

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

BOARD MEETING AGENDA

March 8, 2018

9:00 a.m.

A regular meeting of the Board of Directors will be held at 9:00 a.m. on Thursday, March 8, 2018, 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.

Patricia K. Williams
Interim 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.

2. CONSENT CALENDAR

- A. Approval of Minutes of the Meeting of February 22, 2018.* Board requested to authorize.
- B. District Base Pay Schedule.* Board requested to authorize.
- C. Recruitment and Relocation for the Positions of Chief Procurement Officer, Chief Performance and Audit Officer, and Assistant General Manager, Performance and Budget.* Board requested to authorize.
- D. 2018 Organization of Committees and Special Appointments Revision.* Board requested to authorize.
- E. Fiscal Year 2018 Second Quarter Financial Report.* For information.

3. PUBLIC COMMENT – 15 Minutes

(An opportunity for members of the public to address the Board of Directors on matters under their jurisdiction and not on the agenda. An additional period for Public Comment is provided at the end of the Meeting.)

4. ADMINISTRATION ITEMS

Director Allen, Chairperson
NO ITEMS.

5. ENGINEERING AND OPERATIONS ITEMS

Director Simon, Chairperson

- A. Award of Contract No. 01RQ-150, Construction of Hayward Maintenance Complex Project Central Warehouse.* Board requested to authorize.
- B. Agreement with BlackBox Network Services for Telecommunications System Maintenance.* Board requested to authorize.
- C. Santa Clara County BART Extension: Update on Phase I and Phase II.* For information.
- D. (CONTINUED from February 22, 2018, Board Meeting)
Quarterly Performance Report, Second Quarter Fiscal Year 2018 - Service Performance Review.* For information.

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

Director Blalock, Chairperson

- A. State and Federal Legislative Update.* Board requested to authorize.
- B. Change Orders to State and Federal Legislative Advocacy Agreements for Extension of Time.*
 - i. Agreement No. 6M7152, State Legislative Advocacy Services, with Schott & Associates.
 - ii. Agreement No. 6M7153, Federal Legislative Services, with CJ Lake, LLC.Board requested to authorize.
- C. Proposed BART Extension to Livermore Update.* For information.

7. GENERAL MANAGER'S REPORT

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

8. BOARD MATTERS

- A. Ratification of 39 Recommendations for Improvement to the BART Police Oversight Structure.* Board requested to ratify.
- B. 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.)
- C. 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.)
- D. In Memoriam.
(An opportunity for Board members to introduce individuals to be commemorated.)

9. 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.)

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

- A. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION
Significant exposure to litigation pursuant to Government Code Section 54956.9: one potential case.

B. CONFERENCE WITH LABOR NEGOTIATORS:

Designated representatives: Grace Crunican, General Manager; Michael Jones, Assistant General Manager, Human Resources; and Martin Gran, Chief Employee Relations Officer

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

C. PUBLIC EMPLOYEE EMPLOYMENT

Title: District Secretary

Gov't. Code Section: 54957(b)(1)

D. CONFERENCE WITH NEGOTIATORS

Designated Representatives: Directors Keller, Raburn, and Simon

Title: District Secretary

Gov't. Code Section: 54957.6

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

Board of Directors
Minutes of the 1,808th Meeting
February 22, 2018

A regular meeting of the Board of Directors was held February 22, 2018, convening at 9:03 a.m. in the Board Room, 344 20th Street, Oakland, California. President Raburn presided; Kenneth A. Duron, District Secretary.

Directors present: Directors Blalock, Dufty, Keller, McPartland, Saltzman, and Raburn.

Absent: Director Simon. Directors Allen and Josefowitz entered the Meeting later.

Director Josefowitz entered the meeting.

Consent Calendar items brought before the Board were:

1. Approval of Minutes of the Meetings of January 25, 2018, and February 8 and 9, 2018.
2. Award of Invitation for Bid No. 9034, Fiberglass Walkway.
3. 2018 Organization of Committees and Special Appointments Revision.

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

1. That the Minutes of the Meetings of January 25, 2018, and February 8 and 9, 2018, be approved.
2. That the General Manager be authorized to award Invitation for Bid No. 9034, for Fiberglass Walkway, to Atlantic Track & Turnout Co., for an amount of \$1,879,949.99, including tax, pursuant to notification to be issued by the General Manager, and subject to compliance with the District's protest procedures and the Federal Transit Administration's requirements related to protests.

(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.)

3. That the Board ratify the revision to the Organization of Committees and Special Appointments for 2018, creating the Labor Negotiations Review Special Committee.

Director Allen entered the Meeting.

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

Jake Luba

Yolanda Banks Reed

Jayvon Muhammad

Afiyah Chambers

Asale Chandler

Omorede Hamilton

Cat Brooks

Elliot Hosman

Cephus Johnson

James Burch

Narcella Banks

Members of the Deecolonize Academy - Race, Poverty and Media Justice Institute

LaRon Mayfield

Kevin Reed

Kanikah Mawusi LeMon

Kariem Mayfield

Deana Abello

Nailah Watkins

Shanda Mayfield

Andre Z. Sosa

Jehan Hakim

Abayomi Jones

Turha Ak

Lonnie Monroe

Sara Desumala

President Raburn announced that the order of agenda items would be changed, and that the Board would enter into closed session under Item 10-A (Public Employee Employment / Appointment), Item 10-B (Conference with Negotiators), and Item 10-C (Conference with Labor Negotiators) of the Meeting agenda, and that the Board would reconvene in open session at the conclusion of the closed session.

The Board Meeting recessed at 11:00 a.m.

The Board Meeting reconvened in closed session at 11:08 a.m.

Directors present: Directors Allen, Blalock, Dufty, Josefowitz, Keller, McPartland, Saltzman, and Raburn.

Absent: Director Simon.

The Board Meeting recessed at 11:45 a.m.

The Board Meeting reconvened in open session at 11:50 a.m.

Directors present: Directors Allen, Blalock, Dufty, Keller, McPartland, Saltzman, and Raburn.

Absent: Directors Josefowitz and Simon.

President Raburn announced that the Board had concluded Item 10A and 10B of the Regular Meeting Agenda. The Board of Directors voted in Closed Session to appoint Patricia Williams as Interim District Secretary effective February 24, 2018, until the Board in its discretion takes further action. The vote was unanimous with Director Simon absent.

President Raburn brought the matter of Compensation and Benefits for Interim District Secretary before the Board. Director Dufty moved that the base salary of Patricia Williams serving as Interim District Secretary shall be at the annual rate of \$156,432.50 during this appointment. Benefits will continue to be those applicable to non-represented managers generally. Director Blalock seconded the motion, which carried by unanimous electronic vote. Ayes – 7: Directors Allen, Blalock, Dufty, Keller, McPartland, Saltzman, and Raburn. Noes - 0. Absent – 2: Directors Josefowitz and Simon.

Director Allen, Chairperson of the Administration Committee, had no report.

Director McPartland, Vice-Chairperson of the Engineering and Operations Committee, brought the matter of Award of Contract No. 15CQ-200A, Rail Procurement, before the Board. Mr. Paul Oversier, Assistant General Manager, Operations, presented the item. The item was discussed. Director Blalock moved that the General Manager be authorized to award Contract No. 15CQ-200A, an estimated quantity contract, for Rail Procurement, to L.B. Foster Company of Pittsburgh, PA, for the Base Bid Price of \$20,425,877.95, including all applicable sales taxes, pursuant to notification to be issued by the General Manager, subject to compliance with the District's protest procedures; and that the General Manager also be authorized to purchase up to 150 percent of the Contract Base Bid Price, subject to the availability of funds. Director Dufty seconded the motion, which carried by unanimous electronic voter. Ayes - 7: Directors Allen, Blalock, Dufty, Keller, McPartland, Saltzman, and Raburn. Noes - 0. Absent – 2: Directors Josefowitz and Simon.

Director Josefowitz entered the Meeting.

Director McPartland brought the matter of Change Order to Contract No. 01RQ-110, Construction of Hayward Maintenance Complex Project Maintenance Facilities, with Clark Construction, for Car Lift Rail Modifications to the Hayward Shop Shallow Pit Car Lifts (C.O. No. 235), before the Board. Mr. Thomas Horton, Group Manager, Hayward Maintenance Project, presented the item. The item was discussed. Director Blalock moved that the General Manager be authorized to execute Change Order No. 235 to Contract No. 01RQ-110, Hayward Maintenance Complex Maintenance Facilities, with Clark Construction, for an amount not to exceed \$816,000.00, for Car Lift Rail Modifications to the Hayward Shop Shallow Pit Car Lifts. Director Saltzman seconded the motion, which carried by unanimous electronic vote. Ayes - 8:

Directors Allen, Blalock, Dufty, Josefowitz, Keller, McPartland, Saltzman, and Raburn.
Noes - 0. Absent – 1: Director Simon.

Director Saltzman exited the Meeting.

Director McPartland brought the matter of BART Police Citizen Oversight Model Evaluation Report before the Board. Mr. Russell Bloom, Independent Police Auditor; and Mr. Michael Gennaco and Mr. Aaron Zisser, OIR Group, presented the item. The report was discussed.

Director McPartland brought the matter of Santa Clara County BART Extension: Update on Phase I and Phase II, before the Board. Mr. Robert Mitroff, Chief Planning and Development Officer, and Ms. Bernadette Lambert, Project Manager, presented the item. The item was discussed.

Director McPartland announced that the Quarterly Performance Report would be continued to a future meeting.

Director Blalock, Chairperson of the Planning, Public Affairs, Access, and Legislation Committee, brought the matter of Dublin/Pleasanton Station Hybrid Parking Update before the Board. Mr. Val Menotti, Chief Planning and Development Officer; Ms. Rachel Factor, Senior Planner; and Ms. Marianna Parreiras, Project Manager, presented the item. The item was discussed.

The following individuals addressed the Board.

Robert S. Allen

Jerry Grace

President Raburn called for the General Manager's Report.

Ms. Crunican reported on steps she had taken and activities and meetings she had participated in, ridership, upcoming events, and outstanding Roll Call for Introductions items.

Ms. Crunican thanked Kenneth Duron for his District knowledge and service over the years.

President Raburn called for Board Member Reports, Roll Call for Introductions, and In Memoriam.

Director Dufty requested an In Memoriam for Sharen Hewitt, San Francisco Civil Rights Public Housing advocate and Police Accountability and Social Justice activist on his and Director Simon's behalf.

Director Dufty reported he and Director Saltzman had attended attending a Transit Center Workshop in New York for Board Members of transit properties.

Director Dufty reported he had toured a new 10,000 square foot facility funded by SEPTA, City of Philadelphia and Jon Bon Jovi, within a train station providing services to the homeless.

Director Dufty presented Mr. Duron with a Proclamation from the City and County of San Francisco and designated February 22, 2018, as Kenneth Duron Day in the City of San Francisco.

Director Blalock requested an In Memoriam for Don Biddle, Councilmember from the City of Dublin.

Director Blalock reported visiting the lighting project at the Lafayette Station and parking re-arrangement at the Walnut Creek Station with Director Allen.

Director Josefowitz requested: Staff prepare a plan for Board review on how BART can prevent charges to customers who enter and exit the same station within 10 minutes, or some suitable short period of time indicating that the customer has chosen not to ride BART after entering the fare gates.

Director Blalock seconded the request.

Director Josefowitz thanked Mr. Duron for his service at BART.

Director Allen reported she had attended meetings with Director Blalock and spoke at the Rotary Club of Walnut Creek.

Director Allen thanked Mr. Duron for his service and congratulated Ms. Williams on her appointment as Interim District Secretary.

Director Keller thanked Mr. Duron for his service.

Director McPartland thanked Director Dufty for the proclamation for Kenneth Duron and thanked Mr. Duron for his service to BART.

President Raburn reported he attended the Capitol Corridor Joint Powers Authority Board Meeting and Alameda Mayor's Conference.

President Raburn thanked Kenneth Duron for his service and dedication to the District.

President Raburn called for Public Comment. No comments were received.

The Meeting was adjourned at 4:15 p.m. in Memory of Sharen Hewitt and Don Biddle.

Patricia K. Williams
Interim District Secretary



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>Robert M. Pave</i> 2 March 2018		GENERAL MANAGER ACTION REQ'D:		
DATE: 2/22/2018		BOARD INITIATED ITEM: No		
Originator/Prepared by: Diane Iwata Dept: Human Resources Administration Signature/Date: <i>Diane Iwata</i> 2/27/18	General Counsel <i>[Signature]</i> 2/27/18 []	Controller/Treasurer <i>Chun Fan</i> 2/27/18 []	District Secretary []	BARC <i>[Signature]</i> 2/27/18 []

District Base Pay Schedule

PURPOSE:

To approve a base pay schedule effective January 1, 2018, 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. 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).

Attachment A is the base pay schedule effective January 1, 2018. It is important to note this table does not make changes to compensation for any District employee. It reflects negotiated salary changes with each union already approved by the Board through its ratification of the Collective Bargaining Agreements (CBA's). The pay for Board-appointees has been approved by the Board. The pay bands for non-represented employees has been approved by the Board with the adoption of the annual budget or notice has been provided by the General Manager to the Board. Staff requests that the Board approve the attached salary schedule.

FISCAL IMPACT:

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

ALTERNATIVES:

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:

Approve the following motion.

MOTION:

The Board approves the base pay schedule in effect January 1, 2018.

