$129,038.00	\$195,493.00
315	000293	Mgr of Media Relations	Non-Rep	N09	\$120,596.00	\$182,703.00
316	FF125	Mgr of Operating Budgets	Non-Rep	N09	\$120,596.00	\$182,703.00
317	TF230	Mgr of Operations Reliability	Non-Rep	N09	\$120,596.00	\$182,703.00
318	SC105	Mgr of Operations Safety	AFSCME	AFH	\$121,143.23	\$157,486.09
319	000055	Mgr of Ops Training and Dev	Non-Rep	N09	\$120,596.00	\$182,703.00
320	QC205	Mgr of Parking Programs	AFSCME	AFI	\$129,246.45	\$168,020.13
321	000203	Mgr of Performance Analytics	AFSCME	AFI	\$129,246.45	\$168,020.13
322	QF115	Mgr of Planning	Non-Rep	N09	\$120,596.00	\$182,703.00
323	000294	Mgr of Program Planning Sppt	Non-Rep	N09	\$120,596.00	\$182,703.00
324	UF215	Mgr of Purchasing	AFSCME	AFI	\$129,246.45	\$168,020.13
325	TC105	Mgr of Quality Assurance	AFSCME	AFI	\$129,246.45	\$168,020.13
326	000199	Mgr of Rail Operations	Non-Rep	N09	\$120,596.00	\$182,703.00
327	000005	Mgr of Real Estate Services	Non-Rep	N09	\$120,596.00	\$182,703.00
328	EF159	Mgr of Research & Development	Non-Rep	N10	\$129,038.00	\$195,493.00
329	FF295	Mgr of Revenue Control	Non-Rep	N09	\$120,596.00	\$182,703.00
330	000303	Mgr of RS&S Administration	Non-Rep	N09	\$120,596.00	\$182,703.00
331	OF111	Mgr of Schedules & Services	Non-Rep	N09	\$120,596.00	\$182,703.00
332	000247	Mgr of Small Business Sppt Svc	Non-Rep	N09	\$120,596.00	\$182,703.00
333	AC300	Mgr of Special Projects	AFSCME	AFI	\$129,246.45	\$168,020.13
334	000198	Mgr of Station Operations	Non-Rep	N09	\$120,596.00	\$182,703.00
335	MF840	Mgr of Strategic Main Prog	Non-Rep	N11	\$138,071.00	\$209,177.00
336	000249	Mgr of Sys Capacity Planning	Non-Rep	N09	\$120,596.00	\$182,703.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
337	000248	Mgr of System Integration	Non-Rep	N09	\$120,596.00	\$182,703.00
338	000172	Mgr of Technology Programs	Non-Rep	N09	\$120,596.00	\$182,703.00
339	000008	Mgr of Telecommunications	Non-Rep	N09	\$120,596.00	\$182,703.00
340	FC205	Mgr of Time and Acct Admin	AFSCME	AFI	\$129,246.45	\$168,020.13
341	000250	Mgr of Title VI & Env Justice	Non-Rep	N09	\$120,596.00	\$182,703.00
342	EF236	Mgr of Traction Power Engr	Non-Rep	N10	\$129,038.00	\$195,493.00
343	EF130	Mgr of Train Control Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
344	000251	Mgr of Transit Oriented Dev	Non-Rep	N09	\$120,596.00	\$182,703.00
345	MC805	Mgr of Transit Vehicl Cleaning	AFSCME	AFH	\$121,143.23	\$157,486.09
346	OF170	Mgr of Transportation Ops Supp	Non-Rep	N09	\$120,596.00	\$182,703.00
347	TF237	Mgr of Vehicle Sys Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
348	MF850	Mgr of Warranty Administration	Non-Rep	N08	\$112,707.00	\$170,751.00
349	000252	Mgr of Workforce Dev	Non-Rep	N09	\$120,596.00	\$182,703.00
350	VA125	Multimedia Assistant Producer	SEIU	S11	\$84,664.80	\$110,672.88
351	HF152	Multimedia Producer	Non-Rep	N05	\$92,002.00	\$139,383.00
352	CA115	Office Services Supervisor	SEIU	800	\$67,832.96	\$88,670.61
353	CA111	Office Services Support Clerk	SEIU	021	\$51,957.36	\$67,918.24
354	OB120	Operations Foreworker	ATU	821	\$84,200.06	\$99,058.96
