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

BOARD MEETING AGENDA February 28, 2019 9:00 a.m.

A regular meeting of the Board of Directors will be held at 9:00 a.m. on Thursday, February 28, 2019, in the BART Board Room, 2040 Webster 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 (<u>http://www.bart.gov/about/bod/meetings.aspx</u>); at bart.legistar.com; and via email (<u>https://public.govdelivery.com/accounts/CATRANBART/subscriber/new?topic_id=CATRANBART_1904</u>) 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 and bart.legistar.com no later than 48 hours in advance of the meeting.

Please submit your requests to the District Secretary via email to <u>BoardofDirectors@bart.gov</u>; 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 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. <u>CONSENT CALENDAR</u>

- A. Approval of Minutes of the Meeting of February 14, 2019.* Board requested to authorize.
- B. Employee Relocation Assistance for the Chief Planning, Development and Construction Officer and Managing Director, Capitol Corridor.* Board request to authorize.
- C. District Base Pay Schedule.* Board requested to authorize.
- D. Resolution Authorizing Execution of BART to Antioch Extension Application for the Fiscal Year 2019 Low Carbon Transit Operations Program (LCTOP).* Board requested to adopt.
- E. Lease Extension with 19th and Broadway LLC, for the 19th Street Bike Station.* Board requested to authorize.
- F. Fiscal Year 2019 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. <u>ADMINISTRATION ITEMS</u> Director Simon, Chairperson

A. Financial Outlook for Fiscal Year 2020.* For information.

5. <u>ENGINEERING AND OPERATIONS ITEMS</u>

Director Foley, Chairperson

- A. Agreements for Professional Service Agreements to Provide Architectural and General Engineering Services for BART Projects.*
 - a. Agreement No. 6M8142, with AECOM Technical Services, Inc.
 - b. Agreement No. 6M8143, with HDR Engineering, Inc.
 - c. Agreement No. 6M8144, with HNTB Corporation/FMG Architects, a Joint Venture
 - d. Agreement No. 6M8145, with Jacobs Engineering Group Inc.
 - e. Agreement No. 6M8146, with Parsons Transportation Group, Inc.
 - f. Agreement No. 6M8147, with PGH Wong Engineering, Inc.
 - g. Agreement No. 6M8148, with T.Y. Lin International/Transit Systems Engineering, Inc., a Joint Venture
 - h. Agreement No. 6M8149, with WSP USA Inc.

Board requested to authorize.

- B. Quarterly Performance Report, Second Quarter Fiscal Year 2019 Service Performance Review.* For information.
- 6. <u>PLANNING, PUBLIC AFFAIRS, ACCESS, AND LEGISLATION ITEMS</u> Director Raburn, Chairperson
 - A. Surveillance Technology Approvals BART Research Methodologies.*
 a. Surveillance Use Policy.
 - b. Surveillance Impact Report.

Board requested to authorize.

- B. State Legislation for Consideration.* Board requested to authorize.
- C. Amendment No. 10 to Lease at 300 Lakeside Drive, Oakland with SIC-Lakeside Drive, LLC.* Board requested to authorize.

7. GENERAL MANAGER'S REPORT

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

8. BOARD MATTERS

- A. 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.)
- B. 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.)
- C. In Memoriam. (An opportunity for Board members to introduce individuals to be commemorated.)

* Attachment available

3 of 4

9. <u>PUBLIC COMMENT</u>

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

10. <u>CLOSED SESSION</u> (Room 303, Board Conference Room)

A. CONFERENCE WITH LABOR NEGOTIATORS:

Designated representatives: Grace Crunican, General Manager; Michael Jones, Assistant General Manager, Administration; 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

11. OPEN SESSION

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

300 Lakeside Drive, P.O. Box 12688, Oakland, CA 94604-2688

Board of Directors Minutes of the 1,832nd Meeting February 14, 2019

A regular meeting of the Board of Directors was held February 14, 2019, convening at 9:05 a.m. in the Board Room, 2040 Webster Street, Oakland, California. President Dufty presided; Patricia K. Williams, District Secretary.

- Directors present: Directors Ames, Foley, Li, McPartland, Raburn, Saltzman, Simon, and Dufty.
 - Absent: Director Allen.

Consent Calendar items brought before the Board were:

- 1. Approval of Minutes of the Meetings of January 10, 2019 and January 24 and 25, 2019.
- 2. No Cost Change Order to Agreement No. 6M4282, Investigative Services with Frasco, Inc.
- 3. Award of Agreement No. 6M3421, Traffic Control Services for C55 and R65 Interlocking Projects.
- 4. Award of Invitation for Bid No. 9051, Train Operator Uniforms.
- 5. Award of Invitation for Bid No. 9053, Brake Lining, Bonded Assembly.

