

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT
300 Lakeside Drive, P. O. Box 12688, Oakland, CA 94604-2688

BOARD MEETING AGENDA

January 28, 2016

9:00 a.m.

A regular meeting of the Board of Directors will be held at 9:00 a.m. on Thursday, January 28, 2016, in the BART Board Room, Kaiser Center 20th Street Mall – Third Floor, 344 – 20th Street, Oakland, California.

Members of the public may address the Board of Directors regarding any matter on this agenda. Please complete a “Request to Address the Board” form (available at the entrance to the Board Room) and hand it to the Secretary before the item is considered by the Board. If you wish to discuss a matter that is not on the agenda during a regular meeting, you may do so under Public Comment.

Any action requiring more than a majority vote for passage will be so noted.

Items placed under “consent calendar” are considered routine and will be received, enacted, approved, or adopted by one motion unless a request for removal for discussion or explanation is received from a Director or from a member of the audience.

Please refrain from wearing scented products (perfume, cologne, after-shave, etc.) to these meetings, as there may be people in attendance susceptible to environmental illnesses.

BART provides service/accommodations upon request to persons with disabilities and individuals who are limited English proficient who wish to address BART Board matters. A request must be made within one and five days in advance of Board meetings, depending on the service requested. Please contact the Office of the District Secretary at 510-464-6083 for information.

Rules governing the participation of the public at meetings of the Board of Directors and Standing Committees are available for review on the District's website (<http://www.bart.gov/about/bod>), in the BART Board Room, and upon request, in person or via mail.

Meeting notices and agendas are available for review on the District's website (<http://www.bart.gov/about/bod/meetings.aspx>), and via email (https://public.govdelivery.com/accounts/CATRANBART/subscriber/new?topic_id=CATRANBART_1904) or via regular mail upon request submitted to the District Secretary. Complete agenda packets (in PDF format) are available for review on the District's website no later than 48 hours in advance of the meeting.

Please submit your requests to the District Secretary via email to BoardofDirectors@bart.gov; in person or U.S. mail at 300 Lakeside Drive, 23rd Floor, Oakland, CA 94612; fax 510-464-6011; or telephone 510-464-6083.

Kenneth A. Duron
District Secretary

Regular Meeting of the
BOARD OF DIRECTORS

The purpose of the Board Meeting is to consider and take such action as the Board may desire in connection with:

1. CALL TO ORDER

- A. Roll Call.
- B. Pledge of Allegiance.
- C. Introduction of Special Guests.
- D. Public Hearing.
 - i. Warm Springs Station Parking Fees.*
 - ii. Parking Control Fees at Coliseum Station during Events at O.Co Coliseum and Oracle Arena.*

2. CONSENT CALENDAR

- A. Approval of Minutes of the Meeting of January 14, 2016.* Board requested to authorize.
- B. Revisions to 2016 Standing Committee and Special Appointments.* Board requested to ratify.
- C. District Base Pay Schedules.* Board requested to approve.
- D. Award of Contract No. 15TF-121A, Install Safety Barriers in Right-of-Way System Wide Phase II.* Board requested to authorize.
- E. Award of Contract No. 17DA-110, Oakland Shop Inspection Pit Expansion.* Board requested to authorize.
- F. Independent Auditor's Report on the Basic Financial Statements and Internal Control for the Fiscal Year Ended June 30, 2015.* For information.
- G. Fiscal Year 2016 First Quarter Financial Report.* For information.

3. ADMINISTRATION ITEMS

Director Saltzman, Chairperson

- A. Warm Springs Station Parking Fees. For information.
- B. Parking Control Fees at Coliseum Station during Events at O.Co Coliseum and Oracle Arena. For information.
- C. Sole Source Procurement with Cubic Transportation Systems, Inc., for Procurement of Ticket Vending Machine Transport Installation Kits with Software Modifications to Dispense Clipper® Cards.* Board requested to authorize. (TWO-THIRDS VOTE REQUIRED.)

4. ENGINEERING AND OPERATIONS ITEMS

Director McPartland, Chairperson

- A. Award of Contract No. 59CT-120, Way Finding Improvements, Phase III.* Board requested to authorize.

5. PLANNING, PUBLIC AFFAIRS, ACCESS, AND LEGISLATION ITEMS

Director Raburn, Chairperson

- A. (CONTINUED from January 14, 2016, Board Meeting)
Resolution Requesting Funding of Additional BART Rail Vehicles by County Congestion Management Agencies in Contra Costa, Alameda, and San Francisco.* Board requested to adopt. (Directors Keller and Murray's request.)
- B. Research on a Potential 2016 Funding Measure for District Infrastructure.* For information.
- C. Coliseum Transit Village Project – Phase I.* For information.

6. GENERAL MANAGER'S REPORT

- A. Report of Activities, including Updates of Operational, Administrative, and Roll Call for Introductions Items.

7. BOARD MATTERS

- A. Policy Regarding Divestment from Investments in Thermal Coal.* Board requested to authorize. (Director Josefowitz's request.)
- B. (CONTINUED from December 3, 2015, Board Meeting)
Policy Requiring Inclusion of Affordable Housing in Proposed Development Projects at BART Stations.* Board requested to adopt. (Director Mallett's request.)
- C. Board Member Reports.
(Board member reports as required by Government Code Section 53232.3(d) are available through the Office of the District Secretary. An opportunity for Board members to report on their District activities and observations since last Board Meeting.)
- D. Roll Call for Introductions.
(An opportunity for Board members to introduce a matter for consideration at a future Committee or Board Meeting or to request District staff to prepare items or reports.)
- E. In Memoriam.
(An opportunity for Board members to introduce individuals to be commemorated.)

8. PUBLIC COMMENT

(An opportunity for members of the public to address the Board of Directors on matters under their jurisdiction and not on the agenda.)

9. CLOSED SESSION (Room 303, Board Conference Room)

A. CONFERENCE WITH LABOR NEGOTIATORS

Designated representatives: Grace Crunican, General Manager; Paul Oversier, Assistant General Manager, Operations; Allison Picard, Assistant General Manager, Employee Relations; Carol Isen, Chief Employee Relations Officer; and Ericka Mitchell, Assistant Chief, Employee Relations

Employee Organizations: (1) Amalgamated Transit Union, Local 1555;
(2) American Federation of State, County and Municipal Employees, Local 3993;
(3) BART Police Officers Association;
(4) BART Police Managers Association;
(5) Service Employees International Union, Local 1021; and
(6) Service Employees International Union, Local 1021, BART Professional Chapter
(7) Unrepresented employees (Positions: all)

Government Code Section: 54957.6

B. CONFERENCE WITH REAL PROPERTY NEGOTIATOR.

Property: 7001 Snell Street, Oakland, California, adjacent to the Coliseum Station

District Negotiators: Robert Powers, Assistant General Manager, Planning & Development; Sean Brooks, Department Manager, Real Estate and Property Development; and John Rennels, Project Manager, Real Estate and Property Development

Negotiating Parties: Oakland Economic Development Corporation; Urban Core Development, LLC; and San Francisco Bay Area Rapid Transit District

Under Negotiation: Price and Terms

Gov't. Code Section: 54956.8

10. OPEN SESSION

A. Coliseum Transit Village Project – Phase I.

- i. Finding of Project Exemption under Section 15322 of the California Environmental Quality Act. Board requested to approve.
- ii. Execution of an Option Agreement with Oakland Economic Development Corporation and Urban Core Development, LLC, for a Ground Lease at 7001 Snell Street, Oakland. Board requested to authorize.
- iii. Execution of a Shared Parking Agreement with the City of Oakland for a Portion of Snell Street and 71st Avenue. Board requested to authorize.

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors

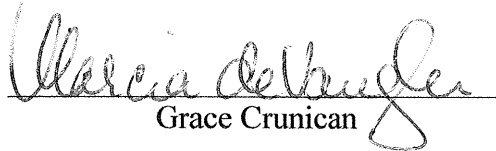
DATE: January 22, 2016

FROM: General Manager

SUBJECT: Agenda Item 1.D.i: Public Hearing – Warm Springs Station Parking Fees

At the January 28th Board meeting, staff will make a brief presentation during the public hearing on proposed parking fees for the Warm Springs BART Station. An item that requests the Board to consider the adoption of the Warm Springs parking fees will be noticed on the February 11, 2016 Board of Directors meeting agenda.

If you have any questions, please contact Carter Mau, AGM, Administration and Budget at (510) 464-6194.


Grace Crunican

Attachment

cc: Board Appointed Officers
Deputy General Manager
Executive Staff

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors

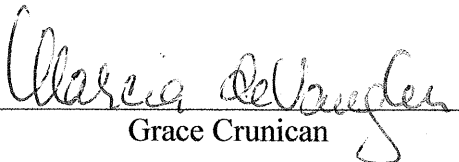
DATE: January 22, 2016

FROM: General Manager

SUBJECT: Agenda Item 1.D.ii: Public Hearing - Parking Control Fees at Coliseum Station during Events at O.co. Coliseum and Oracle Arena

At the January 28th Board meeting, staff will make a brief presentation during the public hearing on proposed parking control fees at the Oakland Coliseum BART parking lots during events at the O.co Coliseum and Oracle Arena. The BART Board is scheduled to consider the adoption of these fees at the February 11, 2016 Board of Directors meeting agenda.

If you have any questions, please contact Carter Mau, AGM, Administration and Budget at (510) 464-6194.


Grace Crunican

Attachment

cc: Board Appointed Officers
Deputy General Manager
Executive Staff

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT
300 Lakeside Drive, P.O. Box 12688, Oakland, CA 94604-2688

Board of Directors
Minutes of the 1,749th Meeting
January 14, 2016

A regular meeting of the Board of Directors was held January 14, 2016, convening at 9:03 a.m. in the Board Room, 344 20th Street, Oakland, California; and Marriott Marquis Washington, DC, 901 Massachusetts Avenue NW, Washington, DC. President Radulovich presided; Kenneth A. Duron, District Secretary.

Directors present in Oakland: Directors Blalock, Josefowitz, McPartland, Murray, Raburn, Saltzman, and Radulovich.

Directors present in Washington: None.

Absent: Directors Keller and Mallett.

President Radulovich called for a moment of silence to remember the victim of the recent shooting on a train at West Oakland Station.

President Radulovich announced that an additional opportunity for Public Comment would be provided at the beginning of the meeting. The following individuals addressed the Board.

Peter Tzifas
Angel Leon

Consent Calendar items brought before the Board were:

1. Approval of Minutes of the Meetings of December 2, 2015 (Special); December 3, 2015 (Regular); December 10, 2015 (Special); and December 17, 2015 (Regular).
2. 2016 Standing Committee and Special Appointments.
3. Revisions to Equal Employment Opportunity Policy and Prevention of Sexual Harassment in the Workplace Policy.
4. Award of Contract No. 79NK-210A, Uninterruptible Power Supply Procurement for Train Control Room.
5. Award of Invitation for Bid No. 8942, Station Agent and Foreworker Uniforms.
6. Award of Invitation for Bid No. 8981, Window, Hinged Cab, C Car.
7. Reject Bid for Contract No. 09DJ-140, Repair and Maintenance of Anode Cables, Anode Array Assemblies, and Cathodic Protection System.

Director Blalock made the following motions as a unit. Director McPartland seconded the motions, which carried by unanimous electronic vote. Ayes - 7: Directors Blalock, Josefowitz, McPartland, Murray, Raburn, Saltzman, and Radulovich. Noes - 0. Absent – 2: Directors Keller and Mallett.

1. That the Minutes of the Meetings of December 2, 2015 (Special); December 3, 2015 (Regular); December 10, 2015 (Special); and December 17, 2015 (Regular), be approved.
2. That the Standing Committee and Special Appointments for 2016 be ratified.
3. That the revised Equal Employment Opportunity and Prevention of Sexual Harassment in the Workplace Policies be adopted.
4. That the General Manager be authorized to award Contract No. 79NK-210A, Procurement of Train Control Room Uninterruptible Power Supply, to Power Innovations International, Inc., for the Bid price of \$1,546,183.00, subject to the District's protest procedures.
5. That the General Manager be authorized to award Invitation for Bid No. 8942, for the procurement of Station Agent and Foreworker Uniforms, to M&H Uniforms, for the Bid price of \$1,368,852.10, including all taxes, pursuant to notification to be issued by the General Manager, subject to the District's protest procedures.
6. That the General Manager be authorized to award Invitation for Bid No. 8981, to John Marron & Associates, of Danville, California, for the Bid price of \$329,422.50, including sales tax, pursuant to notification to be issued by the General Manager, subject to the District's protest procedures.

(The foregoing two motions were made on the basis of analysis by the staff and certification by the Controller/Treasurer that funds are available for this purpose .)

7. That the single Bid tendered for Contract No. 09DJ-140, Repair and Maintenance of Anode Cables, Anode Array Assemblies, and Cathodic Protection System, be rejected, and that the General Manager be authorized to re-advertise the work.

Director Saltzman, Chairperson of the Administration Committee, had no items.

Director McPartland, Chairperson of the Engineering and Operations Committee, brought the matter of Award of Invitation for Bid No. 8960A, Procurement of Antenna's MUX, before the Board. Mr. Raul Millena, Manager of Train Control Engineering, presented the item. Director Saltzman moved that the General Manager be authorized to award Invitation for Bid No. 8960A, for the procurement of MUX antenna equipment, to LeeMAH Electronics, Inc., for the not-to-exceed price of \$3,138,660.00, plus applicable taxes, pursuant to notification to be issued by the General Manager. Director Blalock seconded the motion. The item was discussed. The motion

carried by unanimous electronic vote. Ayes - 7: Directors Blalock, Josefowitz, McPartland, Murray, Raburn, Saltzman, and Radulovich. Noes - 0. Absent – 2: Directors Keller and Mallett. (The foregoing motion was made on the basis of analysis by the staff and certification by the Controller/Treasurer that funds are available for this purpose.)

Director Raburn, Chairperson of the Planning, Public Affairs, Access, and Legislation Committee, brought the matter of Resolution Requesting Funding of Additional BART Rail Vehicles by County Congestion Management Agencies in Contra Costa, Alameda, and San Francisco before the Board. Director Murray, General Manager Grace Crunican, and Ms. Deidre Heitman, Manager, Special Projects, presented the item. The item was discussed.

Director Raburn brought the matter of Late Night Bus Service Update – Research Plan, before the Board. Ms. Mariana Parreiras, Access Coordinator, Transit & Shuttles; and Mr. Aaron Weinstein, Department Manager, Marketing and Research, presented the item. The item was discussed.

Director Raburn brought the matter of BART Accessibility Task Force (BATF) Annual Report before the Board. Mr. Alan Smith, Chair of the BATF, and Mr. Clarence Fischer, Vice Chair, presented the report.

President Radulovich called for the General Manager's Report. Ms. Crunican gave a brief report on the recent homicide on a train at the West Oakland Station, reported on steps she had taken and activities and meetings she had participated in, and reported on open Roll Call for Introduction items.

President Blalock brought the matter of Resolution to Amend the Money Purchase Pension Plan to Provide for Additional Contributions for the General Manager before the Board. Director Murray moved adoption of Resolution No. 5307, In the Matter of an Amendment to the Money Purchase Pension Plan. Director Blalock seconded the motion, which carried by electronic vote. Ayes - 5: Directors Blalock, Josefowitz, McPartland, Murray, and Raburn. Noes – 2: Directors Saltzman and Radulovich. Absent – 2: Directors Keller and Mallett.

President Radulovich called for Board Member Reports and Roll Call for Introductions.

Director Raburn requested the District not automatically provide paper receipts at ticket vending machines, noting this request is a continuation of RCI 14-748 from June 12, 2014. Director Josefowitz seconded the request.

Director Raburn reported he had attended a College of Alameda workforce development program for transportation and logistics workers.

Director Blalock reported he had given a Better BART presentation at the California School for the Deaf.

Director McPartland reported he had given a Better BART presentation in Pleasanton.

Director Josefowitz reported that he would have an item on an upcoming agenda regarding divesting from thermal coal. Director Josefowitz reported that escalator outages were not meeting District goals and requested some feedback on the matter.

Director Murray reported that she had attended the installation of the new Chairperson of the Contra Costa County Board of Supervisors.

President Radulovich called for In Memoriam. No requests were received.

President Radulovich called for Public Comment. The following individuals addressed the Board.

Jerry Grace
Wilfred Ussery

President Radulovich announced that the Board would enter into closed session under Items 9-A and 9-B (Conference with Real Property Negotiators) of the regular Meeting agenda, and that the Board would reconvene in open session at the conclusion of that closed session.

The Board Meeting recessed at 10:39 a.m.

The Board Meeting reconvened in closed session at 10:45 a.m.

Directors present: Directors Blalock, McPartland, Raburn, Saltzman, and Radulovich.

Absent: Directors Keller and Mallett. Directors Josefowitz and Murray entered the Meeting later.

Director Murray entered the Meeting.

Director Josefowitz entered the Meeting.

The Board Meeting recessed at 12:24 p.m.

The Board Meeting reconvened in open session at 12:25 p.m.

Directors present: President Radulovich.

Absent: Directors Blalock, Josefowitz, Keller, Mallett, McPartland, Murray, Raburn, and Saltzman.

President Radulovich announced that the Board had concluded its closed session under Items 9-A and 9-B, and that there were no announcements to be made.

The Meeting was adjourned at 12:25 p.m.

Kenneth A. Duron
District Secretary

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors **DATE:** January 22, 2016
FROM: President Tom Radulovich
SUBJECT: 2016 Standing Committee and Special Appointments – Proposed Revisions

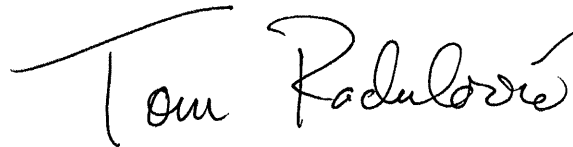
Board Rule 3-3.2 requires the ratification by a majority vote of all members of the Board any appointment of any Committee member by the Board President. The Rule includes a provision that such appointments shall be submitted directly to the Board.

In accordance with Board Rule 3-3.2, I am bringing the proposed revisions to the 2016 Standing Committee and Special Appointments before the Board of Directors for ratification at the Regular Board Meeting on January 28, 2015.

I am proposing the following:

- Creation of a new San Mateo County Policy Committee. Job Description: Advise the Board of Directors and staff on capital, operations, access, and land use policies affecting BART's San Mateo County stations, and serve as liaison to communities and local officials in San Mateo County.
- Retirement of the Liaisons To Stations In San Mateo County, as the proposed San Mateo County Policy Committee will provide a resource to communities and local officials of San Mateo County.
- Retirement of the Emeryville-Berkeley-Oakland Transportation Study Policy Advisory Committee, as the Study has been completed.

Should you have any questions about the recommended appointments, please contact the District Secretary at your convenience.



Tom Radulovich

Attachment

cc: Board Appointed Officers
Deputy General Manager
Executive Staff

MOTION:

That the Board of Directors ratifies the proposed revisions to the Standing Committee and Special Appointments for 2016 (attached).

**SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT
ORGANIZATION OF COMMITTEES AND SPECIAL APPOINTMENTS**

STANDING COMMITTEES

ADMINISTRATION COMMITTEE */**

Rebecca Saltzman, Chairperson Joel Keller, Vice Chairperson

ENGINEERING AND OPERATIONS COMMITTEE */**

John McPartland, Chairperson Thomas M. Blalock, Vice Chairperson

PLANNING, PUBLIC AFFAIRS, ACCESS, AND LEGISLATION COMMITTEE */**

Robert Raburn, Chairperson Zakhary Mallett, Vice Chairperson

SPECIAL COMMITTEES

PERSONNEL REVIEW SPECIAL COMMITTEE**

Tom Radulovich, Chairperson Gail Murray Rebecca Saltzman

PERSONNEL RECRUITMENT AD HOC COMMITTEE

Thomas M. Blalock, Chairperson Nicholas Josefowitz Joel Keller Tom Radulovich

BOARD COMMUNICATIONS AND TECHNOLOGY MODERNIZATION COMMITTEE

Nicholas Josefowitz, Joel Keller Rebecca Saltzman
Chairperson

POLICY COMMITTEES

CAPITAL REINVESTMENT COMMITTEE

Nicholas Josefowitz (Co-Chair) Joel Keller (Co-Chair) Gail Murray Robert Raburn

CORE CAPACITY COMMITTEE

Tom Radulovich Nicholas Josefowitz Zakhary Mallett

ENVIRONMENTAL/SUSTAINABILITY COMMITTEE

Robert Raburn, Chairperson Nicholas Josefowitz Rebecca Saltzman

LABOR NEGOTIATIONS REVIEW COMMITTEE (Sunset 12/31/16 unless extended)

Rebecca Saltzman, Chairperson Zakhary Mallett Gail Murray

SAN MATEO COUNTY POLICY COMMITTEE

Tom Radulovich Nicholas Josefowitz John McPartland

STRATEGIC FINANCE COMMITTEE

Gail Murray, Chairperson Nicholas Josefowitz Rebecca Saltzman

SPECIAL APPOINTMENTS - LIAISON

AMERICANS WITH DISABILITIES ACT (ADA) LIAISON

Robert Raburn, Primary John McPartland, Alternate

CONTRA COSTA TRANSPORTATION AUTHORITY LIAISON**

Gail Murray, Primary Joel Keller, Alternate

SAN FRANCISCO TRANSPORTATION AUTHORITY LIAISON**

Nicholas Josefowitz, Primary Tom Radulovich, Alternate

* All Directors are members of this Committee (Thomas M. Blalock, Nicholas Josefowitz, Joel Keller, Zakhary Mallett, John McPartland, Gail Murray, Robert Raburn, Tom Radulovich and Rebecca Saltzman)

** Brown Act Committee, subject to public meeting requirements.

*** Brown Act Board, subject to public meeting requirements.

**SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT
ORGANIZATION OF COMMITTEES AND SPECIAL APPOINTMENTS**

SPECIAL APPOINTMENTS – EXTERNAL

ALAMEDA COUNTY TRANSPORTATION COMMISSION **

Rebecca Saltzman, Primary Thomas M. Blalock, Alternate

**ALTERNATE REPRESENTATIVE TO THE AMERICAN PUBLIC TRANSPORTATION ASSOCIATION
BOARD OF DIRECTORS**

Thomas M. Blalock

BART AND AC TRANSIT COORDINATING COMMITTEE

Rebecca Saltzman (Co-Chair) Robert Raburn Tom Radulovich

CAPITOL CORRIDOR JOINT POWERS BOARD***

Nicholas Josefowitz, San Francisco County	Tom Radulovich, San Francisco County
Zakhary Mallett, Contra Costa County	Rebecca Saltzman, Alameda County
Gail Murray, Contra Costa County	Joel Keller, Alternate Contra Costa County
Robert Raburn, Alameda County	John McPartland, Alternate Alameda County

DIRIDON STATION AREA JOINT POLICY ADVISORY BOARD (City of San Jose)**

Thomas M. Blalock

OVERSIGHT BOARD TO SUCCESSOR AGENCY OF SAN FRANCISCO REDEVELOPMENT AGENCY***

Tom Radulovich

PLEASANT HILL BART STATION LEASING AUTHORITY BOARD OF DIRECTORS**

Joel Keller Gail Murray

**SILICON VALLEY RAPID TRANSIT CORRIDOR/WARM SPRINGS BART EXTENSION POLICY ADVISORY
BOARD****

Thomas M. Blalock John McPartland

SOUTH HAYWARD BART STATION ACCESS AUTHORITY**

Thomas M. Blalock John McPartland Rebecca Saltzman, Alternate

TRI-VALLEY REGIONAL RAIL ADVISORY GROUP**

John McPartland Tom Radulovich, Alternate

TRI-VALLEY REGIONAL RAIL POLICY WORKING GROUP**

John McPartland, Chairperson Gail Murray

WEST CONTRA COSTA TRANSPORTATION ADVISORY COMMITTEE (WCCTAC)**

Zakhary Mallett, Primary Joel Keller, Alternate

** Brown Act Committee, subject to public meeting requirements.

*** Brown Act Board, subject to public meeting requirements.

NOTE: BART Directors discharging liaison functions do not serve as members of either a committee of BART or the other organization, nor as members of a joint committee. Any action on behalf of BART must be taken by the full Board.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>[Signature]</i>		GENERAL MANAGER ACTION REQ'D:		
DATE: 1/20/16		BOARD INITIATED ITEM: No		
Originator/Prepared by: Diane Iwata Dept: Human Resources Signature/Date: <i>[Signature]</i> 1/19/16	General Counsel <i>[Signature]</i> 1/19/16	Controller/Treasurer <i>[Signature]</i> 1/19/16	District Secretary <i>[Signature]</i> 1/19/16	BARC <i>[Signature]</i> 1-19-16
TITLE:				

APPROVAL OF THE DISTRICT'S PAY SCHEDULE

NARRATIVE:

NARRATIVE:

PURPOSE:

To approve a base pay schedule that was in effect beginning January 1, 2015, and a second base pay schedule that was in effect beginning January 1, 2016, in a form prescribed by CalPERS.

DISCUSSION:

The District contracts with the California Public Employees Retirement System (CalPERS) for employee retirement benefits. CalPERS' rules control whether compensation qualifies as reportable to CalPERS for purposes of retirement calculations. In order for base compensation to be reportable for purposes of retirement calculation, CalPERS requires that the District's pay schedules be formally approved by the Board, including each position title and pay rate, and that they be publicly available (e.g. the District website).

A pay schedule for both represented and non-represented employees was adopted by the Board in January 2015. However, the General Manager recently adjusted the salary ranges for non-represented employees retroactive to January 1, 2015 to conform the ranges to Board policy. As a result, it is necessary for the Board to adopt the adjusted 2015 pay schedule for non-represented employees. The 2015 pay schedule for represented employees is also included, although there have been no changes to the 2015 pay schedule for represented employees.

Attachment A is the base pay schedule in effect from January 1, 2015 to December 31, 2015. Attachment B is the base pay schedule in effect beginning January 1, 2016. It is important to note these tables do not make changes to compensation for any District employee. They reflect negotiated salary changes with each union already approved by the Board through its ratification of the Collective Bargaining Agreements (CBA's). The pay bands for non-represented employees have been approved by the Board as part of the annual budget resolution, and were recently adjusted by the General Manager to conform salary ranges to Board policy. Staff requests that the Board approve the following tables:

Attachment A: Pay schedule in effect January 1, 2015

APPROVAL OF THE DISTRICT'S PAY SCHEDULE

Attachment B: Pay schedule in effect January 1, 2016

FISCAL IMPACT:

There is no fiscal impact to the District for this proposed action.