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Bargaining Unit)

As of January 1, 2018

ATTACHMENT A

#	Job Code	Job Title	Barg Unit	Grade	Minimum/ Annual	Maximum/ Annual
American Federation of State, County and Municipal Employees (AFSCME)						
1	QC208	Access Coordinator	AFSCME, Local 3993	AFE	\$93,590.59	\$121,667.45
2	000070	Accounting Supervisor	AFSCME, Local 3993	AFG	\$106,501.07	\$138,451.39
3	000051	Asset Coordinator	AFSCME, Local 3993	AFF	\$99,223.62	\$128,991.84
4	000019	Asst Logistics Program Manager	AFSCME, Local 3993	AFG	\$106,501.07	\$138,451.39
5	FC230	Asst Mgr of Revenue Control	AFSCME, Local 3993	AFH	\$113,093.24	\$147,021.11
6	MC215	Auto & Equip Maint Supv	AFSCME, Local 3993	AFE	\$93,590.59	\$121,667.45
7	TC220	Central Maint Supv	AFSCME, Local 3993	AFF	\$99,223.62	\$128,991.84
8	IC120	Data Base Administrator	AFSCME, Local 3993	AFH	\$113,093.24	\$147,021.11
9	QC216	District Right of Way Surveyor	AFSCME, Local 3993	AFG	\$106,501.07	\$138,451.39
10	SF145	Environmental Administrator	AFSCME, Local 3993	AFH	\$113,093.24	\$147,021.11
11	000021	Fac/Utli Location Coordinator	AFSCME, Local 3993	AFF	\$99,223.62	\$128,991.84
12	MC350	Facilities Maint Supv	AFSCME, Local 3993	AFE	\$93,590.59	\$121,667.45
13	SC132	Industrial Hygienist	AFSCME, Local 3993	AFG	\$106,501.07	\$138,451.39
14	IC159	Info Systems Security Officer	AFSCME, Local 3993	AFF	\$99,223.62	\$128,991.84
15	FC240	Insurance Analyst	AFSCME, Local 3993	AFF	\$99,223.62	\$128,991.84
16	000059	IT Project Manager	AFSCME, Local 3993	AFI	\$120,658.00	\$156,855.16
17	LC118	Legal Office Supv	AFSCME, Local 3993	AFD	\$87,011.84	\$113,115.61
18	FC282	Liability Risk Analyst	AFSCME, Local 3993	AFE	\$93,590.59	\$121,667.45
19	000001	Maint Support Administrator	AFSCME, Local 3993	AFD	\$87,011.84	\$113,115.61
20	FC205	Manager of Time and Labor Adm	AFSCME, Local 3993	AFH	\$113,093.24	\$147,021.11
21	VC081	Marketing Rep II	AFSCME, Local 3993	AFE	\$93,590.59	\$121,667.45
22	000023	Mgr of Access Programs	AFSCME, Local 3993	AFH	\$113,093.24	\$147,021.11
23	FC215	Mgr of Accounting	AFSCME, Local 3993	AFI	\$120,658.00	\$156,855.16
24	MC225	Mgr of Auto & Equip Maint	AFSCME, Local 3993	AFH	\$113,093.24	\$147,021.11
25	000009	Mgr of Credit/Debit Fare Progr	AFSCME, Local 3993	AFG	\$106,501.07	\$138,451.39
26	AC400	Mgr of Customer Services	AFSCME, Local 3993	AFH	\$113,093.24	\$147,021.11
27	TC102	Mgr of Drafting & Configuratio	AFSCME, Local 3993	AFI	\$120,658.00	\$156,855.16
28	SC075	Mgr of Employee/Patron Safety	AFSCME, Local 3993	AFI	\$120,658.00	\$156,855.16
29	UC125	Mgr of Inventory Management	AFSCME, Local 3993	AFG	\$106,501.07	\$138,451.39
30	SC105	Mgr of Operations Safety	AFSCME, Local 3993	AFH	\$113,093.24	\$147,021.11
31	AC300	Mgr of Special Projects	AFSCME, Local 3993	AFI	\$120,658.00	\$156,855.16
32	MC805	Mgr of Transit Vehicle Cleanin	AFSCME, Local 3993	AFH	\$113,093.24	\$147,021.11
33	OC115	Operations Supv	AFSCME, Local 3993	AFF	\$99,223.62	\$128,991.84
34	OC118	Operations Supv-Ops Liaison	AFSCME, Local 3993	AFF	\$99,223.62	\$128,991.84
35	QF135	Planner	AFSCME, Local 3993	AFC	\$78,816.61	\$102,462.14
36	AC222	Principal Admin Analyst - AFSC	AFSCME, Local 3993	AFG	\$106,501.07	\$138,451.39
37	000067	Principal EGIS Analyst	AFSCME, Local 3993	AFG	\$106,501.07	\$138,451.39
38	FC139	Principal Financial Analyst	AFSCME, Local 3993	AFG	\$106,501.07	\$138,451.39
39	VC055	Principal Gov & Comm Rel Rep.	AFSCME, Local 3993	AFG	\$106,501.07	\$138,451.39
40	VC084	Principal Marketing Rep	AFSCME, Local 3993	AFH	\$113,093.24	\$147,021.11
41	QC112	Principal Planner	AFSCME, Local 3993	AFH	\$113,093.24	\$147,021.11
42	QC226	Principal Prop Devlop Officer	AFSCME, Local 3993	AFH	\$113,093.24	\$147,021.11

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
As of January 1, 2018
ATTACHMENT A

#	Job Code	Job Title	Barg Unit	Grade	Minimum/ Annual	Maximum/ Annual
43	QC225	Principal Right of Way Officer	AFSCME, Local 3993	AFH	\$113,093.24	\$147,021.11
44	VC110	Public Information Officer	AFSCME, Local 3993	AFE	\$93,590.59	\$121,667.45
45	000015	Query & Reports Spec	AFSCME, Local 3993	AFF	\$99,223.62	\$128,991.84
46	SF120	Safety Specialist	AFSCME, Local 3993	AFD	\$87,011.84	\$113,115.61
47	000048	Scheduling Supervisor	AFSCME, Local 3993	AFF	\$99,223.62	\$128,991.84
48	MC725	Sect Mgr Elev/Escalator Maint	AFSCME, Local 3993	AFG	\$106,501.07	\$138,451.39
49	MC724	Sect Mgr Power & Mech Maint	AFSCME, Local 3993	AFG	\$106,501.07	\$138,451.39
50	MC726	Sect Mgr Struct Insp & Maint	AFSCME, Local 3993	AFG	\$106,501.07	\$138,451.39
51	MC721	Sect Mgr Structures Maint	AFSCME, Local 3993	AFG	\$106,501.07	\$138,451.39
52	MC720	Sect Mgr Systems Maint	AFSCME, Local 3993	AFG	\$106,501.07	\$138,451.39
53	MC722	Sect Mgr Track Maint	AFSCME, Local 3993	AFG	\$106,501.07	\$138,451.39
54	MC701	Spec Proj Mgr. Tracks & Struct	AFSCME, Local 3993	AFG	\$106,501.07	\$138,451.39
55	AC220	Sr Admin Analyst - AFSCME	AFSCME, Local 3993	AFD	\$87,011.84	\$113,115.61
56	IC142	Sr Applications Analyst	AFSCME, Local 3993	AFH	\$113,093.24	\$147,021.11
57	TC222	Sr Central Maint Supv	AFSCME, Local 3993	AFH	\$113,093.24	\$147,021.11
58	FC137	Sr Energy Analyst	AFSCME, Local 3993	AFF	\$99,223.62	\$128,991.84
59	FC138	Sr Financial Analyst - AFSCME	AFSCME, Local 3993	AFE	\$93,590.59	\$121,667.45
60	VC051	Sr Gov & Comm Relations Rep	AFSCME, Local 3993	AFE	\$93,590.59	\$121,667.45
61	UC108	Sr Inventory Control Analyst	AFSCME, Local 3993	AFD	\$87,011.84	\$113,115.61
62	UC190	Sr Logistics Supv	AFSCME, Local 3993	AFF	\$99,223.62	\$128,991.84
63	VC082	Sr Marketing Rep	AFSCME, Local 3993	AFF	\$99,223.62	\$128,991.84
64	SC135	Sr Operations Safety Spec	AFSCME, Local 3993	AFG	\$106,501.07	\$138,451.39
65	OC155	Sr Operations Supv-Ops Liaison	AFSCME, Local 3993	AFG	\$106,501.07	\$138,451.39
66	QC145	Sr Planner	AFSCME, Local 3993	AFF	\$99,223.62	\$128,991.84
67	QC210	Sr Real Estate Officer	AFSCME, Local 3993	AFF	\$99,223.62	\$128,991.84
68	QC224	Sr Right of Way Officer	AFSCME, Local 3993	AFF	\$99,223.62	\$128,991.84
69	SC130	Sr Safety Specialist	AFSCME, Local 3993	AFF	\$99,223.62	\$128,991.84
70	IC200	Sr Systems Programmer	AFSCME, Local 3993	AFE	\$93,590.59	\$121,667.45
71	FC200	Sr Time & Labor Admin Analyst	AFSCME, Local 3993	AFD	\$87,011.84	\$113,115.61
72	000029	Sr. Marketing Rep - PT	AFSCME, Local 3993	AFE	\$93,590.59	\$121,667.45
73	000010	Supv Business Sys Oper	AFSCME, Local 3993	AFI	\$120,658.00	\$156,855.16
74	000148	Supv of Operations, eBART	AFSCME, Local 3993	EB1	\$106,501.07	\$138,451.39
75	MC395	System Service Supv	AFSCME, Local 3993	AFD	\$87,011.84	\$113,115.61
76	IC198	Systems Programmer	AFSCME, Local 3993	AFF	\$99,223.62	\$128,991.84
77	000007	Tech Maintenance Support Coord	AFSCME, Local 3993	AFE	\$93,590.59	\$121,667.45
78	OC190	Train Controller	AFSCME, Local 3993	AFI	\$120,658.00	\$156,855.16
79	OC150	Transportation Supervisor	AFSCME, Local 3993	AFG	\$106,501.07	\$138,451.39
80	FC275	Treasury Analyst	AFSCME, Local 3993	AFD	\$87,011.84	\$113,115.61

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Bargaining Unit)

As of January 1, 2018

ATTACHMENT A

#	Job Code	Job Title	Barg Unit	Grade	Minimum/ Annual	Maximum/ Annual
Amalgamated Transit Union (ATU)						
81	CB190	Administrative Technician- ATU	ATU, Local 1555	036	\$63,358.05	\$74,539.09
82	FB141	Budget Clerk - ATU	ATU, Local 1555	031	\$60,441.68	\$71,107.92
83	OB100	Communications Specialist	ATU, Local 1555	831	\$86,664.24	\$101,958.06
84	000156	DMU Engineer, eBART	ATU, Local 1555	651	\$76,002.99	\$89,415.46
85	HB105	Employee Dev Specialist - ATU	ATU, Local 1555	839	\$90,967.14	\$107,020.37
86	OB108	Lost & Found Clerk	ATU, Local 1555	019	\$60,441.68	\$71,107.92
87	OB120	Operations Foreworker	ATU, Local 1555	821	\$78,840.94	\$92,754.06
88	OB130	Power & Support Controller	ATU, Local 1555	831	\$86,664.24	\$101,958.06
89	OB135	Scheduling Analyst	ATU, Local 1555	731	\$90,967.14	\$107,020.37
90	CB145	Sr Clerk - ATU	ATU, Local 1555	031	\$60,441.68	\$71,107.92
91	OB145	Sr Operations Foreworker	ATU, Local 1555	831	\$86,664.24	\$101,958.06
92	IB190	Sr Operations Supp Syst Anlyst	ATU, Local 1555	742	\$96,500.56	\$113,530.14
93	AB135	Sr Secretary - ATU	ATU, Local 1555	061	\$60,441.68	\$71,107.92
94	CB160	Sr Transportation Clerk	ATU, Local 1555	031	\$60,441.68	\$71,107.92
95	000031	Sr. Scheduling Analyst - ATU	ATU, Local 1555	732	\$100,003.28	\$117,651.04
96	000044	Sr. Transp Training Clerk	ATU, Local 1555	036	\$63,358.05	\$74,539.09
97	OB155	Station Agent	ATU, Local 1555	521	\$64,625.39	\$76,030.03
98	OB156	Station Agent - PT	ATU, Local 1555	541	\$71,087.74	\$83,632.85
99	000068	Time & Labor Admin Analyst-ATU	ATU, Local 1555	741	\$84,106.05	\$98,948.51
100	OB160	Train Operator	ATU, Local 1555	621	\$64,625.39	\$76,030.03
101	OB161	Train Operator - PT	ATU, Local 1555	641	\$71,087.74	\$83,632.85
102	000033	Transportation Adm Specialist	ATU, Local 1555	031	\$60,441.68	\$71,107.92
103	CB175	Transportation Clerk	ATU, Local 1555	021	\$60,441.68	\$71,107.92

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Bargaining Unit)