355	OC118	Operations Supervisor Liaison	AFSCME	AFF	\$106,286.37	\$138,173.50
356	OC115	Operations Supv	AFSCME	AFF	\$106,286.37	\$138,173.50
357	HF111	Operations Training Supervisor	AFSCME	AFG	\$114,081.83	\$148,306.37
358	MA547	Overhead Door Worker	SEIU	301	\$73,145.07	\$95,614.69
359	MA360	Painter	SEIU	301	\$73,145.07	\$95,614.69
360	000092	Paralegal	Non-Rep	710	\$80,092.48	\$94,961.57
361	QF135	Planner	AFSCME	AFC	\$84,426.79	\$109,755.40
362	CE175	Police Admin Specialist	BPOA	045	\$69,222.61	\$80,901.81
363	PD111	Police Admin Supervisor	BPMA	CS	\$116,292.00	\$134,940.00
364	PD116	Police CAD/RMS Admin	BPMA	CS	\$116,292.00	\$134,940.00
365	PF110	Police Chief*	Non-Rep	N14	\$178,760.00	\$270,821.00
366	PD115	Police Civilian Supv Admin	BPMA	CS	\$116,292.00	\$134,940.00
367	PD118	Police Civilian Supv Comm	BPMA	CS	\$116,292.00	\$134,940.00
368	PE115	Police Dispatcher	BPOA	048	\$71,957.81	\$87,583.18
369	PD125	Police Lieutenant	BPMA	LT	\$147,984.00	\$169,452.00
370	PE130	Police Officer	BPOA	778	\$75,425.38	\$106,477.90
371	PE129	Police Officer in Academy	BPOA	777	\$66,551.89	\$66,551.89
372	PD135	Police Sergeant	BPMA	SGT	\$119,004.00	\$141,204.00
373	PD138	Police Support Svcs Supv	BPMA	CS	\$116,292.00	\$134,940.00
374	MA535	Power & Mechanical Foreworker	SEIU	824	\$83,912.19	\$109,689.22
375	MA545	Power & Mechanical Worker	SEIU	301	\$73,145.07	\$95,614.69
376	OB130	Power & Support Controller	ATU	831	\$92,619.90	\$108,964.75
377	AC222	Principal Admin Analyst AFSCME	AFSCME	AFG	\$114,081.83	\$148,306.37
378	000045	Principal Architect	Non-Rep	N08	\$112,707.00	\$170,751.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
379	EF256	Principal Civil Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
380	EF090	Principal Computer Systems Eng	Non-Rep	N08	\$112,707.00	\$170,751.00
381	EF262	Principal Construction Engr	Non-Rep	N08	\$112,707.00	\$170,751.00
382	UF230	Principal Contract Specialist	AFSCME	AFG	\$114,081.83	\$148,306.37
383	000067	Principal EGIS Analyst	AFSCME	AFG	\$114,081.83	\$148,306.37
384	000253	Principal Elec Comm Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
385	EF267	Principal Electrical Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
386	EF502	Principal Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
387	FC139	Principal Financial Analyst	AFSCME	AFG	\$114,081.83	\$148,306.37
388	VC055	Principal Gov & Comm Rel Rep	AFSCME	AFG	\$114,081.83	\$148,306.37
389	000192	Principal Grants Analyst	AFSCME	AFG	\$114,081.83	\$148,306.37
390	000254	Principal Integration Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
391	FF301	Principal Internal Auditor	Non-Rep	N07	\$105,333.00	\$159,580.00
392	HF128	Principal Labor Relations Rep	Non-Rep	N07	\$105,333.00	\$159,580.00
393	000205	Principal Landscape Architect	Non-Rep	N08	\$112,707.00	\$170,751.00
394	VC084	Principal Marketing Rep	AFSCME	AFH	\$121,143.23	\$157,486.09
395	EF271	Principal Mechanical Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
396	000298	Principal Ops Safety Spec	AFSCME	AFH	\$121,143.23	\$157,486.09