ALTERNATIVE:

To not approve the action. However, failure to do so may result in CalPERS' disqualification of pay as "compensation earnable" for reporting and determination of District employees' retirement benefits.

RECOMMENDATION:

Approval of the following motion:

MOTION:

The Board approves the base pay schedule in effect January 1, 2015 (Attachment A) and January 1, 2016 (Attachment B).

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2015
Attachment A

Job Code	Job Title	Bargaining Unit	Grade	Minimum/ Annual	Maximum/ Annual
American Federation of State, County and Municipal Employees (AFSCME)					
QC209	Access Administrator	AFSCME	F07	\$81,441.590	\$126,235.840
QC208	Access Coordinator	AFSCME	AFE	\$83,721.000	\$108,837.000
000070	Accounting Supervisor	AFSCME	AFG	\$95,270.000	\$123,851.000
IC140	Applications Analyst	AFSCME	F05	\$70,352.880	\$109,048.550
000051	Asset Coordinator	AFSCME	AFF	\$88,760.000	\$115,389.000
000019	Asst Logistics Program Manager	AFSCME	AFF	\$88,760.000	\$115,389.000
FC230	Asst Mgr of Revenue Control	AFSCME	AFH	\$101,167.000	\$131,517.000
MC215	Auto & Equip Maint Supv	AFSCME	AFE	\$83,721.000	\$108,837.000
TC220	Central Maint Supv	AFSCME	AFE	\$83,721.000	\$108,837.000
IC120	Data Base Administrator	AFSCME	AFH	\$101,167.000	\$131,517.000
QC215	District Real Estate Surveyor	AFSCME	F08	\$89,789.740	\$139,175.840
QC216	District Right of Way Surveyor	AFSCME	AFG	\$95,270.000	\$123,851.000
FC101	Energy Analyst	AFSCME	F04	\$67,003.290	\$103,856.100
000059	Enterprise Info Project Spec	AFSCME	AFI	\$107,934.000	\$140,314.000
SF145	Environmental Administrator	AFSCME	AFH	\$101,167.000	\$131,517.000
000021	Fac/Utli Location Coordinator	AFSCME	AFE	\$83,721.000	\$108,837.000
MC350	Facilities Maint Supv	AFSCME	AFE	\$83,721.000	\$108,837.000
FC104	Financial Analyst I	AFSCME	F02	\$60,773.000	\$94,200.370
FC105	Financial Analyst II	AFSCME	F04	\$67,003.290	\$103,856.100
VC048	Gov & Comm Relations Rep I	AFSCME	F02	\$60,773.000	\$94,200.370
VC049	Gov & Comm Relations Rep II	AFSCME	F04	\$67,003.290	\$103,856.100
SC141	Haz Mat/Env Compl Prog Mgr	AFSCME	F07	\$81,441.590	\$126,235.840
SC132	Industrial Hygienist	AFSCME	AFF	\$88,760.000	\$115,389.000
IC159	Info Systems Security Officer	AFSCME	AFE	\$83,721.000	\$108,837.000
FC240	Insurance Analyst	AFSCME	AFE	\$83,721.000	\$108,837.000
LC118	Legal Office Supv	AFSCME	AFD	\$77,836.000	\$101,187.000
FC282	Liability Risk Analyst	AFSCME	AFE	\$83,721.000	\$108,837.000
UC185	Logistics Supv	AFSCME	F03	\$63,811.760	\$98,910.230
000001	Maint Support Administrator	AFSCME	AFD	\$77,836.000	\$101,187.000
FC205	Manager of Time and Labor Adm	AFSCME	AFH	\$101,167.000	\$131,517.000
VC080	Marketing Rep I	AFSCME	F02	\$60,773.000	\$94,200.370
VC081	Marketing Rep II	AFSCME	AFE	\$83,721.000	\$108,837.000
000030	Marketing Rep II - Part Time	AFSCME	F03	\$63,811.760	\$98,910.230
UC140	Material Control Systems Supv	AFSCME	F06	\$77,564.130	\$120,225.770
000023	Mgr of Access Programs	AFSCME	AFH	\$101,167.000	\$131,517.000
FC215	Mgr of Accounting	AFSCME	AFH	\$101,167.000	\$131,517.000
MC160	Mgr of AFC Maint	AFSCME	F09	\$94,279.390	\$146,135.270
MC225	Mgr of Auto & Equip Maint	AFSCME	AFH	\$101,167.000	\$131,517.000
000009	Mgr of Credit/Debit Fare Progr	AFSCME	AFG	\$95,270.000	\$123,851.000
AC400	Mgr of Customer Services	AFSCME	AFH	\$101,167.000	\$131,517.000
TC102	Mgr of Drafting & Configuratio	AFSCME	AFH	\$101,167.000	\$131,517.000

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2015
Attachment A

Job Code	Job Title	Bargaining Unit	Grade	Minimum/ Annual	Maximum/ Annual
SC075	Mgr of Employee/Patron Safety	AFSCME	AFH	\$101,167.000	\$131,517.000
UC125	Mgr of Inventory Management	AFSCME	AFE	\$83,721.000	\$108,837.000
SC105	Mgr of Operations Safety	AFSCME	AFH	\$101,167.000	\$131,517.000
QC200	Mgr of Paratransit Programs	AFSCME	F08	\$89,789.740	\$139,175.840
QC205	Mgr of Parking Programs	AFSCME	F08	\$89,789.740	\$139,175.840
TC105	Mgr of Quality Assurance	AFSCME	F08	\$89,789.740	\$139,175.840
AC300	Mgr of Special Projects	AFSCME	F08	\$89,789.740	\$139,175.840
AC350	Mgr of Special Projects - TSD	AFSCME	F08	\$89,789.740	\$139,175.840
TC110	Mgr of Tech Res. Publ & Graph	AFSCME	F07	\$81,441.590	\$126,235.840
MC200	Mgr of Track Geometry	AFSCME	F06	\$77,564.130	\$120,225.770
MC805	Mgr of Transit Vehicle Cleanin	AFSCME	AFH	\$101,167.000	\$131,517.000
OC115	Operations Supv	AFSCME	AFF	\$88,760.000	\$115,389.000
OC118	Operations Supv-Ops Liaison	AFSCME	AFF	\$88,760.000	\$115,389.000
QC207	Parking Coordinator	AFSCME	F06	\$77,564.130	\$120,225.770
QC206	Parking Program Administrator	AFSCME	F07	\$81,441.590	\$126,235.840
QF135	Planner	AFSCME	AFC	\$70,505.000	\$91,657.000
MC550	Power & Way Controller	AFSCME	F07	\$81,441.590	\$126,235.840
AC222	Principal Admin Analyst - AFSC	AFSCME	AFG	\$95,270.000	\$123,851.000
000067	Principal EGIS Analyst	AFSCME	AFG	\$95,270.000	\$123,851.000
FC139	Principal Financial Analyst	AFSCME	AFG	\$95,270.000	\$123,851.000
VC055	Principal Gov & Comm Rel Rep.	AFSCME	AFG	\$95,270.000	\$123,851.000
VC065	Principal Legislative Analyst	AFSCME	F07	\$81,441.590	\$126,235.840
VC084	Principal Marketing Rep	AFSCME	AFG	\$95,270.000	\$123,851.000
QC112	Principal Planner	AFSCME	AFG	\$95,270.000	\$123,851.000
QC226	Principal Prop Develop Officer	AFSCME	AFF	\$88,760.000	\$115,389.000
QC220	Principal Real Estate Officer	AFSCME	F07	\$81,441.590	\$126,235.840
QC225	Principal Right of Way Officer	AFSCME	AFH	\$101,167.000	\$131,517.000
UC105	Procurement Analyst	AFSCME	F03	\$63,811.760	\$98,910.230
QC300	Program Control Admin. Telecom	AFSCME	F08	\$89,789.740	\$139,175.840
VC110	Public Information Officer	AFSCME	AFE	\$83,721.000	\$108,837.000
UC255	Purchasing Support Supv	AFSCME	F07	\$81,441.590	\$126,235.840
000015	Query & Reports Spec	AFSCME	AFF	\$88,760.000	\$115,389.000
SF120	Safety Specialist	AFSCME	AFC	\$70,505.000	\$91,657.000
000048	Scheduling Supervisor	AFSCME	AFF	\$88,760.000	\$115,389.000
MC727	Sect Mgr AFC Maint	AFSCME	F07	\$81,441.590	\$126,235.840
MC725	Sect Mgr Elev/Escalator Maint	AFSCME	AFG	\$95,270.000	\$123,851.000
MC724	Sect Mgr Power & Mech Maint	AFSCME	AFG	\$95,270.000	\$123,851.000
MC726	Sect Mgr Struct Insp & Maint	AFSCME	AFG	\$95,270.000	\$123,851.000
MC721	Sect Mgr Structures Maint	AFSCME	AFG	\$95,270.000	\$123,851.000
MC720	Sect Mgr Systems Maint	AFSCME	AFG	\$95,270.000	\$123,851.000
MC722	Sect Mgr Track Maint	AFSCME	AFG	\$95,270.000	\$123,851.000
MC700	Spec Proj Mgr. Systems Maint	AFSCME	F07	\$81,441.590	\$126,235.840

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2015
Attachment A

Job Code	Job Title	Bargaining Unit	Grade	Minimum/ Annual	Maximum/ Annual
MC701	Spec Proj Mgr. Tracks & Struct	AFSCME	AFG	\$95,270.000	\$123,851.000
MC100	Special Projects Coordinator	AFSCME	F05	\$70,352.880	\$109,048.550
AC220	Sr Admin Analyst - AFSCME	AFSCME	AFD	\$77,836.000	\$101,187.000
IC142	Sr Applications Analyst	AFSCME	AFH	\$101,167.000	\$131,517.000
FC135	Sr Budget Analyst	AFSCME	F04	\$67,003.290	\$103,856.100
TC222	Sr Central Maint Supv	AFSCME	AFG	\$95,270.000	\$123,851.000
FC137	Sr Energy Analyst	AFSCME	AFE	\$83,721.000	\$108,837.000
SC140	Sr Env Compliance Spec	AFSCME	F06	\$77,564.130	\$120,225.770
FC138	Sr Financial Analyst - AFSCME	AFSCME	AFD	\$77,836.000	\$101,187.000
VC051	Sr Gov & Comm Relations Rep	AFSCME	AFE	\$83,721.000	\$108,837.000
UC108	Sr Inventory Control Analyst	AFSCME	AFC	\$70,505.000	\$91,657.000
UC190	Sr Logistics Supv	AFSCME	AFD	\$77,836.000	\$101,187.000
VC082	Sr Marketing Rep	AFSCME	AFE	\$83,721.000	\$108,837.000
SC135	Sr Operations Safety Spec	AFSCME	AFF	\$88,760.000	\$115,389.000
OC150	Sr Operations Supv	AFSCME	AFG	\$95,270.000	\$123,851.000
OC155	Sr Operations Supv-Ops Liaison	AFSCME	AFG	\$95,270.000	\$123,851.000
QC145	Sr Planner	AFSCME	AFE	\$83,721.000	\$108,837.000
QC210	Sr Real Estate Officer	AFSCME	AFF	\$88,760.000	\$115,389.000
QC224	Sr Right of Way Officer	AFSCME	AFF	\$88,760.000	\$115,389.000
SC130	Sr Safety Specialist	AFSCME	AFF	\$88,760.000	\$115,389.000
IC200	Sr Systems Programmer	AFSCME	AFE	\$83,721.000	\$108,837.000
FC200	Sr Time & Labor Admin Analyst	AFSCME	AFD	\$77,836.000	\$101,187.000
000029	Sr. Marketing Rep - PT	AFSCME	AFE	\$83,721.000	\$108,837.000
000010	Supv Business Sys Oper	AFSCME	AFI	\$107,934.000	\$140,314.000
IC160	Supv LAN Administration	AFSCME	F08	\$89,789.740	\$139,175.840
MC560	Supv Power & Way Controller	AFSCME	F08	\$89,789.740	\$139,175.840
TC120	Supv Tech Support & Graphics	AFSCME	F06	\$77,564.130	\$120,225.770
MC395	System Service Supv	AFSCME	AFC	\$70,505.000	\$91,657.000
IC198	Systems Programmer	AFSCME	AFF	\$88,760.000	\$115,389.000
TC119	Tech Documentation Admin	AFSCME	F05	\$70,352.880	\$109,048.550
000007	Tech Maintenance Support Coord	AFSCME	AFE	\$83,721.000	\$108,837.000
OC190	Train Controller	AFSCME	AFH	\$101,167.000	\$131,517.000
FC275	Treasury Analyst	AFSCME	AFC	\$70,505.000	\$91,657.000
MC830	Vehicle Performance Analyst	AFSCME	F07	\$81,441.590	\$126,235.840

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2015
Attachment A

Job Code	Job Title	Bargaining Unit	Grade	Minimum/ Annual	Maximum/ Annual
Amalgamated Transit Union (ATU)					
CB190	Administrative Technician- ATU	ATU	036	\$57,043.790	\$67,110.370
FB141	Budget Clerk - ATU	ATU	031	\$54,411.340	\$64,013.460
OB100	Communications Specialist	ATU	831	\$78,077.380	\$91,855.920
HB105	Employee Dev Specialist - ATU	ATU	839	\$81,960.940	\$96,424.850
OB108	Lost & Found Clerk	ATU	019	\$54,411.340	\$64,013.460
OB120	Operations Foreworker	ATU	821	\$71,016.820	\$83,549.230
OB130	Power & Support Controller	ATU	831	\$78,077.380	\$91,855.920
OB135	Scheduling Analyst	ATU	731	\$81,960.940	\$96,424.850
CB145	Sr Clerk - ATU	ATU	031	\$54,411.340	\$64,013.460
OB145	Sr Operations Foreworker	ATU	831	\$78,077.380	\$91,855.920
IB190	Sr Operations Supp Syst Anlyst	ATU	742	\$86,954.820	\$102,300.020
AB135	Sr Secretary - ATU	ATU	061	\$54,411.340	\$64,013.460
CB160	Sr Transportation Clerk	ATU	031	\$54,411.340	\$64,013.460
000031	Sr. Scheduling Analyst - ATU	ATU	732	\$90,116.000	\$106,019.060
000044	Sr. Transp Training Clerk	ATU	036	\$57,043.790	\$67,110.370
OB155	Station Agent	ATU	521	\$58,187.170	\$68,455.710
OB156	Station Agent - PT	ATU	541	\$64,005.970	\$75,301.200
000068	Time & Labor Admin Analyst-ATU	ATU	741	\$75,768.780	\$89,139.860
OB160	Train Operator	ATU	621	\$58,187.170	\$68,455.710
OB161	Train Operator - PT	ATU	641	\$64,005.970	\$75,301.200
000033	Transportation Adm Specialist	ATU	031	\$54,411.340	\$64,013.460
CB175	Transportation Clerk	ATU	021	\$54,411.340	\$64,013.460

San Francisco Bay Area Rapid Transit District
 Pay Schedule (Noted by Bargaining Unit)
 In Effect January 1, 2015
 Attachment A

Job Code	Job Title	Bargaining Unit	Grade	Minimum/ Annual	Maximum/ Annual
BART Police Managers' Association (BPMA)					
PD111	Police Admin Supervisor	BPMA	CS	\$100,356.000	\$116,460.000
PD116	Police CAD/RMS Administrator	BPMA	CS	\$100,356.000	\$116,460.000
PD115	Police Civilian Supv. Admin	BPMA	CS	\$100,356.000	\$116,460.000
PD118	Police Civilian Supv. Comm	BPMA	CS	\$100,356.000	\$116,460.000
PD125	Police Lieutenant	BPMA	LT	\$121,020.000	\$138,612.000
PD135	Police Sergeant	BPMA	SGT	\$98,760.000	\$117,192.000
PD138	Police Support Services Supv	BPMA	CS	\$100,356.000	\$116,460.000

San Francisco Bay Area Rapid Transit District
 Pay Schedule (Noted by Bargaining Unit)
 In Effect January 1, 2015
 Attachment A

Job Code	Job Title	Bargaining Unit	Grade	Minimum/ Annual	Maximum/ Annual
BART Police Officers' Association (BPOA)					
PE076	Community Services Officer	BPOA	027	\$47,950.030	\$58,893.950
PE132	Master Police Officer	BPOA	798	\$92,789.220	\$92,789.220
CE175	Police Admin Specialist	BPOA	045	\$59,755.280	\$69,837.250
CE125	Police Clerk	BPOA	028	\$47,264.260	\$54,949.650
PE115	Police Dispatcher	BPOA	048	\$62,116.700	\$75,604.880
PE130	Police Officer	BPOA	778	\$54,273.230	\$86,832.720
PE129	Police Officer in Academy	BPOA	778	\$54,273.230	\$86,832.720
PE140	Revenue Protection Guard	BPOA	098	\$57,890.980	\$69,465.970
PE131	Sr Police Officer	BPOA	788	\$88,783.550	\$90,969.840

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2015
Attachment A

Job Code	Job Title	Bargaining Unit	Grade	Minimum/ Annual	Maximum/ Annual
Non-Represented Employees and Board Appointed Officers					
OF050	ACTO. Central Control	NRep	N11	\$116,749.400	\$180,964.530
OF075	ACTO. Service Delivery	NRep	N11	\$116,749.400	\$180,964.530
AF200	Administrative Analyst - NR	NRep	N04	\$75,258.090	\$116,651.170
AF101	Administrative Secretary - NR	NRep	071	\$54,452.940	\$64,586.290
CF190	Administrative Technician - NR	NRep	036	\$56,561.860	\$67,110.370
000046	Architect	NRep	N05	\$79,020.350	\$122,483.330
LF100	Associate General Counsel	NRep	N13	\$135,152.380	\$209,488.560
AF100	Asst Admin Analyst - NR	NRep	N01	\$61,913.290	\$95,967.650
000086	Asst Chief Maint & Eng Officer	NRep	N12	\$122,588.660	\$190,013.370
000082	Asst Chief Mechanical Officer	NRep	N12	\$122,588.660	\$190,013.370
000083	Asst Chief, Employee Relations	NRep	N10	\$111,189.470	\$172,345.320
FF225	Asst Controller	NRep	N13	\$135,152.380	\$209,488.560
AF105	Asst District Secretary	NRep	N08	\$100,851.840	\$156,322.310
ZF050	Asst General Mgr. Admin*	NRep	N14	\$156,452.480	\$242,505.030
ZF105	Asst General Mgr. Operations*	NRep	N14	\$156,452.480	\$242,505.030
XF213	Asst GM, Admin & Budget*	NRep	N14	\$156,452.480	\$242,505.030
000076	Asst GM, Employee Relations*	NRep	N14	\$156,452.480	\$242,505.030
ZF117	Asst GM, External Affairs*	NRep	N14	\$156,452.480	\$242,505.030
ZF118	Asst GM, Planning & Developmnt*	NRep	N14	\$156,452.480	\$242,505.030
MF822	Asst Rolling Stock Maint Super	NRep	N09	\$105,894.610	\$164,139.130
MF830	Asst Super. Systems Maint	NRep	N10	\$111,189.470	\$172,345.320
000020	Asst Super. Way & Facilities	NRep	N10	\$111,189.470	\$172,345.320
FF230	Asst Treasurer	NRep	N13	\$135,152.380	\$209,488.560
000061	Asst. Supt. Power & Mech. Main	NRep	N10	\$111,189.470	\$172,345.320
000058	Attendance Program Coordinator	NRep	N06	\$87,120.030	\$135,037.580
LF105	Attorney I	NRep	N06	\$87,120.030	\$135,037.580
LF110	Attorney II	NRep	N09	\$105,894.610	\$164,139.130
LF115	Attorney III	NRep	N10	\$111,189.470	\$172,345.320
CA116	Benefits Assistant I - PT	NRep	020	\$53,070.160	\$62,908.980
CA113	Benefits Asst I	NRep	021	\$48,289.070	\$57,233.700
CA114	Benefits Asst II	NRep	031	\$53,968.100	\$64,013.460
TF275	Central Veh Trouble Desk Super	NRep	N11	\$116,749.400	\$180,964.530
000084	Chief Employee Relations Offcr	NRep	N12	\$122,588.660	\$190,013.370
EF050	Chief Engineer	NRep	N13	\$135,152.380	\$209,488.560
XF125	Chief Information Officer*	NRep	N14	\$156,452.480	\$242,505.030
MF805	Chief Mechanical Officer	NRep	N13	\$135,152.380	\$209,488.560
SF200	Chief Safety Officer	NRep	N12	\$122,588.660	\$190,013.370
000050	Chief Transit Sys Dev Officer	NRep	N13	\$135,152.380	\$209,488.560
XF100	Chief Transportation Officer	NRep	N13	\$135,152.380	\$209,488.560
EF200	Civil Engineer	NRep	N05	\$79,020.350	\$122,483.330
HF230	Civil Rights Officer I	NRep	N02	\$68,260.230	\$105,805.860

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2015
Attachment A

Job Code	Job Title	Bargaining Unit	Grade	Minimum/ Annual	Maximum/ Annual
HF231	Civil Rights Officer II	NRep	N04	\$75,258.090	\$116,651.170
HF205	Civil Rights Tech	NRep	036	\$56,561.860	\$67,110.370
CF100	Clerk - NR/PT	NRep	010	\$46,410.000	\$54,878.300
VF101	Communications Officer	NRep	N09	\$105,894.610	\$164,139.130
000074	Community Outreach Specialist	NRep	N08	\$100,851.840	\$156,322.310
EF102	Computer Systems Engineer	NRep	N05	\$79,020.350	\$122,483.330
EF205	Construction Engineer	NRep	N05	\$79,020.350	\$122,483.330
UF221	Contract Specialist I	NRep	N02	\$68,260.230	\$105,805.860
UF222	Contract Specialist II	NRep	N03	\$71,673.370	\$111,095.970
UF223	Contract Specialist III	NRep	N05	\$79,020.350	\$122,483.330
XF105	Controller-Treasurer	NRep	CT	\$224,736.400	\$224,736.400
000071	Cyber Security Architect	NRep	N08	\$100,851.840	\$156,322.310
000072	Cyber Security Engineer	NRep	N07	\$91,475.200	\$141,788.100
FF090	Dept Mgr Capital Dev & Control	NRep	N12	\$122,588.660	\$190,013.370
XF142	Dept Mgr Communication	NRep	N12	\$122,588.660	\$190,013.370
QF101	Dept Mgr Customer Access	NRep	N11	\$116,749.400	\$180,964.530
XF117	Dept Mgr Customer Service	NRep	N11	\$116,749.400	\$180,964.530
XF123	Dept Mgr Gov't & Comm Rel	NRep	N11	\$116,749.400	\$180,964.530
XF120	Dept Mgr Human Resources	NRep	N12	\$122,588.660	\$190,013.370
XF126	Dept Mgr Internal Audit	NRep	N12	\$122,588.660	\$190,013.370
000004	Dept Mgr Labor Relations	NRep	N12	\$122,588.660	\$190,013.370
XF132	Dept Mgr Marketing & Research	NRep	N12	\$122,588.660	\$190,013.370
XF115	Dept Mgr Office of Civil Right	NRep	N12	\$122,588.660	\$190,013.370
FF095	Dept Mgr Operating Budgets	NRep	N12	\$122,588.660	\$190,013.370
XF133	Dept Mgr Operations Liaisons	NRep	N12	\$122,588.660	\$190,013.370
XF040	Dept Mgr Operations Planning	NRep	N12	\$122,588.660	\$190,013.370
XF065	Dept Mgr Ops Training & Dev	NRep	N13	\$135,152.380	\$209,488.560
XF103	Dept Mgr Perf & Learning	NRep	N12	\$122,588.660	\$190,013.370
XF128	Dept Mgr Planning	NRep	N12	\$122,588.660	\$190,013.370
XF135	Dept Mgr Procurement	NRep	N12	\$122,588.660	\$190,013.370
000027	Dept Mgr Property Development	NRep	N12	\$122,588.660	\$190,013.370
EF111	Dept Mgr Rail Veh Capital Prog	NRep	N12	\$122,588.660	\$190,013.370
XF106	Dept Mgr Risk Management	NRep	N10	\$111,189.470	\$172,345.320
AF115	Deputy Asst District Secretary	NRep	N07	\$91,475.200	\$141,788.100
ZF111	Deputy Executive Manager	NRep	N13	\$135,152.380	\$209,488.560
ZF110	Deputy General Mgr*	NRep	N14	\$156,452.480	\$242,505.030
000028	Deputy Managing Dir., Cap Corr	NRep	N12	\$122,588.660	\$190,013.370
000043	Deputy Police Chief	NRep	N13	\$135,152.380	\$209,488.560
EF060	District Architect	NRep	N11	\$116,749.400	\$180,964.530
XF150	District Secretary	NRep	DS	\$176,933.480	\$176,933.480
MF410	Division Mgr. Maint Support	NRep	N10	\$111,189.470	\$172,345.320
HF108	Drug Testing Coordinator	NRep	N04	\$75,258.090	\$116,651.170