As of January 1, 2018

ATTACHMENT A

#	Job Code	Job Title	Barg Unit	Grade	Minimum/ Annual	Maximum/ Annual
BART Police Managers Association (BPMA)						
104	PD111	Police Admin Supervisor I	BART Police Managers Assn	CS	\$110,676.00	\$128,424.00
105	000111	Police Admin Supervisor II	BART Police Managers Assn	CS2	\$114,012.00	\$132,300.00
106	000124	Police Admin Supervisor III	BART Police Managers Assn	CS3	\$115,104.00	\$133,572.00
107	000125	Police Admin Supervisor IV	BART Police Managers Assn	CS4	\$118,980.00	\$138,072.00
108	000126	Police Admin Supervisor V	BART Police Managers Assn	CS5	\$120,648.00	\$140,004.00
109	000127	Police Admin Supervisor VI	BART Police Managers Assn	CS6	\$125,064.00	\$145,140.00
110	PD116	Police CAD/RMS Admin I	BART Police Managers Assn	CS	\$110,676.00	\$128,424.00
111	000128	Police CAD/RMS Admin II	BART Police Managers Assn	CS2	\$114,012.00	\$132,300.00
112	000129	Police CAD/RMS Admin III	BART Police Managers Assn	CS3	\$115,104.00	\$133,572.00
113	000130	Police CAD/RMS Admin IV	BART Police Managers Assn	CS4	\$118,980.00	\$138,072.00
114	000131	Police CAD/RMS Admin V	BART Police Managers Assn	CS5	\$120,648.00	\$140,004.00
115	000112	Police CAD/RMS Admin VI	BART Police Managers Assn	CS6	\$125,064.00	\$145,140.00
116	PD115	Police Civilian Supv Admin I	BART Police Managers Assn	CS	\$110,676.00	\$128,424.00
117	000132	Police Civilian Supv Admin II	BART Police Managers Assn	CS2	\$114,012.00	\$132,300.00
118	000133	Police Civilian Supv Admin III	BART Police Managers Assn	CS3	\$115,104.00	\$133,572.00
119	000134	Police Civilian Supv Admin IV	BART Police Managers Assn	CS4	\$118,980.00	\$138,072.00
120	000135	Police Civilian Supv Admin V	BART Police Managers Assn	CS5	\$120,648.00	\$140,004.00
121	000136	Police Civilian Supv Admin VI	BART Police Managers Assn	CS6	\$125,064.00	\$145,140.00
122	PD118	Police Civilian Supv. Comm I	BART Police Managers Assn	CS	\$110,676.00	\$128,424.00
123	000137	Police Civilian Supv. Comm II	BART Police Managers Assn	CS2	\$114,012.00	\$132,300.00
124	000138	Police Civilian Supv. Comm III	BART Police Managers Assn	CS3	\$115,104.00	\$133,572.00
125	000139	Police Civilian Supv. Comm IV	BART Police Managers Assn	CS4	\$118,980.00	\$138,072.00
126	000113	Police Civilian Supv. Comm V	BART Police Managers Assn	CS5	\$120,648.00	\$140,004.00
127	000140	Police Civilian Supv. Comm VI	BART Police Managers Assn	CS6	\$125,064.00	\$145,140.00
128	PD125	Police Lieutenant I	BART Police Managers Assn	LT	\$133,464.00	\$152,844.00
129	000146	Police Lieutenant II	BART Police Managers Assn	LT2	\$137,460.00	\$157,440.00
130	000119	Police Lieutenant III	BART Police Managers Assn	LT3	\$138,804.00	\$158,976.00
131	000147	Police Lieutenant IV	BART Police Managers Assn	LT4	\$143,472.00	\$164,316.00
132	000120	Police Lieutenant V	BART Police Managers Assn	LT5	\$145,476.00	\$166,620.00
133	000121	Police Lieutenant VI	BART Police Managers Assn	LT6	\$150,816.00	\$172,728.00
134	PD135	Police Sergeant I	BART Police Managers Assn	SGT	\$108,912.00	\$129,240.00
135	000114	Police Sergeant II	BART Police Managers Assn	SG2	\$112,200.00	\$133,116.00
136	000115	Police Sergeant III	BART Police Managers Assn	SG3	\$113,280.00	\$134,412.00
137	000116	Police Sergeant IV	BART Police Managers Assn	SG4	\$117,096.00	\$138,924.00
138	000117	Police Sergeant V	BART Police Managers Assn	SG5	\$118,716.00	\$140,880.00
139	000118	Police Sergeant VI	BART Police Managers Assn	SG6	\$123,084.00	\$146,040.00
140	PD138	Police Support Svcs Supv I	BART Police Managers Assn	CS	\$110,676.00	\$128,424.00
141	000141	Police Support Svcs Supv II	BART Police Managers Assn	CS2	\$114,012.00	\$132,300.00
142	000142	Police Support Svcs Supv III	BART Police Managers Assn	CS3	\$115,104.00	\$133,572.00
143	000143	Police Support Svcs Supv IV	BART Police Managers Assn	CS4	\$118,980.00	\$138,072.00
144	000144	Police Support Svcs Supv V	BART Police Managers Assn	CS5	\$120,648.00	\$140,004.00
145	000145	Police Support Svcs Supv VI	BART Police Managers Assn	CS6	\$125,064.00	\$145,140.00

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
As of January 1, 2018
ATTACHMENT A

#	Job Code	Job Title	Barg Unit	Grade	Minimum/ Annual	Maximum/ Annual
BART Police Officers Association (BPOA)						
146	PE076	Community Services Officer I	BART Police Officers Assn	027	\$52,870.27	\$64,936.98
147	000096	Community Services Officer II	BART Police Officers Assn	029	\$54,191.90	\$66,560.42
148	PE132	Master Police Officer I	BART Police Officers Assn	798	\$102,310.83	\$102,310.83
149	000109	Master Police Officer II	BART Police Officers Assn	799	\$105,380.29	\$105,380.29
150	000123	Master Police Officer III	BART Police Officers Assn	800	\$106,403.23	\$106,403.23
151	000110	Master Police Officer IV	BART Police Officers Assn	801	\$107,937.86	\$107,937.86
152	CE175	Police Admin Specialist I	BART Police Officers Assn	045	\$65,887.12	\$77,003.68
153	000097	Police Admin Specialist II	BART Police Officers Assn	046	\$67,534.27	\$78,928.51
154	PE115	Police Dispatcher I	BART Police Officers Assn	048	\$68,490.66	\$83,363.07
155	000098	Police Dispatcher II	BART Police Officers Assn	049	\$70,202.70	\$85,447.02
156	PE130	Police Officer I	BART Police Officers Assn	778	\$59,842.43	\$95,743.02
157	000100	Police Officer II	BART Police Officers Assn	779	\$82,183.30	\$98,615.50
158	000101	Police Officer III	BART Police Officers Assn	780	\$82,981.39	\$99,572.72
159	PE129	Police Officer in Academy	BART Police Officers Assn	778	\$59,842.43	\$95,743.02
160	000122	Police Officer IV	BART Police Officers Assn	781	\$84,178.02	\$101,008.75
161	PE140	Revenue Protection Guard I	BART Police Officers Assn	098	\$63,831.46	\$76,594.13
162	000099	Revenue Protection Guard II	BART Police Officers Assn	099	\$65,426.82	\$78,508.77
163	000105	Sr Police Officer I - Adv.	BART Police Officers Assn	792	\$100,304.67	\$100,304.67
164	PE131	Sr Police Officer I - Int.	BART Police Officers Assn	788	\$97,894.16	\$100,304.67
165	000106	Sr Police Officer II - Adv.	BART Police Officers Assn	793	\$103,313.60	\$103,313.60
166	000102	Sr Police Officer II - Int.	BART Police Officers Assn	789	\$100,830.70	\$100,830.70
167	000107	Sr Police Officer III - Adv.	BART Police Officers Assn	794	\$104,316.78	\$104,316.78
168	000103	Sr Police Officer III - Int.	BART Police Officers Assn	790	\$101,809.76	\$101,809.76
169	000108	Sr Police Officer IV - Adv.	BART Police Officers Assn	795	\$105,821.25	\$105,821.25
170	000104	Sr Police Officer IV - Int.	BART Police Officers Assn	791	\$103,278.24	\$103,278.24

**San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)**

As of January 1, 2018

ATTACHMENT A

#	Job Code	Job Title	Barg Unit	Grade	Minimum/ Annual	Maximum/ Annual
Non-Represented Employees and Board Appointed Officers						
171	OF050	ACTO. Central Control	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
172	OF075	ACTO. Service Delivery	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
173	AF200	Administrative Analyst - NR	Non-Represented Employees	N04	\$82,031.00	\$127,150.00
174	AF101	Administrative Secretary - NR	Non-Represented Employees	071	\$60,334.96	\$71,562.92
175	CF190	Administrative Technician - NR	Non-Represented Employees	036	\$62,851.36	\$74,539.09
176	000046	Architect	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
177	LF100	Associate General Counsel	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
178	AF100	Asst Admin Analyst - NR	Non-Represented Employees	N01	\$67,485.00	\$104,605.00
179	000086	Asst Chief Maint & Eng Officer	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
180	000082	Asst Chief Mechanical Officer	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
181	000083	Asst Chief, Employee Relations	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
182	FF225	Asst Controller	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
183	AF105	Asst District Secretary	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
184	ZF050	Asst General Mgr. Admin*	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
185	ZF105	Asst General Mgr. Operations*	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
186	XF213	Asst GM, Admin & Budget*	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
187	ZF117	Asst GM, External Affairs*	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
188	000076	Asst GM, Human Resources*	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
189	ZF118	Asst GM, Planning & Developmnt*	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
190	MF822	Asst Rolling Stock Maint Super	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
191	000090	Asst Super Vehicle Maint eBART	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
192	MF830	Asst Super. Systems Maint	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
193	000020	Asst Super. Way & Facilities	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
194	FF230	Asst Treasurer	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
195	000153	Asst. Chief Info. Officer	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
196	000091	Asst. Super Operations eBART	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
197	000150	Asst. Super. Sys & Track eBART	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
198	000061	Asst. Supt. Power & Mech. Main	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
199	000058	Attendance Program Coordinator	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
200	LF105	Attorney I	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
201	LF110	Attorney II	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
202	LF115	Attorney III	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
203	CA116	Benefits Assistant I - PT	Non-Represented Employees	020	\$58,982.35	\$69,884.05
204	CA113	Benefits Asst I	Non-Represented Employees	021	\$53,505.31	\$63,415.91
205	CA114	Benefits Asst II	Non-Represented Employees	031	\$59,977.42	\$71,107.92
206	TF275	Central Veh Trouble Desk Super	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
207	XF125	Chief Information Officer*	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
208	000084	Chief Labor Relations Offcr	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
209	EF050	Chief Maint & Engineer Officer	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
210	MF805	Chief Mechanical Officer	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
211	000094	Chief Op Officer, eBART/OAC	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
212	SF200	Chief Safety Officer	Non-Represented Employees	N12	\$133,622.00	\$207,114.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Bargaining Unit)

As of January 1, 2018

ATTACHMENT A

#	Job Code	Job Title	Barg Unit	Grade	Minimum/ Annual	Maximum/ Annual
213	000050	Chief Transit Sys Dev Officer	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
214	XF100	Chief Transportation Officer	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
215	EF200	Civil Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
216	HF230	Civil Rights Officer I	Non-Represented Employees	N02	\$74,403.00	\$115,329.00
217	HF231	Civil Rights Officer II	Non-Represented Employees	N04	\$82,031.00	\$127,150.00
218	HF205	Civil Rights Tech	Non-Represented Employees	036	\$62,851.36	\$74,539.09
219	CF100	Clerk - NR/PT	Non-Represented Employees	010	\$51,423.20	\$60,806.35
220	VF101	Communications Officer	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
221	000074	Community Outreach Specialist	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
222	EF102	Computer Systems Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
223	EF205	Construction Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
224	UF221	Contract Specialist I	Non-Represented Employees	N02	\$74,403.00	\$115,329.00
225	UF222	Contract Specialist II	Non-Represented Employees	N03	\$78,124.00	\$121,095.00
226	UF223	Contract Specialist III	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
227	XF105	Controller-Treasurer	Board Appointed Officer	CT	\$258,278.39	\$258,278.39
228	000071	Cyber Security Architect	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
229	000072	Cyber Security Engineer	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
230	FF090	Dept Manager, Financial Svcs	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
231	XF142	Dept Mgr Communication	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
232	QF101	Dept Mgr Customer Access	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
233	XF117	Dept Mgr Customer Service	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
234	XF123	Dept Mgr Gov't & Comm Rel	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
235	XF120	Dept Mgr Human Resources	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
236	XF126	Dept Mgr Internal Audit	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
237	000004	Dept Mgr Labor Relations	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
238	XF132	Dept Mgr Marketing & Research	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
239	XF115	Dept Mgr Office of Civil Right	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
240	FF095	Dept Mgr Operating Budgets	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
241	XF133	Dept Mgr Operations Liaisons	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
242	XF040	Dept Mgr Operations Planning	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
243	XF065	Dept Mgr Ops Training & Dev	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
244	XF103	Dept Mgr Perf & Learning	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
245	XF135	Dept Mgr Procurement	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
246	000027	Dept Mgr Property Development	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
247	EF111	Dept Mgr Rail Veh Capital Prog	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
248	XF106	Dept Mgr Risk Management	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
249	AF115	Deputy Asst District Secretary	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
250	ZF111	Deputy Executive Manager	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
251	ZF110	Deputy General Mgr*	Non-Represented Employees	N15	\$188,013.00	\$291,424.00
252	000028	Deputy Managing Dir., Cap Corr	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
253	000043	Deputy Police Chief	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
254	EF060	District Architect	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
255	XF150	District Secretary	Board Appointed Officer	DS	\$203,339.85	\$203,339.85

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
As of January 1, 2018
ATTACHMENT A