397	000201	Principal Performance Analyst	AFSCME	AFG	\$114,081.83	\$148,306.37
398	QC112	Principal Planner	AFSCME	AFH	\$121,143.23	\$157,486.09
399	000255	Principal Project Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
400	QC226	Principal Property Devlmtnt Ofc	AFSCME	AFH	\$121,143.23	\$157,486.09
401	TF256	Principal Reliability Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
402	QC225	Principal Right of Way Officer	AFSCME	AFH	\$121,143.23	\$157,486.09
403	AF234	Principal Rsch Proj Analyst	AFSCME	AFG	\$114,081.83	\$148,306.37
404	SF129	Principal Safety Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
405	EF276	Principal Structural Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
406	EF279	Principal Track Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
407	EF146	Principal Train Control Eng	Non-Rep	N08	\$112,707.00	\$170,751.00
408	TF236	Principal Vehicle Sys Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
409	000184	Procurement Support Mgr	AFSCME	AFI	\$129,246.45	\$168,020.13
410	MF842	Program Logistics Manager	Non-Rep	N09	\$120,596.00	\$182,703.00
411	FA130	Project Control Administrator	SEIU	S08	\$73,215.48	\$95,706.48
412	000256	Project Controls Manager	Non-Rep	N08	\$112,707.00	\$170,751.00
413	000257	Project Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
414	EF250	Project Mgr	Non-Rep	N09	\$120,596.00	\$182,703.00
415	000080	Project Mgr II	Non-Rep	N10	\$129,038.00	\$195,493.00
416	000258	Project Mgr, Accessibility	Non-Rep	N09	\$120,596.00	\$182,703.00
417	000262	Project Mgr, Architect	Non-Rep	N09	\$120,596.00	\$182,703.00
418	000259	Project Mgr, Capital	Non-Rep	N09	\$120,596.00	\$182,703.00
419	000260	Project Mgr, Cathodic	Non-Rep	N09	\$120,596.00	\$182,703.00
420	000261	Project Mgr, Construction	Non-Rep	N09	\$120,596.00	\$182,703.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
421	000263	Project Mgr, Earthquake	Non-Rep	N09	\$120,596.00	\$182,703.00
422	000264	Project Mgr, Extensions	Non-Rep	N09	\$120,596.00	\$182,703.00
423	000265	Project Mgr, Fire Life Safety	Non-Rep	N09	\$120,596.00	\$182,703.00
424	000266	Project Mgr, Int Agreements	Non-Rep	N09	\$120,596.00	\$182,703.00
425	000267	Project Mgr, Property Dev	Non-Rep	N09	\$120,596.00	\$182,703.00
426	000268	Project Mgr, Stations	Non-Rep	N09	\$120,596.00	\$182,703.00
427	000269	Project Mgr, Sys Integration	Non-Rep	N09	\$120,596.00	\$182,703.00
428	000270	Project Mgr, Traction Power	Non-Rep	N09	\$120,596.00	\$182,703.00
429	000224	Project Mgr, Train Control	Non-Rep	N09	\$120,596.00	\$182,703.00
430	EF451	Project Support Manager	AFSCME	AFI	\$129,246.45	\$168,020.13
431	000204	Property Manager	AFSCME	AFH	\$121,143.23	\$157,486.09
432	VC110	Public Information Officer	AFSCME	AFE	\$100,252.37	\$130,327.76
433	VA115	Public Information Rep	SEIU	S11	\$84,664.80	\$110,672.88
434	TA110	Quality Assurance Analyst	SEIU	S08	\$73,215.48	\$95,706.48
435	000066	Quality Assurance Officer	SEIU	S11	\$84,664.80	\$110,672.88
436	000035	Quality Team Leader	SEIU	313	\$76,802.34	\$100,395.36
437	000015	Query & Reports Spec	AFSCME	AFF	\$106,286.37	\$138,173.50