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2015
Attachment A

Job Code	Job Title	Bargaining Unit	Grade	Minimum/ Annual	Maximum/ Annual
EF215	Electrical Engineer	NRep	N05	\$79,020.350	\$122,483.330
EF110	Electronics & Comm Engineer	NRep	N05	\$79,020.350	\$122,483.330
VF100	Employee Communication Manager	NRep	N08	\$100,851.840	\$156,322.310
HF107	Employee Services Rep	NRep	N03	\$71,673.370	\$111,095.970
EF500	Engineer	NRep	N05	\$79,020.350	\$122,483.330
000026	Engineer (Mechanical Focus)	NRep	N05	\$79,020.350	\$122,483.330
000032	Engineer Intern	NRep	081	\$37,440.000	\$37,440.000
000073	Enterprise Security Suppt Spec	NRep	N07	\$91,475.200	\$141,788.100
000006	Environmental Engineer	NRep	N05	\$79,020.350	\$122,483.330
ZF114	Exec Mgr Transit System Compl*	NRep	N14	\$156,452.480	\$242,505.030
ZF116	Exec Mgr West Bay Ext*	NRep	N14	\$156,452.480	\$242,505.030
AF146	Executive Staff Asst	NRep	N03	\$71,673.370	\$111,095.970
XF160	General Counsel	NRep	GC	\$255,173.880	\$255,173.880
ZF130	General Mgr	NRep	GM	\$335,341.440	\$335,341.440
000017	Group Manager	NRep	N10	\$111,189.470	\$172,345.320
000041	Group Mgr, Capital Projects	NRep	N12	\$122,588.660	\$190,013.370
EF113	Grp Mgr AFC Capital Program	NRep	N12	\$122,588.660	\$190,013.370
EF122	Grp Mgr Capital Program	NRep	N12	\$122,588.660	\$190,013.370
KF300	Grp Mgr Capitol Corridor	NRep	N12	\$122,588.660	\$190,013.370
EF223	Grp Mgr Elec & Mech Engr.	NRep	N12	\$122,588.660	\$190,013.370
EF222	Grp Mgr Engineer	NRep	N12	\$122,588.660	\$190,013.370
EF224	Grp Mgr Engineering Liaison	NRep	N11	\$116,749.400	\$180,964.530
OF426	Grp Mgr Operations Liaison	NRep	N11	\$116,749.400	\$180,964.530
OF112	Grp Mgr Ops Support & Review	NRep	N11	\$116,749.400	\$180,964.530
EF121	Grp Mgr Project Controls	NRep	N12	\$122,588.660	\$190,013.370
EF107	Grp Mgr Rail Vehicle Cap Prog	NRep	N12	\$122,588.660	\$190,013.370
MF807	Grp Mgr Rolling Stock & Shops	NRep	N12	\$122,588.660	\$190,013.370
EF124	Grp Mgr Seismic Retrofit Cap	NRep	N12	\$122,588.660	\$190,013.370
EF114	Grp Mgr Shops & Struct Capital	NRep	N12	\$122,588.660	\$190,013.370
EF109	Grp Mgr Stations Capital Prog	NRep	N12	\$122,588.660	\$190,013.370
EF108	Grp Mgr Systems Capital Prog	NRep	N12	\$122,588.660	\$190,013.370
EF080	Grp Mgr Systems Engineer	NRep	N12	\$122,588.660	\$190,013.370
000056	Grp Mgr Tech Support Srvc	NRep	N11	\$116,749.400	\$180,964.530
EF075	Grp Mgr Vehicle Maint Engineer	NRep	N12	\$122,588.660	\$190,013.370
EF106	Grp Mgr Warm Springs Ext	NRep	N12	\$122,588.660	\$190,013.370
HF116	HR Administrative Asst	NRep	036	\$56,561.860	\$67,110.370
HF144	HR Info Systems Analyst	NRep	N06	\$87,120.030	\$135,037.580
HF090	HR Receptionist	NRep	021	\$48,289.070	\$57,233.700
000062	Human Resources Program Mngr	NRep	N09	\$105,894.610	\$164,139.130
000054	Independent Pol Investigator	NRep	N08	\$100,851.840	\$156,322.310
000042	Independent Police Auditor	NRep	IPA	\$169,242.630	\$169,242.630
IF129	Information Systems Analyst I	NRep	N02	\$68,260.230	\$105,805.860

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2015
Attachment A

Job Code	Job Title	Bargaining Unit	Grade	Minimum/ Annual	Maximum/ Annual
IF130	Information Systems Analyst II	NRep	N06	\$87,120.030	\$135,037.580
FF260	Information Systems Auditor	NRep	N05	\$79,020.350	\$122,483.330
OF025	Instructional Design Spec	NRep	N05	\$79,020.350	\$122,483.330
CF105	Intermediate Clerk - NR	NRep	O21	\$48,289.070	\$57,233.700
CP105	Intermediate Clerk - NR / PT	NRep	O20	\$53,070.160	\$62,908.980
FF251	Internal Auditor I	NRep	N02	\$68,260.230	\$105,805.860
FF252	Internal Auditor II	NRep	N04	\$75,258.090	\$116,651.170
CF200	Investment Plans Asst I	NRep	O21	\$48,289.070	\$57,233.700
CF201	Investment Plans Asst II	NRep	O31	\$53,968.100	\$64,013.460
CF202	Investment Plans Tech	NRep	O36	\$56,561.860	\$67,110.370
EF400	Junior Engineer	NRep	N03	\$71,673.370	\$111,095.970
HF122	Labor Relations Rep I	NRep	N02	\$68,260.230	\$105,805.860
HF123	Labor Relations Rep II	NRep	N04	\$75,258.090	\$116,651.170
000011	Legislative Officer	NRep	N08	\$100,851.840	\$156,322.310
000060	Maintenance Engineer	NRep	N05	\$79,020.350	\$122,483.330
000077	Manager of Special Projects	NRep	N08	\$100,851.840	\$156,322.310
000063	Manager, Engineering Liaison	NRep	N10	\$111,189.470	\$172,345.320
ZF200	Managing Director, Capitol Cor*	NRep	N14	\$156,452.480	\$242,505.030
KF100	Mech Officer Capital Corridor	NRep	N10	\$111,189.470	\$172,345.320
EF240	Mechanical Engineer	NRep	N05	\$79,020.350	\$122,483.330
HF151	Media Producer	NRep	N05	\$79,020.350	\$122,483.330
000024	Mgr of Access/Accessibility	NRep	N09	\$105,894.610	\$164,139.130
000081	Mgr of Accred Police Svcs	NRep	N10	\$111,189.470	\$172,345.320
FF119	Mgr of Capital Budgets	NRep	N09	\$105,894.610	\$164,139.130
FF116	Mgr of Capital Project Control	NRep	N09	\$105,894.610	\$164,139.130
OF115	Mgr of Central Control	NRep	N09	\$105,894.610	\$164,139.130
OF120	Mgr of Central Support	NRep	N08	\$100,851.840	\$156,322.310
EF225	Mgr of Civil & Structural Eng	NRep	N10	\$111,189.470	\$172,345.320
HF225	Mgr of Civil Rights Programs	NRep	N09	\$105,894.610	\$164,139.130
000008	Mgr of Communications	NRep	N09	\$105,894.610	\$164,139.130
QF109	Mgr of Community Relations	NRep	N09	\$105,894.610	\$164,139.130
EF119	Mgr of Computer Sys Engineer	NRep	N10	\$111,189.470	\$172,345.320
MF400	Mgr of Construction Services	NRep	N10	\$111,189.470	\$172,345.320
UF225	Mgr of Contract Administration	NRep	N09	\$105,894.610	\$164,139.130
FF121	Mgr of Control & Scheduling	NRep	N09	\$105,894.610	\$164,139.130
HF170	Mgr of EEO Training	NRep	N09	\$105,894.610	\$164,139.130
EF120	Mgr of Elect & Comm Engineer	NRep	N10	\$111,189.470	\$172,345.320
EF235	Mgr of Elect & Mech Eng	NRep	N10	\$111,189.470	\$172,345.320
EF233	Mgr of Electrical Engr.	NRep	N10	\$111,189.470	\$172,345.320
000065	Mgr of Emerg Preparedness	NRep	N08	\$100,851.840	\$156,322.310
HF104	Mgr of Employee Services	NRep	N08	\$100,851.840	\$156,322.310
SF111	Mgr of Engineer Safety	NRep	N08	\$100,851.840	\$156,322.310

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2015
Attachment A

Job Code	Job Title	Bargaining Unit	Grade	Minimum/ Annual	Maximum/ Annual
000014	Mgr of Enterprise Perf. Mgmt.	NRep	N09	\$105,894.610	\$164,139.130
SF140	Mgr of Env Compliance	NRep	N09	\$105,894.610	\$164,139.130
FF297	Mgr of Financial Planning	NRep	N09	\$105,894.610	\$164,139.130
FF290	Mgr of Fleet and Capacity Plng	NRep	N09	\$105,894.610	\$164,139.130
FF117	Mgr of Grant Dev & Reporting	NRep	N09	\$105,894.610	\$164,139.130
IF177	Mgr of Information Systems	NRep	N10	\$111,189.470	\$172,345.320
FF285	Mgr of Internal Audit	NRep	N09	\$105,894.610	\$164,139.130
QF110	Mgr of Joint Development	NRep	N10	\$111,189.470	\$172,345.320
QF107	Mgr of Local Govt & Com Rel	NRep	N09	\$105,894.610	\$164,139.130
UF130	Mgr of Logistics	NRep	N09	\$105,894.610	\$164,139.130
000055	Mgr of Maint & Eng Tech Trng	NRep	N09	\$105,894.610	\$164,139.130
MF405	Mgr of Maint Administration	NRep	N08	\$100,851.840	\$156,322.310
TF241	Mgr of Maint Engineer	NRep	N10	\$111,189.470	\$172,345.320
AF206	Mgr of Management Analysis	NRep	N09	\$105,894.610	\$164,139.130
KF200	Mgr of Marketing, Capitol Corr	NRep	N08	\$100,851.840	\$156,322.310
EF234	Mgr of Mechanical Engr.	NRep	N10	\$111,189.470	\$172,345.320
FF125	Mgr of Operating Budgets	NRep	N09	\$105,894.610	\$164,139.130
OF425	Mgr of Operations Liaison	NRep	N09	\$105,894.610	\$164,139.130
HF135	Mgr of Personnel Services	NRep	N09	\$105,894.610	\$164,139.130
QF115	Mgr of Planning	NRep	N09	\$105,894.610	\$164,139.130
QF111	Mgr of Property Development	NRep	N10	\$111,189.470	\$172,345.320
UF215	Mgr of Purchasing	NRep	N09	\$105,894.610	\$164,139.130
000005	Mgr of Real Estate Services	NRep	N09	\$105,894.610	\$164,139.130
TF230	Mgr of Reliability Engineer	NRep	N10	\$111,189.470	\$172,345.320
EF159	Mgr of Research & Development	NRep	N10	\$111,189.470	\$172,345.320
FF295	Mgr of Revenue Control	NRep	N11	\$116,749.400	\$180,964.530
QF197	Mgr of Right of Way Services	NRep	N09	\$105,894.610	\$164,139.130
OF111	Mgr of Schedules & Services	NRep	N09	\$105,894.610	\$164,139.130
SF100	Mgr of Security Programs	NRep	N13	\$135,152.380	\$209,488.560
OF140	Mgr of Station Ops Support	NRep	N08	\$100,851.840	\$156,322.310
MF840	Mgr of Strategic Maint Progr	NRep	N11	\$116,749.400	\$180,964.530
EF118	Mgr of Systems Config Control	NRep	N10	\$111,189.470	\$172,345.320
MF420	Mgr of Telecom Revenue Const	NRep	N10	\$111,189.470	\$172,345.320
MF421	Mgr of Telecom Revenue Prog	NRep	N10	\$111,189.470	\$172,345.320
IF190	Mgr of Telecommunications	NRep	N09	\$105,894.610	\$164,139.130
EF236	Mgr of Traction Power Engr.	NRep	N10	\$111,189.470	\$172,345.320
EF130	Mgr of Train Control Engineer	NRep	N10	\$111,189.470	\$172,345.320
OF160	Mgr of Train Ops Support	NRep	N09	\$105,894.610	\$164,139.130
OF170	Mgr of Transp Ops Suppt	NRep	N09	\$105,894.610	\$164,139.130
FC278	Mgr of Treasury Operations	NRep	N11	\$116,749.400	\$180,964.530
TF237	Mgr of Vehicle Sys Engineer	NRep	N10	\$111,189.470	\$172,345.320
MF850	Mgr of Warranty Administration	NRep	N09	\$105,894.610	\$164,139.130

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2015
Attachment A

Job Code	Job Title	Bargaining Unit	Grade	Minimum/ Annual	Maximum/ Annual
HF152	Multimedia Producer	NRep	N05	\$79,020.350	\$122,483.330
HF111	Operations Training Supv	NRep	N06	\$87,120.030	\$135,037.580
HF165	Outreach Recruiter	NRep	N05	\$79,020.350	\$122,483.330
QF102	Parking Division Mgr	NRep	N09	\$105,894.610	\$164,139.130
HF146	Personnel Analyst I	NRep	N02	\$68,260.230	\$105,805.860
HF147	Personnel Analyst II	NRep	N04	\$75,258.090	\$116,651.170
PF110	Police Chief*	NRep	N14	\$156,452.480	\$242,505.030
000038	Police Consultant	NRep	N14	\$156,452.480	\$242,505.030
AF222	Principal Admin Analyst - NR	NRep	N07	\$91,475.200	\$141,788.100
000045	Principal Architect	NRep	N08	\$100,851.840	\$156,322.310
EF256	Principal Civil Engineer	NRep	N08	\$100,851.840	\$156,322.310
EF090	Principal Computer Sys Eng	NRep	N08	\$100,851.840	\$156,322.310
EF262	Principal Construction Eng	NRep	N08	\$100,851.840	\$156,322.310
UF230	Principal Contract Specialist	NRep	N07	\$91,475.200	\$141,788.100
EF267	Principal Electrical Engineer	NRep	N08	\$100,851.840	\$156,322.310
EF502	Principal Engineer	NRep	N08	\$100,851.840	\$156,322.310
FF301	Principal Internal Auditor	NRep	N07	\$91,475.200	\$141,788.100
HF128	Principal Labor Relations Rep	NRep	N07	\$91,475.200	\$141,788.100
EF271	Principal Mechanical Engineer	NRep	N08	\$100,851.840	\$156,322.310
HF156	Principal Personnel Analyst	NRep	N07	\$91,475.200	\$141,788.100
EF259	Principal Rail Vehicle Eng	NRep	N08	\$100,851.840	\$156,322.310
TF256	Principal Reliability Engineer	NRep	N08	\$100,851.840	\$156,322.310
AF234	Principal Resrch Proj Analyst	NRep	N07	\$91,475.200	\$141,788.100
SF129	Principal Safety Engineer	NRep	N08	\$100,851.840	\$156,322.310
EF276	Principal Structural Engineer	NRep	N08	\$100,851.840	\$156,322.310
EF279	Principal Track Engineer	NRep	N08	\$100,851.840	\$156,322.310
EF146	Principal Train Control Eng	NRep	N08	\$100,851.840	\$156,322.310
TF236	Principal Vehicle Sys Engineer	NRep	N08	\$100,851.840	\$156,322.310
MF842	Program Logistics Manager	NRep	N09	\$105,894.610	\$164,139.130
000079	Program Manager I	NRep	N09	\$105,894.610	\$164,139.130
000018	Program Manager II	NRep	N10	\$111,189.470	\$172,345.320
EF456	Project Development Mgr	NRep	N09	\$105,894.610	\$164,139.130
000080	Project Manager II	NRep	N10	\$111,189.470	\$172,345.320
000003	Project Manager, BAP	NRep	N12	\$122,588.660	\$190,013.370
EF250	Project Mgr	NRep	N09	\$105,894.610	\$164,139.130
EF451	Project Support Mgr	NRep	N09	\$105,894.610	\$164,139.130
KF175	Rail Svs Compl Officer.Capitol	NRep	N07	\$91,475.200	\$141,788.100
EF212	Rail Vehicle Engineer	NRep	N05	\$79,020.350	\$122,483.330
EF252	Rail Vehicle Project Mgr	NRep	N09	\$105,894.610	\$164,139.130
TF245	Reliability Engineer	NRep	N05	\$79,020.350	\$122,483.330
EF142	Research & Dev Specialist	NRep	N06	\$87,120.030	\$135,037.580
AF231	Research Projects Analyst	NRep	N04	\$75,258.090	\$116,651.170

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2015
Attachment A

Job Code	Job Title	Bargaining Unit	Grade	Minimum/ Annual	Maximum/ Annual
AF233	Research Projects Supv	NRep	N07	\$91,475.200	\$141,788.100
MF817	Rolling Stock Comp Maint Supt	NRep	N11	\$116,749.400	\$180,964.530
MF818	Rolling Stock Maint Super	NRep	N11	\$116,749.400	\$180,964.530
MF810	Rolling Stock Project Mgr	NRep	N09	\$105,894.610	\$164,139.130
MF819	Secondary Repair Super	NRep	N11	\$116,749.400	\$180,964.530
EF251	Seismic Engineer Mgr	NRep	N09	\$105,894.610	\$164,139.130
AF220	Sr Admin Analyst - NR	NRep	N05	\$79,020.350	\$122,483.330
LF120	Sr Attorney	NRep	N12	\$122,588.660	\$190,013.370
EF255	Sr Civil Engineer	NRep	N06	\$87,120.030	\$135,037.580
HF232	Sr Civil Rights Officer	NRep	N05	\$79,020.350	\$122,483.330
CF146	Sr Clerk - NR	NRep	031	\$53,968.100	\$64,013.460
CF147	Sr Clerk - NR/PT	NRep	030	\$59,316.400	\$70,366.820
EF138	Sr Computer Systems Engineer	NRep	N07	\$91,475.200	\$141,788.100
EF260	Sr Construction Engineer	NRep	N06	\$87,120.030	\$135,037.580
EF265	Sr Electrical Engineer	NRep	N07	\$91,475.200	\$141,788.100
EF140	Sr Electronics & Comm Engineer	NRep	N06	\$87,120.030	\$135,037.580
HF114	Sr Employee Dev Specialist	NRep	N05	\$79,020.350	\$122,483.330
HF109	Sr Employee Services Rep	NRep	N06	\$87,120.030	\$135,037.580
EF501	Sr Engineer	NRep	N06	\$87,120.030	\$135,037.580
000002	Sr Executive Staff Assistant	NRep	N04	\$75,258.090	\$116,651.170
FF138	Sr Financial Analyst - NR	NRep	N05	\$79,020.350	\$122,483.330
FF253	Sr Internal Auditor	NRep	N05	\$79,020.350	\$122,483.330
HF126	Sr Labor Relations Rep	NRep	N06	\$87,120.030	\$135,037.580
EF270	Sr Mechanical Engineer	NRep	N06	\$87,120.030	\$135,037.580
HF155	Sr Personnel Analyst	NRep	N05	\$79,020.350	\$122,483.330
EF238	Sr Quality Engineer	NRep	N06	\$87,120.030	\$135,037.580
EF258	Sr Rail Vehicle Engineer	NRep	N06	\$87,120.030	\$135,037.580
TF255	Sr Reliability Engineer	NRep	N06	\$87,120.030	\$135,037.580
AF232	Sr Research Projects Analyst	NRep	N05	\$79,020.350	\$122,483.330
AF135	Sr Secretary - NR	NRep	061	\$50,708.320	\$60,023.180
AF138	Sr Staff Asst	NRep	N02	\$68,260.230	\$105,805.860
EF275	Sr Structural Engineer	NRep	N06	\$87,120.030	\$135,037.580
EF145	Sr Train Control Engineer	NRep	N06	\$87,120.030	\$135,037.580
TF232	Sr Transportation Engineer	NRep	N06	\$87,120.030	\$135,037.580
TF234	Sr Vehicle Systems Engineer	NRep	N06	\$87,120.030	\$135,037.580
000047	Sr. Architect	NRep	N06	\$87,120.030	\$135,037.580
000053	Sr. Maintenance Engineer	NRep	N06	\$87,120.030	\$135,037.580
000052	Sr. Production Engineer	NRep	N06	\$87,120.030	\$135,037.580
AF139	Staff Asst	NRep	N01	\$61,913.290	\$95,967.650
000057	Strategic Prg Mgr, Ext Affairs	NRep	N12	\$122,588.660	\$190,013.370
EF280	Structural Engineer	NRep	N05	\$79,020.350	\$122,483.330
000085	Super of eBART & BART to OAK	NRep	N11	\$116,749.400	\$180,964.530

San Francisco Bay Area Rapid Transit District
 Pay Schedule (Noted by Bargaining Unit)
 In Effect January 1, 2015
 Attachment A

Job Code	Job Title	Bargaining Unit	Grade	Minimum/ Annual	Maximum/ Annual
MF535	Super of Power & Mech Maint	NRep	N11	\$116,749.400	\$180,964.530
MF703	Super of Systems Maint	NRep	N11	\$116,749.400	\$180,964.530
MF605	Super of Track & Structures	NRep	N11	\$116,749.400	\$180,964.530
MF610	Super of Way & Facilities	NRep	N11	\$116,749.400	\$180,964.530
000087	Superintendent of Sys eBART	NRep	N11	\$116,749.400	\$180,964.530
HF133	Supv Human Resources Programs	NRep	N08	\$100,851.840	\$156,322.310
EF310	Survey Party Chief	NRep	N05	\$79,020.350	\$122,483.330
TF263	Survey Taker - PT	NRep	093	\$64,949.250	\$64,949.250
EF085	System Architect-Asst Grp Mgr	NRep	N11	\$116,749.400	\$180,964.530
HF160	Technical Recruiter	NRep	N05	\$79,020.350	\$122,483.330
FF130	Technology Advances Admin	NRep	N07	\$91,475.200	\$141,788.100
OF424	Test Track Mgr	NRep	N09	\$105,894.610	\$164,139.130
EF165	Train Control Engineer	NRep	N05	\$79,020.350	\$122,483.330
KF050	Trans Officer.Capitol Corridor	NRep	N10	\$111,189.470	\$172,345.320
OF080	Transportation Operations Mgr	NRep	N09	\$105,894.610	\$164,139.130
TF233	Vehicle Systems Engineer	NRep	N05	\$79,020.350	\$122,483.330

** Classifications are eligible to receive Management Incentive Pay of \$4,800 annually.*

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2015
Attachment A

Job Code	Job Title	Bargaining Unit	Grade	Minimum/ Annual	Maximum/ Annual
Service Employees' International Union (SEIU)					
FA200	Account Clerk	SEIU	011	\$38,198.580	\$49,932.900
FA205	Accountant	SEIU	S08	\$61,747.560	\$80,715.840
FA210	Accounting Analyst	SEIU	S11	\$71,422.920	\$93,363.360
FA215	Accounting Tech	SEIU	036	\$51,339.390	\$67,110.370
AA200	Administrative Analyst - SEIU	SEIU	S08	\$61,747.560	\$80,715.840
AG100	Administrative Secretary -SEIU	SEIU	071	\$49,408.320	\$64,586.290
AA230	Administrative Support Officer	SEIU	S13	\$78,706.440	\$102,884.160
CA190	Administrative Technician SEIU	SEIU	036	\$51,339.390	\$67,110.370
MA100	AFC Electronic Tech	SEIU	301	\$61,688.430	\$80,638.690
MA105	AFC Foreworker	SEIU	825	\$67,820.690	\$88,654.590
MA560	AFC Parts Runner	SEIU	151	\$44,735.600	\$60,654.050
IA100	Appl Programmer Analyst	SEIU	S08	\$61,747.560	\$80,715.840
AA100	Asst Admin Analyst - SEIU	SEIU	S06	\$56,040.960	\$73,256.160
UA200	Asst Buyer	SEIU	S06	\$56,040.960	\$73,256.160
UA205	Asst Contract Administrator	SEIU	S06	\$56,040.960	\$73,256.160
SA100	Asst Safety Specialist	SEIU	S06	\$56,040.960	\$73,256.160
FA274	Asst Treasury Analyst	SEIU	S06	\$56,040.960	\$73,256.160
MA200	Auto & Equip Foreworker	SEIU	825	\$67,820.690	\$88,654.590
MA205	Auto & Equip Mechanic	SEIU	301	\$61,688.430	\$80,638.690
FA100	Budget Analyst	SEIU	S08	\$61,747.560	\$80,715.840
MA300	Buildings Foreworker	SEIU	825	\$67,820.690	\$88,654.590
MA310	Buildings Worker	SEIU	301	\$61,688.430	\$80,638.690
UA210	Buyer	SEIU	S08	\$61,747.560	\$80,715.840
UA213	Buyer Technician	SEIU	036	\$51,339.390	\$67,110.370
TA298	CAD Drafter	SEIU	S08	\$61,747.560	\$80,715.840
FA245	Cash Handler	SEIU	025	\$45,179.680	\$59,058.480
FA249	Cash Handling Electronic Tech	SEIU	301	\$61,688.430	\$80,638.690
FA250	Cash Handling Foreworker	SEIU	813	\$67,820.690	\$88,654.590
CG100	Clerk - SEIU	SEIU	011	\$38,198.580	\$49,932.900
MA115	Comm Electronic Tech	SEIU	301	\$61,688.430	\$80,638.690
MA120	Comm Foreworker	SEIU	825	\$67,820.690	\$88,654.590
000013	Communication Coordinator	SEIU	S11	\$71,422.920	\$93,363.360
IA105	Computer Documentation Asst	SEIU	031	\$48,970.270	\$64,013.460
MA700	Computer Electronic Tech	SEIU	321	\$61,688.430	\$80,638.690
IA110	Computer Operator	SEIU	031	\$48,970.270	\$64,013.460
000064	Computer Support Administrator	SEIU	S05	\$53,389.920	\$69,790.680
IA115	Computer Support Coordinator	SEIU	S14	\$82,623.360	\$108,004.440
UA215	Contract Administrator	SEIU	S08	\$61,747.560	\$80,715.840
000049	Contracts Technician - SEIU	SEIU	036	\$51,339.390	\$67,110.370
CA120	Customer Service Clerk	SEIU	031	\$48,970.270	\$64,013.460
VA120	Customer Services Admin	SEIU	S13	\$78,706.440	\$102,884.160