Director Saltzman made the following motions as a unit. Director McPartland seconded the motions, which carried by unanimous electronic vote. Ayes – 8: Directors Ames, Foley, Li, McPartland, Raburn, Saltzman, Simon, and Dufty. Noes - 0. Absent – 1: Director Allen.

- 1. That the Minutes of the Meetings of January 10, 2019 and January 24 and 25, 2019, be approved.
- 2. That the General Manager be authorized to extend the time of performance under Agreement No. 6M4282, Investigative Services, with Frasco, Inc. for an additional six months to September 30, 2019; with the original not-to-exceed amount for the Agreement to remain at \$1,441,875.00.
- 3. That the General Manager be authorized to award Agreement No. 6M3421 to CMC Traffic Control Specialists for Traffic Control Services for C55 and R65 Interlocking construction projects, for an amount not to exceed

\$345,130.00, pursuant to the notice to be issued by the General Manager and subject to the District's protest procedures.

- 4. That the General Manager be authorized to award Invitation For Bid No. 9051, an estimated quantity contract, for the procurement of Train Operator Uniforms to Galls, LLC, for the amount of \$767,115.26, including taxes, pursuant to notification to be issued by the General Manager, subject to compliance with the District's protest procedures.
- 5. That the General Manager be authorized to award Invitation For Bid No. 9053 for Brake Lining, Bonded Assembly, to Railroad Friction Products for an amount of \$691,425.00 including tax, pursuant to notification to be issued by the General Manger, subject to compliance with the District's protest procedures.

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

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

Susan Donahue Charlotta Wallace

President Dufty brought the matter of Fruitvale Station Street Name before the Board.

The following individuals addressed the Board: Cephus Johnson Julie Wedge George Galvis Annie Banks Wanda Johnson Fredrick Andrews Nancy Scott Jose Luis Pavon Desley Brooks Marlene Sanchez

The item was discussed.

Director Raburn moved that the Board adopt Resolution No. 5393, In the Matter of Naming a Road for Oscar Grant III. Director Simon seconded the motion, which carried by unanimous electronic vote. Ayes – 8: Directors Ames, Foley, Li, McPartland, Raburn, Saltzman, Simon, and Dufty. Noes - 0. Absent – 1: Director Allen.

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

Director Foley, Chairperson of the Engineering and Operations Committee, brought the matter of Award of Contract No. 11IA-112, Civic Center Stairs Project, before the Board. Ms. Tamar Allen, Assistant General Manager, Operations; and Mr. Kevin Reeg, Project Manager, Maintenance and Engineering, presented the item. The item was discussed.

Director Simon moved that the General Manger be authorized to award Contract No. 11IA-112, Civic Center Station Scissor Stairs Project, to Wickman Development and Construction for the Bid price of \$5,734,100.00, pursuant to the notice to be issued by the General Manager and subject to the District's protest procedures. Director Saltzman seconded the motion, which carried by unanimous electronic vote. Ayes – 8: Directors Ames, Foley, Li, McPartland, Raburn, Saltzman, Simon, and Dufty. Noes - 0. Absent – 1: Director Allen.

Director Raburn, Chairperson of the Planning, Public Affairs, Access, and Legislation Committee, had no report.

President Dufty called for the General Manager's Report.

General Manager Grace 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. Allen; Ms. Rachel Russell, Senior Planner; and Ms. Kerry Hamill, Assistant General Manager, External Affairs, gave a report on the implementation of the 5AM opening time. Ms. Russell reported on addressing customer concerns and the benefits of the use of the BART Official Application. Ms. Allen gave a report on the Transbay Tube construction, activity and steel installation, and Ms. Hamill reported on response from customers.

Discussion continued.

President Dufty brought the matter of Resolution Commending Steve Heminger before the Board. The item was presented by General Manager, Grace Crunican.

Director Raburn moved adoption of the Resolution No. 5394, Commending Steve Heminger. Director Saltzman seconded the motion, which carried by unanimous electronic vote. Ayes – 8: Directors Ames, Foley, Li, McPartland, Raburn, Saltzman, Simon, and Dufty. Noes - 0. Absent – 1: Director Allen.

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

Director McPartland reported he had attended the Transbay Tube drill, Millbrae and Coliseum military drill bayet, and the Alameda County Emergency Managers meeting.

Director Foley thanked Ariel Mercado of Government and Community Relations. He reported he had attended the Friday morning Breakfast Club of Antioch, the Mayor's Conference of Contra Costa County, a point-in-time homeless count at the Antioch eBART Station, and had met with Brentwood Mayor, City Manager, and City Council and with the Mayor of Antioch.