438	KF175	Rail Sys Compl Officer Capitol	AFSCME	AFG	\$114,081.83	\$148,306.37
439	QA205	Real Estate Officer	SEIU	S11	\$84,664.80	\$110,672.88
440	QA100	Real Estate Tech	SEIU	036	\$60,898.24	\$79,605.76
441	IA185	Real Time Programmer Analyst	SEIU	S13	\$93,283.44	\$121,939.20
442	CP105	Receptionist	Non-Rep	036	\$67,123.68	\$79,605.76
443	000217	Recruiter I	Non-Rep	N02	\$75,101.00	\$113,778.00
444	000226	Recruiter II	Non-Rep	N04	\$85,983.00	\$130,265.00
445	000227	Recruiting Specialist	Non-Rep	036	\$67,123.68	\$79,605.76
446	000193	Reliability Analyst	AFSCME	AFE	\$100,252.37	\$130,327.76
447	TF245	Reliability Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
448	CA140	Reprographics Equipment Oper	SEIU	031	\$58,095.02	\$75,941.42
449	EF142	Research & Dev Specialist	AFSCME	AFG	\$114,081.83	\$148,306.37
450	AF233	Research Projects Supv	AFSCME	AFG	\$114,081.83	\$148,306.37
451	PE140	Revenue Protection Guard	BPOA	098	\$70,988.74	\$85,182.24
452	000228	Rolling Stock Acquisitn Admin	Non-Rep	N08	\$112,707.00	\$170,751.00
453	MA810	Rolling Stock Foreworker	SEIU	827	\$86,018.61	\$112,442.72
454	000149	Safety & Training Mgr eBART	AFSCME	AFI	\$129,246.45	\$168,020.13
455	SF120	Safety Specialist	AFSCME	AFD	\$93,205.36	\$121,167.19
456	OB135	Scheduling Analyst	ATU	731	\$97,150.77	\$114,295.17
457	000048	Scheduling Supervisor	AFSCME	AFF	\$106,286.37	\$138,173.50
458	MC725	Sect Mgr Elev/Escalator Maint	AFSCME	AFG	\$114,081.83	\$148,306.37
459	MC724	Sect Mgr Power & Mech Maint	AFSCME	AFG	\$114,081.83	\$148,306.37
460	MC726	Sect Mgr Struct Insp & Maint	AFSCME	AFG	\$114,081.83	\$148,306.37
461	MC721	Sect Mgr Structures Maint	AFSCME	AFG	\$114,081.83	\$148,306.37
462	MC720	Sect Mgr Systems Maint	AFSCME	AFG	\$114,081.83	\$148,306.37

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
463	MC722	Sect Mgr Track Maint	AFSCME	AFG	\$114,081.83	\$148,306.37
464	000229	Security Access Analyst	Non-Rep	N03	\$80,358.00	\$121,743.00
465	MA225	Shop Machinist	SEIU	301	\$73,145.07	\$95,614.69
466	TA260	Shop Scheduler	SEIU	S10	\$80,660.64	\$105,438.72
467	MA230	Shop Welder	SEIU	301	\$73,145.07	\$95,614.69
468	MC701	Spec Proj Mgr Track & Struct	AFSCME	AFH	\$121,143.23	\$157,486.09
469	000158	Special Projects Mgr AFSCME	AFSCME	AFG	\$114,081.83	\$148,306.37
470	FA288	Sr Account Clerk	SEIU	031	\$58,095.02	\$75,941.42
471	AC220	Sr Admin Analyst AFSCME	AFSCME	AFD	\$93,205.36	\$121,167.19
472	AF220	Sr Admin Analyst NR	Non-Rep	N05	\$92,002.00	\$139,383.00
473	IA190	Sr Appl Programmer Analyst	SEIU	S14	\$97,918.68	\$127,998.24
474	IC142	Sr Applications Analyst	AFSCME	AFH	\$121,143.23	\$157,486.09
475	LF120	Sr Attorney	Non-Rep	N12	\$147,736.00	\$223,819.00
476	000218	Sr Benefits Analyst	Non-Rep	N06	\$98,442.00	\$149,140.00
477	000230	Sr Board Analyst	Non-Rep	N06	\$98,442.00	\$149,140.00
478	FH140	Sr Budget Clerk SEIU	SEIU	031	\$58,095.02	\$75,941.42
479	000176	Sr Buyer	SEIU	S10	\$80,660.64	\$105,438.72
480	000166	Sr CAD Drafter	SEIU	S10	\$80,660.64	\$105,438.72
481	FA290	Sr Cash Handler	SEIU	035	\$57,289.44	\$74,888.32