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2015
Attachment A

Job Code	Job Title	Bargaining Unit	Grade	Minimum/ Annual	Maximum/ Annual
000016	Customer Services Assistant	SEIU	S06	\$56,040.960	\$73,256.160
VA110	Customer Services Rep	SEIU	S11	\$71,422.920	\$93,363.360
IA135	Data Controller	SEIU	031	\$48,970.270	\$64,013.460
IA140	Data Entry Operator	SEIU	031	\$48,970.270	\$64,013.460
TA300	Documentation Config Controlle	SEIU	S09	\$64,816.800	\$84,727.800
TA310	Drafting Supv	SEIU	S11	\$71,422.920	\$93,363.360
MA313	Dump Truck/Equipment Op	SEIU	301	\$61,688.430	\$80,638.690
000078	Elec/Electro-Mech Assembler II	SEIU	152	\$48,112.690	\$62,892.540
MA145	Elect/Electro-Mech Assembler	SEIU	151	\$44,735.600	\$60,654.050
MA500	Electrical Foreworker	SEIU	824	\$70,787.390	\$92,532.540
000034	Electrical Helper	SEIU	151	\$44,735.600	\$60,654.050
MA510	Electrician	SEIU	301	\$61,688.430	\$80,638.690
MA515	Elevator/Escalator Foreworker	SEIU	825	\$67,820.690	\$88,654.590
MA530	Elevator/Escalator Trainee	SEIU	331	\$55,556.380	\$72,622.990
MA525	Elevator/Escalator Worker	SEIU	301	\$61,688.430	\$80,638.690
HJ105	Employee Dev Specialist - SEIU	SEIU	EDS	\$73,765.200	\$96,425.160
MA150	ERS Foreworker	SEIU	825	\$67,820.690	\$88,654.590
MA155	ERS Tech	SEIU	301	\$61,688.430	\$80,638.690
UA195	Expeditor	SEIU	S06	\$56,040.960	\$73,256.160
UA100	Expeditor/Clerk	SEIU	031	\$48,970.270	\$64,013.460
MA550	Fire Protection Worker	SEIU	301	\$61,688.430	\$80,638.690
MA330	Fire Service Worker	SEIU	301	\$61,688.430	\$80,638.690
VA050	Gov & Comm Relations Spec	SEIU	S11	\$71,422.920	\$93,363.360
TA313	Graphic Artist	SEIU	S09	\$64,816.800	\$84,727.800
MA335	Grounds Foreworker	SEIU	825	\$67,820.690	\$88,654.590
MA345	Grounds Worker	SEIU	201	\$52,368.580	\$68,455.920
MA346	Grounds Worker/Applicator	SEIU	301	\$61,688.430	\$80,638.690
FA265	Intermediate Account Clerk	SEIU	021	\$43,783.580	\$57,233.700
CJ105	Intermediate Clerk - SEIU	SEIU	021	\$43,783.580	\$57,233.700
UA105	Inventory Control Analyst	SEIU	S08	\$61,747.560	\$80,715.840
UA120	Inventory Control Tech	SEIU	036	\$51,339.390	\$67,110.370
MA348	Irrigation/Grounds Worker	SEIU	301	\$61,688.430	\$80,638.690
IA160	Jr Appl Programmer Analyst	SEIU	S03	\$48,460.200	\$63,346.680
FA275	Junior Accountant	SEIU	S05	\$53,389.920	\$69,790.680
LA115	Legal Administrative Analyst	SEIU	S06	\$56,040.960	\$73,256.160
LA100	Legal Administrative Asst	SEIU	S05	\$53,389.920	\$69,790.680
MA350	Locksmith	SEIU	301	\$61,688.430	\$80,638.690
CA110	Mail and Supply Clerk	SEIU	021	\$43,783.580	\$57,233.700
TA215	Maint Planner	SEIU	S08	\$61,747.560	\$80,715.840
UA130	Material Control Analyst	SEIU	S08	\$61,747.560	\$80,715.840
UA135	Material Control Sys Analyst	SEIU	S08	\$61,747.560	\$80,715.840
UA145	Material Coordinator	SEIU	301	\$61,688.430	\$80,638.690

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2015
Attachment A

Job Code	Job Title	Bargaining Unit	Grade	Minimum/ Annual	Maximum/ Annual
UA150	Material Expeditor	SEIU	S08	\$61,747.560	\$80,715.840
VA125	Multimedia Assistant Producer	SEIU	S11	\$71,422.920	\$93,363.360
CA111	Office Services Support Clerk	SEIU	021	\$43,783.580	\$57,233.700
CA115	Office Services Supv	SEIU	800	\$57,199.380	\$74,770.590
MA547	Overhead Door Worker	SEIU	301	\$61,688.430	\$80,638.690
MA360	Painter	SEIU	301	\$61,688.430	\$80,638.690
MA535	Power & Mech Foreworker	SEIU	824	\$70,787.390	\$92,532.540
MA545	Power & Mechanical Worker	SEIU	301	\$61,688.430	\$80,638.690
FA130	Project Control Administrator	SEIU	S08	\$61,747.560	\$80,715.840
VA115	Public Information Rep	SEIU	S11	\$71,422.920	\$93,363.360
TA110	Quality Assurance Analyst	SEIU	S08	\$61,747.560	\$80,715.840
000066	Quality Assurance Officer	SEIU	S11	\$71,422.920	\$93,363.360
000035	Quality Team Leader	SEIU	313	\$64,767.870	\$84,663.900
QA205	Real Estate Officer	SEIU	S11	\$71,422.920	\$93,363.360
QA100	Real Estate Tech	SEIU	036	\$51,339.390	\$67,110.370
IA185	Real Time Programmer Analyst	SEIU	S13	\$78,706.440	\$102,884.160
CA140	Reprographics Equipment Oper	SEIU	031	\$48,970.270	\$64,013.460
MA810	Rolling Stock Foreworker	SEIU	827	\$72,528.350	\$94,808.480
MA225	Shop Machinist	SEIU	301	\$61,688.430	\$80,638.690
TA260	Shop Scheduler	SEIU	S10	\$68,039.280	\$88,940.160
MA230	Shop Welder	SEIU	301	\$61,688.430	\$80,638.690
FA288	Sr Account Clerk	SEIU	031	\$48,970.270	\$64,013.460
IA190	Sr Appl Programmer Analyst	SEIU	S14	\$82,623.360	\$108,004.440
FH140	Sr Budget Clerk - SEIU	SEIU	031	\$48,970.270	\$64,013.460
FA290	Sr Cash Handler	SEIU	035	\$48,289.490	\$63,123.630
CG145	Sr Clerk - SEIU	SEIU	031	\$48,970.270	\$64,013.460
000075	Sr Computer Suppt Coordinator	SEIU	S16	\$90,152.040	\$117,845.880
TA314	Sr Graphic Artist	SEIU	S10	\$68,039.280	\$88,940.160
AA130	Sr Legal Secretary	SEIU	071	\$49,408.320	\$64,586.290
TA220	Sr Maint Planner	SEIU	S11	\$71,422.920	\$93,363.360
CA112	Sr Office Services Support Clk	SEIU	031	\$48,970.270	\$64,013.460
CA155	Sr Office Services Supv	SEIU	S09	\$64,816.800	\$84,727.800
AJ135	Sr Secretary - SEIU	SEIU	061	\$45,917.660	\$60,023.180
UA160	Sr Storekeeper	SEIU	171	\$57,199.380	\$74,770.590
IA210	Sr Telecommunications Tech	SEIU	S14	\$82,623.360	\$108,004.440
UA170	Storekeeper	SEIU	201	\$52,368.580	\$68,455.920
MA615	Structures Equipment Operator	SEIU	301	\$61,688.430	\$80,638.690
MA620	Structures Foreworker	SEIU	825	\$67,820.690	\$88,654.590
MA637	Structures Inspector	SEIU	311	\$64,497.060	\$84,310.100
MA636	Structures Inspector Asst	SEIU	201	\$52,368.580	\$68,455.920
MA638	Structures Inspector Forewrk	SEIU	810	\$70,909.900	\$92,692.700
MA630	Structures Welder	SEIU	301	\$61,688.430	\$80,638.690

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2015
Attachment A

Job Code	Job Title	Bargaining Unit	Grade	Minimum/ Annual	Maximum/ Annual
MA635	Structures Worker	SEIU	201	\$52,368.580	\$68,455.920
000036	Structures Worker - PT	SEIU	221	\$57,605.390	\$57,605.390
EA315	Survey Tech	SEIU	091	\$53,713.920	\$70,214.350
MA385	System Service Crewleader	SEIU	141	\$45,984.220	\$60,110.340
MA390	System Service Foreworker	SEIU	818	\$62,734.460	\$82,006.080
MA400	System Service Worker	SEIU	111	\$43,766.320	\$57,211.020
MA399	System Service Worker - 141	SEIU	141	\$45,984.220	\$60,110.340
MA401	System Service Worker - PT	SEIU	121	\$48,142.850	\$48,142.850
TA140	Tech Publications Admin	SEIU	S10	\$68,039.280	\$88,940.160
TA302	Technical Administrator	SEIU	S11	\$71,422.920	\$93,363.360
TA125	Technical Editor	SEIU	S03	\$48,460.200	\$63,346.680
IA300	Technical Programmer Analyst	SEIU	S11	\$71,422.920	\$93,363.360
000025	Technical Publications Analyst	SEIU	S09	\$64,816.800	\$84,727.800
TA301	Technical Resources Admin	SEIU	S13	\$78,706.440	\$102,884.160
IA200	Telecommunications Specialist	SEIU	S06	\$56,040.960	\$73,256.160
IA205	Telecommunications Tech	SEIU	S09	\$64,816.800	\$84,727.800
FA212	Time and Labor Admin Analyst	SEIU	TAD	\$68,191.970	\$89,139.860
UA180	Tool Room Attendant	SEIU	201	\$52,368.580	\$68,455.920
MA640	Track Equipment Operator	SEIU	301	\$61,688.430	\$80,638.690
MA645	Track Foreworker	SEIU	825	\$67,820.690	\$88,654.590
MA655	Track Welder	SEIU	301	\$61,688.430	\$80,638.690
MA660	Track Worker	SEIU	201	\$52,368.580	\$68,455.920
000022	Track Worker - PT	SEIU	221	\$57,605.390	\$57,605.390
MA720	Train Control Electronic Tech	SEIU	301	\$61,688.430	\$80,638.690
MA725	Train Control Foreworker	SEIU	825	\$67,820.690	\$88,654.590
CA165	Transit Information Clerk	SEIU	031	\$48,970.270	\$64,013.460
CA175	Transit Information Supv	SEIU	S11	\$71,422.920	\$93,363.360
CA159	Transit Information Tech	SEIU	036	\$51,339.390	\$67,110.370
MA825	Transit Vehicle Electronic Tec	SEIU	301	\$61,688.430	\$80,638.690
MA830	Transit Vehicle Mechanic	SEIU	301	\$61,688.430	\$80,638.690
000037	Transit Vehicle Mechanic - PT	SEIU	314	\$67,857.090	\$67,857.090
CA180	Trouble Desk Data Specialist	SEIU	036	\$51,339.390	\$67,110.370
MA826	TVET Trainee	SEIU	331	\$55,556.380	\$72,622.990
MA840	Utility Foreworker	SEIU	818	\$62,734.460	\$82,006.080
MA835	Utility Worker	SEIU	111	\$43,766.320	\$57,211.020
MA836	Utility Worker - PT	SEIU	121	\$48,142.850	\$48,142.850
TA130	Vehicle Inspector	SEIU	311	\$64,497.060	\$84,310.100
MA900	Warranty Administrator	SEIU	S11	\$71,422.920	\$93,363.360
TA135	Wayside Inspector	SEIU	311	\$64,497.060	\$84,310.100
TA311	Web Page Specialist	SEIU	S10	\$68,039.280	\$88,940.160

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2016
Attachment B

Job Code	Job Title	Bargaining Unit	Grade	Minimum/Annual	Maximum/Annual
American Federation of State, County and Municipal Employees (AFSCME)					
QC209	Access Administrator	AFSCME	F07	\$81,441.590	\$126,235.840
QC208	Access Coordinator	AFSCME	AFE	\$83,721.000	\$108,837.000
000070	Accounting Supervisor	AFSCME	AFG	\$95,270.000	\$123,851.000
IC140	Applications Analyst	AFSCME	F05	\$70,352.880	\$109,048.550
000051	Asset Coordinator	AFSCME	AFF	\$88,760.000	\$115,389.000
000019	Asst Logistics Program Manager	AFSCME	AFG	\$95,270.000	\$123,851.000
FC230	Asst Mgr of Revenue Control	AFSCME	AFH	\$101,167.000	\$131,517.000
MC215	Auto & Equip Maint Supv	AFSCME	AFE	\$83,721.000	\$108,837.000
TC220	Central Maint Supv	AFSCME	AFF	\$88,760.000	\$115,389.000
IC120	Data Base Administrator	AFSCME	AFH	\$101,167.000	\$131,517.000
QC215	District Real Estate Surveyor	AFSCME	F08	\$89,789.740	\$139,175.840
QC216	District Right of Way Surveyor	AFSCME	AFG	\$95,270.000	\$123,851.000
FC101	Energy Analyst	AFSCME	F04	\$67,003.290	\$103,856.100
SF145	Environmental Administrator	AFSCME	AFH	\$101,167.000	\$131,517.000
000021	Fac/Utli Location Coordinator	AFSCME	AFF	\$88,760.000	\$115,389.000
MC350	Facilities Maint Supv	AFSCME	AFE	\$83,721.000	\$108,837.000
FC104	Financial Analyst I	AFSCME	F02	\$60,773.000	\$94,200.370
FC105	Financial Analyst II	AFSCME	F04	\$67,003.290	\$103,856.100
VC048	Gov & Comm Relations Rep I	AFSCME	F02	\$60,773.000	\$94,200.370
VC049	Gov & Comm Relations Rep II	AFSCME	F04	\$67,003.290	\$103,856.100
SC141	Haz Mat/Env Compl Prog Mgr	AFSCME	F07	\$81,441.590	\$126,235.840
SC132	Industrial Hygienist	AFSCME	AFG	\$95,270.000	\$123,851.000
IC159	Info Systems Security Officer	AFSCME	AFF	\$88,760.000	\$115,389.000
FC240	Insurance Analyst	AFSCME	AFF	\$88,760.000	\$115,389.000
000059	IT Project Manager	AFSCME	AFI	\$107,934.000	\$140,314.000
LC118	Legal Office Supv	AFSCME	AFD	\$77,836.000	\$101,187.000
FC282	Liability Risk Analyst	AFSCME	AFE	\$83,721.000	\$108,837.000
UC185	Logistics Supv	AFSCME	F03	\$63,811.760	\$98,910.230
000001	Maint Support Administrator	AFSCME	AFD	\$77,836.000	\$101,187.000
FC205	Manager of Time and Labor Adm	AFSCME	AFH	\$101,167.000	\$131,517.000
VC080	Marketing Rep I	AFSCME	F02	\$60,773.000	\$94,200.370
VC081	Marketing Rep II	AFSCME	AFE	\$83,721.000	\$108,837.000
000030	Marketing Rep II - Part Time	AFSCME	F03	\$63,811.760	\$98,910.230
UC140	Material Control Systems Supv	AFSCME	F06	\$77,564.130	\$120,225.770
000023	Mgr of Access Programs	AFSCME	AFH	\$101,167.000	\$131,517.000
FC215	Mgr of Accounting	AFSCME	AFI	\$107,934.000	\$140,314.000
MC160	Mgr of AFC Maint	AFSCME	F09	\$94,279.390	\$146,135.270
MC225	Mgr of Auto & Equip Maint	AFSCME	AFH	\$101,167.000	\$131,517.000
000009	Mgr of Credit/Debit Fare Progr	AFSCME	AFG	\$95,270.000	\$123,851.000
AC400	Mgr of Customer Services	AFSCME	AFH	\$101,167.000	\$131,517.000
TC102	Mgr of Drafting & Configuratio	AFSCME	AFI	\$107,934.000	\$140,314.000

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2016
Attachment B

Job Code	Job Title	Bargaining Unit	Grade	Minimum/Annual	Maximum/Annual
SC075	Mgr of Employee/Patron Safety	AFSCME	AFI	\$107,934.000	\$140,314.000
UC125	Mgr of Inventory Management	AFSCME	AFG	\$95,270.000	\$123,851.000
SC105	Mgr of Operations Safety	AFSCME	AFH	\$101,167.000	\$131,517.000
QC200	Mgr of Paratransit Programs	AFSCME	F08	\$89,789.740	\$139,175.840
QC205	Mgr of Parking Programs	AFSCME	F08	\$89,789.740	\$139,175.840
TC105	Mgr of Quality Assurance	AFSCME	F08	\$89,789.740	\$139,175.840
AC300	Mgr of Special Projects	AFSCME	AFI	\$107,934.000	\$140,314.000
TC110	Mgr of Tech Res. Publ & Graph	AFSCME	F07	\$81,441.590	\$126,235.840
MC200	Mgr of Track Geometry	AFSCME	F06	\$77,564.130	\$120,225.770
MC805	Mgr of Transit Vehicle Cleanin	AFSCME	AFH	\$101,167.000	\$131,517.000
OC115	Operations Supv	AFSCME	AFF	\$88,760.000	\$115,389.000
OC118	Operations Supv-Ops Liaison	AFSCME	AFF	\$88,760.000	\$115,389.000
QC207	Parking Coordinator	AFSCME	F06	\$77,564.130	\$120,225.770
QC206	Parking Program Administrator	AFSCME	F07	\$81,441.590	\$126,235.840
QF135	Planner	AFSCME	AFC	\$70,505.000	\$91,657.000
MC550	Power & Way Controller	AFSCME	F07	\$81,441.590	\$126,235.840
AC222	Principal Admin Analyst - AFSC	AFSCME	AFG	\$95,270.000	\$123,851.000
000067	Principal EGIS Analyst	AFSCME	AFG	\$95,270.000	\$123,851.000
FC139	Principal Financial Analyst	AFSCME	AFG	\$95,270.000	\$123,851.000
VC055	Principal Gov & Comm Rel Rep.	AFSCME	AFG	\$95,270.000	\$123,851.000
VC065	Principal Legislative Analyst	AFSCME	F07	\$81,441.590	\$126,235.840
VC084	Principal Marketing Rep	AFSCME	AFH	\$101,167.000	\$131,517.000
QC112	Principal Planner	AFSCME	AFH	\$101,167.000	\$131,517.000
QC226	Principal Prop Develop Officer	AFSCME	AFH	\$101,167.000	\$131,517.000
QC220	Principal Real Estate Officer	AFSCME	F07	\$81,441.590	\$126,235.840
QC225	Principal Right of Way Officer	AFSCME	AFH	\$101,167.000	\$131,517.000
UC105	Procurement Analyst	AFSCME	F03	\$63,811.760	\$98,910.230
QC300	Program Control Admin. Telecom	AFSCME	F08	\$89,789.740	\$139,175.840
VC110	Public Information Officer	AFSCME	AFE	\$83,721.000	\$108,837.000
UC255	Purchasing Support Supv	AFSCME	F07	\$81,441.590	\$126,235.840
000015	Query & Reports Spec	AFSCME	AFF	\$88,760.000	\$115,389.000
SF120	Safety Specialist	AFSCME	AFC	\$70,505.000	\$91,657.000
000048	Scheduling Supervisor	AFSCME	AFF	\$88,760.000	\$115,389.000
MC727	Sect Mgr AFC Maint	AFSCME	F07	\$81,441.590	\$126,235.840
MC725	Sect Mgr Elev/Escalator Maint	AFSCME	AFG	\$95,270.000	\$123,851.000
MC724	Sect Mgr Power & Mech Maint	AFSCME	AFG	\$95,270.000	\$123,851.000
MC726	Sect Mgr Struct Insp & Maint	AFSCME	AFG	\$95,270.000	\$123,851.000
MC721	Sect Mgr Structures Maint	AFSCME	AFG	\$95,270.000	\$123,851.000
MC720	Sect Mgr Systems Maint	AFSCME	AFG	\$95,270.000	\$123,851.000
MC722	Sect Mgr Track Maint	AFSCME	AFG	\$95,270.000	\$123,851.000
MC700	Spec Proj Mgr. Systems Maint	AFSCME	F07	\$81,441.590	\$126,235.840
MC701	Spec Proj Mgr. Tracks & Struct	AFSCME	AFG	\$95,270.000	\$123,851.000

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2016
Attachment B

Job Code	Job Title	Bargaining Unit	Grade	Minimum/Annual	Maximum/Annual
MC100	Special Projects Coordinator	AFSCME	F05	\$70,352.880	\$109,048.550
AC220	Sr Admin Analyst - AFSCME	AFSCME	AFD	\$77,836.000	\$101,187.000
IC142	Sr Applications Analyst	AFSCME	AFH	\$101,167.000	\$131,517.000
FC135	Sr Budget Analyst	AFSCME	F04	\$67,003.290	\$103,856.100
TC222	Sr Central Maint Supv	AFSCME	AFH	\$101,167.000	\$131,517.000
FC137	Sr Energy Analyst	AFSCME	AFF	\$88,760.000	\$115,389.000
SC140	Sr Env Compliance Spec	AFSCME	F06	\$77,564.130	\$120,225.770
FC138	Sr Financial Analyst - AFSCME	AFSCME	AFE	\$83,721.000	\$108,837.000
VC051	Sr Gov & Comm Relations Rep	AFSCME	AFE	\$83,721.000	\$108,837.000
UC108	Sr Inventory Control Analyst	AFSCME	AFD	\$77,836.000	\$101,187.000
UC190	Sr Logistics Supv	AFSCME	AFF	\$88,760.000	\$115,389.000
VC082	Sr Marketing Rep	AFSCME	AFF	\$88,760.000	\$115,389.000
SC135	Sr Operations Safety Spec	AFSCME	AFG	\$95,270.000	\$123,851.000
OC155	Sr Operations Supv-Ops Liaison	AFSCME	AFG	\$95,270.000	\$123,851.000
QC145	Sr Planner	AFSCME	AFF	\$88,760.000	\$115,389.000
QC210	Sr Real Estate Officer	AFSCME	AFF	\$88,760.000	\$115,389.000
QC224	Sr Right of Way Officer	AFSCME	AFF	\$88,760.000	\$115,389.000
SC130	Sr Safety Specialist	AFSCME	AFF	\$88,760.000	\$115,389.000
IC200	Sr Systems Programmer	AFSCME	AFE	\$83,721.000	\$108,837.000
FC200	Sr Time & Labor Admin Analyst	AFSCME	AFD	\$77,836.000	\$101,187.000
000029	Sr. Marketing Rep - PT	AFSCME	AFE	\$83,721.000	\$108,837.000
000010	Supv Business Sys Oper	AFSCME	AFI	\$107,934.000	\$140,314.000
IC160	Supv LAN Administration	AFSCME	F08	\$89,789.740	\$139,175.840
MC560	Supv Power & Way Controller	AFSCME	F08	\$89,789.740	\$139,175.840
TC120	Supv Tech Support & Graphics	AFSCME	F06	\$77,564.130	\$120,225.770
MC395	System Service Supv	AFSCME	AFD	\$77,836.000	\$101,187.000
IC198	Systems Programmer	AFSCME	AFF	\$88,760.000	\$115,389.000
TC119	Tech Documentation Admin	AFSCME	F05	\$70,352.880	\$109,048.550
000007	Tech Maintenance Support Coord	AFSCME	AFE	\$83,721.000	\$108,837.000
OC190	Train Controller	AFSCME	AFI	\$107,934.000	\$140,314.000
OC150	Transportation Supervisor	AFSCME	AFG	\$95,270.000	\$123,851.000
FC275	Treasury Analyst	AFSCME	AFD	\$77,836.000	\$101,187.000
MC830	Vehicle Performance Analyst	AFSCME	F07	\$81,441.590	\$126,235.840

San Francisco Bay Area Rapid Transit District
 Pay Schedule (Noted by Bargaining Unit)
 In Effect January 1, 2016
 Attachment B

Job Code	Job Title	Bargaining Unit	Grade	Minimum/Annual	Maximum/Annual
Amalgamated Transit Union (ATU)					
CB190	Administrative Technician- ATU	ATU	036	\$59,166.430	\$69,607.620
FB141	Budget Clerk - ATU	ATU	031	\$56,436.020	\$66,395.470
OB100	Communications Specialist	ATU	831	\$80,982.930	\$95,274.190
HB105	Employee Dev Specialist - ATU	ATU	839	\$85,011.060	\$100,013.060
OB108	Lost & Found Clerk	ATU	019	\$56,436.020	\$66,395.470
OB120	Operations Foreworker	ATU	821	\$73,659.460	\$86,658.420
OB130	Power & Support Controller	ATU	831	\$80,982.930	\$95,274.190
OB135	Scheduling Analyst	ATU	731	\$85,011.060	\$100,013.060
CB145	Sr Clerk - ATU	ATU	031	\$56,436.020	\$66,395.470
OB145	Sr Operations Foreworker	ATU	831	\$80,982.930	\$95,274.190
IB190	Sr Operations Supp Syst Anlyst	ATU	742	\$90,190.670	\$106,106.830
AB135	Sr Secretary - ATU	ATU	061	\$56,436.020	\$66,395.470
CB160	Sr Transportation Clerk	ATU	031	\$56,436.020	\$66,395.470
000031	Sr. Scheduling Analyst - ATU	ATU	732	\$93,469.580	\$109,964.400
000044	Sr. Transp Training Clerk	ATU	036	\$59,166.430	\$69,607.620
OB155	Station Agent	ATU	521	\$60,352.450	\$71,003.090
OB156	Station Agent - PT	ATU	541	\$66,387.780	\$78,103.380
000068	Time & Labor Admin Analyst-ATU	ATU	741	\$78,588.430	\$92,457.040
OB160	Train Operator	ATU	621	\$60,352.450	\$71,003.090
OB161	Train Operator - PT	ATU	641	\$66,387.780	\$78,103.380
000033	Transportation Adm Specialist	ATU	031	\$56,436.020	\$66,395.470
CB175	Transportation Clerk	ATU	021	\$56,436.020	\$66,395.470

San Francisco Bay Area Rapid Transit District
 Pay Schedule (Noted by Bargaining Unit)
 In Effect January 1, 2016
 Attachment B

Job Code	Job Title	Bargaining Unit	Grade	Minimum/Annual	Maximum/Annual
BART Police Managers' Association (BPMA)					
PD111	Police Admin Supervisor	BPMA	CS	\$104,100.000	\$120,804.000
PD116	Police CAD/RMS Administrator	BPMA	CS	\$104,100.000	\$120,804.000
PD115	Police Civilian Supv. Admin	BPMA	CS	\$104,100.000	\$120,804.000
PD118	Police Civilian Supv. Comm	BPMA	CS	\$104,100.000	\$120,804.000
PD125	Police Lieutenant	BPMA	LT	\$125,532.000	\$143,772.000
PD135	Police Sergeant	BPMA	SGT	\$102,444.000	\$121,560.000
PD138	Police Support Services Supv	BPMA	CS	\$104,100.000	\$120,804.000

San Francisco Bay Area Rapid Transit District
 Pay Schedule (Noted by Bargaining Unit)
 In Effect January 1, 2016
 Attachment B