#	Job Code	Job Title	Barg Unit	Grade	Minimum/ Annual	Maximum/ Annual
256	MF410	Division Mgr. Maint Support	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
257	HF108	Drug Testing Coordinator	Non-Represented Employees	N04	\$82,031.00	\$127,150.00
258	EF215	Electrical Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
259	EF110	Electronics & Comm Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
260	VF100	Employee Communication Manager	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
261	HF107	Employee Services Rep	Non-Represented Employees	N03	\$78,124.00	\$121,095.00
262	EF500	Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
263	000026	Engineer (Mechanical Focus)	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
264	000032	Engineer Intern	Non-Represented Employees	081	\$37,440.00	\$37,440.00
265	000073	Enterprise Security Suppt Spec	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
266	000006	Environmental Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
267	ZF114	Exec Mgr Transit System Compl*	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
268	ZF116	Exec Mgr West Bay Ext*	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
269	AF146	Executive Staff Asst	Non-Represented Employees	N03	\$78,124.00	\$121,095.00
270	XF160	General Counsel	Board Appointed Officer	GC	\$285,563.95	\$285,563.95
271	ZF130	General Mgr	Board Appointed Officer	GM	\$385,389.35	\$385,389.35
272	000017	Group Manager	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
273	XF128	Group Manager, Planning	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
274	000041	Group Mgr, Capital Projects	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
275	EF113	Grp Mgr AFC Capital Program	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
276	EF122	Grp Mgr Capital Program	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
277	KF300	Grp Mgr Capitol Corridor	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
278	EF223	Grp Mgr Elec & Mech Engr.	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
279	EF222	Grp Mgr Engineer	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
280	EF224	Grp Mgr Engineering Liaison	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
281	OF426	Grp Mgr Operations Liaison	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
282	OF112	Grp Mgr Ops Support & Review	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
283	EF121	Grp Mgr Project Controls	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
284	EF107	Grp Mgr Rail Vehicle Cap Prog	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
285	MF807	Grp Mgr Rolling Stock & Shops	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
286	EF124	Grp Mgr Seismic Retrofit Cap	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
287	EF114	Grp Mgr Shops & Struct Capital	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
288	EF109	Grp Mgr Stations Capital Prog	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
289	000088	Grp Mgr Sustainability Program	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
290	EF108	Grp Mgr Systems Capital Prog	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
291	EF080	Grp Mgr Systems Engineer	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
292	000056	Grp Mgr Tech Support Svc	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
293	EF075	Grp Mgr Vehicle Maint Engineer	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
294	EF106	Grp Mgr Warm Springs Ext	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
295	HF116	HR Administrative Asst	Non-Represented Employees	036	\$62,851.36	\$74,539.09
296	000062	HR Division Manager	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
297	HF144	HR Info Systems Analyst	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
298	HF090	HR Receptionist	Non-Represented Employees	021	\$53,505.31	\$63,415.91

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
As of January 1, 2018
ATTACHMENT A

#	Job Code	Job Title	Barg Unit	Grade	Minimum/ Annual	Maximum/ Annual
299	000054	Independent Pol Investigator	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
300	000042	Independent Police Auditor	Board Appointed Officer	IPA	\$194,501.19	\$194,501.19
301	IF129	Information Systems Analyst I	Non-Represented Employees	N02	\$74,403.00	\$115,329.00
302	IF130	Information Systems Analyst II	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
303	FF260	Information Systems Auditor	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
304	OF025	Instructional Design Spec	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
305	CF105	Intermediate Clerk - NR	Non-Represented Employees	021	\$53,505.31	\$63,415.91
306	CP105	Intermediate Clerk - NR / PT	Non-Represented Employees	020	\$58,982.35	\$69,884.05
307	FF251	Internal Auditor I	Non-Represented Employees	N02	\$74,403.00	\$115,329.00
308	FF252	Internal Auditor II	Non-Represented Employees	N04	\$82,031.00	\$127,150.00
309	CF200	Investment Plans Asst I	Non-Represented Employees	021	\$53,505.31	\$63,415.91
310	CF201	Investment Plans Asst II	Non-Represented Employees	031	\$59,977.42	\$71,107.92
311	CF202	Investment Plans Tech	Non-Represented Employees	036	\$62,851.36	\$74,539.09
312	EF400	Junior Engineer	Non-Represented Employees	N03	\$78,124.00	\$121,095.00
313	HF122	Labor Relations Rep I	Non-Represented Employees	N02	\$74,403.00	\$115,329.00
314	HF123	Labor Relations Rep II	Non-Represented Employees	N04	\$82,031.00	\$127,150.00
315	000011	Legislative Officer	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
316	000060	Maintenance Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
317	000077	Manager of Special Projects	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
318	000063	Manager, Engineering Liaison	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
319	ZF200	Managing Director, Capitol Cor*	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
320	KF100	Mech Officer Capital Corridor	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
321	EF240	Mechanical Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
322	HF151	Media Producer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
323	000024	Mgr of Access/Accessibility	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
324	000081	Mgr of Accred Police Svcs	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
325	FF119	Mgr of Capital Budgets	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
326	FF116	Mgr of Capital Project Control	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
327	OF115	Mgr of Central Control	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
328	OF120	Mgr of Central Support	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
329	EF225	Mgr of Civil & Structural Eng	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
330	HF225	Mgr of Civil Rights Programs	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
331	000008	Mgr of Communications	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
332	QF109	Mgr of Community Relations	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
333	EF119	Mgr of Computer Sys Engineer	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
334	MF400	Mgr of Construction Services	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
335	UF225	Mgr of Contract Administration	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
336	FF121	Mgr of Control & Scheduling	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
337	HF170	Mgr of EEO Training	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
338	EF120	Mgr of Elect & Comm Engineer	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
339	EF235	Mgr of Elect & Mech Eng	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
340	EF233	Mgr of Electrical Engr.	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
341	000065	Mgr of Emerg Preparedness	Non-Represented Employees	N08	\$109,929.00	\$170,391.00

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
As of January 1, 2018
ATTACHMENT A

#	Job Code	Job Title	Barg Unit	Grade	Minimum/ Annual	Maximum/ Annual
342	HF104	Mgr of Employee Services	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
343	SF111	Mgr of Engineer Safety	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
344	000014	Mgr of Enterprise Perf. Mgmt.	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
345	SF140	Mgr of Env Compliance	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
346	FF297	Mgr of Financial Planning	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
347	FF290	Mgr of Fleet and Capacity Plng	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
348	FF117	Mgr of Grant Dev & Reporting	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
349	IF177	Mgr of Information Systems	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
350	FF285	Mgr of Internal Audit	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
351	QF110	Mgr of Joint Development	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
352	HF130	Mgr of Labor Relations	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
353	QF107	Mgr of Local Govt & Com Rel	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
354	UF130	Mgr of Logistics	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
355	000055	Mgr of Maint & Eng Tech Trng	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
356	MF405	Mgr of Maint Administration	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
357	TF241	Mgr of Maint Engineer	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
358	AF206	Mgr of Management Analysis	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
359	KF200	Mgr of Marketing, Capitol Corr	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
360	EF234	Mgr of Mechanical Engr.	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
361	FF125	Mgr of Operating Budgets	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
362	OF425	Mgr of Operations Liaison	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
363	HF135	Mgr of Personnel Services	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
364	QF115	Mgr of Planning	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
365	QF111	Mgr of Property Development	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
366	UF215	Mgr of Purchasing	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
367	000005	Mgr of Real Estate Services	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
368	TF230	Mgr of Reliability Engineer	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
369	EF159	Mgr of Research & Development	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
370	FF295	Mgr of Revenue Control	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
371	QF197	Mgr of Right of Way Services	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
372	OF111	Mgr of Schedules & Services	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
373	SF100	Mgr of Security Programs	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
374	OF140	Mgr of Station Ops Support	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
375	MF840	Mgr of Strategic Maint Progr	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
376	EF118	Mgr of Systems Config Control	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
377	MF420	Mgr of Telecom Revenue Const	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
378	MF421	Mgr of Telecom Revenue Prog	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
379	IF190	Mgr of Telecommunications	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
380	EF236	Mgr of Traction Power Engr.	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
381	EF130	Mgr of Train Control Engineer	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
382	OF160	Mgr of Train Ops Support	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
383	OF170	Mgr of Transp Ops Suppt	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
384	FC278	Mgr of Treasury Operations	Non-Represented Employees	N11	\$127,256.00	\$197,252.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Bargaining Unit)

As of January 1, 2018

ATTACHMENT A

#	Job Code	Job Title	Barg Unit	Grade	Minimum/ Annual	Maximum/ Annual
385	TF237	Mgr of Vehicle Sys Engineer	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
386	MF850	Mgr of Warranty Administration	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
387	HF152	Multimedia Producer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
388	HF111	Operations Training Supv	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
389	HF165	Outreach Recruiter	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
390	000092	Paralegal	Non-Represented Employees	710	\$74,815.10	\$88,737.79
391	QF102	Parking Division Mgr	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
392	HF146	Personnel Analyst I	Non-Represented Employees	N02	\$74,403.00	\$115,329.00
393	HF147	Personnel Analyst II	Non-Represented Employees	N04	\$82,031.00	\$127,150.00
394	PF110	Police Chief*	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
395	000038	Police Consultant	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
396	AF222	Principal Admin Analyst - NR	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
397	000045	Principal Architect	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
398	EF256	Principal Civil Engineer	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
399	EF090	Principal Computer Sys Eng	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
400	EF262	Principal Construction Eng	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
401	UF230	Principal Contract Specialist	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
402	EF267	Principal Electrical Engineer	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
403	EF502	Principal Engineer	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
404	FF301	Principal Internal Auditor	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
405	HF128	Principal Labor Relations Rep	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
406	EF271	Principal Mechanical Engineer	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
407	HF156	Principal Personnel Analyst	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
408	EF259	Principal Rail Vehicle Eng	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
409	TF256	Principal Reliability Engineer	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
410	AF234	Principal Resrch Proj Analyst	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
411	SF129	Principal Safety Engineer	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
412	EF276	Principal Structural Engineer	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
413	EF279	Principal Track Engineer	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
414	EF146	Principal Train Control Eng	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
415	TF236	Principal Vehicle Sys Engineer	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
416	MF842	Program Logistics Manager	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
417	000079	Program Manager I	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
418	000018	Program Manager II	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
419	EF456	Project Development Mgr	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
420	000080	Project Manager II	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
421	000003	Project Manager, BAP	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
422	EF250	Project Mgr	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
423	EF451	Project Support Mgr	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
424	KF175	Rail Svs Compl Officer.Capitol	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
425	EF212	Rail Vehicle Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
426	EF252	Rail Vehicle Project Mgr	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
427	TF245	Reliability Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00

**San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)**

As of January 1, 2018

ATTACHMENT A

#	Job Code	Job Title	Barg Unit	Grade	Minimum/ Annual	Maximum/ Annual
428	EF142	Research & Dev Specialist	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
429	AF231	Research Projects Analyst	Non-Represented Employees	N04	\$82,031.00	\$127,150.00
430	AF233	Research Projects Supv	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
431	MF817	Rolling Stock Comp Maint Supt	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
432	MF818	Rolling Stock Maint Super	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
433	MF810	Rolling Stock Project Mgr	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
434	000149	Safety & Training Mgr, eBART	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
435	MF819	Secondary Repair Super	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
436	EF251	Seismic Engineer Mgr	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
437	AF220	Sr Admin Analyst - NR	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
438	LF120	Sr Attorney	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
439	EF255	Sr Civil Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
440	HF232	Sr Civil Rights Officer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
441	CF146	Sr Clerk - NR	Non-Represented Employees	031	\$59,977.42	\$71,107.92
442	CF147	Sr Clerk - NR/PT	Non-Represented Employees	030	\$65,723.80	\$77,967.88
443	000089	Sr Compensation Analyst	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
444	EF138	Sr Computer Systems Engineer	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
445	EF260	Sr Construction Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
446	000151	Sr Contracts Officer eBART	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
447	EF265	Sr Electrical Engineer	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
448	EF140	Sr Electronics & Comm Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
449	HF114	Sr Employee Dev Specialist	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
450	HF109	Sr Employee Services Rep	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
451	EF501	Sr Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
452	000002	Sr Executive Staff Assistant	Non-Represented Employees	N04	\$82,031.00	\$127,150.00
453	FF138	Sr Financial Analyst - NR	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
454	000093	SR HR Division Manager, Talent	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
455	FF253	Sr Internal Auditor	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
456	HF126	Sr Labor Relations Rep	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
457	EF270	Sr Mechanical Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
458	HF155	Sr Personnel Analyst	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
459	EF238	Sr Quality Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
460	EF258	Sr Rail Vehicle Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
461	TF255	Sr Reliability Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
462	AF232	Sr Research Projects Analyst	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
463	AF135	Sr Secretary - NR	Non-Represented Employees	061	\$56,185.88	\$66,506.89
464	AF138	Sr Staff Asst	Non-Represented Employees	N02	\$74,403.00	\$115,329.00
465	EF275	Sr Structural Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
466	EF145	Sr Train Control Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
467	TF232	Sr Transportation Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
468	TF234	Sr Vehicle Systems Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
469	000047	Sr. Architect	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
470	000053	Sr. Maintenance Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Bargaining Unit)

As of January 1, 2018

ATTACHMENT A

#	Job Code	Job Title	Barg Unit	Grade	Minimum/ Annual	Maximum/ Annual
471	000052	Sr. Production Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
472	AF139	Staff Asst	Non-Represented Employees	N01	\$67,485.00	\$104,605.00
473	000057	Strategic Prg Mgr, Ext Affairs	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
474	EF280	Structural Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
475	000085	Super of eBART & BART to OAK	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
476	MF535	Super of Power & Mech Maint	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
477	MF703	Super of Systems Maint	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
478	MF605	Super of Track & Structures	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
479	MF610	Super of Way & Facilities	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
480	000087	Superintendent of Sys eBART	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
481	HF133	Supv Human Resources Programs	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
482	EF310	Survey Party Chief	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
483	TF263	Survey Taker - PT	Non-Represented Employees	093	\$72,144.80	\$72,144.80
484	EF085	System Architect-Asst Grp Mgr	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
485	HF160	Technical Recruiter	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
486	FF130	Technology Advances Admin	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
487	OF424	Test Track Mgr	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
488	EF165	Train Control Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
489	KF050	Trans Officer.Capitol Corridor	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
490	OF080	Transportation Operations Mgr	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
491	TF233	Vehicle Systems Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00