482	TC222	Sr Central Maint Supv	AFSCME	AFH	\$121,143.23	\$157,486.09
483	EF255	Sr Civil Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
484	000219	Sr Class and Comp Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
485	CB145	Sr Clerk ATU	ATU	031	\$64,550.10	\$75,941.42
486	CG145	Sr Clerk SEIU	SEIU	031	\$58,095.02	\$75,941.42
487	000075	Sr Computer Support Coord	SEIU	S16	\$106,827.72	\$139,644.12
488	EF138	Sr Computer Systems Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
489	EF260	Sr Construction Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
490	000231	Sr EEO Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
491	EF265	Sr Electrical Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
492	EF140	Sr Electronics & Comm Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
493	HF114	Sr Employee Dev Specialist	Non-Rep	N05	\$92,002.00	\$139,383.00
494	FC137	Sr Energy Analyst	AFSCME	AFF	\$106,286.37	\$138,173.50
495	EF501	Sr Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
496	FC138	Sr Financial Analyst AFSCME	AFSCME	AFE	\$100,252.37	\$130,327.76
497	000187	Sr Financial Analyst eBART	AFSCME	EB5	\$100,252.37	\$130,327.76
498	VC051	Sr Gov & Comm Relations Rep	AFSCME	AFE	\$100,252.37	\$130,327.76
499	TA314	Sr Graphic Artist	SEIU	S10	\$80,660.64	\$105,438.72
500	FF253	Sr Internal Auditor	Non-Rep	N05	\$92,002.00	\$139,383.00
501	UC108	Sr Inventory Control Analyst	AFSCME	AFD	\$93,205.36	\$121,167.19
502	000089	Sr Labor Relations Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
503	HF126	Sr Labor Relations Rep	Non-Rep	N06	\$98,442.00	\$149,140.00
504	000232	Sr Leave Mgmt Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
505	AA130	Sr Legal Secretary	SEIU	071	\$58,613.57	\$76,619.09
506	UC190	Sr Logistics Supv	AFSCME	AFF	\$106,286.37	\$138,173.50
507	TA220	Sr Maint Planner	SEIU	S11	\$84,664.80	\$110,672.88
508	000053	Sr Maintenance Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
509	VC082	Sr Marketing Rep	AFSCME	AFF	\$106,286.37	\$138,173.50
510	000029	Sr Marketing Rep PT	AFSCME	AFF	\$100,252.37	\$130,327.76
511	EF270	Sr Mechanical Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
512	000189	Sr Mgr of Asset Management	Non-Rep	N10	\$129,038.00	\$195,493.00
513	000233	Sr Mgr of Contr Labor Complnce	Non-Rep	N10	\$129,038.00	\$195,493.00
514	000234	Sr Mgr of Econ Oppy Policies	Non-Rep	N10	\$129,038.00	\$195,493.00
515	000179	Sr Mgr of Engineering Programs	Non-Rep	N10	\$129,038.00	\$195,493.00
516	000175	Sr Mgr of Engineering,eBART	Non-Rep	N10	\$129,038.00	\$195,493.00
517	000185	Sr Mgr of Fin Analysis & Admin	Non-Rep	N10	\$129,038.00	\$195,493.00
518	000235	Sr Mgr of Maint Acquisition	Non-Rep	N10	\$129,038.00	\$195,493.00
519	000292	Sr Mgr of Maint Plan Sched	Non-Rep	N10	\$129,038.00	\$195,493.00
520	MF410	Sr Mgr of Maintenance Support	Non-Rep	N10	\$129,038.00	\$195,493.00
521	000177	Sr Mgr of Perf Analytics	Non-Rep	N10	\$129,038.00	\$195,493.00
522	000237	Sr Mgr of Procurement	Non-Rep	N10	\$129,038.00	\$195,493.00
523	000236	Sr Mgr of RS&S Ops Admin	Non-Rep	N10	\$129,038.00	\$195,493.00