Job Code	Job Title	Bargaining Unit	Grade	Minimum/Annual	Maximum/Annual
BART Police Officers' Association (BPOA)					
PE076	Community Services Officer	BPOA	027	\$49,734.260	\$61,085.440
PE132	Master Police Officer	BPOA	798	\$96,242.220	\$96,242.220
CE175	Police Admin Specialist	BPOA	045	\$61,979.010	\$72,436.000
CE125	Police Clerk	BPOA	028	\$47,264.260	\$54,949.650
PE115	Police Dispatcher	BPOA	048	\$64,428.210	\$78,418.290
PE130	Police Officer	BPOA	778	\$56,292.910	\$90,064.000
PE129	Police Officer in Academy	BPOA	778	\$56,292.910	\$90,064.000
PE140	Revenue Protection Guard	BPOA	098	\$60,045.230	\$72,050.990
PE131	Sr Police Officer	BPOA	788	\$92,087.420	\$94,355.040

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2016
Attachment B

Job Code	Job Title	Bargaining Unit	Grade	Minimum/Annual	Maximum/Annual
Non-Represented Employees and Board Appointed Officers					
OF050	ACTO. Central Control	NRep	N11	\$116,749.400	\$180,964.530
OF075	ACTO. Service Delivery	NRep	N11	\$116,749.400	\$180,964.530
AF200	Administrative Analyst - NR	NRep	N04	\$75,258.090	\$116,651.170
AF101	Administrative Secretary - NR	NRep	071	\$56,479.280	\$66,989.730
CF190	Administrative Technician - NR	NRep	036	\$58,666.610	\$69,607.620
000046	Architect	NRep	N05	\$79,020.350	\$122,483.330
LF100	Associate General Counsel	NRep	N13	\$135,152.380	\$209,488.560
AF100	Asst Admin Analyst - NR	NRep	N01	\$61,913.290	\$95,967.650
000086	Asst Chief Maint & Eng Officer	NRep	N12	\$122,588.660	\$190,013.370
000082	Asst Chief Mechanical Officer	NRep	N12	\$122,588.660	\$190,013.370
000083	Asst Chief, Employee Relations	NRep	N10	\$111,189.470	\$172,345.320
000093	Asst Chief, Human Resources	NRep	N10	\$111,189.470	\$172,345.320
FF225	Asst Controller	NRep	N13	\$135,152.380	\$209,488.560
AF105	Asst District Secretary	NRep	N08	\$100,851.840	\$156,322.310
ZF050	Asst General Mgr. Admin*	NRep	N14	\$156,452.480	\$242,505.030
ZF105	Asst General Mgr. Operations*	NRep	N14	\$156,452.480	\$242,505.030
XF213	Asst GM, Admin & Budget*	NRep	N14	\$156,452.480	\$242,505.030
000076	Asst GM, Employee Relations*	NRep	N14	\$156,452.480	\$242,505.030
ZF117	Asst GM, External Affairs*	NRep	N14	\$156,452.480	\$242,505.030
ZF118	Asst GM, Planning & Developmnt*	NRep	N14	\$156,452.480	\$242,505.030
MF822	Asst Rolling Stock Maint Super	NRep	N09	\$105,894.610	\$164,139.130
000090	Asst Super Vehicle Maint eBART	NRep	N09	\$105,894.610	\$164,139.130
MF830	Asst Super. Systems Maint	NRep	N10	\$111,189.470	\$172,345.320
000020	Asst Super. Way & Facilities	NRep	N10	\$111,189.470	\$172,345.320
FF230	Asst Treasurer	NRep	N13	\$135,152.380	\$209,488.560
000091	Asst. Super Operations eBART	NRep	N09	\$105,894.610	\$164,139.130
000061	Asst. Supt. Power & Mech. Main	NRep	N10	\$111,189.470	\$172,345.320
000058	Attendance Program Coordinator	NRep	N06	\$87,120.030	\$135,037.580
LF105	Attorney I	NRep	N06	\$87,120.030	\$135,037.580
LF110	Attorney II	NRep	N09	\$105,894.610	\$164,139.130
LF115	Attorney III	NRep	N10	\$111,189.470	\$172,345.320
CA116	Benefits Assistant I - PT	NRep	020	\$55,044.910	\$65,250.020
CA113	Benefits Asst I	NRep	021	\$50,085.980	\$59,363.410
CA114	Benefits Asst II	NRep	031	\$55,976.340	\$66,395.470
TF275	Central Veh Trouble Desk Super	NRep	N11	\$116,749.400	\$180,964.530
000084	Chief Employee Relations Offcr	NRep	N12	\$122,588.660	\$190,013.370
EF050	Chief Engineer	NRep	N13	\$135,152.380	\$209,488.560
XF125	Chief Information Officer*	NRep	N14	\$156,452.480	\$242,505.030
MF805	Chief Mechanical Officer	NRep	N13	\$135,152.380	\$209,488.560
SF200	Chief Safety Officer	NRep	N12	\$122,588.660	\$190,013.370
000050	Chief Transit Sys Dev Officer	NRep	N13	\$135,152.380	\$209,488.560

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2016
Attachment B

Job Code	Job Title	Bargaining Unit	Grade	Minimum/Annual	Maximum/Annual
XF100	Chief Transportation Officer	NRep	N13	\$135,152.380	\$209,488.560
EF200	Civil Engineer	NRep	N05	\$79,020.350	\$122,483.330
HF230	Civil Rights Officer I	NRep	N02	\$68,260.230	\$105,805.860
HF231	Civil Rights Officer II	NRep	N04	\$75,258.090	\$116,651.170
HF205	Civil Rights Tech	NRep	036	\$58,666.610	\$69,607.620
CF100	Clerk - NR/PT	NRep	010	\$48,137.020	\$56,920.450
VF101	Communications Officer	NRep	N09	\$105,894.610	\$164,139.130
000074	Community Outreach Specialist	NRep	N08	\$100,851.840	\$156,322.310
EF102	Computer Systems Engineer	NRep	N05	\$79,020.350	\$122,483.330
EF205	Construction Engineer	NRep	N05	\$79,020.350	\$122,483.330
UF221	Contract Specialist I	NRep	N02	\$68,260.230	\$105,805.860
UF222	Contract Specialist II	NRep	N03	\$71,673.370	\$111,095.970
UF223	Contract Specialist III	NRep	N05	\$79,020.350	\$122,483.330
XF105	Controller-Treasurer	NRep	CT	\$224,736.400	\$224,736.400
000071	Cyber Security Architect	NRep	N08	\$100,851.840	\$156,322.310
000072	Cyber Security Engineer	NRep	N07	\$91,475.200	\$141,788.100
FF090	Dept Manager, Financial Svcs	NRep	N12	\$122,588.660	\$190,013.370
XF142	Dept Mgr Communication	NRep	N12	\$122,588.660	\$190,013.370
QF101	Dept Mgr Customer Access	NRep	N11	\$116,749.400	\$180,964.530
XF117	Dept Mgr Customer Service	NRep	N11	\$116,749.400	\$180,964.530
XF123	Dept Mgr Gov't & Comm Rel	NRep	N11	\$116,749.400	\$180,964.530
XF120	Dept Mgr Human Resources	NRep	N12	\$122,588.660	\$190,013.370
XF126	Dept Mgr Internal Audit	NRep	N12	\$122,588.660	\$190,013.370
000004	Dept Mgr Labor Relations	NRep	N12	\$122,588.660	\$190,013.370
XF132	Dept Mgr Marketing & Research	NRep	N12	\$122,588.660	\$190,013.370
XF115	Dept Mgr Office of Civil Right	NRep	N12	\$122,588.660	\$190,013.370
FF095	Dept Mgr Operating Budgets	NRep	N12	\$122,588.660	\$190,013.370
XF133	Dept Mgr Operations Liaisons	NRep	N12	\$122,588.660	\$190,013.370
XF040	Dept Mgr Operations Planning	NRep	N12	\$122,588.660	\$190,013.370
XF065	Dept Mgr Ops Training & Dev	NRep	N13	\$135,152.380	\$209,488.560
XF103	Dept Mgr Perf & Learning	NRep	N12	\$122,588.660	\$190,013.370
XF128	Dept Mgr Planning	NRep	N12	\$122,588.660	\$190,013.370
XF135	Dept Mgr Procurement	NRep	N12	\$122,588.660	\$190,013.370
000027	Dept Mgr Property Development	NRep	N12	\$122,588.660	\$190,013.370
EF111	Dept Mgr Rail Veh Capital Prog	NRep	N12	\$122,588.660	\$190,013.370
XF106	Dept Mgr Risk Management	NRep	N10	\$111,189.470	\$172,345.320
AF115	Deputy Asst District Secretary	NRep	N07	\$91,475.200	\$141,788.100
ZF111	Deputy Executive Manager	NRep	N13	\$135,152.380	\$209,488.560
ZF110	Deputy General Mgr*	NRep	N14	\$156,452.480	\$242,505.030
000028	Deputy Managing Dir., Cap Corr	NRep	N12	\$122,588.660	\$190,013.370
000043	Deputy Police Chief	NRep	N13	\$135,152.380	\$209,488.560
EF060	District Architect	NRep	N11	\$116,749.400	\$180,964.530

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2016
Attachment B

Job Code	Job Title	Bargaining Unit	Grade	Minimum/Annual	Maximum/Annual
XF150	District Secretary	NRep	DS	\$176,933.480	\$176,933.480
MF410	Division Mgr. Maint Support	NRep	N10	\$111,189.470	\$172,345.320
HF108	Drug Testing Coordinator	NRep	N04	\$75,258.090	\$116,651.170
EF215	Electrical Engineer	NRep	N05	\$79,020.350	\$122,483.330
EF110	Electronics & Comm Engineer	NRep	N05	\$79,020.350	\$122,483.330
VF100	Employee Communication Manager	NRep	N08	\$100,851.840	\$156,322.310
HF107	Employee Services Rep	NRep	N03	\$71,673.370	\$111,095.970
EF500	Engineer	NRep	N05	\$79,020.350	\$122,483.330
000026	Engineer (Mechanical Focus)	NRep	N05	\$79,020.350	\$122,483.330
000032	Engineer Intern	NRep	081	\$37,440.000	\$37,440.000
000073	Enterprise Security Suppt Spec	NRep	N07	\$91,475.200	\$141,788.100
000006	Environmental Engineer	NRep	N05	\$79,020.350	\$122,483.330
ZF114	Exec Mgr Transit System Compl*	NRep	N14	\$156,452.480	\$242,505.030
ZF116	Exec Mgr West Bay Ext*	NRep	N14	\$156,452.480	\$242,505.030
AF146	Executive Staff Asst	NRep	N03	\$71,673.370	\$111,095.970
XF160	General Counsel	NRep	GC	\$255,173.880	\$255,173.880
ZF130	General Mgr	NRep	GM	\$335,341.440	\$335,341.440
000017	Group Manager	NRep	N10	\$111,189.470	\$172,345.320
000041	Group Mgr, Capital Projects	NRep	N12	\$122,588.660	\$190,013.370
EF113	Grp Mgr AFC Capital Program	NRep	N12	\$122,588.660	\$190,013.370
EF122	Grp Mgr Capital Program	NRep	N12	\$122,588.660	\$190,013.370
KF300	Grp Mgr Capitol Corridor	NRep	N12	\$122,588.660	\$190,013.370
EF223	Grp Mgr Elec & Mech Engr.	NRep	N12	\$122,588.660	\$190,013.370
EF222	Grp Mgr Engineer	NRep	N12	\$122,588.660	\$190,013.370
EF224	Grp Mgr Engineering Liaison	NRep	N11	\$116,749.400	\$180,964.530
OF426	Grp Mgr Operations Liaison	NRep	N11	\$116,749.400	\$180,964.530
OF112	Grp Mgr Ops Support & Review	NRep	N11	\$116,749.400	\$180,964.530
EF121	Grp Mgr Project Controls	NRep	N12	\$122,588.660	\$190,013.370
EF107	Grp Mgr Rail Vehicle Cap Prog	NRep	N12	\$122,588.660	\$190,013.370
MF807	Grp Mgr Rolling Stock & Shops	NRep	N12	\$122,588.660	\$190,013.370
EF124	Grp Mgr Seismic Retrofit Cap	NRep	N12	\$122,588.660	\$190,013.370
EF114	Grp Mgr Shops & Struct Capital	NRep	N12	\$122,588.660	\$190,013.370
EF109	Grp Mgr Stations Capital Prog	NRep	N12	\$122,588.660	\$190,013.370
000088	Grp Mgr Sustainability Program	NRep	N12	\$122,588.660	\$190,013.370
EF108	Grp Mgr Systems Capital Prog	NRep	N12	\$122,588.660	\$190,013.370
EF080	Grp Mgr Systems Engineer	NRep	N12	\$122,588.660	\$190,013.370
000056	Grp Mgr Tech Support Svc	NRep	N11	\$116,749.400	\$180,964.530
EF075	Grp Mgr Vehicle Maint Engineer	NRep	N12	\$122,588.660	\$190,013.370
EF106	Grp Mgr Warm Springs Ext	NRep	N12	\$122,588.660	\$190,013.370
HF116	HR Administrative Asst	NRep	036	\$58,666.610	\$69,607.620
HF144	HR Info Systems Analyst	NRep	N06	\$87,120.030	\$135,037.580
HF090	HR Receptionist	NRep	021	\$50,085.980	\$59,363.410

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2016
Attachment B

Job Code	Job Title	Bargaining Unit	Grade	Minimum/Annual	Maximum/Annual
000062	Human Resources Program Mngr	NRep	N09	\$105,894.610	\$164,139.130
000054	Independent Pol Investigator	NRep	N08	\$100,851.840	\$156,322.310
000042	Independent Police Auditor	NRep	IPA	\$169,242.630	\$169,242.630
IF129	Information Systems Analyst I	NRep	N02	\$68,260.230	\$105,805.860
IF130	Information Systems Analyst II	NRep	N06	\$87,120.030	\$135,037.580
FF260	Information Systems Auditor	NRep	N05	\$79,020.350	\$122,483.330
OF025	Instructional Design Spec	NRep	N05	\$79,020.350	\$122,483.330
CF105	Intermediate Clerk - NR	NRep	021	\$50,085.980	\$59,363.410
CP105	Intermediate Clerk - NR / PT	NRep	020	\$55,044.910	\$65,250.020
FF251	Internal Auditor I	NRep	N02	\$68,260.230	\$105,805.860
FF252	Internal Auditor II	NRep	N04	\$75,258.090	\$116,651.170
CF200	Investment Plans Asst I	NRep	021	\$50,085.980	\$59,363.410
CF201	Investment Plans Asst II	NRep	031	\$55,976.340	\$66,395.470
CF202	Investment Plans Tech	NRep	036	\$58,666.610	\$69,607.620
EF400	Junior Engineer	NRep	N03	\$71,673.370	\$111,095.970
HF122	Labor Relations Rep I	NRep	N02	\$68,260.230	\$105,805.860
HF123	Labor Relations Rep II	NRep	N04	\$75,258.090	\$116,651.170
000011	Legislative Officer	NRep	N08	\$100,851.840	\$156,322.310
000060	Maintenance Engineer	NRep	N05	\$79,020.350	\$122,483.330
000077	Manager of Special Projects	NRep	N08	\$100,851.840	\$156,322.310
000063	Manager, Engineering Liaison	NRep	N10	\$111,189.470	\$172,345.320
ZF200	Managing Director, Capitol Cor*	NRep	N14	\$156,452.480	\$242,505.030
KF100	Mech Officer Capital Corridor	NRep	N10	\$111,189.470	\$172,345.320
EF240	Mechanical Engineer	NRep	N05	\$79,020.350	\$122,483.330
HF151	Media Producer	NRep	N05	\$79,020.350	\$122,483.330
000024	Mgr of Access/Accessibility	NRep	N09	\$105,894.610	\$164,139.130
000081	Mgr of Accred Police Svcs	NRep	N10	\$111,189.470	\$172,345.320
FF119	Mgr of Capital Budgets	NRep	N09	\$105,894.610	\$164,139.130
FF116	Mgr of Capital Project Control	NRep	N09	\$105,894.610	\$164,139.130
OF115	Mgr of Central Control	NRep	N09	\$105,894.610	\$164,139.130
OF120	Mgr of Central Support	NRep	N08	\$100,851.840	\$156,322.310
EF225	Mgr of Civil & Structural Eng	NRep	N10	\$111,189.470	\$172,345.320
HF225	Mgr of Civil Rights Programs	NRep	N09	\$105,894.610	\$164,139.130
000008	Mgr of Communications	NRep	N09	\$105,894.610	\$164,139.130
QF109	Mgr of Community Relations	NRep	N09	\$105,894.610	\$164,139.130
EF119	Mgr of Computer Sys Engineer	NRep	N10	\$111,189.470	\$172,345.320
MF400	Mgr of Construction Services	NRep	N10	\$111,189.470	\$172,345.320
UF225	Mgr of Contract Administration	NRep	N09	\$105,894.610	\$164,139.130
FF121	Mgr of Control & Scheduling	NRep	N09	\$105,894.610	\$164,139.130
HF170	Mgr of EEO Training	NRep	N09	\$105,894.610	\$164,139.130
EF120	Mgr of Elect & Comm Engineer	NRep	N10	\$111,189.470	\$172,345.320
EF235	Mgr of Elect & Mech Eng	NRep	N10	\$111,189.470	\$172,345.320

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2016
Attachment B

Job Code	Job Title	Bargaining Unit	Grade	Minimum/Annual	Maximum/Annual
EF233	Mgr of Electrical Engr.	NRep	N10	\$111,189.470	\$172,345.320
000065	Mgr of Emerg Preparedness	NRep	N08	\$100,851.840	\$156,322.310
HF104	Mgr of Employee Services	NRep	N08	\$100,851.840	\$156,322.310
SF111	Mgr of Engineer Safety	NRep	N08	\$100,851.840	\$156,322.310
000014	Mgr of Enterprise Perf. Mgmt.	NRep	N09	\$105,894.610	\$164,139.130
SF140	Mgr of Env Compliance	NRep	N09	\$105,894.610	\$164,139.130
FF297	Mgr of Financial Planning	NRep	N09	\$105,894.610	\$164,139.130
FF290	Mgr of Fleet and Capacity Plng	NRep	N09	\$105,894.610	\$164,139.130
FF117	Mgr of Grant Dev & Reporting	NRep	N09	\$105,894.610	\$164,139.130
IF177	Mgr of Information Systems	NRep	N10	\$111,189.470	\$172,345.320
FF285	Mgr of Internal Audit	NRep	N09	\$105,894.610	\$164,139.130
QF110	Mgr of Joint Development	NRep	N10	\$111,189.470	\$172,345.320
QF107	Mgr of Local Govt & Com Rel	NRep	N09	\$105,894.610	\$164,139.130
UF130	Mgr of Logistics	NRep	N09	\$105,894.610	\$164,139.130
000055	Mgr of Maint & Eng Tech Trng	NRep	N09	\$105,894.610	\$164,139.130
MF405	Mgr of Maint Administration	NRep	N08	\$100,851.840	\$156,322.310
TF241	Mgr of Maint Engineer	NRep	N10	\$111,189.470	\$172,345.320
AF206	Mgr of Management Analysis	NRep	N09	\$105,894.610	\$164,139.130
KF200	Mgr of Marketing, Capitol Corr	NRep	N08	\$100,851.840	\$156,322.310
EF234	Mgr of Mechanical Engr.	NRep	N10	\$111,189.470	\$172,345.320
FF125	Mgr of Operating Budgets	NRep	N09	\$105,894.610	\$164,139.130
OF425	Mgr of Operations Liaison	NRep	N09	\$105,894.610	\$164,139.130
HF135	Mgr of Personnel Services	NRep	N09	\$105,894.610	\$164,139.130
QF115	Mgr of Planning	NRep	N09	\$105,894.610	\$164,139.130
QF111	Mgr of Property Development	NRep	N10	\$111,189.470	\$172,345.320
UF215	Mgr of Purchasing	NRep	N09	\$105,894.610	\$164,139.130
000005	Mgr of Real Estate Services	NRep	N09	\$105,894.610	\$164,139.130
TF230	Mgr of Reliability Engineer	NRep	N10	\$111,189.470	\$172,345.320
EF159	Mgr of Research & Development	NRep	N10	\$111,189.470	\$172,345.320
FF295	Mgr of Revenue Control	NRep	N11	\$116,749.400	\$180,964.530
QF197	Mgr of Right of Way Services	NRep	N09	\$105,894.610	\$164,139.130
OF111	Mgr of Schedules & Services	NRep	N09	\$105,894.610	\$164,139.130
SF100	Mgr of Security Programs	NRep	N13	\$135,152.380	\$209,488.560
OF140	Mgr of Station Ops Support	NRep	N08	\$100,851.840	\$156,322.310
MF840	Mgr of Strategic Maint Progr	NRep	N11	\$116,749.400	\$180,964.530
EF118	Mgr of Systems Config Control	NRep	N10	\$111,189.470	\$172,345.320
MF420	Mgr of Telecom Revenue Const	NRep	N10	\$111,189.470	\$172,345.320
MF421	Mgr of Telecom Revenue Prog	NRep	N10	\$111,189.470	\$172,345.320
IF190	Mgr of Telecommunications	NRep	N09	\$105,894.610	\$164,139.130
EF236	Mgr of Traction Power Engr.	NRep	N10	\$111,189.470	\$172,345.320
EF130	Mgr of Train Control Engineer	NRep	N10	\$111,189.470	\$172,345.320
OF160	Mgr of Train Ops Support	NRep	N09	\$105,894.610	\$164,139.130

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2016
Attachment B

Job Code	Job Title	Bargaining Unit	Grade	Minimum/Annual	Maximum/Annual
OF170	Mgr of Transp Ops Suppt	NRep	N09	\$105,894.610	\$164,139.130
FC278	Mgr of Treasury Operations	NRep	N11	\$116,749.400	\$180,964.530
TF237	Mgr of Vehicle Sys Engineer	NRep	N10	\$111,189.470	\$172,345.320
MF850	Mgr of Warranty Administration	NRep	N09	\$105,894.610	\$164,139.130
HF152	Multimedia Producer	NRep	N05	\$79,020.350	\$122,483.330
HF111	Operations Training Supv	NRep	N06	\$87,120.030	\$135,037.580
HF165	Outreach Recruiter	NRep	N05	\$79,020.350	\$122,483.330
000092	Paralegal	NRep	710	\$70,034.220	\$80,086.860
QF102	Parking Division Mgr	NRep	N09	\$105,894.610	\$164,139.130
HF146	Personnel Analyst I	NRep	N02	\$68,260.230	\$105,805.860
HF147	Personnel Analyst II	NRep	N04	\$75,258.090	\$116,651.170
PF110	Police Chief*	NRep	N14	\$156,452.480	\$242,505.030
000038	Police Consultant	NRep	N14	\$156,452.480	\$242,505.030
AF222	Principal Admin Analyst - NR	NRep	N07	\$91,475.200	\$141,788.100
000045	Principal Architect	NRep	N08	\$100,851.840	\$156,322.310
EF256	Principal Civil Engineer	NRep	N08	\$100,851.840	\$156,322.310
EF090	Principal Computer Sys Eng	NRep	N08	\$100,851.840	\$156,322.310
EF262	Principal Construction Eng	NRep	N08	\$100,851.840	\$156,322.310
UF230	Principal Contract Specialist	NRep	N07	\$91,475.200	\$141,788.100
EF267	Principal Electrical Engineer	NRep	N08	\$100,851.840	\$156,322.310
EF502	Principal Engineer	NRep	N08	\$100,851.840	\$156,322.310
FF301	Principal Internal Auditor	NRep	N07	\$91,475.200	\$141,788.100
HF128	Principal Labor Relations Rep	NRep	N07	\$91,475.200	\$141,788.100
EF271	Principal Mechanical Engineer	NRep	N08	\$100,851.840	\$156,322.310
HF156	Principal Personnel Analyst	NRep	N07	\$91,475.200	\$141,788.100
EF259	Principal Rail Vehicle Eng	NRep	N08	\$100,851.840	\$156,322.310
TF256	Principal Reliability Engineer	NRep	N08	\$100,851.840	\$156,322.310
AF234	Principal Resrch Proj Analyst	NRep	N07	\$91,475.200	\$141,788.100
SF129	Principal Safety Engineer	NRep	N08	\$100,851.840	\$156,322.310
EF276	Principal Structural Engineer	NRep	N08	\$100,851.840	\$156,322.310
EF279	Principal Track Engineer	NRep	N08	\$100,851.840	\$156,322.310
EF146	Principal Train Control Eng	NRep	N08	\$100,851.840	\$156,322.310
TF236	Principal Vehicle Sys Engineer	NRep	N08	\$100,851.840	\$156,322.310
MF842	Program Logistics Manager	NRep	N09	\$105,894.610	\$164,139.130
000079	Program Manager I	NRep	N09	\$105,894.610	\$164,139.130
000018	Program Manager II	NRep	N10	\$111,189.470	\$172,345.320
EF456	Project Development Mgr	NRep	N09	\$105,894.610	\$164,139.130
000080	Project Manager II	NRep	N10	\$111,189.470	\$172,345.320
000003	Project Manager, BAP	NRep	N12	\$122,588.660	\$190,013.370
EF250	Project Mgr	NRep	N09	\$105,894.610	\$164,139.130
EF451	Project Support Mgr	NRep	N09	\$105,894.610	\$164,139.130
KF175	Rail Svs Compl Officer.Capitol	NRep	N07	\$91,475.200	\$141,788.100