* Due to the unique nature of these jobs as executive management employees reporting directly to the General Manager, these classifications are eligible to receive Management Incentive Pay of \$4,800 annually (26 equal pay period installments of \$184.61)

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ATTACHMENT A

#	Job Code	Job Title	Barg Unit	Grade	Minimum/ Annual	Maximum/ Annual
Service Employees' International Union (SEIU)						
492	FA200	Account Clerk	SEIU, Local 1021 - CI & Maint	011	\$42,462.16	\$55,506.26
493	FA215	Accounting Tech	SEIU, Local 1021 - CI & Maint	036	\$57,022.37	\$74,539.09
494	AG100	Administrative Secretary -SEIU	SEIU, Local 1021 - CI & Maint	071	\$54,882.88	\$71,742.53
495	CA190	Administrative Technician SEIU	SEIU, Local 1021 - CI & Maint	036	\$57,022.37	\$74,539.09
496	MA100	AFC Electronic Tech	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
497	MA105	AFC Foreworker	SEIU, Local 1021 - CI & Maint	825	\$75,284.14	\$98,410.83
498	MA560	AFC Parts Runner	SEIU, Local 1021 - CI & Maint	151	\$51,549.68	\$67,385.34
499	MA200	Auto & Equip Foreworker	SEIU, Local 1021 - CI & Maint	825	\$75,284.14	\$98,410.83
500	MA205	Auto & Equip Mechanic	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
501	MA300	Buildings Foreworker	SEIU, Local 1021 - CI & Maint	825	\$75,284.14	\$98,410.83
502	MA310	Buildings Worker	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
503	UA213	Buyer Technician	SEIU, Local 1021 - CI & Maint	036	\$57,022.37	\$74,539.09
504	FA245	Cash Handler	SEIU, Local 1021 - CI & Maint	025	\$50,197.47	\$65,617.76
505	000095	Cash Handler - PT	SEIU, Local 1021 - CI & Maint	026	\$55,217.14	\$55,217.14
506	FA249	Cash Handling Electronic Tech	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
507	FA250	Cash Handling Foreworker	SEIU, Local 1021 - CI & Maint	813	\$75,284.14	\$98,410.83
508	CG100	Clerk - SEIU	SEIU, Local 1021 - CI & Maint	011	\$42,462.16	\$55,506.26
509	MA115	Comm Electronic Tech	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
510	MA120	Comm Foreworker	SEIU, Local 1021 - CI & Maint	825	\$75,284.14	\$98,410.83
511	000155	Comp Vehicle Maintainer, eBART	SEIU, Local 1021 - CI & Maint	400	\$68,489.62	\$89,529.02
512	IA105	Computer Documentation Asst	SEIU, Local 1021 - CI & Maint	031	\$54,397.41	\$71,107.92
513	MA700	Computer Electronic Tech	SEIU, Local 1021 - CI & Maint	321	\$68,489.62	\$89,529.02
514	IA110	Computer Operator	SEIU, Local 1021 - CI & Maint	031	\$54,397.41	\$71,107.92
515	000049	Contracts Technician - SEIU	SEIU, Local 1021 - CI & Maint	036	\$57,022.37	\$74,539.09
516	CA120	Customer Service Clerk	SEIU, Local 1021 - CI & Maint	031	\$54,397.41	\$71,107.92
517	IA135	Data Controller	SEIU, Local 1021 - CI & Maint	031	\$54,397.41	\$71,107.92
518	IA140	Data Entry Operator	SEIU, Local 1021 - CI & Maint	031	\$54,397.41	\$71,107.92
519	MA313	Dump Truck/Equipment Op	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
520	000078	Elec/Electro-Mech Assembler II	SEIU, Local 1021 - CI & Maint	152	\$53,447.26	\$69,865.95
521	MA145	Elect/Electro-Mech Assembler	SEIU, Local 1021 - CI & Maint	151	\$51,549.68	\$67,385.34
522	MA500	Electrical Foreworker	SEIU, Local 1021 - CI & Maint	824	\$78,571.38	\$102,707.70
523	000034	Electrical Helper	SEIU, Local 1021 - CI & Maint	151	\$51,549.68	\$67,385.34
524	MA510	Electrician	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
525	MA515	Elevator/Escalator Foreworker	SEIU, Local 1021 - CI & Maint	825	\$75,284.14	\$98,410.83
526	MA530	Elevator/Escalator Trainee	SEIU, Local 1021 - CI & Maint	331	\$61,695.09	\$80,647.42
527	MA525	Elevator/Escalator Worker	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
528	MA150	ERS Foreworker	SEIU, Local 1021 - CI & Maint	825	\$75,284.14	\$98,410.83
529	MA155	ERS Tech	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
530	UA100	Expeditor/Clerk	SEIU, Local 1021 - CI & Maint	031	\$54,397.41	\$71,107.92
531	MA550	Fire Protection Worker	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
532	MA330	Fire Service Worker	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
533	MA335	Grounds Foreworker	SEIU, Local 1021 - CI & Maint	825	\$75,284.14	\$98,410.83

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Bargaining Unit)

As of January 1, 2018

ATTACHMENT A

#	Job Code	Job Title	Barg Unit	Grade	Minimum/ Annual	Maximum/ Annual
534	MA345	Grounds Worker	SEIU, Local 1021 - CI & Maint	201	\$58,163.04	\$76,030.24
535	MA346	Grounds Worker/Applicator	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
536	FA265	Intermediate Account Clerk	SEIU, Local 1021 - CI & Maint	021	\$48,650.58	\$63,595.58
537	CJ105	Intermediate Clerk - SEIU	SEIU, Local 1021 - CI & Maint	021	\$48,650.58	\$63,595.58
538	UA120	Inventory Control Tech	SEIU, Local 1021 - CI & Maint	036	\$57,022.37	\$74,539.09
539	MA348	Irrigation/Grounds Worker	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
540	MA350	Locksmith	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
541	CA110	Mail and Supply Clerk	SEIU, Local 1021 - CI & Maint	021	\$48,650.58	\$63,595.58
542	UA145	Material Coordinator	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
543	CA111	Office Services Support Clerk	SEIU, Local 1021 - CI & Maint	021	\$48,650.58	\$63,595.58
544	CA115	Office Services Supv	SEIU, Local 1021 - CI & Maint	800	\$63,515.50	\$83,026.94
545	MA547	Overhead Door Worker	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
546	MA360	Painter	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
547	MA535	Power & Mech Foreworker	SEIU, Local 1021 - CI & Maint	824	\$78,571.38	\$102,707.70
548	MA545	Power & Mechanical Worker	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
549	000035	Quality Team Leader	SEIU, Local 1021 - CI & Maint	313	\$71,901.65	\$93,989.17
550	QA100	Real Estate Tech	SEIU, Local 1021 - CI & Maint	036	\$57,022.37	\$74,539.09
551	CA140	Reprographics Equipment Oper	SEIU, Local 1021 - CI & Maint	031	\$54,397.41	\$71,107.92
552	MA810	Rolling Stock Foreworker	SEIU, Local 1021 - CI & Maint	827	\$80,500.37	\$105,229.49
553	MA225	Shop Machinist	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
554	MA230	Shop Welder	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
555	FA288	Sr Account Clerk	SEIU, Local 1021 - CI & Maint	031	\$54,397.41	\$71,107.92
556	FH140	Sr Budget Clerk - SEIU	SEIU, Local 1021 - CI & Maint	031	\$54,397.41	\$71,107.92
557	FA290	Sr Cash Handler	SEIU, Local 1021 - CI & Maint	035	\$53,642.99	\$70,121.79
558	CG145	Sr Clerk - SEIU	SEIU, Local 1021 - CI & Maint	031	\$54,397.41	\$71,107.92
559	AA130	Sr Legal Secretary	SEIU, Local 1021 - CI & Maint	071	\$54,882.88	\$71,742.53
560	CA112	Sr Office Services Support Clk	SEIU, Local 1021 - CI & Maint	031	\$54,397.41	\$71,107.92
561	AJ135	Sr Secretary - SEIU	SEIU, Local 1021 - CI & Maint	061	\$51,015.12	\$66,686.46
562	UA160	Sr Storekeeper	SEIU, Local 1021 - CI & Maint	171	\$63,515.50	\$83,026.94
563	UA170	Storekeeper	SEIU, Local 1021 - CI & Maint	201	\$58,163.04	\$76,030.24
564	MA615	Structures Equipment Operator	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
565	MA620	Structures Foreworker	SEIU, Local 1021 - CI & Maint	825	\$75,284.14	\$98,410.83
566	MA637	Structures Inspector	SEIU, Local 1021 - CI & Maint	311	\$71,601.71	\$93,597.09
567	MA636	Structures Inspector Asst	SEIU, Local 1021 - CI & Maint	201	\$58,163.04	\$76,030.24
568	MA638	Structures Inspector Forewrk	SEIU, Local 1021 - CI & Maint	810	\$78,706.99	\$102,885.12
569	MA630	Structures Welder	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
570	MA635	Structures Worker	SEIU, Local 1021 - CI & Maint	201	\$58,163.04	\$76,030.24
571	000036	Structures Worker - PT	SEIU, Local 1021 - CI & Maint	221	\$63,979.34	\$63,979.34
572	EA315	Survey Tech	SEIU, Local 1021 - CI & Maint	091	\$59,653.57	\$77,978.58
573	000152	Sys Maintainer, Signal/Comm	SEIU, Local 1021 - CI & Maint	400	\$68,489.62	\$89,529.02
574	000157	System General Custodian-eBART	SEIU, Local 1021 - CI & Maint	111	\$49,497.14	\$64,702.35
575	MA385	System Service Crewleader	SEIU, Local 1021 - CI & Maint	141	\$51,088.96	\$66,783.18
576	MA390	System Service Foreworker	SEIU, Local 1021 - CI & Maint	818	\$69,648.38	\$91,043.89

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Bargaining Unit)

As of January 1, 2018

ATTACHMENT A

#	Job Code	Job Title	Barg Unit	Grade	Minimum/ Annual	Maximum/ Annual
577	MA400	System Service Worker	SEIU, Local 1021 - CI & Maint	111	\$49,497.14	\$64,702.35
578	MA399	System Service Worker - 141	SEIU, Local 1021 - CI & Maint	141	\$51,088.96	\$66,783.18
579	MA401	System Service Worker - PT	SEIU, Local 1021 - CI & Maint	121	\$54,446.70	\$54,446.70
580	000154	Systems Maintainer, eBART	SEIU, Local 1021 - CI & Maint	400	\$68,489.62	\$89,529.02
581	UA180	Tool Room Attendant	SEIU, Local 1021 - CI & Maint	201	\$58,163.04	\$76,030.24
582	MA640	Track Equipment Operator	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
583	MA645	Track Foreworker	SEIU, Local 1021 - CI & Maint	825	\$75,284.14	\$98,410.83
584	MA655	Track Welder	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
585	MA660	Track Worker	SEIU, Local 1021 - CI & Maint	201	\$58,163.04	\$76,030.24
586	000022	Track Worker - PT	SEIU, Local 1021 - CI & Maint	221	\$63,979.34	\$63,979.34
587	MA720	Train Control Electronic Tech	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
588	MA725	Train Control Foreworker	SEIU, Local 1021 - CI & Maint	825	\$75,284.14	\$98,410.83
589	CA165	Transit Information Clerk	SEIU, Local 1021 - CI & Maint	031	\$54,397.41	\$71,107.92
590	CA159	Transit Information Tech	SEIU, Local 1021 - CI & Maint	036	\$57,022.37	\$74,539.09
591	MA825	Transit Vehicle Electronic Tec	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
592	MA830	Transit Vehicle Mechanic	SEIU, Local 1021 - CI & Maint	301	\$68,489.62	\$89,529.02
593	000037	Transit Vehicle Mechanic - PT	SEIU, Local 1021 - CI & Maint	314	\$75,338.43	\$75,338.43
594	CA180	Trouble Desk Data Specialist	SEIU, Local 1021 - CI & Maint	036	\$57,022.37	\$74,539.09
595	MA826	TVET Trainee	SEIU, Local 1021 - CI & Maint	331	\$61,695.09	\$80,647.42
596	MA840	Utility Foreworker	SEIU, Local 1021 - CI & Maint	818	\$69,648.38	\$91,043.89
597	MA835	Utility Worker	SEIU, Local 1021 - CI & Maint	111	\$49,497.14	\$64,702.35
598	MA836	Utility Worker - PT	SEIU, Local 1021 - CI & Maint	121	\$54,446.70	\$54,446.70
599	TA130	Vehicle Inspector	SEIU, Local 1021 - CI & Maint	311	\$71,601.71	\$93,597.09
600	TA135	Wayside Inspector	SEIU, Local 1021 - CI & Maint	311	\$71,601.71	\$93,597.09
601	FA205	Accountant	SEIU, Local 1021- Prof Chapter	S08	\$68,555.28	\$89,614.80
602	FA210	Accounting Analyst	SEIU, Local 1021- Prof Chapter	S11	\$79,275.96	\$103,628.64
603	AA200	Administrative Analyst - SEIU	SEIU, Local 1021- Prof Chapter	S08	\$68,555.28	\$89,614.80
604	AA230	Administrative Support Officer	SEIU, Local 1021- Prof Chapter	S13	\$87,346.08	\$114,177.84
605	IA100	Appl Programmer Analyst	SEIU, Local 1021- Prof Chapter	S08	\$68,555.28	\$89,614.80
606	AA100	Asst Admin Analyst - SEIU	SEIU, Local 1021- Prof Chapter	S06	\$62,232.24	\$81,349.32
607	UA200	Asst Buyer	SEIU, Local 1021- Prof Chapter	S06	\$62,232.24	\$81,349.32
608	UA205	Asst Contract Administrator	SEIU, Local 1021- Prof Chapter	S06	\$62,232.24	\$81,349.32
609	SA100	Asst Safety Specialist	SEIU, Local 1021- Prof Chapter	S06	\$62,232.24	\$81,349.32
610	FA274	Asst Treasury Analyst	SEIU, Local 1021- Prof Chapter	S06	\$62,232.24	\$81,349.32
611	FA100	Budget Analyst	SEIU, Local 1021- Prof Chapter	S08	\$68,555.28	\$89,614.80
612	UA210	Buyer	SEIU, Local 1021- Prof Chapter	S08	\$68,555.28	\$89,614.80
613	TA298	CAD Drafter	SEIU, Local 1021- Prof Chapter	S08	\$68,555.28	\$89,614.80
614	000013	Communication Coordinator	SEIU, Local 1021- Prof Chapter	S11	\$79,275.96	\$103,628.64
615	000064	Computer Support Administrator	SEIU, Local 1021- Prof Chapter	S05	\$59,294.76	\$77,509.44
616	IA115	Computer Support Coordinator	SEIU, Local 1021- Prof Chapter	S14	\$91,686.12	\$119,851.20
617	UA215	Contract Administrator	SEIU, Local 1021- Prof Chapter	S08	\$68,555.28	\$89,614.80
618	VA120	Customer Services Admin	SEIU, Local 1021- Prof Chapter	S13	\$87,346.08	\$114,177.84
619	000016	Customer Services Assistant	SEIU, Local 1021- Prof Chapter	S06	\$62,232.24	\$81,349.32