524	000238	Sr Mgr of Wkfc Policy Complnce	Non-Rep	N10	\$129,038.00	\$195,493.00
525	CA155	Sr Office Services Supv	SEIU	509	\$76,847.40	\$100,454.04
526	CA112	Sr Office Svs Support Clerk	SEIU	031	\$58,095.02	\$75,941.42
527	OB145	Sr Operations Foreworker	ATU	831	\$92,619.90	\$108,964.75
528	OC155	Sr Operations Supvr Liaison	AFSCME	AFG	\$114,081.83	\$148,306.37
529	SC135	Sr Ops Safety Spec	AFSCME	AFG	\$114,081.83	\$148,306.37
530	IB190	Sr Ops Suppt Sys Analyst	ATU	742	\$103,060.26	\$121,247.36
531	000191	Sr Performance Analyst	AFSCME	AFF	\$106,286.37	\$138,173.50
532	QC145	Sr Planner	AFSCME	AFF	\$106,286.37	\$138,173.50
533	000105	Sr Police Officer - Adv.	BPOA	792	\$112,962.30	\$112,962.30
534	PE131	Sr Police Officer - Int.	BPOA	788	\$109,672.16	\$109,672.16
535	000052	Sr Production Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
536	000220	Sr Project Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
537	000195	Sr Quality Administrator	AFSCME	AFG	\$114,081.83	\$148,306.37
538	EF238	Sr Quality Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
539	000181	Sr Quality Manager	Non-Rep	N10	\$129,038.00	\$195,493.00
540	QC210	Sr Real Estate Officer	AFSCME	AFF	\$106,286.37	\$138,173.50
541	000239	Sr Recruiter	Non-Rep	N05	\$92,002.00	\$139,383.00
542	TF255	Sr Reliability Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
543	AF232	Sr Research Projects Analyst	AFSCME	AFF	\$100,252.37	\$130,327.76
544	QC224	Sr Right of Way Officer	AFSCME	AFF	\$106,286.37	\$138,173.50
545	000240	Sr Safety Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
546	SC130	Sr Safety Specialist	AFSCME	AFF	\$106,286.37	\$138,173.50

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
547	000031	Sr Scheduling Analyst ATU	ATU	732	\$106,800.93	\$125,648.22
548	AB135	Sr Secretary ATU	ATU	061	\$64,550.10	\$75,941.42
549	AJ135	Sr Secretary SEIU	SEIU	061	\$54,482.69	\$71,219.41
550	UA160	Sr Storekeeper	SEIU	171	\$67,832.96	\$88,670.61
551	EF275	Sr Structural Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
552	IC200	Sr Systems Programmer	AFSCME	AFE	\$100,252.37	\$130,327.76
553	IA210	Sr Telecommunications Tech	SEIU	S14	\$97,918.68	\$127,998.24
554	FC200	Sr Time & Labor Admin Analyst	AFSCME	AFD	\$93,205.36	\$121,167.19
555	000241	Sr Traction Power Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
556	EF145	Sr Train Control Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
557	000044	Sr Transp Training Clerk	ATU	036	\$67,664.90	\$79,605.76
558	000194	Sr Transportation Analyst	AFSCME	AFF	\$106,286.37	\$138,173.50
559	CB160	Sr Transportation Clerk	ATU	031	\$64,550.10	\$75,941.42
560	TF232	Sr Transportation Planner	AFSCME	AFF	\$106,286.37	\$138,173.50
561	TF234	Sr Vehicle Systems Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
562	000297	Sr Wkfrce & Policy Compl Anlys	Non-Rep	N05	\$92,002.00	\$139,383.00
563	000242	Sr Workforce Dev Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
564	OB155	Station Agent	ATU	521	\$69,018.35	\$81,198.21
565	OB156	Station Agent PT	ATU	541	\$75,920.21	\$89,317.90