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2016
Attachment B

Job Code	Job Title	Bargaining Unit	Grade	Minimum/Annual	Maximum/Annual
EF212	Rail Vehicle Engineer	NRep	N05	\$79,020.350	\$122,483.330
EF252	Rail Vehicle Project Mgr	NRep	N09	\$105,894.610	\$164,139.130
TF245	Reliability Engineer	NRep	N05	\$79,020.350	\$122,483.330
EF142	Research & Dev Specialist	NRep	N06	\$87,120.030	\$135,037.580
AF231	Research Projects Analyst	NRep	N04	\$75,258.090	\$116,651.170
AF233	Research Projects Supv	NRep	N07	\$91,475.200	\$141,788.100
MF817	Rolling Stock Comp Maint Supt	NRep	N11	\$116,749.400	\$180,964.530
MF818	Rolling Stock Maint Super	NRep	N11	\$116,749.400	\$180,964.530
MF810	Rolling Stock Project Mgr	NRep	N09	\$105,894.610	\$164,139.130
MF819	Secondary Repair Super	NRep	N11	\$116,749.400	\$180,964.530
EF251	Seismic Engineer Mgr	NRep	N09	\$105,894.610	\$164,139.130
AF220	Sr Admin Analyst - NR	NRep	N05	\$79,020.350	\$122,483.330
LF120	Sr Attorney	NRep	N12	\$122,588.660	\$190,013.370
EF255	Sr Civil Engineer	NRep	N06	\$87,120.030	\$135,037.580
HF232	Sr Civil Rights Officer	NRep	N05	\$79,020.350	\$122,483.330
CF146	Sr Clerk - NR	NRep	031	\$55,976.340	\$66,395.470
CF147	Sr Clerk - NR/PT	NRep	030	\$61,523.700	\$72,985.330
000089	Sr Compensation Analyst	NRep	N05	\$79,020.350	\$122,483.330
EF138	Sr Computer Systems Engineer	NRep	N07	\$91,475.200	\$141,788.100
EF260	Sr Construction Engineer	NRep	N06	\$87,120.030	\$135,037.580
EF265	Sr Electrical Engineer	NRep	N07	\$91,475.200	\$141,788.100
EF140	Sr Electronics & Comm Engineer	NRep	N06	\$87,120.030	\$135,037.580
HF114	Sr Employee Dev Specialist	NRep	N05	\$79,020.350	\$122,483.330
HF109	Sr Employee Services Rep	NRep	N06	\$87,120.030	\$135,037.580
EF501	Sr Engineer	NRep	N06	\$87,120.030	\$135,037.580
000002	Sr Executive Staff Assistant	NRep	N04	\$75,258.090	\$116,651.170
FF138	Sr Financial Analyst - NR	NRep	N05	\$79,020.350	\$122,483.330
FF253	Sr Internal Auditor	NRep	N05	\$79,020.350	\$122,483.330
HF126	Sr Labor Relations Rep	NRep	N06	\$87,120.030	\$135,037.580
EF270	Sr Mechanical Engineer	NRep	N06	\$87,120.030	\$135,037.580
HF155	Sr Personnel Analyst	NRep	N05	\$79,020.350	\$122,483.330
EF238	Sr Quality Engineer	NRep	N06	\$87,120.030	\$135,037.580
EF258	Sr Rail Vehicle Engineer	NRep	N06	\$87,120.030	\$135,037.580
TF255	Sr Reliability Engineer	NRep	N06	\$87,120.030	\$135,037.580
AF232	Sr Research Projects Analyst	NRep	N05	\$79,020.350	\$122,483.330
AF135	Sr Secretary - NR	NRep	061	\$52,595.300	\$62,256.690
AF138	Sr Staff Asst	NRep	N02	\$68,260.230	\$105,805.860
EF275	Sr Structural Engineer	NRep	N06	\$87,120.030	\$135,037.580
EF145	Sr Train Control Engineer	NRep	N06	\$87,120.030	\$135,037.580
TF232	Sr Transportation Engineer	NRep	N06	\$87,120.030	\$135,037.580
TF234	Sr Vehicle Systems Engineer	NRep	N06	\$87,120.030	\$135,037.580
000047	Sr. Architect	NRep	N06	\$87,120.030	\$135,037.580

San Francisco Bay Area Rapid Transit District
 Pay Schedule (Noted by Bargaining Unit)
 In Effect January 1, 2016
 Attachment B

Job Code	Job Title	Bargaining Unit	Grade	Minimum/Annual	Maximum/Annual
000053	Sr. Maintenance Engineer	NRep	N06	\$87,120.030	\$135,037.580
000052	Sr. Production Engineer	NRep	N06	\$87,120.030	\$135,037.580
AF139	Staff Asst	NRep	N01	\$61,913.290	\$95,967.650
000057	Strategic Prg Mgr, Ext Affairs	NRep	N12	\$122,588.660	\$190,013.370
EF280	Structural Engineer	NRep	N05	\$79,020.350	\$122,483.330
000085	Super of eBART & BART to OAK	NRep	N11	\$116,749.400	\$180,964.530
MF535	Super of Power & Mech Maint	NRep	N11	\$116,749.400	\$180,964.530
MF703	Super of Systems Maint	NRep	N11	\$116,749.400	\$180,964.530
MF605	Super of Track & Structures	NRep	N11	\$116,749.400	\$180,964.530
MF610	Super of Way & Facilities	NRep	N11	\$116,749.400	\$180,964.530
000087	Superintendent of Sys eBART	NRep	N11	\$116,749.400	\$180,964.530
HF133	Supv Human Resources Programs	NRep	N08	\$100,851.840	\$156,322.310
EF310	Survey Party Chief	NRep	N05	\$79,020.350	\$122,483.330
TF263	Survey Taker - PT	NRep	093	\$67,366.210	\$67,366.210
EF085	System Architect-Asst Grp Mgr	NRep	N11	\$116,749.400	\$180,964.530
HF160	Technical Recruiter	NRep	N05	\$79,020.350	\$122,483.330
FF130	Technology Advances Admin	NRep	N07	\$91,475.200	\$141,788.100
OF424	Test Track Mgr	NRep	N09	\$105,894.610	\$164,139.130
EF165	Train Control Engineer	NRep	N05	\$79,020.350	\$122,483.330
KF050	Trans Officer.Capitol Corridor	NRep	N10	\$111,189.470	\$172,345.320
OF080	Transportation Operations Mgr	NRep	N09	\$105,894.610	\$164,139.130
TF233	Vehicle Systems Engineer	NRep	N05	\$79,020.350	\$122,483.330

** Classifications are eligible to receive Management Incentive Pay of \$4,800 annually.*

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2016
Attachment B

Job Code	Job Title	Bargaining Unit	Grade	Minimum/Annual	Maximum/Annual
Service Employees' International Union (SEIU)					
FA200	Account Clerk	SEIU	011	\$39,620.050	\$51,790.960
FA205	Accountant	SEIU	S08	\$64,045.440	\$83,719.560
FA210	Accounting Analyst	SEIU	S11	\$74,080.920	\$96,837.840
FA215	Accounting Tech	SEIU	036	\$53,249.660	\$69,607.620
AA200	Administrative Analyst - SEIU	SEIU	S08	\$64,045.440	\$83,719.560
AG100	Administrative Secretary -SEIU	SEIU	071	\$51,247.040	\$66,989.730
AA230	Administrative Support Officer	SEIU	S13	\$81,635.400	\$106,712.880
CA190	Administrative Technician SEIU	SEIU	036	\$53,249.660	\$69,607.620
MA100	AFC Electronic Tech	SEIU	301	\$63,984.130	\$83,639.500
MA105	AFC Foreworker	SEIU	825	\$70,344.560	\$91,953.680
MA560	AFC Parts Runner	SEIU	151	\$48,126.830	\$62,911.060
IA100	Appl Programmer Analyst	SEIU	S08	\$64,045.440	\$83,719.560
AA100	Asst Admin Analyst - SEIU	SEIU	S06	\$58,126.440	\$75,982.320
UA200	Asst Buyer	SEIU	S06	\$58,126.440	\$75,982.320
UA205	Asst Contract Administrator	SEIU	S06	\$58,126.440	\$75,982.320
SA100	Asst Safety Specialist	SEIU	S06	\$58,126.440	\$75,982.320
FA274	Asst Treasury Analyst	SEIU	S06	\$58,126.440	\$75,982.320
MA200	Auto & Equip Foreworker	SEIU	825	\$70,344.560	\$91,953.680
MA205	Auto & Equip Mechanic	SEIU	301	\$63,984.130	\$83,639.500
FA100	Budget Analyst	SEIU	S08	\$64,045.440	\$83,719.560
MA300	Buildings Foreworker	SEIU	825	\$70,344.560	\$91,953.680
MA310	Buildings Worker	SEIU	301	\$63,984.130	\$83,639.500
UA210	Buyer	SEIU	S08	\$64,045.440	\$83,719.560
UA213	Buyer Technician	SEIU	036	\$53,249.660	\$69,607.620
TA298	CAD Drafter	SEIU	S08	\$64,045.440	\$83,719.560
FA245	Cash Handler	SEIU	025	\$46,860.940	\$61,256.210
FA249	Cash Handling Electronic Tech	SEIU	301	\$63,984.130	\$83,639.500
FA250	Cash Handling Foreworker	SEIU	813	\$70,344.560	\$91,953.680
CG100	Clerk - SEIU	SEIU	011	\$39,620.050	\$51,790.960
MA115	Comm Electronic Tech	SEIU	301	\$63,984.130	\$83,639.500
MA120	Comm Foreworker	SEIU	825	\$70,344.560	\$91,953.680
000013	Communication Coordinator	SEIU	S11	\$74,080.920	\$96,837.840
IA105	Computer Documentation Asst	SEIU	031	\$50,792.350	\$66,395.470
MA700	Computer Electronic Tech	SEIU	321	\$63,984.130	\$83,639.500
IA110	Computer Operator	SEIU	031	\$50,792.350	\$66,395.470
000064	Computer Support Administrator	SEIU	S05	\$55,376.640	\$72,387.840
IA115	Computer Support Coordinator	SEIU	S14	\$85,698.120	\$112,023.720
UA215	Contract Administrator	SEIU	S08	\$64,045.440	\$83,719.560
000049	Contracts Technician - SEIU	SEIU	036	\$53,249.660	\$69,607.620
CA120	Customer Service Clerk	SEIU	031	\$50,792.350	\$66,395.470
VA120	Customer Services Admin	SEIU	S13	\$81,635.400	\$106,712.880

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2016
Attachment B

Job Code	Job Title	Bargaining Unit	Grade	Minimum/Annual	Maximum/Annual
000016	Customer Services Assistant	SEIU	S06	\$58,126.440	\$75,982.320
VA110	Customer Services Rep	SEIU	S11	\$74,080.920	\$96,837.840
IA135	Data Controller	SEIU	031	\$50,792.350	\$66,395.470
IA140	Data Entry Operator	SEIU	031	\$50,792.350	\$66,395.470
TA300	Documentation Config Controlle	SEIU	S09	\$67,228.920	\$87,880.920
TA310	Drafting Supv	SEIU	S11	\$74,080.920	\$96,837.840
MA313	Dump Truck/Equipment Op	SEIU	301	\$63,984.130	\$83,639.500
000078	Elec/Electro-Mech Assembler II	SEIU	152	\$49,903.150	\$65,232.960
MA145	Elect/Electro-Mech Assembler	SEIU	151	\$48,126.830	\$62,911.060
MA500	Electrical Foreworker	SEIU	824	\$73,421.500	\$95,975.980
000034	Electrical Helper	SEIU	151	\$48,126.830	\$62,911.060
MA510	Electrician	SEIU	301	\$63,984.130	\$83,639.500
MA515	Elevator/Escalator Foreworker	SEIU	825	\$70,344.560	\$91,953.680
MA530	Elevator/Escalator Trainee	SEIU	331	\$57,623.900	\$75,325.540
MA525	Elevator/Escalator Worker	SEIU	301	\$63,984.130	\$83,639.500
HJ105	Employee Dev Specialist - SEIU	SEIU	EDS	\$76,510.320	\$100,013.520
MA150	ERS Foreworker	SEIU	825	\$70,344.560	\$91,953.680
MA155	ERS Tech	SEIU	301	\$63,984.130	\$83,639.500
UA195	Expeditor	SEIU	S06	\$58,126.440	\$75,982.320
UA100	Expeditor/Clerk	SEIU	031	\$50,792.350	\$66,395.470
MA550	Fire Protection Worker	SEIU	301	\$63,984.130	\$83,639.500
MA330	Fire Service Worker	SEIU	301	\$63,984.130	\$83,639.500
VA050	Gov & Comm Relations Spec	SEIU	S11	\$74,080.920	\$96,837.840
TA313	Graphic Artist	SEIU	S09	\$67,228.920	\$87,880.920
MA335	Grounds Foreworker	SEIU	825	\$70,344.560	\$91,953.680
MA345	Grounds Worker	SEIU	201	\$54,317.330	\$71,003.300
MA346	Grounds Worker/Applicator	SEIU	301	\$63,984.130	\$83,639.500
FA265	Intermediate Account Clerk	SEIU	021	\$45,412.850	\$59,363.410
CJ105	Intermediate Clerk - SEIU	SEIU	021	\$45,412.850	\$59,363.410
UA105	Inventory Control Analyst	SEIU	S08	\$64,045.440	\$83,719.560
UA120	Inventory Control Tech	SEIU	036	\$53,249.660	\$69,607.620
MA348	Irrigation/Grounds Worker	SEIU	301	\$63,984.130	\$83,639.500
IA160	Jr Appl Programmer Analyst	SEIU	S03	\$50,263.620	\$65,704.080
FA275	Junior Accountant	SEIU	S05	\$55,376.640	\$72,387.840
LA115	Legal Administrative Analyst	SEIU	S06	\$58,126.440	\$75,982.320
LA100	Legal Administrative Asst	SEIU	S05	\$55,376.640	\$72,387.840
MA350	Locksmith	SEIU	301	\$63,984.130	\$83,639.500
CA110	Mail and Supply Clerk	SEIU	021	\$45,412.850	\$59,363.410
TA215	Maint Planner	SEIU	S08	\$64,045.440	\$83,719.560
UA130	Material Control Analyst	SEIU	S08	\$64,045.440	\$83,719.560
UA135	Material Control Sys Analyst	SEIU	S08	\$64,045.440	\$83,719.560
UA145	Material Coordinator	SEIU	301	\$63,984.130	\$83,639.500

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2016
Attachment B

Job Code	Job Title	Bargaining Unit	Grade	Minimum/Annual	Maximum/Annual
UA150	Material Expeditor	SEIU	S08	\$64,045.440	\$83,719.560
VA125	Multimedia Assistant Producer	SEIU	S11	\$74,080.920	\$96,837.840
CA111	Office Services Support Clerk	SEIU	021	\$45,412.850	\$59,363.410
CA115	Office Services Supv	SEIU	800	\$59,328.050	\$77,553.010
MA547	Overhead Door Worker	SEIU	301	\$63,984.130	\$83,639.500
MA360	Painter	SEIU	301	\$63,984.130	\$83,639.500
MA535	Power & Mech Foreworker	SEIU	824	\$73,421.500	\$95,975.980
MA545	Power & Mechanical Worker	SEIU	301	\$63,984.130	\$83,639.500
FA130	Project Control Administrator	SEIU	S08	\$64,045.440	\$83,719.560
VA115	Public Information Rep	SEIU	S11	\$74,080.920	\$96,837.840
TA110	Quality Assurance Analyst	SEIU	S08	\$64,045.440	\$83,719.560
000066	Quality Assurance Officer	SEIU	S11	\$74,080.920	\$96,837.840
000035	Quality Team Leader	SEIU	313	\$67,177.970	\$87,814.480
QA205	Real Estate Officer	SEIU	S11	\$74,080.920	\$96,837.840
QA100	Real Estate Tech	SEIU	036	\$53,249.660	\$69,607.620
IA185	Real Time Programmer Analyst	SEIU	S13	\$81,635.400	\$106,712.880
CA140	Reprographics Equipment Oper	SEIU	031	\$50,792.350	\$66,395.470
MA810	Rolling Stock Foreworker	SEIU	827	\$72,528.350	\$98,336.580
MA225	Shop Machinist	SEIU	301	\$63,984.130	\$83,639.500
TA260	Shop Scheduler	SEIU	S10	\$70,571.280	\$92,250.000
MA230	Shop Welder	SEIU	301	\$63,984.130	\$83,639.500
FA288	Sr Account Clerk	SEIU	031	\$50,792.350	\$66,395.470
IA190	Sr Appl Programmer Analyst	SEIU	S14	\$85,698.120	\$112,023.720
FH140	Sr Budget Clerk - SEIU	SEIU	031	\$50,792.350	\$66,395.470
FA290	Sr Cash Handler	SEIU	035	\$50,086.400	\$65,472.580
CG145	Sr Clerk - SEIU	SEIU	031	\$50,792.350	\$66,395.470
000075	Sr Computer Suppt Coordinator	SEIU	S16	\$93,507.000	\$122,231.400
TA314	Sr Graphic Artist	SEIU	S10	\$70,571.280	\$92,250.000
AA130	Sr Legal Secretary	SEIU	071	\$51,247.040	\$66,989.730
TA220	Sr Maint Planner	SEIU	S11	\$74,080.920	\$96,837.840
CA112	Sr Office Services Support Clk	SEIU	031	\$50,792.350	\$66,395.470
CA155	Sr Office Services Supv	SEIU	S09	\$67,228.920	\$87,880.920
AJ135	Sr Secretary - SEIU	SEIU	061	\$47,626.180	\$62,256.690
UA160	Sr Storekeeper	SEIU	171	\$59,328.050	\$77,553.010
IA210	Sr Telecommunications Tech	SEIU	S14	\$85,698.120	\$112,023.720
UA170	Storekeeper	SEIU	201	\$54,317.330	\$71,003.300
MA615	Structures Equipment Operator	SEIU	301	\$63,984.130	\$83,639.500
MA620	Structures Foreworker	SEIU	825	\$70,344.560	\$91,953.680
MA637	Structures Inspector	SEIU	311	\$66,897.380	\$87,447.570
MA636	Structures Inspector Asst	SEIU	201	\$54,317.330	\$71,003.300
MA638	Structures Inspector Forewrk	SEIU	810	\$73,548.590	\$96,141.970
MA630	Structures Welder	SEIU	301	\$63,984.130	\$83,639.500

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
In Effect January 1, 2016
Attachment B

Job Code	Job Title	Bargaining Unit	Grade	Minimum/Annual	Maximum/Annual
MA635	Structures Worker	SEIU	201	\$54,317.330	\$71,003.300
000036	Structures Worker - PT	SEIU	221	\$59,749.040	\$59,749.040
EA315	Survey Tech	SEIU	091	\$55,712.800	\$72,827.250
MA385	System Service Crewleader	SEIU	141	\$47,695.440	\$62,347.170
MA390	System Service Foreworker	SEIU	818	\$65,069.060	\$85,057.650
MA400	System Service Worker	SEIU	111	\$45,807.420	\$59,879.250
MA399	System Service Worker - 141	SEIU	141	\$47,695.440	\$62,347.170
MA401	System Service Worker - PT	SEIU	121	\$50,388.000	\$50,388.000
TA140	Tech Publications Admin	SEIU	S10	\$70,571.280	\$92,250.000
TA302	Technical Administrator	SEIU	S11	\$74,080.920	\$96,837.840
TA125	Technical Editor	SEIU	S03	\$50,263.620	\$65,704.080
IA300	Technical Programmer Analyst	SEIU	S11	\$74,080.920	\$96,837.840
000025	Technical Publications Analyst	SEIU	S09	\$67,228.920	\$87,880.920
TA301	Technical Resources Admin	SEIU	S13	\$81,635.400	\$106,712.880
IA200	Telecommunications Specialist	SEIU	S06	\$58,126.440	\$75,982.320
IA205	Telecommunications Tech	SEIU	S09	\$67,228.920	\$87,880.920
FA212	Time and Labor Admin Analyst	SEIU	TAD	\$70,729.570	\$92,457.040
UA180	Tool Room Attendant	SEIU	201	\$54,317.330	\$71,003.300
MA640	Track Equipment Operator	SEIU	301	\$63,984.130	\$83,639.500
MA645	Track Foreworker	SEIU	825	\$70,344.560	\$91,953.680
MA655	Track Welder	SEIU	301	\$63,984.130	\$83,639.500
MA660	Track Worker	SEIU	201	\$54,317.330	\$71,003.300
000022	Track Worker - PT	SEIU	221	\$59,749.040	\$59,749.040
MA720	Train Control Electronic Tech	SEIU	301	\$63,984.130	\$83,639.500
MA725	Train Control Foreworker	SEIU	825	\$70,344.560	\$91,953.680
CA165	Transit Information Clerk	SEIU	031	\$50,792.350	\$66,395.470
CA175	Transit Information Supv	SEIU	S11	\$74,080.920	\$96,837.840
CA159	Transit Information Tech	SEIU	036	\$53,249.660	\$69,607.620
MA825	Transit Vehicle Electronic Tec	SEIU	301	\$63,984.130	\$83,639.500
MA830	Transit Vehicle Mechanic	SEIU	301	\$63,984.130	\$83,639.500
000037	Transit Vehicle Mechanic - PT	SEIU	314	\$70,382.420	\$70,382.420
CA180	Trouble Desk Data Specialist	SEIU	036	\$53,249.660	\$69,607.620
MA826	TVET Trainee	SEIU	331	\$57,623.900	\$75,325.540
MA840	Utility Foreworker	SEIU	818	\$65,069.060	\$85,057.650
MA835	Utility Worker	SEIU	111	\$45,807.420	\$59,879.250
MA836	Utility Worker - PT	SEIU	121	\$50,388.000	\$50,388.000
TA130	Vehicle Inspector	SEIU	311	\$66,897.380	\$87,447.570
MA900	Warranty Administrator	SEIU	S11	\$74,080.920	\$96,837.840
TA135	Wayside Inspector	SEIU	311	\$66,897.380	\$87,447.570
TA311	Web Page Specialist	SEIU	S10	\$70,571.280	\$92,250.000



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>Marcia DelBue</i>		GENERAL MANAGER ACTION REQ'D: Approve and Forward to the January 28, 2016 E&O Committee Meeting		
DATE: <i>1/20/16</i>		BOARD INITIATED ITEM: No		
Originator/Prepared by: Hamed T Tafaghodi, General Counsel Dept: M&E <i>Hamed Tafaghodi</i> Signature/Date: <i>1/12/16</i>	<i>[Signature]</i> Signature/Date: <i>1/12/16</i> []	<i>[Signature]</i> Signature/Date: <i>1/12/16</i> []	District Secretary []	BARC <i>[Signature]</i> Signature/Date: <i>1/19/16</i> []

TITLE:

Award of Contract No. 15TF-121A Installation of Right-of-Way Safety Barriers System Wide, Phase II

NARRATIVE:

PURPOSE: To obtain Board authorization for the General Manager to award Contract No. 15TF-121A, Installation of Right-of-Way Safety Barriers System Wide, Phase II, to Golden Bay Fence Plus Iron Works, Inc. ("Golden Bay") of Stockton, CA.

DISCUSSION: This Contract is for the installation of permanent physical safety barriers in the BART right-of-way. BART must install these barriers to comply with new Roadway Worker Protection Safety regulations which were promulgated by California Public Utilities Commission (CPUC) General Order 175 (GO 175) and which have been incorporated into BART's new Safety Policy. Once installed, the permanent physical safety barriers will protect people working in the right-of-way behind the barriers from moving trains and will help to reduce the disruption to train schedules resulting from maintenance work during revenue hours.

The Contract was advertised on October 28, 2015. On October 23, 2015, the District provided advance notice to 125 prospective Bidders and Contract Books were sent to 22 plan rooms. A pre-Bid meeting was held on November 10, 2015 with eight (8) prospective Bidders attending the meeting. Eight (8) construction companies purchased the Contract Book. No addenda were issued.

The following three (3) Bids were received and publicly opened on December 1, 2015:

BIDDER	LOCATION	TOTAL BID	SMALL BUSINESS
Golden Bay Fence Plus Iron Works, Inc.	Stockton, CA	\$1,039,416.00	Yes
Rodan Builders, Inc.	Burlingame, CA	1,381,840.00	No
Crusader Fence	Rancho Cordova, CA	1,645,184.90	Yes
Engineer's Estimate		1,327,850.00	

After review by District staff, the apparent low Bid submitted by Golden Bay has been deemed to be responsive to the solicitation. Furthermore, a review of Golden Bay's license, business experience, and financial capabilities has resulted in a determination that Golden Bay is responsible. Staff has also determined that Golden Bay's Bid price of \$1,039,416.00 is fair, reasonable, and below the Engineer's Estimate.

Pursuant to the District's Non-Discrimination for Subcontracting Program, the availability percentages for this Contract are 23% for Minority Business Enterprises (MBEs) and 12% for Women Business Enterprises (WBEs). Golden Bay committed to 100% MBE and 0% WBE. Golden Bay did not meet the WBE availability percentage therefore it was requested to provide the District with information to determine if it had discriminated. Based on the review of the information submitted by Golden Bay, the Office of Civil Rights found no evidence of discrimination.

Pursuant to the District's Non-Federal Small Business Program, the Office of Civil Rights set a 5% prime preference for this Contract for small businesses certified by the California Department of General Services. Golden Bay is a certified Small Business making it eligible for the preference. Since Golden Bay is the lowest responsive Bidder, and is eligible for the 5% Small Business Preference, the application of the Small Business Program will not alter the award to Golden Bay.

District staff has determined that this work is categorically exempt from the provisions of the California Environmental Quality Act (CEQA) pursuant to Title 14, California Code of Regulations, Section 15301 (f), Existing Facilities, because it consists of minor alterations of existing facilities for safety protection involving no expansion of use.

FISCAL IMPACT:

Funding of \$1,039,416 for award of Contract No. 15TF-121A will come from project budget 15TF001, Safety Barrier. The office of the Controller/Treasurer certifies that funds are currently available to meet this obligation.

F/G 8526 – FY14 Operating Allocation to Capital:

\$1,039,416

As of January 8, 2016, \$1,623,000 is the total budget for this project. BART has expended \$310,913 and committed \$564 and reserved \$175,000 to date for other actions. This action will commit \$1,039,416 leaving an available fund balance of \$97,107 in this fund source for this project.

There is no fiscal impact on available unprogrammed District Reserves.

ALTERNATIVE: The Board may elect to reject all Bids and authorize staff to re-advertise the work of this Contract. There is no assurance that new Bids would be lower than the current Bids. Failure to proceed with the Contract would delay the barrier installation work, which will delay

staff's access to the wayside for maintenance and other related work.