San Francisco Bay Area Rapid Transit District
Pay Schedule (Noted by Bargaining Unit)
As of January 1, 2018
ATTACHMENT A

#	Job Code	Job Title	Barg Unit	Grade	Minimum/ Annual	Maximum/ Annual
620	VA110	Customer Services Rep	SEIU, Local 1021- Prof Chapter	S11	\$79,275.96	\$103,628.64
621	TA300	Documentation Config Controlle	SEIU, Local 1021- Prof Chapter	S09	\$71,956.08	\$94,060.20
622	TA310	Drafting Supv	SEIU, Local 1021- Prof Chapter	S11	\$79,275.96	\$103,628.64
623	HJ105	Employee Dev Specialist - SEIU	SEIU, Local 1021- Prof Chapter	EDS	\$81,871.08	\$107,021.04
624	UA195	Expeditor	SEIU, Local 1021- Prof Chapter	S06	\$62,232.24	\$81,349.32
625	VA050	Gov & Comm Relations Spec	SEIU, Local 1021- Prof Chapter	S11	\$79,275.96	\$103,628.64
626	TA313	Graphic Artist	SEIU, Local 1021- Prof Chapter	S09	\$71,956.08	\$94,060.20
627	UA105	Inventory Control Analyst	SEIU, Local 1021- Prof Chapter	S08	\$68,555.28	\$89,614.80
628	IA160	Jr Appl Programmer Analyst	SEIU, Local 1021- Prof Chapter	S03	\$53,832.60	\$70,369.44
629	FA275	Junior Accountant	SEIU, Local 1021- Prof Chapter	S05	\$59,294.76	\$77,509.44
630	LA115	Legal Administrative Analyst	SEIU, Local 1021- Prof Chapter	S06	\$62,232.24	\$81,349.32
631	LA100	Legal Administrative Asst	SEIU, Local 1021- Prof Chapter	S05	\$59,294.76	\$77,509.44
632	TA215	Maint Planner	SEIU, Local 1021- Prof Chapter	S08	\$68,555.28	\$89,614.80
633	UA130	Material Control Analyst	SEIU, Local 1021- Prof Chapter	S08	\$68,555.28	\$89,614.80
634	UA135	Material Control Sys Analyst	SEIU, Local 1021- Prof Chapter	S08	\$68,555.28	\$89,614.80
635	UA150	Material Expeditor	SEIU, Local 1021- Prof Chapter	S08	\$68,555.28	\$89,614.80
636	VA125	Multimedia Assistant Producer	SEIU, Local 1021- Prof Chapter	S11	\$79,275.96	\$103,628.64
637	FA130	Project Control Administrator	SEIU, Local 1021- Prof Chapter	S08	\$68,555.28	\$89,614.80
638	VA115	Public Information Rep	SEIU, Local 1021- Prof Chapter	S11	\$79,275.96	\$103,628.64
639	TA110	Quality Assurance Analyst	SEIU, Local 1021- Prof Chapter	S08	\$68,555.28	\$89,614.80
640	000066	Quality Assurance Officer	SEIU, Local 1021- Prof Chapter	S11	\$79,275.96	\$103,628.64
641	QA205	Real Estate Officer	SEIU, Local 1021- Prof Chapter	S11	\$79,275.96	\$103,628.64
642	IA185	Real Time Programmer Analyst	SEIU, Local 1021- Prof Chapter	S13	\$87,346.08	\$114,177.84
643	TA260	Shop Scheduler	SEIU, Local 1021- Prof Chapter	S10	\$75,526.56	\$98,727.60
644	IA190	Sr Appl Programmer Analyst	SEIU, Local 1021- Prof Chapter	S14	\$91,686.12	\$119,851.20
645	000166	Sr CAD Drafter	SEIU, Local 1021- Prof Chapter	S10	\$75,526.56	\$98,727.60
646	000075	Sr Computer Suppt Coordinator	SEIU, Local 1021- Prof Chapter	S16	\$100,028.16	\$130,755.84
647	TA314	Sr Graphic Artist	SEIU, Local 1021- Prof Chapter	S10	\$75,526.56	\$98,727.60
648	TA220	Sr Maint Planner	SEIU, Local 1021- Prof Chapter	S11	\$79,275.96	\$103,628.64
649	CA155	Sr Office Services Supv	SEIU, Local 1021- Prof Chapter	S09	\$71,956.08	\$94,060.20
650	IA210	Sr Telecommunications Tech	SEIU, Local 1021- Prof Chapter	S14	\$91,686.12	\$119,851.20
651	TA140	Tech Publications Admin	SEIU, Local 1021- Prof Chapter	S10	\$75,526.56	\$98,727.60
652	TA302	Technical Administrator	SEIU, Local 1021- Prof Chapter	S11	\$79,275.96	\$103,628.64
653	TA125	Technical Editor	SEIU, Local 1021- Prof Chapter	S03	\$53,832.60	\$70,369.44
654	IA300	Technical Programmer Analyst	SEIU, Local 1021- Prof Chapter	S11	\$79,275.96	\$103,628.64
655	000025	Technical Publications Analyst	SEIU, Local 1021- Prof Chapter	S09	\$71,956.08	\$94,060.20
656	TA301	Technical Resources Admin	SEIU, Local 1021- Prof Chapter	S13	\$87,346.08	\$114,177.84
657	IA200	Telecommunications Specialist	SEIU, Local 1021- Prof Chapter	S06	\$62,232.24	\$81,349.32
658	IA205	Telecommunications Tech	SEIU, Local 1021- Prof Chapter	S09	\$71,956.08	\$94,060.20
659	FA212	Time and Labor Admin Analyst	SEIU, Local 1021- Prof Chapter	TAD	\$75,695.76	\$98,948.64
660	CA175	Transit Information Supv	SEIU, Local 1021- Prof Chapter	S11	\$79,275.96	\$103,628.64
661	MA900	Warranty Administrator	SEIU, Local 1021- Prof Chapter	S11	\$79,275.96	\$103,628.64
662	TA311	Web Page Specialist	SEIU, Local 1021- Prof Chapter	S10	\$75,526.56	\$98,727.60



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>2 March 2018</i> <i>Robert M. Kerner</i>		GENERAL MANAGER ACTION REQ'D: Board Approval and Authorization		
DATE: 2/27/2018		BOARD INITIATED ITEM: No		
Originator/Prepared by: Gia Ilole Dept: Human Resources Administration <i>G Ilole</i> Signature/Date: <i>2/28/18</i>	General Counsel <i>[Signature]</i> <i>2/28/18</i> []	Controller/Treasurer <i>Chris Gar</i> <i>2/28/18</i> []	District Secretary []	BARC <i>[Signature]</i> <i>2/28/18</i> []

EMPLOYEE RECRUITMENT AND RELOCATION FOR THE POSITIONS OF CHIEF PROCUREMENT OFFICER, CHIEF PERFORMANCE AND AUDIT OFFICER, AND ASSISTANT GENERAL MANAGER, PERFORMANCE & BUDGET

PURPOSE:

To obtain Board authorization for a national recruitment and relocation agreement to assist the District with filling the positions of Chief Procurement Officer, Chief Performance and Audit Officer, and Assistant General Manager, Performance and Budget.

DISCUSSION:

On March 11, 1993, the Board adopted Resolution 4487, requiring Board approval prior to any recruiting activity to employ a person who is not a current District employee for an annual salary of \$50,000 or more. The resolution also states that the District should confine its recruiting to the State of California, consistent with provisions of the law, and that no relocation or moving expenses would be offered to new employees without prior Board approval.

The Chief Procurement Officer, Chief Performance and Audit Officer, and Assistant General Manager, Performance and Budget are senior management positions that require specialized skills derived from unique managerial/technical experience and education, which are critical to the District's progress in the Procurement, Performance, Audit and Budget departments respectively.

Specifically, the Chief Procurement Officer, under the direction of the Assistant General Manager, Administration, will provide strategic leadership and direction relating to procurement, overseeing the activities and operations of Procurement and Materials Management Department including Contract Administration, Warehousing/Stores, Inventory Control and Purchasing Plans. The Chief Performance and Audit Officer is responsible for serving in a prominent District leadership capacity to continuously monitor, manage and improve business performance across District departments. This position also coordinates internal and external operational and financial audits; provides highly responsible and complex administrative support to the Office of the General Manager and the Assistant General Manager, Performance and Budget. The Assistant General Manager, Performance and Budget is part of the executive team and will be responsible for leading Financial Planning, Budget, Performance and Audit. The incumbent will be accountable for accomplishing goals and objectives and providing strategic direction as it relates to each area under Performance and Budget.

The expertise of a recruiting firm that has a deep familiarity with procurement, performance, audit and budget in a transit environment, as well as with recruiting sources and prospects will constitute a resource beyond that which is available internally. Likewise, the ability to offer relocation assistance in the event that one or more successful candidates are not from the immediate area will enhance the District's competitive posture in these searches.

By adopting this motion, the Board will authorize staff to use an executive search firm for the recruitment. The objective in using a search firm is to increase the candidate pool and identify highly qualified applicants. In each recruitment work plan, every effort is made to locate qualified individuals in California and the San Francisco Bay Area in particular. However, recruitment will not be confined to California. Staff's intent is to enter into a search agreement for each position.

The Board's action will allow for executing a relocation agreement within the parameters of current District practice as provided in Management Procedure 70. This procedure sets a maximum reimbursement for relocation at \$18,000 and it does not allow for reimbursement for loss on sale of residence.

FISCAL IMPACT:

The costs for search firm fees will come from the FY18 and/or FY19 Operating Budget of the Office of Administration. Any subsequent relocation agreement cost will come from the FY18 and/or FY19 Operating Budget of the Office of Administration and Office of Performance and Budget.

Funds will be budgeted in the Office of Administration operating budget (Cost Center 0502420, Account 681300) as follows:

Proposed Funding

FY18 or FY19 (depending on relocation/fill date): \$190,000 (approx, max)

Funds will be budgeted in the Office of Performance and Budget operating budget (Cost Center 1302386, Account 681300) as follows:

Proposed Funding

FY18 or FY19 (depending on relocation/fill date):\$18,000 (approx, max)

Funds will be budgeted in the Office of Performance and Budget operating budget (Cost Center 1101466, Account 681300) as follows:

Proposed Funding

FY18 or FY19 (depending on relocation/fill date): \$18,000

Funding for services in this Fiscal Year are included in the Department's existing operating budget. Funding for subsequent years will be included in the proposed annual operating budget, which is subject to Board approval.

This action is not anticipated to have any Fiscal Impact on unprogrammed District reserves in the current Fiscal Year.

ALTERNATIVES:

Fill the positions using in-house District recruitment resources.

RECOMMENDATION:

Adopt the following motion:

MOTION:

That the General Manager or her designee is authorized, in conformance with established District procedures governing the use of executive search services to identify suitable

Board Approval and Authorization

candidates both inside and outside of California for the positions of Chief Procurement Officer, Chief Performance and Audit Officer, and Assistant General Manager, Performance and Budget. In addition, the General Manager is authorized to enter into a relocation agreement, if necessary, in an amount not to exceed \$18,000 for each position, in accordance with Management Procedure Number 70, New Employee Relocation Expense Reimbursement.