566	UA170	Storekeeper	SEIU	201	\$62,116.70	\$81,198.42
567	000223	Strategic Budget Administrator	AFSCME	AFH	\$121,143.23	\$157,486.09
568	000057	Strategic Prg Mgr, Ext Affairs	Non-Rep	N10	\$129,038.00	\$195,493.00
569	EF280	Structural Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
570	MA615	Structures Equipment Operator	SEIU	301	\$73,145.07	\$95,614.69
571	MA620	Structures Foreworker	SEIU	825	\$80,459.60	\$105,176.03
572	MA638	Structures Inspect Foreworker	SEIU	810	\$84,115.41	\$109,955.04
573	MA637	Structures Inspector	SEIU	311	\$76,468.70	\$99,959.18
574	MA636	Structures Inspector Asst	SEIU	201	\$62,116.70	\$81,198.42
575	MA630	Structures Welder	SEIU	301	\$73,145.07	\$95,614.69
576	MA635	Structures Worker	SEIU	201	\$62,116.70	\$81,198.42
577	000036	Structures Worker PT	SEIU	221	\$68,328.21	\$68,328.21
578	000085	Supt of eBART Operations	Non-Rep	N11	\$138,071.00	\$209,177.00
579	MF535	Supt of Power & Mech Maint	Non-Rep	N11	\$138,071.00	\$209,177.00
580	MF818	Supt of Rolling Stock & Shops	Non-Rep	N11	\$138,071.00	\$209,177.00
581	000087	Supt of Sys eBART	Non-Rep	N11	\$138,071.00	\$209,177.00
582	000164	Supt of System Service	Non-Rep	N11	\$138,071.00	\$209,177.00
583	MF703	Supt of Systems Maintenance	Non-Rep	N11	\$138,071.00	\$209,177.00
584	MF610	Supt of Way & Facilities	Non-Rep	N11	\$138,071.00	\$209,177.00
585	000010	Supv Bus Sys Operations	AFSCME	AFI	\$129,246.45	\$168,020.13
586	HF133	Supv Human Resources Programs	Non-Rep	N08	\$112,707.00	\$170,751.00
587	000301	Supv of Compensation	Non-Rep	N07	\$105,333.00	\$159,580.00
588	000243	Supv of EEO Programs	Non-Rep	N07	\$105,333.00	\$159,580.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
589	000244	Supv of HRIS	Non-Rep	N07	\$105,333.00	\$159,580.00
590	000300	Supv of Leave Mgmt	Non-Rep	N07	\$105,333.00	\$159,580.00
591	000148	Supv of Operations eBART	AFSCME	EB7	\$114,081.83	\$148,306.37
592	000245	Supv of Recruiting	Non-Rep	N07	\$105,333.00	\$159,580.00
593	000221	Supv of Workforce Development	Non-Rep	N07	\$105,333.00	\$159,580.00
594	TF263	Survey Taker	Non-Rep	093	\$77,048.82	\$77,048.82
595	EA315	Survey Tech	SEIU	091	\$63,708.32	\$83,279.04
596	000157	Sys General Custodian eBART	SEIU	401	\$52,861.54	\$69,100.30
597	000152	System Main Signal Comm eBART	SEIU	400	\$73,145.07	\$95,614.69
598	000154	System Main Track Signal eBART	SEIU	400	\$73,145.07	\$95,614.69
599	MA385	System Service Crewleader	SEIU	141	\$54,561.73	\$71,322.58
600	MA390	System Service Foreworker	SEIU	818	\$74,382.67	\$97,232.51
601	MC395	System Service Supv	AFSCME	AFD	\$93,205.36	\$121,167.19
602	MA400	System Service Worker	SEIU	111	\$52,861.54	\$69,100.30
603	MA399	System Service Worker 141	SEIU	141	\$54,561.73	\$71,322.58
604	MA401	System Service Worker PT	SEIU	121	\$58,147.65	\$58,147.65
605	IC198	Systems Programmer	AFSCME	AFF	\$106,286.37	\$138,173.50
606	000007	Tech Maintenance Support Coord	AFSCME	AFE	\$100,252.37	\$130,327.76
607	TA140	Tech Publications Admin	SEIU	S10	\$80,660.64	\$105,438.72
608	TA302	Technical Administrator	SEIU	S11	\$84,664.80	\$110,672.88