RECOMMENDATION: It is recommended that the Board adopt the following motion:

MOTION: The General Manager is authorized to award Contract No. 15TF-121A, Installation of Right-of-Way Safety Barriers System Wide, Phase II, to Golden Bay Fence Plus Iron Works, Inc. for the Bid price of \$1,039,416.00 pursuant to notification to be issued by the General Manager and subject to compliance with the District's Protest Procedures.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>Victoria Delacruz</i>		GENERAL MANAGER ACTION REQ'D: Approve and forward to the Board		
DATE: <i>1/20/16</i>		BOARD INITIATED ITEM: No		
Originator/Prepared by: Victor Wu Dept: M&E Engineering <i>[Signature]</i> <i>1/14/16</i>	General Counsel <i>[Signature]</i> <i>1/19/16</i> []	Controller/Treasurer <i>[Signature]</i> <i>1/19/16</i> []	District Secretary []	BARC <i>[Signature]</i> <i>1/20/16</i> []
Signature/Date:				

TITLE:

Award of Contract No. 17DA-110, Oakland Shop Inspection Pit Expansion

NARRATIVE:

PURPOSE:

To request the Board's authorization for the General Manager to award Contract No. 17DA-110: Oakland Shop Inspection Pit Expansion to Valentine Corporation (Valentine) of San Rafael, CA.

DISCUSSION:

The work under this Contract consists of providing all labor, equipment, materials and other accessories necessary to construct a new 81' long inspection pit with elevated rails supported on columns within the Oakland Shop Maintenance of Way Facility. The total Contract duration is 270 calendar days from the Notice to Proceed.

An Advanced Notice to Bidders was sent on October 8, 2015 to One-Hundred and Eight (108) prospective contractors based on the procurement database, a list from the sponsor and email requests. Plans were electronically issued to 22 plan rooms. The Contract was advertised on October 13, 2015 in local publications. A total of ten (10) firms purchased copies of the Bid Documents.

A Pre-Bid meeting and site tour was held on October 28, 2015 that was attended by thirteen (13) potential Bidders. A total of two (2) Addenda were issued.

Seven (7) Bids were received and publicly opened on November 24, 2015. A tabulation of the Bids, including the Engineer's Estimate, is as follows:

	Bidder	Location	Total Bid
1	Valentine Corporation	San Rafael, CA	\$858,369.00
2	DMZ Builders	Concord, CA	\$890,000.00
3	Rodan Builders, Inc.	Burlingame, CA	\$1,084,000.00
4	Proven Management, Inc.	Berkeley, CA	\$1,113,777.00
5	Thompson Builders	Novato, CA	\$1,171,000.00
6	ALTA Engineering Group, Inc.	San Francisco, CA	\$1,171,938.00
7	Roebbelen Contracting, Inc.	El Dorado Hills, CA	\$1,241,000.00
	ENGINEER'S ESTIMATE		\$896,680.00

After review by District staff, the Bid by Valentine was determined to be responsive to the solicitation. Examination of Valentine's license, business experience and financial capabilities has resulted in a determination that this Bidder is responsible. Staff has also determined that the Bid price of \$858,369 is fair and reasonable.

Pursuant to the District's Non-Discrimination for Subcontracting Program, the Availability Percentages for this Contract are 23% for Minority Business Enterprises (MBEs) and 12% for Women Business Enterprises (WBEs). The Bidder does not commit to subcontract any percentage of the subcontracted amount to MBEs or WBEs. Therefore, the Bidder was requested to provide the District with information to determine if it discriminated on the basis of race and gender. Based on the review of the information submitted by the Bidder, the Office of Civil Rights found no evidence of discrimination.

Award of Contract No. 17DA-110, Oakland Shop Inspection Pit Expansion

Pursuant to the District's Non-Federal Small Business Program, the Office of Civil Rights set a 5% Small Business Prime Preference for this Contract for Small Businesses certified by the California Department of General Services. Valentine is a certified Small Business thus making it eligible for the 5% Small Business Prime Preference. Since Valentine Corporation is the lowest responsive Bidder, and is eligible for the 5% Small Business Prime Preference, the application of the Small Business Prime Preference will not alter the award to Valentine.

FISCAL IMPACT:

Funding of \$858,369.00 for Contract No. 17DA-110 will come from the project budget for FMS # 17DA001 – Oakland Shop Pit Lengthening. The Office of Controller/Treasurer certifies that funds are currently available to meet this obligation.

F/G 8524 – FY12 Operating Alloc to Cap \$858,369.00

As of December 17, 2015, \$1,500,000.00 is available for this project. BART has expended \$193,373.90 and committed \$0.00 and \$0.00 for reserves to date for other actions. This action will commit \$858,369.00 leaving an available fund balance of \$448,257.10 in these fund sources.

There is no fiscal impact on available un-programmed District Reserves.

ALTERNATIVES:

The alternative is to reject all Bids and authorize staff to re-advertise the Contract. Under this alternative, staff would have to reissue the bid package and obtain new bids. This will delay the inspection pit expansion, and is not likely to result in any significant lowering of pricing.

RECOMMENDATION:

It is recommended that the Board adopt the following motion:

MOTION:

The General Manager is authorized to award Contract No. 17DA-110, Oakland Shop Inspection Pit Expansion to Valentine Corporation for the Bid Price of \$858,369.00, pursuant to notification to be issued by the General Manager, and subject to the District's protest procedures.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>Marcia DeYoung</i>		GENERAL MANAGER ACTION REQ'D:		
DATE: 1/20/16		BOARD INITIATED ITEM: No		
Originator/Prepared by: Christopher Gan Dept: <i>Chris Gan</i> Signature/Date: 1/19/16	General Counsel <i>[Signature]</i> 1/19/16 []	Controller/Treasurer <i>[Signature]</i> 1/19/16 []	District Secretary []	BARC <i>[Signature]</i> 1-19-16 []
Status: Routed		Date Created: 01/06/2016		

TITLE:
INDEPENDENT AUDITOR'S REPORTS ON THE BASIC FINANCIAL STATEMENTS AND INTERNAL CONTROL FOR THE FISCAL YEAR ENDED JUNE 30, 2015

NARRATIVE:

PURPOSE

To present the Independent Auditor's Reports on Basic Financial Statements and Internal Control for the fiscal year ended June 30, 2015.

DISCUSSION

The San Francisco Bay Area Rapid Transit District Act provides that an annual audit be made of all books and accounts of the District by an independent public accountant (Public Utilities Code Section 28769).

The independent certified public accounting firm of Macias, Gini and O'Connell LLP conducted the audit for fiscal year 2015. The District's basic financial statements provide information on the District's Enterprise Fund and Fiduciary Fund. The Enterprise Fund includes all revenues, expenses, assets, liabilities and net assets related to the District's operations. The Fiduciary Fund shows all financial transactions of the Retiree Health Benefit Trust, which was created by the District to administer and account for assets which are restricted for the payment of retiree health premiums and administrative costs. Their audit concluded that the District's basic financial statements for the year ended June 30, 2015 present fairly, in all material respects, the financial position of the Enterprise Fund and the Fiduciary Fund, and are in conformity with accounting principles generally accepted in the United States of America.

As part of the examination, the auditors performed a review and evaluation of the District's internal accounting controls. The results of the evaluation are discussed in the Independent Auditor's Report on Internal Control. There are no findings in the Report. The Report however, included the following recommendations: a) that the District review and analyze the new Uniform Guidance for Federal Awards to determine if there are compliance requirements that have changed beginning on December 26, 2014, and b) that the District starts assessing the impact of 2 new Governmental Accounting Standards Board's (GASB) accounting

pronouncements, GASB 74 and 75, which provide the new standards for accounting and reporting of postemployment benefits other than pension (OPEB). The District's responses to the recommendations are included in the report.

FISCAL IMPACT

None.

ALTERNATIVE

None. The District is required by law to have its books and accounts audited every year by an independent certified public accountant.

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors

DATE: January 22, 2016

FROM: General Manager

SUBJECT: Consent Calendar Item #2.G: FY16 First Quarter Financial Report – For Information

The FY16 First Quarter Financial Report (October - December 2015) is attached. The Year to Date (YTD) net operating result is favorable to budget by \$10.5M. However, the current favorable result is likely to decline as the year goes on, as a good portion of it is due to budget timing and there are some negative revenue impacts that haven't yet occurred.

Operating Sources

Total Ridership was 0.9% under budget for the first quarter. Weekday trips were 1.3% above budget, but weekend and holiday trips were 12% below budget, largely due to Transbay Tube closures on two weekends in August and September. However, it is concerning that during the second quarter weekends and holidays have remained 8% under budget, offsetting the slight positive variance in weekday trips. Weekday rider growth for the first half of FY16 is just 2.5% above FY15, much lower than the 6-7% growth seen in prior years. Fortunately, due to longer trip lengths and higher average fares, passenger revenue is \$2.7M (2.2%) over budget for the first quarter.

Sales Tax revenue results in the first quarter were under budget, up 3.5% from one year earlier but under the 4% budget assumption. Second quarter sales tax results from December showed further slowing in quarterly growth to 2.9%. Through the first half of the year, sales tax revenue is \$0.9M (0.7%) under budget.

Operating Uses

Labor and benefits were favorable by \$2.3M (2.0%) for the quarter, and total expense was favorable to budget by \$8.5M (5.2%). Overtime expenses continue to be problematic, but to date have been offset by position vacancies, including vacant positions budgeted for the Warm Springs Extension. Non-labor spending is typically slow at the beginning of the year, and this year is no exception. However, this tends to catch up as the year proceeds.

Although the results from the first quarter are generally favorable, the trending of ridership and sales tax along with some second quarter information already available indicate that financial results will be very tight this year and it will be a challenge to keep a balanced budget by fiscal year end. We recently received information from the state that State Transit Assistance and Low Carbon Transit Operations Program funds will be under budget in FY16, currently estimated around \$5M unfavorable between the two sources.

The first quarter report is normally produced in November, however as with past years, the monthly general ledger closings were delayed due to work related to year-end capital closing and the annual financial audit. Accounting is expediting the closing processes for the remainder of the fiscal year.


Grace Crunican

Attachment

cc: Board Appointed Officers
Deputy General Manager
Executive Staff

Quarterly Financial Report
First Quarter
Fiscal Year - 2016

	Current Quarter		Year to Date	
	Budget	Actual	Budget	Actual
(\$ Millions)				
Revenue				
Net Passenger Revenue	120.5	123.2	120.5	123.2
Parking Revenue	7.6	8.3	7.6	8.3
Other Operating Revenue	6.7	5.5	6.7	5.5
Total Net Operating Revenue	134.8	136.9	134.8	136.9
Expense				
Net Labor	117.7	115.4	117.7	115.4
OPEB Unfunded Liability	0.6	0.6	0.6	0.6
Electric Power	10.3	9.5	10.3	9.5
Purchased Transportation	6.7	6.7	6.7	6.7
Other Non Labor	29.0	23.6	29.0	23.6
Total Operating Expense	164.3	155.8	164.3	155.8
Operating Surplus (Deficit)	(29.5)	(18.8)	(29.5)	(18.8)
MTC Rail Fund Car Swap	(13.2)	(29.0)	(13.2)	(29.0)
Taxes and Financial Assistance				
Sales Tax	60.5	60.2	60.5	60.2
Property Tax, Other Assistance	2.6	2.7	2.6	2.7
MTC Rail Fund Car Swap	13.2	29.0	13.2	29.0
State Transit Assistance	-	-	-	-
Debt Service	(8.1)	(8.1)	(8.1)	(8.1)
Capital and Other Allocations	(48.5)	(48.4)	(48.5)	(48.4)
OPEB Unfunded Liability Offset	0.6	0.6	0.6	0.6
Net Financial Assistance	20.4	36.0	20.4	36.0
Net Operating Result	(22.3)	(11.8)	(22.3)	(11.8)
System Operating Ratio	82.0%	87.9%	82.0%	87.9%
Rail Cost / Passenger Mile	0.34	0.32	0.34	0.32

* Totals may not add due to rounding to the nearest million.

- No Problem
- Caution: Potential Problem/Problem Being Addressed
- Significant Problem

Revenue

- Avg weekday trips for the quarter were 434,003, 1.3% over budget and 3.0% over the same quarter last year. However, total trips for the quarter were 0.9% under budget, with weekend and holiday trips under budget 12% mainly due to two TBT closures in August and September. Net passenger revenue was 2.2% over budget.
- Parking revenue \$0.7M favorable due to over budget Daily Non Reserve program.
- Other operating revenue \$1.2M unfavorable, with the biggest factor timing of telecom and cell site payments.

Expense

- Labor and benefits were favorable by \$2.3M or (2.0%). Overtime was high due to the two Transbay Tube closures, however vacancies offset this expense leading to a favorable variance for the quarter. Likely to turn negative as year progresses.
- OPEB unfunded liability is shown as an expense and is offset; there is no bottom line impact.
- Electric Power was favorable for the quarter by \$0.8M or (7.6%); power market prices continue to be lower than budget.
- Other Non Labor was favorable by \$5.4M or (18.6%) for the quarter. The positive variance is mainly timing of actual vs. budgeted expenses.

Operating Deficit

- The operating deficit (revenue minus expense) was \$10.7M favorable for the quarter because of the favorable revenue and operating expense

MTC Rail Car Swap

- The MTC rail car fund swap is a funding exchange program between MTC and BART that does not affect the net operating result.

Financial Assistance and Allocations

- Sales Tax for the quarter grew 3.5% over 1QFY15, but was \$0.3M unfavorable because the budget assumption was 4% growth.
- Property Tax, Other Assistance was \$0.1M favorable to budget due to some early property tax payments.

Net Operating Result

- The Net Operating Result for the quarter was favorable by \$10.5M, due to favorable Revenue and Operating Expense results. Part of the YTD result is due to timing, which adds to favorable results to date.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>Alvaro Delgado</i>		GENERAL MANAGER ACTION REQ'D:		
DATE: 1/20/16		BOARD INITIATED ITEM: No		
Originator/Prepared by: Patricia Nelson Dept: Administration and Budget <i>Patricia Nelson</i> Signature/Date: 1-20-2016	General Counsel <i>[Signature]</i> 1/20/16 []	Controller/Treasurer <i>[Signature]</i> 1/20/16 []	District Secretary []	BARC <i>[Signature]</i> 1-20-16 []
Status: Routed		Date Created: 12/28/2015		

TITLE:

Sole Source Procurement of Ticket Vending Machine Transport Installation Kits with Software Modifications to Dispense Clipper® Cards (Two-Thirds Vote Required)

NARRATIVE:

Purpose

To obtain Board authorization, in accordance with Public Contract Code Section 20227, to enter into negotiations and execute a contract with Cubic Transportation Systems, Inc. (CTS), for the Procurement of Ticket Vending Machine Transport Installation Kits with Software Modifications to Dispense Clipper® Cards, in an amount not to exceed \$2,800,000.

Discussion

In 2003, the District completed its Automatic Fare Collection (AFC) Modernization program to replace all AFC equipment in the BART system with new equipment manufactured by CTS under Contract No. 47BC-110. Under that Contract, all AFC equipment, including Ticket Vending Machines (TVMs), was replaced by CTS. In 2015, BART entered into sole source Contract No. 47CJ-110 with CTS for the Procurement and Installation of Upgraded Components for AFC Equipment. Under that Contract, CTS is upgrading AFC equipment, including TVMs, throughout the District to match equipment being provided by CTS for the District's new extension stations.

In 2011, the District deployed the functionality of loading Clipper® e-purse value on its TVMs. This capability allows customers to load value onto Clipper® cards using cash, credit or debit cards. However, TVMs are not currently equipped to dispense Clipper® cards.

As a customer convenience, the District has decided to modify selected TVMs in all BART stations to dispense Clipper® cards. This will require the procurement of TVM transport installation kits (hardware) and software modifications from CTS based on the new or upgraded TVMs discussed earlier. The TVM transport installation kits and modified software would be installed by BART staff. These new transports and modified software will replace existing transports in their entirety and the modified TVMs will thereafter dispense Clipper® cards only.

The new TVM transports can be provided only by CTS because such transports require integration with hardware and software provided by, and proprietary to, CTS. Also, the documentation required for the production of hardware components is proprietary to CTS. Because of the proprietary nature of the hardware and software, integration with a non-CTS supplier would unreasonably increase costs and protract the timeline for delivery.

Pursuant to Public Code Section 20227, the Board may direct the purchase of any supply, equipment, or material without observance of any provision requiring contracts, bids, or notice upon a finding by two-thirds of all members of the board that there is only a single source of procurement and that the purchase is for the sole purpose of duplicating or replacing equipment currently in use.

Staff is now seeking to enter into direct negotiations with CTS in order to execute a sole source contract for the Procurement of TVM Transport Installation Kits with Software Modifications to Dispense Clipper® Cards for an amount not to exceed \$2,800,000. This amount will cover the cost of 80 new TVM transports (at least one for each BART station) and 15% spares.

The Office of the General Counsel will approve the contract as to form.

Contract Administration will review the contract for compliance with procurement guidelines.

Pursuant to the revised DBE Program, the Office of Civil Rights is utilizing race and gender neutral efforts for procurement contracts, therefore, no DBE goal was set for this contract.

Fiscal Impact

Funding of the not to exceed amount of \$2,800,000 for the proposed contract is included in the following projects and funding sources.

Project FMS# 47CJ009 - Clipper® Card Dispensing BART TVM: \$1,426,456

As of January 5, 2016, \$2,100,000 is available for this project from the following sources:

Fund No.	Fund Description	Source	Amount
3002	FY11 - Capital Projects	FTA	29,600
353M	FG MOD - FY10 Capital Improvements	FTA	104,000
3602	FG/SPGR - FY13 Capital Improvements	FTA	50,400
3605	FG/SPGR - FY15 Capital Improvements	FTA	1,496,000
850X	CAP ALLOC-SEISMIC NON	BART	26,000
851W	FY07-11 Capital Alloc	BART	20,000
8526	FY2014 Operating Cap Alloc	BART	374,000
Total			2,100,000

BART has expended \$21,428, and committed zero dollars to date for other action. This action will commit \$1,426,456 leaving an available fund balance of \$652,116 in this project.

Project FMS# 04SF200 – eBART AFC: \$200,000

As of January 5, 2016, \$5,636,798 is available for this project from the following sources:

Fund No.	Fund Description	Source	Amount
535A	FY10-11 Prop 1B - PTMISEA	State	1,111,798
6640	CCTA - MJ 12-16P	Local	3,625,000
6645	ECCRFFA Co-Op Agmt 26-14	Local	300,000
664C	CCTA Resol 13-25-P	Local	600,000
Total			5,636,798

BART has expended \$3,238,452, committed \$37,995, and reserved \$39,878 to date for other action. This action will commit \$200,000, leaving an available fund balance of \$2,120,472 in

this project.

Other Funding: MTC Prop 1B: \$1,173,544

The remaining amount of \$1,173,544 will be funded through MTC using the FY14/15 Highway Safety, Traffic Reduction, Air Quality, and Port Security Bond Allocation, which is anticipated to be received on or by June 30, 2016.

The Notice of Award of the Procurement of Ticket Vending Machine Transport Installation Kits with Software Modifications to Dispense Clipper® Cards Contract will be issued only after the Controller/Treasurer has certified that \$2,800,000 is available for this Contract.

Alternative

Do not authorize the General Manager to enter into the requested negotiations or execute a contract with CTS. The District would not be able to offer its customers the convenience of TVMs that dispense Clipper® cards.

Recommendation

Adoption of the following Motion.

Motion

Pursuant to Public Contract Code Section 20227, the Board finds that Cubic Transportation Systems, Inc. is the single source for procurement of ticket vending machine transport installation kits with software modifications to dispense Clipper® cards, and that the purchase is for the sole purpose of duplicating or replacing equipment in use at the District. The Board authorizes the General Manager to enter into direct negotiations and execute a contract with Cubic Transportation Systems, Inc. for such procurement, in an amount not to exceed \$2,800,000, subject to certification by Controller-Treasurer that funding is available.

Two-thirds vote required.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>Maria de Vazquez</i>		GENERAL MANAGER ACTION REQ'D:		
DATE: <i>1/20/16</i>		BOARD INITIATED ITEM: No		
Originator/Prepared by: Joe Lipkos Dept: <i>Joe Lipkos 1-4-16</i>	General Counsel <i>[Signature]</i> 1/4/16 []	Controller/Treasurer <i>Christina 1/4/16</i> []	District Secretary []	BARC <i>Paul Versier 1/19/16</i>
Signature/Date:				
Status: Routed		Date Created: 12/18/2015		

TITLE:

Award of Contract No. 59CT-120, Wayfinding Improvements Phase III

NARRATIVE:

PURPOSE: To obtain the Board's authorization for the General Manager to award Contract No. 59CT-120 Wayfinding Improvements Phase III, to LC General Engineering & Construction, Inc. (LC General), of San Francisco, CA, for the Bid price of \$7,040,757.00.

DISCUSSION: The scope of this Contract includes, but is not limited to, the design, fabrication and installation of illuminated wayfinding signs, custom display cases, station identification pylons, kiosks and real-time displays at ten (10) BART Stations. These stations are West Oakland, 19th St Oakland, Lake Merritt, Coliseum, San Leandro, Bay Fair, Hayward, South Hayward, 16th St Mission and 24th St Mission. The stations selected were based upon the funding requirements of Proposition K, Proposition 1B and the Federal Transit Administration (FTA) ADA Rail Station Compliance Assessment.

The District provided advanced notice to 172 prospective Bidders on October 10, 2015 and Contract Documents were sent to 24 plan rooms. The Contract was advertised on October 15, 2015 in local publications. A total of 14 firms purchased copies of the Bid Documents. A pre-Bid meeting was conducted on November 5, 2015 and eight (8) prospective Bidders attended the meeting. Site tours were conducted on November 5, 2015 and November 6, 2015 with six (6) prospective Bidders attending the November 5th site tours and four (4) prospective Bidders attending the November 6th site tours.

Three (3) Bids were received and publicly opened on December 8, 2015. A tabulation of the Bids, including the Engineer's Estimate, is as follows:

Bidder	Location	Total Base Bid Price
LC General Engineering & Construction, Inc.	San Francisco, CA	\$7,040,757.00
Arntz Builders, Inc.	Novato, CA	\$7,860,012.00
Thompson Builders Corporation	Novato, CA	\$9,047,720.00
Engineer's Estimate:		\$8,100,000.00

After review by District staff, the Bid submitted by LC General was determined to be responsive to the solicitation. Examination of LC General's license, business experience, and financial capabilities has resulted in a determination that this Bidder is responsible. Staff has also determined that the Total Base Bid Price of \$7,040,757.00 is fair and reasonable.

District staff has determined that this work is categorically exempt from the provisions of the California Environmental Quality Act (CEQA) pursuant to Title 14, California Code of Regulations, Section 15301, Existing Facilities, because it consists of minor alterations of existing facilities involving no expansion of use.

The project will also receive federal funding and is therefore subject to the National Environmental Policy Act (NEPA). The federal funding agency, FTA, has concurred that implementation of the project will not have a significant impact on the environment and qualified for a categorical exclusion as defined under 23 CFR 771.117 (c) (15) for alterations to facilities to make them more accessible for elderly and handicapped persons. The categorical exclusion list has since been updated by FTA, but the project would still qualify as a categorical exclusion.

This Contract was advertised pursuant to the District's Disadvantaged Business Enterprise (DBE) Program requirements. The Office of Civil Rights reviewed the scope of work for this Contract and determined that there were DBE subcontracting opportunities; therefore, a DBE participation goal of 15% was set for this Contract. The low bidder, LC General, committed to subcontracting 16.7% to DBEs. The Office of Civil Rights has determined that LC General has met the DBE participation goal set for this Contract.

FISCAL IMPACT

Funding of \$7,040,757 for the award of Contract # 59CT-120 is included in the total project budget for FMS # 59CT001 – Wayfinding Improvements Phase III. The Office of Controller/Treasurer certifies that funds are currently available to meet this obligation. The following table depicts funding assigned to the referenced project and is included in totality to track funding history against spending authority. Funds needed to meet this request will be expended from a combination of these sources as listed.

As of December 15, 2015, \$10,190,258 is available for this project from the following sources:

Fund No.	Fund Description	Source	Amount
3004	FY12 - Capital Projects	FTA	\$1,600,000.00
3009	FY14 - PM & Access Improvements	FTA	\$1,403,174.00
535A	FY2010-11 PROP 1B-PTMISEA	State	\$3,624,000.00

535B	FY14-15 PROP 1B-PTMISEA	State	\$1,220,233.00
6018	FY11-12 Project Match MTC Res#4044	Local	\$400,000.00
6703	SFCTA Prop K Pes 14-20	Local	\$200,000.00
8524	FY2012 Operating Cap Alloc	BART	\$706,000.00
8525	FY2013 Operating Cap Alloc	BART	\$237,497.66
8526	FY2014 Operating Cap Alloc	BART	\$218,354.00
8528	Stations & Access from Pkg Rev	BART	\$581,000.00
	Total		\$10,190,258.66

BART has expended \$320,786 committed \$24,180 and reserves \$0 to date for other action. This action will commit \$7,040,757 leaving an available fund balance of \$2,804,535. in this project.

There is no fiscal impact on available unprogrammed District Reserves

ALTERNATIVES: The Board may elect to reject all Bids and authorize staff to readvertise the Contract. Under this alternative, staff would have to reissue the Bid package and obtain new Bids. The reissuance process will delay the District's ability to provide improved consistent and understandable wayfinding signage for customers and may result in Bid prices that are higher than those offered by the current Bidders.

RECOMMENDATION: It is recommended that the Board adopt the following motion:

MOTION: The General Manager is authorized to award Contract No. 59CT-120, Wayfinding Improvements Phase III, to LC General Engineering & Construction, Inc., for the Bid price of \$7,040,757.00, pursuant to notification to be issued by the General Manager and subject to the District's protest procedures and FTA's requirements related to protest procedures.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>Marcia DeBouger</i>		GENERAL MANAGER ACTION REQ'D:		
DATE: <i>1/6/16</i>		BOARD INITIATED ITEM: No		
Originator/Prepared by: Deidre Heitman Dept: <i>Deidre Heitman</i> Signature/Date: <i>1-4-16</i>	General Counsel <i>[Signature]</i> <i>1/5/16</i> []	Controller/Treasurer <i>Chris Gon</i> <i>1/5/16</i> []	District Secretary []	BARC <i>Powers</i> <i>9 Jan 2016</i> []

TITLE:

Adoption of Resolution Regarding Funding for Additional BART Vehicles

NARRATIVE:

PURPOSE: To update the Board on the status of BART staff's efforts to secure funding for an additional 306 BART rail vehicles and to request that the Board adopt a Resolution setting forth BART's expectation that the congestion management agencies (CMAs) in the three BART counties each provide funding for approximately 75% of the cost of 102 additional vehicles.