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors

DATE: March 2, 2018

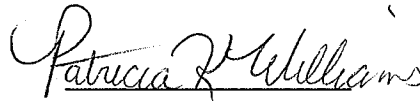
FROM: Interim District Secretary

SUBJECT: 2018 Organization of Committees and Special Appointments Revision

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, President Raburn is bringing a revision to the 2018 Organization of Committees and Special Appointments before the Board of Directors for ratification at the Regular Board Meeting on March 8, 2018. President Raburn proposes that Director Dufty assume the appointment to the Oversight Board to Successor Agency of San Francisco Redevelopment Agency in place of Director Josefowitz.

Should you have any questions about this change, please contact President Raburn or me at your convenience.



cc: Board Appointed Officers
Deputy General Manager
Executive Staff

MOTION:

That the Board of Directors ratifies the appointment of Director Bevan Dufty to the Oversight Board to Successor Agency of San Francisco Redevelopment Agency.

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors

DATE: March 2, 2018

FROM: General Manager

SUBJECT: FY18 Second Quarter Financial Report

The FY18 Second Quarter Financial Report (October - December 2017) is attached. While the net result for the quarter was \$4.1M favorable to budget, the negative budget variance in passenger trips and fare revenue increased from the first quarter.

Operating Sources

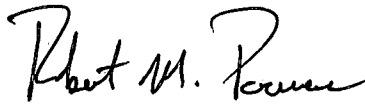
Total Ridership was 3.2% under budget for the second quarter of FY18, compared to 2.4% under budget in the first quarter, and 3.4% lower than ridership in the same period of FY17. Despite reduced budget expectations for FY18, monthly ridership in FY18 is still trending below the lower budget. Second quarter FY18 weekday trips were 2.7% below budget and weekend/holiday trips were 5.3% below budget. Passenger revenue in the second quarter was \$3.6M (2.9%) unfavorable, more than the first quarter negative budget variance of \$1.0M. Rider loss continues to be heavier in the shorter-trip (and thus lower-fare) market, which is why the passenger revenue budget variance continues to be slightly better than trips.

Financial Assistance in the second quarter of FY18 was favorable to budget due to revenue from Sales Tax, Property Tax and Low Carbon Fuel Standard (LCFS) credit sales. Sales Tax, which included a budgeted 2.1% rate of growth over FY17, was \$1.7M (4.9%) favorable to budget for the second quarter and is \$2.9M favorable to budget year-to-date (YTD). Property Tax is \$1.0M favorable to budget, YTD, and up 9.7% compared to one year ago. Second quarter LCFS credit sales exceeded the budget by \$7.7M, with proceeds allocated to the Sustainability program and to operating, increasing Operating to Capital allocations.

Operating Uses

Total Expense for the second quarter was under budget, finishing \$7.1M (3.9%) favorable. Labor and benefits were \$2.8M (2.1%) favorable to budget and non-labor was \$3.4M (6.9%) under budget. Labor was favorable to budget overall. Regular wages and benefits were favorable due mainly to filling only the most critical operating positions. Labor is favorable by 1.4% year-to-date. Non-labor was favorable to budget largely due to timing of Professional & Technical and Purchased Transportation expenses, as well as lower than expected electricity prices. Capital and Other Allocations were greater than budget due to the \$7.7M from LCFS cited above.

The ridership decline is expected to continue into the second half of FY18, with a negative impact on operating sources. BART's focus on filling only critical operating positions has helped manage labor expenses, however, the second half of the year is expected to be more financially challenging due to pressure to increase staff to address service and quality of life issues. The ridership and expense trends may result in an operating deficit by FY18 Year End. Staff is continually monitoring department budgets in order to address potential shortfalls prior to year-end.



Grace Crunican

cc: Board Appointed Officers
Deputy General Manager
Executive Staff

**Quarterly Financial Report
Second Quarter
Fiscal Year- 2018**

Revenue

•Avg weekday trips for the quarter were 414,093, 2.7% under budget and 2.8% below the same quarter last year. Total trips for the quarter were 3.2% under budget, with weekend and holiday trips under budget 5.3%. Net passenger revenue was 2.9% under budget.

•Parking revenue was \$0.1M favorable due to Daily Non-Reserve and Long Term programs.

•Other operating revenue was \$1.0M favorable mainly due to investment income.

Expense

•Labor (excluding OPEB) was \$2.8M or 2.1% favorable in Q2, primarily due to vacancies. Unfunded OPEB does not accrue at month end but will be included with year end GASB adjustments.

•Power was \$1.3M favorable due to lower than expected electricity prices in the California energy market and timing of a PG&E payment that will be reflected next quarter.

•Other Non Labor \$1.4M favorable due to delayed expenses for Professional & Technical Service fees (\$1.5M).

Financial Assistance and Allocations

•Sales Tax for 2Q grew 4.9% over 2QFY17 and was \$1.7M favorable (2.1% growth budgeted).

•Property Tax, Other Assistance was \$0.9M favorable due to increased property tax and federal and local financial assistance.

•STA was \$2.7M unfavorable due to timing, expected to be near budget at year end.

•Low Carbon Fuel Standard (LCFS) Program revenue was \$7.7M favorable to budget due to the sale of credits generated in prior FYs and high market prices.

•Debt service was \$0.7M favorable due to savings from refunding.




•Capital and Other Allocations were \$8.2M greater than budget primarily due to \$7.7M of increased LCFS revenue (\$3.9M allocated to Sustainability, \$3.9M allocated to Operating Reserves per LCFS Policy).

Net Operating Result

•The Net Operating Result for Q2 was favorable by \$4.1M, due to favorable operating expenses.

	Current Quarter			(\$ Millions)	Year to Date		
	Budget	Actual	Var		Budget	Actual	Var
Revenue							
Net Passenger Revenue	120.7	117.1	-2.9%		244.5	240.0	-1.9%
Parking Revenue	8.8	8.9	1.0%		17.6	17.9	1.7%
Other Operating Revenue	7.4	8.4	13.6%		14.4	15.9	9.8%
Total Net Operating Revenue	136.8	134.4	-1.8%		276.6	273.7	-1.0%
Expense							
Net Labor	131.9	129.1	2.1%		266.4	262.7	1.4%
OPEB Unfunded Liability	0.8	0.0			1.5	0.0	
Electric Power	10.8	9.5	12.4%		21.7	19.8	8.5%
Purchased Transportation	7.3	6.6	10.4%		14.6	13.8	5.8%
Other Non Labor	31.2	29.8	4.6%		60.6	54.4	10.1%
Total Operating Expense	182.0	174.9	3.9%		364.8	350.7	3.8%
Operating Result (Deficit)	(45.1)	(40.5)	10.3%		(88.2)	(77.0)	12.7%
Taxes and Financial Assistance							
Sales Tax	64.1	65.8	2.7%		127.0	129.9	2.3%
Property Tax, Other Assistance	22.1	23.0	4.1%		24.8	26.3	6.1%
State Transit Assistance	2.7	0.0	-100.0%		2.7	0.0	-100.0%
Low Carbon Fuel Std Prog	0.0	7.7	0.0%		4.0	13.1	228.6%
Debt Service	(12.7)	(12.0)	5.7%		(25.4)	(24.7)	2.9%
Capital and Other Allocations	(26.3)	(34.5)	-31.2%		(60.3)	(68.8)	-14.1%
OPEB Unfunded Liability Offset	0.8	0.0			1.5	0.0	
Net Financial Assistance	50.7	50.1	-1.1%		74.3	75.9	2.2%
Net Operating Result	5.5	9.6	4.1		(13.9)	(1.1)	12.8
System Operating Ratio	75.2%	76.8%	1.6%		75.8%	78.0%	2.2%
Rail Cost / Passenger Mile	0.381	0.381	-0.1%		0.377	0.375	0.5%

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

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



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>28 Feb 2018</i> <i>Robert M. Powers</i>		GENERAL MANAGER ACTION REQ'D: Approve and forward to Board of Directors		
DATE: 2/9/2018		BOARD INITIATED ITEM: No		
Originator/Prepared by: Sonny Au Dept: Planning, Development & Construction	General Counsel <i>[Signature]</i>	Controller/Treasurer <i>Christina</i>	District Secretary	BARG <i>[Signature]</i>
Signature/Date: <i>[Signature]</i> 2/26/18	<i>[Signature]</i> 2/26/18 []	<i>[Signature]</i> 2/26/18 []	[]	<i>[Signature]</i> 2/26/18 []

Award of Contract No. 01RQ-150 for Construction of Hayward Maintenance Complex Project, Central Warehouse

PURPOSE:

To obtain Board authorization for the General Manager to award Contract No. 01RQ-150 for Construction of Hayward Maintenance Complex Project, Central Warehouse to Clark Construction Group – California, LP.

DISCUSSION:

The Hayward Maintenance Complex Project (HMC) was adopted by the BART Board of Directors on May 26, 2011. The Project will provide expanded and enhanced maintenance complex facilities necessary to support the District's future system demands, including the new BART revenue vehicles and the Silicon Valley Extension Project. The HMC Project consists of the acquisition of and improvements to three parcels on the west side of the existing Hayward Yard. Improvement elements include a new Vehicle Overhaul and Heavy Repair Shop, a new Component Repair Shop, a new Central Warehouse, a new Maintenance and Engineering Shop and Storage Area, as well as new trackwork that provides access to these facilities.

The scope of this Contract consists of construction of the new Central Warehouse. The new Central Warehouse will serve as the central logistical facility for BART, which will help improve the efficiency of BART operations. Contract provisions include incorporation of the District's Project Stabilization Agreement (PSA).

The Contract was advertised on November 29, 2017 in the District's online vendor portal. A total of 84 plan holders downloaded copies of the Contract Documents. A pre-Bid meeting

and site visit were conducted on December 15, 2017, with approximately 50 prospective Bidders attending. A total of 4 Bids were received. The Bids were publicly opened on January 30, 2018. Tabulation of the Bids, including the Engineer's Estimate, is as follows:

BIDDER	LOCATION	TOTAL BID PRICE
Clark Construction Group – California, LP	Irvine, CA	\$49,838,100
S.J. Amoroso Construction Co., Inc.	Redwood Shores, CA	\$52,057,000
Proven Management, Inc.	Oakland, CA	\$54,777,777
USS CAL Builders, Inc.	Stanton, CA	\$59,134,936 *
Engineer's Estimate	N/A	\$57,916,146

* Corrected for arithmetical error, which did not impact bid positions

After review by District staff, the Bid submitted by Clark Construction Group – California, LP was deemed the lowest responsive Bid. Furthermore, a review of this Bidder's license, business experience and financial capabilities has resulted in a determination that the Bidder is responsible. District staff has also determined that the Bidder's Bid of \$49,838,100 is fair and reasonable.

The Bid submitted by Clark Construction Group – California, LP contained minor irregularities. In accordance with provisions of the Contract Documents governing bid evaluation and award, District staff determined that these minor irregularities were immaterial and did not afford an unfair advantage to the Bidder. As a result, District staff determined that it was appropriate to waive these minor irregularities in the bid review.

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 26% was set for this Contract. The low Bidder, Clark Construction Group – California, LP, committed to subcontracting 27.9% to DBEs. The Office of Civil Rights has determined that Clark Construction Group – California, LP has met the DBE participation goal set for this Contract.

FISCAL IMPACT:

Funding in the amount of \$49,838,100 for the award of Contract No. 01RQ-150 is included in the total budget for FMS# 01RQ000, HMC Program.

The table below lists funding assigned to the referenced project and is included to track funding history against spending authority. Funds needed to meet this request will be expended from the following sources:

Proposed Funding	
F/G 3007 - FTA CA-90-X236	\$19,504,600
F/G 5602 - High Speed Passenger Rail Bond	\$17,250,000
F/G 656K & 653E - VTA	\$19,850,000
F/G 8524 to 8532 - FY12 to FY18 Operating Capital Alloc	\$73,186,377
F/G 881B - Program Income from Cap funds	\$254,640
TOTAL	\$130,045,617

As of February 14, 2018, the total budget for this project is \$130,045,617. BART has expended \$63,351,590 committed \$13,263,599 to-date for other action. This action will commit \$49,838,100 leaving an available fund balance of \$3,592,328 for this project.

The Office of the Controller/Treasurer certifies that funds are currently available to meet this obligation.

This action is not anticipated to have any fiscal impact on unprogrammed District Reserves.

ALTERNATIVES:

The alternatives are to not award the Contract or to rebid the Contract. Not awarding the Contract will inhibit the District from providing the necessary support to future system demands. Rebidding the Contract will delay execution of the work and may not yield lower bid prices, which will potentially result in increased project costs.

RECOMMENDATION:

Adoption of the following motion.

MOTION:

The General Manager is authorized to award Contract No. 01RQ-150 for Construction of the Hayward Maintenance Complex Project, Central Warehouse to Clark Construction Group – California, LP for the total Bid price of \$49,838,100, pursuant to notification to be issued by the General Manager, subject to the District's protest procedures and FTA requirements related to protests.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>Dist M. Roman</i> 2 mch 2018		GENERAL MANAGER ACTION REQ'D:		
DATE: 10/27/2017		BOARD INITIATED ITEM: No		
Originator/Prepared by: Mary Steeves Dept: Maintenance and Engineering <i>Mary Steeves</i> Signature/Date: Feb 28, 2018	General Counsel <i>[Signature]</i> 2/28/18 []	Controller/Treasurer <i>Chris Good</i> 2/28/18 []	District Secretary []	BARC <i>Paul Chen</i> 2/28/18 []
Status: Approved		Date Created: 10/27/2017		

Procurement of BlackBox Telecommunications System Maintenance Contract

PURPOSE: To authorize the General Manager to execute a 3-year agreement, with two 1-year options, with Blackbox Network Services, to provide Telecommunications Systems Maintenance. This procurement was conducted under the District's authority to utilize the California Department of General Services' California Multiple Award Schedules (CMAS) Contract.