609	TA125	Technical Editor	SEIU	S03	\$57,492.00	\$75,152.88
610	IA300	Technical Programmer Analyst	SEIU	S11	\$84,664.80	\$110,672.88
611	000025	Technical Publications Analyst	SEIU	S09	\$76,847.40	\$100,454.04
612	TA301	Technical Resources Admin	SEIU	S13	\$93,283.44	\$121,939.20
613	IA200	Telecommunications Specialist	SEIU	S06	\$66,462.60	\$86,879.16
614	IA205	Telecommunications Technician	SEIU	S09	\$76,847.40	\$100,454.04
615	FA212	Time & Labor Admin Analyst	SEIU	TAD	\$80,841.24	\$105,674.76
616	000068	Time & Labor Admin Analyst ATU	ATU	741	\$89,823.14	\$105,674.40
617	UA180	Tool Room Attendant	SEIU	201	\$62,116.70	\$81,198.42
618	MA640	Track Equipment Operator	SEIU	301	\$73,145.07	\$95,614.69
619	MA645	Track Foreworker	SEIU	825	\$80,459.60	\$105,176.03
620	MA655	Track Welder	SEIU	301	\$73,145.07	\$95,614.69
621	MA660	Track Worker	SEIU	201	\$62,116.70	\$81,198.42
622	000022	Track Worker PT	SEIU	221	\$68,328.21	\$68,328.21
623	MA720	Train Control Electronic Tech	SEIU	301	\$73,145.07	\$95,614.69
624	EF165	Train Control Engineer	Non-Rep	N05	\$92,002.00	\$139,383.00
625	MA725	Train Control Foreworker	SEIU	825	\$80,459.60	\$105,176.03
626	OC190	Train Controller	AFSCME	AFI	\$129,246.45	\$168,020.13
627	OB160	Train Operator	ATU	621	\$69,018.35	\$81,198.21
628	OB161	Train Operator PT	ATU	641	\$75,920.21	\$89,317.90
629	CA165	Transit Information Clerk	SEIU	031	\$58,095.02	\$75,941.42
630	CA175	Transit Information Supv	SEIU	S11	\$84,664.80	\$110,672.88

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Job Title)
As of July 1, 2019
ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
631	CA159	Transit Information Tech	SEIU	036	\$60,898.24	\$79,605.76
632	MA825	Transit Veh Elec Tech	SEIU	301	\$73,145.07	\$95,614.69
633	MA830	Transit Vehicle Mechanic	SEIU	301	\$73,145.07	\$95,614.69
634	000037	Transit Vehicle Mechanic PT	SEIU	314	\$80,459.39	\$80,459.39
635	000033	Transportation Adm Specialist	ATU	031	\$64,550.10	\$75,941.42
636	CB175	Transportation Clerk	ATU	021	\$64,550.10	\$75,941.42
637	OF080	Transportation Operations Mgr	Non-Rep	N09	\$120,596.00	\$182,703.00
638	OC150	Transportation Supervisor	AFSCME	AFG	\$114,081.83	\$148,306.37
639	FC275	Treasury Analyst	AFSCME	AFD	\$93,205.36	\$121,167.19
640	CA180	Trouble Desk Data Specialist	SEIU	036	\$60,898.24	\$79,605.76
641	MA826	TVET Trainee	SEIU	331	\$65,888.99	\$86,129.47
642	MA840	Utility Foreworker	SEIU	818	\$74,382.67	\$97,232.51
643	MA835	Utility Worker	SEIU	111	\$52,861.54	\$69,100.30
644	MA836	Utility Worker PT	SEIU	121	\$58,147.65	\$58,147.65
645	TA130	Vehicle Inspector	SEIU	311	\$76,468.70	\$99,959.18
646	MC830	Vehicle Performance Analyst	AFSCME	AFF	\$106,286.37	\$138,173.50
647	TF233	Vehicle Systems Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
648	MA900	Warranty Administrator	SEIU	S11	\$84,664.80	\$110,672.88
649	TA135	Wayside Inspector	SEIU	311	\$76,468.70	\$99,959.18
650	TA311	Web Page Specialist	SEIU	S10	\$80,660.64	\$105,438.72
651	000246	Workforce Dev Specialist	Non-Rep	036	\$67,123.68	\$79,605.76

* 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).