DISCUSSION: Under direction of the BART Board, staff has been working on developing a strategy to secure funding for 306 rail vehicles beyond the commitment of 775 cars currently funded. Although BART is considering placing a general obligation (GO) bond on a future ballot for consideration by Bay Area voters, proceeds from that bond could not be used for the purchase of the vehicles because of limits in the California Constitution requiring such proceeds to be spent on the acquisition or improvement of real property. Staff, therefore, must look for other funding sources for the additional 306 vehicles.

Because BART is a major regional transportation provider, funding for large capital projects, such as the purchase of new rail vehicles, must come from a variety of sources. Staff proposes a strategy that would call for the CMAs in the three BART counties- the Contra Costa Transportation Authority (CCTA), the San Francisco County Transportation Authority (SFCTA) and the Alameda County Transportation Commission (ACTC)- to each provide funding, in an estimated amount of \$400 million, for approximately 75% of the cost of 102 cars. BART would seek regional and state funding sources for the remaining 25% funding needed to complete the purchase. Staff has initiated discussions toward this end.

The CCTA is in the process of developing an expenditure plan to add a half-cent to its existing half-cent sales tax measure, called Measure J. It is anticipated that this proposed new measure will be placed on the November 2016 ballot. BART Board members and staff have been working with the CCTA, the sub-regional transportation planning groups in Contra Costa County, as well as the CCTA's Expenditure Plan Advisory Committee, to have the expenditure plan provide for a substantial portion of the new funding to be used for BART projects and programs including the funding of 102 new rail cars. The CCTA is expected to release a draft expenditure plan sometime in early 2016.

In addition, staff has been working with the SFCTA to include funding for 102 BART cars on a future revenue-generating ballot measure, such as a vehicle license fee or sales tax measure.

Adoption of Resolution Regarding Funding for Additional BART Vehicles

Discussions have also been held with staff of the ACTC about potential future funding opportunities.

Given BART's need to expand its capacity and the limitations of the GO bond to fund new rail cars, working with county partners is critical and BART is committed to doing so. Fully funding the cost of the additional 306 vehicles will require contributions from all regional partners. It should also be noted that any additional rail vehicles beyond the 775 in the current contract will have to be procured through a new competitive procurement process.

FISCAL IMPACT: If successful, BART could receive up to \$1.2 billion for the additional rail vehicles from the three BART counties with the remaining funding from regional, state and/or federal sources.

ALTERNATIVES: Amend staff recommended Resolution as appropriate.

RECOMMENDATION: That the Board approve the following motion:

MOTION: The BART Board of Directors approves adoption of the attached Resolution In the Matter of Support For the Funding of Additional BART Rail Vehicles By the County Congestion Management Agencies in Contra Costa, Alameda and San Francisco Counties.

**BEFORE THE BOARD OF DIRECTORS OF THE SAN FRANCISCO
BAY AREA RAPID TRANSIT DISTRICT**

**In the Matter of Support For the Funding
Of Additional BART Rail Vehicles By the
County Congestion Management Agencies
in Alameda, Contra Costa and
San Francisco Counties _____ /**

Resolution No. _____

WHEREAS, the number of BART riders is expected to grow by nearly 50 percent (50%) over the next 25 years and capacity and system improvements will be needed to maintain quality and service standards for BART customers in light of that growth in demand; and

WHEREAS, in order to meet the growing demand for BART service, BART needs 306 additional rail vehicles beyond the current commitment of 775 vehicles; and

WHEREAS, BART is unable to fund the additional 306 needed rail vehicles with existing fund sources, and transit vehicles cannot be funded by a potential general obligation bond that BART is considering placing on the November 2016 ballot; and

WHEREAS, BART acknowledges that its unmet capital need, such as rail vehicles, is a regional issue requiring a partnership among local and regional agencies; and

WHEREAS, BART has initiated discussions with its regional funding partners to develop a collaborative funding solution; and

WHEREAS, BART has proposed that the congestion management agencies (CMAs) in the three BART counties- the Alameda County Transportation Commission (ACTC), the Contra Costa Transportation Authority (CCTA), and the San Francisco County Transportation Authority (SFCTA) - each provide funding, in an estimated amount of \$400 million, to provide approximately 75% of the cost of 102 vehicles; and

WHEREAS, BART acknowledges that, in November 2014, the voters of Alameda County allocated over \$800 million for BART projects and programs, including various rehabilitation needs, in revenues generated by a half-cent transportation sales tax measure, known as Measure BB; and

WHEREAS, the ACTC may have additional funding sources in the future that could be used for new additional rail vehicles;

WHEREAS, the CCTA is considering placing on the November 2016 ballot a new 25-year, ½-cent transportation sales tax; and

WHEREAS, the SFCTA is also considering future revenue-generating measures for transportation projects and programs; and

WHEREAS, BART will seek regional, state and federal funding sources for the remaining 25% funding needed to complete the purchase of these additional rail vehicles;

NOW THEREFORE BE IT RESOLVED, that BART requires funding from the ACTC, CCTA, SFCTA, and other regional and local partners, to purchase additional rail vehicles so that BART may continue to provide high levels of service to the residents of the District; and,

BE IT FURTHER RESOLVED, that BART will request the ACTC, the CCTA, and the SFCTA to each fund 75% of the cost of 102 additional BART rail vehicles and

BE IT FURTHER RESOLVED, that BART will seek other regional, state and federal fund sources to close the gap in funding for the additional 306 vehicles; and

BE IT FURTHER RESOLVED, that a copy of this Resolution shall be transmitted to the ACTC, the CCTA, and the SFCTA.

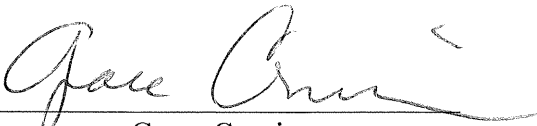
###

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors **DATE:** January 21, 2016
FROM: General Manager
SUBJECT: **Agenda Item 5.B: Research on a Potential 2016 Funding Measure for District Infrastructure.**

I am writing to advise you that the agenda for the January 28, 2016 Administration Committee meeting includes an information item on the latest poll for the potential November 2016 bond initiative to fund improvements to BART's aging infrastructure. David Metz, President of Fairbank, Maslin, Maullin, Metz & Associates will present the results of a poll of over 2,100 District voters conducted several weeks ago.



Grace Crunican

cc: Board Appointed Officers
Deputy General Manager
Executive Staff

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors

DATE: January 22, 2016


FROM: General Manager

SUBJECT: PPAAL Agenda Item #5.C: Coliseum Transit Village – Phase I

At the January 28th Board of Directors meeting, staff will review the proposed Coliseum Transit Village – Phase I project. The attached presentation includes the timeline to advance a financially feasible transit-oriented development project at the Coliseum BART Station. Additional slides depict architectural renderings of the project as well as other project details.

Also noticed on the January 28th agenda is a Closed Session to discuss the price and terms of the proposed project that is followed by a return to Open Session, depending on Board direction, for the purpose of considering action on the project.

If you have any questions, please contact Bob Powers, AGM, Planning, Development & Construction at (510) 874-7410.



Grace Crunican

cc: Board Appointed Officers
Deputy General Manager
Executive Staff

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors **DATE:** January 20, 2016

FROM: Director, District 8

SUBJECT: Draft Divestment Policy

Coal combustion for energy generation is the single leading cause of the pollution that causes global climate change. Burning coal is a leading cause of smog, acid rain, and toxic air pollution. Some emissions can be significantly reduced with readily available pollution controls, but most U.S. coal plants have not installed these technologies.

In 2015, the California State Legislature joined a growing number of foundations and investment funds, and directed the state pension funds to divest from thermal coal companies. As a result SB185, a bill authored by Senate President Pro Tem Kevin DeLeon, CalSTRS and CalPERS are directed to divest from thermal coal companies, unless those companies are transitioning their business away from burning thermal coal, by July 01 2017. Yes votes for SB185 among Bay Area legislators include: Susan Bonilla, Rob Bonta, David Chiu, Jim Frazier, Bill Quirk, Tony Thurmond, Phil Ting, Steve Glazer, Loni Hancock, Mark Leno, Bob Wieckowski and Jim Beall.

Many reputable investment advisors and market data firms, like MSCI and FTSE, have produced research that shows the effects of fossil fuel divestment on a portfolio are de minimis. In fact, over the past five years, fossil free portfolios have outperformed the market while maintaining low risk metrics. In fact, the coal companies to be divested from have been a drag on the retirement system for the last decade. Since 2008 the market cap of coal companies has plummeted by over 65 percent.

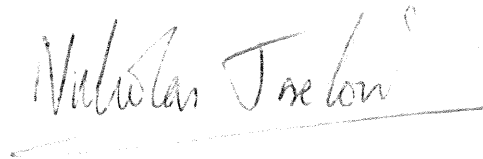
Since the passage of SB185, President Radulovich and I have been working with BART's General Counsel and Interim Controller/Treasurer to develop a draft BART policy that would mirror SB185's provisions, and direct the Trustee of BART's Retiree Health Benefits Trust to divest from thermal coal companies, unless those companies are transitioning their business away from burning thermal coal, by July 01 2017. Mirroring SB185's language, the draft BART policy would require the Trustee of BART's Retiree Health Benefits Trust (currently the Interim Controller/Treasurer) to report back to the Board on the progress towards divestment on a regular basis. As with SB185, the draft BART policy would not require the Trustee of BART's Retiree Health Benefits Trust to take any action that is not consistent with their fiduciary duties as Trustee.

This draft policy is only targeted at the BART Retiree Health Benefits Trust as other funds that BART controls (such as the Retiree Life Insurance Trust) are already precluded from investing in coal companies (as well as many other risky securities) by state law.

Divesting from coal companies would not impose a significant burden on the Interim Controller/Treasurer or on the BART Retiree Health Benefits Trust.

Divesting from coal is not only the right thing to do, it's the prudent and logical thing to do and is in line with BART's stated goals.

I have attached the draft policy and SB185 to this memo for your information. I will be putting forward this policy for the consideration of the Board at our next Board meeting, on January 28, and look forward to discussing it with you then. I am of course available to answer questions beforehand, subject to the limitations of the Brown Act.

A handwritten signature in cursive script that reads "Nicholas Josefowitz". The signature is written in dark ink and is positioned above a horizontal line that serves as a separator between the signature and the printed name below.

Nicholas Josefowitz

Attachments

cc: Board Appointed Officers
Deputy General Manager
Executive Staff



Senate Bill No. 185

CHAPTER 605

An act to amend Section 16642 of, and to add Section 7513.75 to, the Government Code, relating to public retirement systems.

[Approved by Governor October 8, 2015. Filed with
Secretary of State October 8, 2015.]

LEGISLATIVE COUNSEL'S DIGEST

SB 185, De León. Public retirement systems: public divestiture of thermal coal companies.

The California Constitution provides that the Legislature may by statute prohibit retirement board investments if it is in the public interest to do so, and providing that the prohibition satisfies specified fiduciary standards.

Existing law prohibits the Public Employees' Retirement System and the State Teachers' Retirement System from investing public employee retirement funds in a company with active business operations in Sudan, as specified, and requires these retirement systems to liquidate any investments in a company with business operations in Sudan. Existing law also prohibits these retirement systems from investing in a company that has specified investments in the energy sector of Iran, as defined, including in a company that provides oil or liquefied natural gas tankers, or products used to construct or maintain pipelines used to transport oil or liquefied natural gas.

This bill would prohibit the boards of the Public Employees' Retirement System and the State Teachers' Retirement System from making new investments or renewing existing investments of public employee retirement funds in a thermal coal company, as defined. This bill would require the boards to liquidate investments in thermal coal companies on or before July 1, 2017, and would require the boards, in making a determination to liquidate investments, to constructively engage with thermal coal companies to establish whether the companies are transitioning their business models to adapt to clean energy generation. The bill would provide that it does not require a board to take any action unless the board determines in good faith that the action is consistent with the board's fiduciary responsibilities established in the constitution. The bill would make related legislative findings and declarations.

This bill would require, on or before January 1, 2018, these boards to file a report to the Legislature and the Governor, containing specified information, including a list of companies of which they have liquidated their investments. The bill would provide that board members and other officers and employees shall be held harmless and be eligible for indemnification in connection with actions taken pursuant to the bill's requirements, as specified.

The people of the State of California do enact as follows:

SECTION 1. Section 7513.75 is added to the Government Code, to read:
7513.75. (a) The Legislature finds and declares all of the following:

(1) The combustion of coal resources is the single largest contributor to global climate change in the United States.

(2) Climate change affects all parts of the California economy and environment, and the Legislature has adopted numerous laws to mitigate greenhouse gas emissions and to adapt to a changing climate.

(3) The purpose of this section is to require the Public Employees' Retirement System and the State Teachers' Retirement System, consistent with, and not in violation of, their fiduciary responsibilities, to divest their holding of thermal coal power as one part of the state's broader efforts to decarbonize the California economy and to transition to clean, pollution free energy resources.

(b) As used in this section, the following definitions apply:

(1) "Board" means the Board of Administration of the Public Employees' Retirement System or the Teachers' Retirement Board of the State Teachers' Retirement System, as applicable.

(2) "Company" means a sole proprietorship, organization, association, corporation, partnership, venture, or other entity, or its subsidiary or affiliate, that exists for profit-making purposes or to otherwise secure economic advantage.

(3) "Investment" means the purchase, ownership, or control of publicly issued stock, corporate bonds, or other debt instruments issued by a company.

(4) "Public employee retirement funds" means the Public Employees' Retirement Fund described in Section 20062 of this code, and the Teachers' Retirement Fund described in Section 22167 of the Education Code.

(5) "Thermal coal" means coal used to generate electricity, such as that which is burned to create steam to run turbines. Thermal coal does not mean metallurgical coal or coking coal used to produce steel.

(6) "Thermal coal company" means a publicly traded company that generates 50 percent or more of its revenue from the mining of thermal coal, as determined by the board.

(c) The board shall not make additional or new investments or renew existing investments of public employee retirement funds in a thermal coal company.

(d) The board shall liquidate investments in a thermal coal company on or before July 1, 2017. In making a determination to liquidate investments, the board shall constructively engage with a thermal coal company to establish whether the company is transitioning its business model to adapt to clean energy generation, such as through a decrease in its reliance on thermal coal as a revenue source.

(e) On or before January 1, 2018, the board shall file a report with the Legislature, in compliance with Section 9795, and the Governor, which shall include the following:

(1) A list of thermal coal companies of which the board has liquidated its investments pursuant to subdivision (d).

(2) A list of companies with which the board engaged pursuant to subdivision (d) that the board established were transitioning to clean energy generation, with supporting documentation to substantiate the board's determination.

(3) A list of thermal coal companies of which the board has not liquidated its investments as a result of a determination made pursuant to subdivision (f) that a sale or transfer of investments is inconsistent with the fiduciary responsibilities of the board as described in Section 17 of Article XVI of the California Constitution and the board's findings adopted in support of that determination.

(f) Nothing in this section shall require a board to take action as described in this section unless the board determines in good faith that the action described in this section is consistent with the fiduciary responsibilities of the board described in Section 17 of Article XVI of the California Constitution.

SEC. 2. Section 16642 of the Government Code is amended to read:

16642. Present, future, and former board members of the Public Employees' Retirement System or the State Teachers' Retirement System, jointly and individually, state officers and employees, research firms described in subdivision (d) of Section 7513.6, and investment managers under contract with the Public Employees' Retirement System or the State Teachers' Retirement System shall be indemnified from the General Fund and held harmless by the State of California from all claims, demands, suits, actions, damages, judgments, costs, charges and expenses, including court costs and attorney's fees, and against all liability, losses, and damages of any nature whatsoever that these present, future, or former board members, officers, employees, research firms as described in subdivision (d) of Section 7513.6, or contract investment managers shall or may at any time sustain by reason of any decision to restrict, reduce, or eliminate investments pursuant to Sections 7513.6, 7513.7, and 7513.75.

[PROPOSED] District Investment Policy Regarding Coal

1. The Board of Directors of the San Francisco Bay Area Rapid Transit District ("Board") finds and declares all of the following:
 - a. The combustion of coal resources is the single largest contributor to global climate change in the United States.
 - b. Climate change affects all parts of the BART District's economy and environment, and the District has taken numerous actions to mitigate greenhouse gas emissions and to adapt to a changing climate.
 - c. As codified in Section 7513.75 of the California Government Code, the State of California's Public Employees' Retirement System and the State Teachers' Retirement System have been required to, consistent with, and not in violation of, their fiduciary responsibilities, divest their holdings of thermal coal power as part of the State's broader efforts to decarbonize the California economy and to transition to clean, pollution-free energy resources.
 - d. The purpose of this Policy is to direct the trustee of the BART Retiree Health Benefit Trust ("Trustee"), in a manner consistent with, and not in violation of, his or her fiduciary responsibilities, to divest the holding of thermal coal power as one part of the District's broader efforts to decarbonize the California economy and to transition to clean, pollution free energy resources.
2. As used in this section, the following definitions apply:
 - a. "Company" means a sole proprietorship, organization, association, corporation, partnership, venture, or other entity, or its subsidiary or affiliate that exists for profit-making purposes or to otherwise secure economic advantage.
 - b. "Investment" means the purchase, ownership, or control of publicly or privately issued stock, corporate bonds, or other debt instruments issued by a Company.
 - c. "Fund or Funds" mean the BART Retiree Health Benefit Trust.
 - d. "Thermal coal" means coal used to generate electricity, such as that which is burned to create steam to run turbines. Thermal coal does not mean metallurgical coal or coking coal used to produce steel.
 - e. "Thermal coal company" means a company that generates 50 percent or more of its revenue from the mining of thermal coal, as determined by the Trustee. The Trustee may rely on the determination of the Board of Administration of the Public Employees' Retirement System or the Teachers' Retirement Board of the State Teachers' Retirement System.
3. The Trustee shall not make additional or new investments or renew existing investments of funds in a thermal coal company, either directly or indirectly through a fund.
4. The Trustee shall liquidate direct or indirect investments in a thermal coal company on or before July 1, 2017. In making a determination to liquidate investments, the Trustee shall constructively engage with a thermal coal company to establish whether the Company is transitioning its business model to adapt to clean energy generation, such as through a decrease in its reliance on thermal coal as a revenue source. Should the Board of Administration of the Public Employees' Retirement System or the Teachers' Retirement

- Board of the State Teachers' Retirement System be constructively engaging with a thermal coal company pursuant to Section 7513.75 of the CA Government Code, the Trustee may rely on their constructive engagement in making such a determination.
5. On or before January 1, 2018, and once a year thereafter, the Trustee shall make a report to the Board, which shall include the following:
 - a. A list of thermal coal companies of which the Trustee has liquidated its investments, pursuant to subdivision (4).
 - b. A list of Companies with which the Trustee engaged directly or which the Trustee relied on the engaged of the Board of Administration of the Public Employees' Retirement System or the Teachers' Retirement Board of the State Teachers' Retirement System, pursuant to subdivision (4), that the Trustee established were transitioning to clean energy generation, with supporting documentation to substantiate the Trustee's determination.
 - c. A list of thermal coal companies of which the Trustee has not liquidated its investments as a result of a determination made pursuant to subdivision (6) that a sale or transfer of investments is inconsistent with the fiduciary responsibilities of the Trustee, and the Trustee's findings adopted in support of that determination.
 6. Nothing in this Policy shall require the Trustee to take action as described in this Policy unless the Trustee determines in good faith that the action described in this Policy is consistent with the fiduciary responsibilities of the Trustee.

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors

DATE: January 22, 2016

FROM: Director, District 7

SUBJECT: Inclusionary Housing Policy – Continued from December 3, 2015

In February 2013, I introduced a Roll Call for Introduction (RCI) item that requested a “Board agenda topic to discuss an inclusionary [housing] policy for development at and adjacent to BART Stations.” To close out this RCI, I introduced at the December 3, 2015 Board of Directors meeting a policy recommendation on affordable housing for the Board’s consideration in adopting.

The item was continued to a future meeting and a revised proposed policy will be presented for consideration at the January 28, Regular Board Meeting.



Zakhary Mallett

Attachment

cc: Board Appointed Officers
Deputy General Manager
Executive Staff
Chief Planning and Development Officer
Department Manager, Real Estate and Property Development

Proposed Affordable Housing Policy
January 28, 2016
Agenda Item 7.B.

Introduction by Director Mallett:

BART's vision is to support a sustainable and prosperous Bay Area by connecting communities with seamless mobility. To advance this vision, the District seeks partnerships to serve complete communities which include a mix of housing affordable for all, particularly as the region's economy continues to grow, there is a renewed need to expand housing opportunities for the least fortunate.

MOTION: The Board of Directors therefore adopts the following Affordable Housing Policy.

AFFORDABLE HOUSING POLICY

It shall be the policy of the District that at each station where the District intends to pursue development that the cumulative development consist of a number of affordable housing units amounting to no less than 20 percent of the total proposed housing units on the property. This goal is for the total aggregate number of residential units on BART property at the station, regardless of the planned phasing of the project.

Each Request for Qualifications (RFQ) or Request for Proposals (RFP) issued by the District relating to proposed residential development projects at BART stations shall include the current percentage of affordable housing constructed at that station along with the cumulative 20 percent goal of affordable housing units per station.

The percentage of affordable units and/or depth of unit affordability based on Area Median Income (AMI) categories in any residential developments at its stations shall be a part of the District's assessment of RFQ/RFP responsiveness. There shall be a priority on residential units made available to very low (< 50% AMI) and low (55-80% AMI) income households. The General Manager or his/her designee will develop an approach to evaluating respondents' affordability housing proposals, that will consider a proposal's quantity and depth of affordability, as well as the proposal's validity and feasibility with respect to this policy.

If a party responding to the RFQ or RFP determines that such a goal is not feasible, that party shall provide an impact analysis, which will be assessed by the District to determine if the goal cannot be attained.

Upon selection of a Developer, the District commits to working with the Developer throughout the development's negotiation process to achieve the pre-established affordable housing goal.

As the negotiations of the proposed development proceed, the General Manager or his/her designee will provide periodic updates to the Board regarding the financial details of each component of the development, culminating in a term sheet for Board approval.

BART also affirms its commitment to develop sustainable partnerships to achieve thriving Priority Development Areas (PDA) at or near BART stations with housing opportunities for residents of all income levels – particularly those populations most reliant on public transit – in order to reduce Greenhouse Gas Emissions (GHG), encourage use of public transit and active transportation, and decrease reliance on automobiles.

On a project-by-project basis, the General Manager or his/her designee may request from the Board an exception to this Policy if staff determines it is inappropriate or improper for a specific project.

This policy shall not be applicable if a local jurisdiction where a proposed development is to take place has an applicable affordable housing policy or ordinance that includes a goal that is equal to or that exceeds the requirements in the policy.

This policy shall be prospective, and shall not be applicable to past or present development projects for which exclusive negotiating agreements, option agreements for ground leases, or ground leases have already been executed between BART and developers.

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors

DATE: November 25, 2015

FROM: Director, District 7

SUBJECT: Inclusionary Housing Policy

In February 2013, I introduced a Roll Call for Introduction (RCI) item (Control #12-682) that requested a "Board agenda topic to discuss an inclusionary [housing] policy for development at and adjacent to BART Stations." To close out this RCI, I will introduce at the December 3, 2015 Board of Directors meeting a policy recommendation on affordable housing for the Board of Directors' consideration in adopting.

Background

On April 24, 2015, staff produced a report that summarized what peer agencies across the country do to facilitate affordable housing on property developments at their rail stations; BART's existing practices, including its current and planned developments at its stations and the share of the residential units at those developments that are affordable; and staff's opinion on establishing an inclusionary housing policy for developments at BART Stations. In the conclusion of their report, staff suggest that different market conditions can make affordable housing more or less attainable, so setting affordable housing requirements "may render development [in some areas] infeasible." They, therefore, recommend that "an approach to affordable housing that is more nuanced [than a percent set-aside] can help BART balance its many goals with respect to increasing ridership, revenue, transit-oriented development on and off BART property, and supporting community revitalization." The report is attached to this memo for your reference.

Discussion

The Bay Area region has an affordable housing crisis and longtime residents are being displaced or having to move to locations very distant from their workplace to afford housing expenses. The region clearly needs more affordable housing and some interests feel BART, as a regional agency, has a responsibility to ensure affordable housing within its development portfolio.

What is more pertinent to BART is the correlation between income level and transit usage. Numerous studies demonstrate that lower income individuals, particularly those who are transit-dependent, who live near transit are many times more likely to make use of the transit services for both commute and non-commute trips than other income levels. While middle- and upper-income persons may make use of the transit option(s) for commute travel, studies show that they are less likely to make use of the transit for non-commute purposes. Therefore, by having an inclusionary housing policy for developments at our stations, we'll be able to house populations that will generate more ridership for BART while simultaneously giving them greater access to transportation that they may not otherwise have for their travel needs.

Other Considerations

While BART can establish requirements for developments on its properties, localities (i.e., cities and counties) have final say on any zoning standards for any property within their jurisdiction, including whether and how a property development will meet the locality's affordable housing allocation requirements. Hence, if a locality's policies are not consistent with an inclusionary policy BART has for developments, the development would not be able to progress without either a zoning exception by the locality or inclusionary policy exception by BART.

In addition, per the report provided by staff, there may be some instances where market or other conditions do not allow for an affordable housing requirement to be achievable by a developer.

Proposal

Based on precedent set in 2014 with Assembly Bill 2135 (AB 2135) and my discussions with affordable housing developers and stakeholders, it is my belief that a 20% set-aside requirement would be an appropriate target for affordable housing in developments at BART stations. Considering this and the aforementioned factors, I propose the following motion be adopted by the BART Board of Directors:

"It shall be the policy of the District that, to the extent not prohibited by law, the District include a provision in any Request for Qualifications (RFQ) or Request for Proposals (RFP) relating to proposed development projects at BART stations that, to the extent possible, 20% of any proposed housing units shall be allocated for affordable housing, and if the party submitting the RFQ or RFP determines that goal is not possible, that party shall provide a statement why the goal cannot be attained. On a project-by-project basis, the General Manager or his/her designee may request an exception to this Policy if staff determines it is inappropriate or improper for a specific project. This Policy, or the exception thereto, shall be considered in any Project specific discussions."



Zakhary Mallett

cc: Board Appointed Officers
Chief Planning and Development Officer
Deputy General Manager
Executive Staff
Department Manager, Real Estate and Property Development

Enclosure