DISCUSSION: This Maintenance Contract will provide parts, material and labor with 24/7 on-site and remote technical service for BART's 6,000 landlines, 64 telecommunications networks, 15 wayside emergency telephone hubs and 911 system. Telecommunications maintenance has been performed under contract since the landline phone system was upgraded in 1993. Upon approval of this contract, the General Manager will have the authority to approve a 3-year agreement with Blackbox Network Services at a cost not to exceed of \$653,507.00, and to exercise up to two one year options with a total 5 years cost not to exceed \$1,100,000.00.

The California Government Code 54205 allows districts such as BART to request that the California Department of General Services make purchases of materials, equipment and supplies, and obtain maintenance for that equipment on its behalf in accordance with Section 10298 of the Public Contract Code. Section 10298 of the Public Contract Code permits the Director of the California Department of General Services to consolidate the needs of its agencies for goods, information technology, and services and establish contracts, master

agreements, multiple award schedules, cooperative agreements, and other types of agreements that leverage the State of California’s buying power. The Department of General Services may make its services available, upon agreed terms and conditions, to any District empowered to expend public funds for the acquisition of goods, information technology, or services. Districts may then enter into agreements, without further competitive bidding, with suppliers awarded contracts, master agreements, multiple award schedules, and cooperative agreements by the Department of General Services for such services.

BART Telecommunications Manager, will be responsible for the overall direction and management of the agreement executed under the CMAS authority.

FISCAL IMPACT: In order to provide BART system wide maintenance for Telecommunications services for FY18, and FY19 and FY20, this subject EDD proposes a three year contract at a total cost of \$594,097.02, plus standard authority to add up to 10% contingency for a not-to-exceed total value of \$653,507.00 over the three years (07/01/2017 -07/01/2020).

Funds will be budgeted in the Maintenance and Engineering Department, Operating funds, (Dept 0802851 M & E Financial Administration, Account 680030, Line Item 99WP District-Wide-Telephones) as follows:

Proposed Budget	
FY18	198,032.33
FY19	198,032.33
FY20	198,032.33
Subtotal	\$594,097
10% Contingency	\$59,410
Total	\$653,507

This proposed contract will have no fiscal impact on available un-programmed District reserves.

ALTERNATIVES: The District would need to procure these goods and services by other means requiring a new procurement process.

RECOMMENDATION: Adopt the following motion.

MOTION: The General Manager is authorized to execute a 3-year agreement with Blackbox Network Services to provide Telecommunications Systems Maintenance services and equipment, and at her discretion, to exercise the option to renew for 2 additional 1-year terms for a total not to exceed \$1,100,000.00.

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors

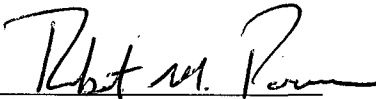
DATE: March 2, 2018

FROM: General Manager

SUBJECT: Santa Clara County BART Extension: Update on Phase I and Phase II

Staff will provide an update at the Board of Directors' meeting on March 8, 2018 on the status of the negotiations for the BART-VTA Operations & Maintenance Agreement, the outcome of the most recent meetings on the tunneling coordination for the Phase II Extension, and an update on Phase I construction.

If you have any questions about these matters, please contact Robert Powers, Deputy General Manager at 510-464-6126.


for Grace Crunican

cc: Board Appointed Officers
Deputy General Manager
Executive Staff

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors

DATE: March 2, 2018

FROM: General Manager

SUBJECT: State and Federal Legislative Update

At the March 8 Board of Directors meeting, staff will present a state and federal update and legislation for your consideration.

Attached are bill analyses and language for six state bills. The legislation has a nexus to BART and aligns with the 2018 State and Federal Advocacy Program adopted by the Board of Directors.

SUPPORT POSITION (5)

Proposition 69

Motor vehicle fees and taxes: restriction on expenditures:
appropriations limit

AB 2304 (Holden)

Transit pass programs: status report

SB 1185 (Hill)

Firearms: law enforcement agencies: firearm accounting

SB 827 (Wiener)

Planning and zoning: transit-rich housing bonus

SB 831 (Wieckowski)

Land use: accessory dwelling units

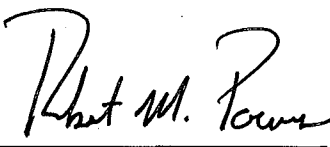
NEUTRAL POSITION (1)

AB 2923 (Chiu and Grayson)

San Francisco Bay Area Rapid Transit District: transit-oriented
development

Following the staff presentation, a request will be made of the Board to consider passing the draft motion shown below.

If you have any questions, please contact Rodd Lee, Department Manager, Government and Community Relations at 510-464-6235.


Grace Crunican

Attachments

cc: Board Appointed Officers
Deputy General Manager
Executive Staff

DRAFT MOTION:

That the Board of Directors supports Proposition 69, AB 2304, SB 1185, SB 827, and SB 831; takes a neutral position on AB 2923.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>2 March 2018</i> <i>[Signature]</i>		GENERAL MANAGER ACTION REQ'D:		
DATE: 2/22/2018		BOARD INITIATED ITEM: No		
Originator/Prepared by: Roddrick Lee Dept: Gov't & Community Relations <i>[Signature]</i> Signature/Date: <i>2-22-18</i>	General Counsel <i>[Signature]</i> <i>3/1/18</i> []	Controller/Treasurer <i>Chris Gan</i> <i>3/1/18</i> []	District Secretary []	BARC <i>[Signature]</i> <i>2/26/2018</i> []

State and Federal Legislative Advocacy Contract Extensions

PURPOSE:

To authorize the General Manager or her designee to execute (i) a change order to Agreement No. 6M7152 with Schott & Associates for State legislative advocacy services, to extend the expiration date from April 1, 2018 to April 1, 2020 for a total cost not to exceed \$287,498.25 and (ii) a change order to Agreement No. 6M7153 with CJ Lakes, LLC for Federal legislative services to extend the expiration date from April 1, 2018 to April 1, 2020 for a total cost not to exceed \$504,000.

DISCUSSION:

The existing agreements with Schott & Associates and CJ Lake, LLC expire on April 1, 2018. The proposed extension for each of the existing agreements is from April 1, 2018 to April 1, 2020. The proposed extension will allow for legislative advocacy continuity as the District executes its State and Federal legislative programs and pursues additional state and federal funding.

Schott & Associates has skillfully and successfully advocated BART's interests before the California State Legislature since 1975. Schott & Associates has agreed to continue working under the terms of Agreement No. 6M7152. The total proposed cost to provide State Legislative Advocacy services for the proposed two year term extension is \$287,498.25.

Under the long-term guidance of Jim Copeland, CJ Lake, LLC has skillfully and successfully advocated BART's interests before the U.S. Congress since 1984. CJ Lake, LLC has agreed to continue working under the terms of Agreement No. 6M7153. The total proposed cost to

provide Federal Legislative Advocacy services for the proposed two year term extension is \$504,000.

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

FISCAL IMPACT:

The subject EDD proposes two year contract extensions at a total cost of \$791,498.25 from April 1, 2018 to April 1, 2020.

Funds will be budgeted in the Government and Community Relations Department operating budget (Dept 0604366, Account 681300-Professional and Technical Services) as follows:

Proposed Funding	
FY18*	\$92,487.00
FY19	\$399,435.00
FY20**	\$299, 576.25
TOTAL	\$791,498.25

*FY18 funding is not a full Fiscal Year.
Funding is expected to begin April 1, 2018.

**FY20 funding is not a full Fiscal Year.
Funding is expected to end on April 1, 2020.

Funding for services in this Fiscal Year are included in the Government and Community Relations Department's existing operating budget. Funding for subsequent years will be included in the proposed annual operating budget, which is subject to Board approval.

This action is not anticipated to have any fiscal impact on unprogrammed District reserves in the current Fiscal Year.

ALTERNATIVE:

Not authorize the extensions and allow the two Agreements to expire on April 1, 2018. This would jeopardize established relationships with the State legislature, Federal legislature, Executive Branch decision makers and could diminish the District's prospects for successfully accomplishing its State and Federal legislative program as well as adversely impact the District's ability to secure additional State and Federal funding.

RECOMMENDATION:

Adopt the following motion.

MOTION:

The General Manager or her designee is authorized to execute the following change orders:

- a. a two year extension to Agreement No. 6M7152 with Schott & Associates for State legislative advocacy services to April 1, 2020 for a total cost not to exceed \$287,498.25.
- b. a two year extension to Agreement No. 6M7153 with CJ Lakes, LLC for Federal legislative advocacy services to April 1, 2020 for a total cost not to exceed \$504,000.

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors **DATE:** March 2, 2018
FROM: General Manager
SUBJECT: **BART to Livermore Extension Project Update – For Information**

Over the next several months, BART staff proposes meeting with the BART Board three times on BART to Livermore (LVX), with the objective of completing the California Environmental Quality Act (CEQA) process and the Board considering actions on LVX.

1. March 8, 2018 (information): Presentation on the technical merits of the LVX proposed project and build alternatives
2. April 12, 2018 (information, tentative): Presentation summarizing LVX public input and presenting the preliminary staff LVX recommendation
3. May/June 2018 (action): Board to consider certifying the LVX Environmental Impact Report (EIR) and taking actions on LVX

On July 31, 2017, BART released the BART to Livermore Extension Project Draft EIR. BART received approximately 500 comments on the Draft EIR. BART staff is preparing a Final EIR which is expected to be released in May 2018.

On February 21, 2018, BART released the BART to Livermore Extension Proposed Project and Build Alternatives Evaluation Report (Evaluation Report). The Evaluation Report compares the benefits and costs of the Proposed Project and build alternatives across several technical metrics and is available on-line at <https://www.bart.gov/about/projects/liv>. BART staff will present key information from the Evaluation Report to the BART Board on March 8, 2018.

The Evaluation Report supplements the information provided in the Draft EIR. The Evaluation Report is not a part of the EIR itself – the public comment period for the EIR has ended, and any stakeholder input received by BART in response to the Evaluation Report will not be considered as comments on the EIR.

BART staff is conducting a public outreach effort to obtain feedback on the Proposed Project and build alternatives. Public open houses were held on February 26 in Oakland and February 27 in Livermore. BART staff will be presenting at the following public meetings:

- March 6, Pleasanton City Council
- March 14, Tri-Valley San Joaquin Valley Regional Rail Authority
- Mar 20, Dublin City Council

In addition, BART staff is providing briefings to community members, stakeholder groups and policymakers.

Please contact Carl Holmes (510) 464-7592 if you have any questions.



for Grace Crunican

cc: Board Appointed Officers
Deputy General Manager
Executive Staff

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors

DATE: March 2, 2018

FROM: Independent Police Auditor

SUBJECT: BART Citizen Oversight Model Evaluation

Pursuant to Chapter 3-01 of the BART Citizen Oversight Model (Model), the Board of Directors (Board), with input from the BART Police Citizen Review Board (BPCRB), Independent Police Auditor (IPA), BART Police Associations (BPOA and BPMA), complainants, and the public will evaluate the BART Police citizen oversight structure after the first year of implementation to determine whether the need exists to make changes and/or otherwise make adjustments to the system to improve its continued performance. Chapter 3-01 further provides that this evaluation shall in no way be intended to eliminate the BART Police citizen oversight structure.

In order to facilitate the review and evaluation required by the Model, and after significant research and extensive discussion, the Office of the Independent Police Auditor (OIPA) engaged the OIR Group to evaluate the system and generate a report for your consideration. The evaluation commenced in January 2017 and a final report was generated and submitted in June 2017 (with an Addendum in July 2017) including a total of 54 recommendations for improvement. The report was distributed and discussed at a July 18, 2017 Operations, Safety and Workforce Standing Committee meeting and again at Board meetings on August 10, 2017 and February 22, 2018.

OIPA was instructed to return to the Board with a Motion to vote whether to accept and adopt 39 of the 54 recommendations included in the OIR Report to be implemented by OIPA as practical. Attached to this memorandum is a Motion which, if adopted by the Board, will ratify adoption of the numbered recommendations listed in the Motion.

OIPA was also instructed to present the remaining 15 OIR recommendations to the Board for further discussion. OIPA is prepared to respond to your detailed inquiries regarding each of the remaining 15 recommendations, the position of the General Manager (GM), BART Police Department (BPD) Chief Rojas, BPMA, BPCRB, and BPOA as established in advance of your February 22, 2018 meeting, the stated rationale of each entity for its position, OIR Group's rationale for each recommendation, and to discuss and clarify factual and practical considerations.

Responsive to the Board's request to group the remaining 15 recommendations into categories for discussion, OIPA has determined that 6 recommendations can be grouped as in re "Authority," 8 are in re "Reporting," and the last is in re the review of Use of Force incidents.

If you have any questions, please feel free to contact me at (510) 874-7477.


Russell G. Bloom

cc: Board Appointed Officers

**RATIFICATION OF 39 RECOMMENDATIONS FOR IMPROVEMENT TO THE BART
POLICE OVERSIGHT STRUCTURE**

MOTION:

That the Board of Directors ratifies the acceptance, adoption, and implementation as practical by the BART Office of the Independent Police Auditor of the 39 recommendations listed below that were submitted by the OIR Group in its Independent Review of the BART Police Oversight Structure dated June 2017 with an Addendum dated July 2017.

OIR Group Evaluation Report Recommendations:

2, 5, 6, 7, 8, 9, 10, 11, 13, 17, 18, 19, 20, 23, 24, 26, 28, 29, 30, 33, 34, 35, 36, 37,
40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54.