Director Saltzman reported she had addressed the Orinda City Council and had attended the Metropolitan Transportation Commission (MTC) Transit Fare integration seminar.

Director Simon thanked Ariel Mercado and Maisha Everhart of the Government and Community Relations Department for their support, and BART Real Estate staff for their attendance at the City of Oakland Planning Commission discussion of the West Oakland development. She reported she had addressed the Pinole City Council, Richmond Rotary Club, and South Berkeley Community Association; and that she had met with Wendy Still, Alameda County Chief Probation Officer.

Director Simon requested an In Memorium for aManda Greene, Youth Impact Hub – Urban Roots Oakland.

Director Li thanked staff for their assistance with BART activities. She reported she had attended the Transbay Tube drill with Director McPartland, the MTC Transit Fare integration seminar, the San Francisco Labor and Community Martin Luther King (MLK) Jr. Breakfast, and the San Francisco Chamber of Commerce City Beat Breakfast.

Director Raburn reported he had attended Mayor London Breed's economic forecast, the Capitol Corridor Joint Powers Authority Board meeting, the MTC Transit Fare integration seminar, a presentation on safe routes to BART - Transportation Forum in the Fruitvale District, a SPUR meeting on Transit Oriented Development, the Diridon Station Area Joint Policy Advisory Board meeting, a meeting with the Alameda County Grand Jury Association, the Chinese Lunar New Year Celebration in Downtown Oakland, the BART MLK Celebration, a Bay Area Council Transportation Committee meeting, and had observed the Women's March at Lake Merritt Station.

Director Ames reported she had attended the Fremont Mobility Task Force and met with the Deputy City Manager of Union City on an access gap at the Union City Station.

President Dufty thanked the staff for the Board Workshop. He reported he had attended the MLK Labor and Community Breakfast, and the San Francisco Chamber of Commerce City Beat Breakfast, had toured the Milpitas and Berryessa/North San Jose Stations, had given an update on the Bike Pod at Mission Branch Library, and had met with San Francisco Supervisor Hillary Ronen and Caroline Samponaro.

President Dufty called for Public Comment:

Jerry Grace addressed the Board.

President Dufty announced that the Board would enter into closed session under Items 10-A and 10-B (Conference with Legal Counsel) of the regular meeting agenda, and that the Board would reconvene in open session upon the conclusion of the closed session.

The Board Meeting recessed at 11:18 a.m.

The Board Meeting reconvened in closed session at 11:25 a.m.

Directors present: Directors Ames, Foley, Li, McPartland, Raburn, Saltzman, and Simon.

Absent: Director Allen. President Dufty entered the meeting later.

President Dufty entered the meeting.

The Board Meeting recessed at 12:47 p.m.

The Board Meeting reconvened in open session at 12:48 p.m.

- Directors present: Directors Ames, Foley, Li, McPartland, Raburn, Saltzman, Simon and Dufty.
 - Absent: Director Allen.

President Dufty reported there were no announcements to be made.

President Dufty reported that he would adjourn the meeting in honor of Deslar Patton, former President of BART Service Employees International Union Professional Chapter.

The Meeting was adjourned at 12:51 p.m. in memory of Deslar Patton and aManda Greene.

Patricia K. Williams District Secretary

EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: 21 FEB ZC19 That M. Powe	GENERAL MANAGER ACTION REQ'D: Board Approval and Authorization
DATE: 2/4/2019	BOARD INITIATED ITEM: No
Originator/Prepared by: Gia Ilole Dept: Human Resources Administration H L M M M 2/20/19 []	Controller/Treasurer District Secretary BARC

Employee Relocation Assistance for Chief Planning, Development and Construction Officer and Managing Director, Capitol Corridor

PURPOSE:

To authorize the General Manager to approve employee relocation assistance for the following two positions: Chief Planning, Development and Construction Officer; and Managing Director, Capitol Corridor.

DISCUSSION:

On March 11, 1993, the Board adopted Resolution 4487, which requires 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 Planning, Development and Construction Officer is a senior-level management position. The Managing Director, Capitol Corridor is an executive-level management position. Each position requires specialized skills derived from unique managerial and technical experience.

Specifically, the Chief Planning, Development and Construction Officer, under the direction of the Assistant General Manager, Planning, Development and Construction (PD&C), will provide strategic leadership and direction in the implementation of Phase II of the BART Extension to Silicon Valley. Responsibilities include the design and construction of this critical regional BART extension project, contract administration, project finance and administration, systems integration, and oversight for all other capital program areas.

The Chief will have lead responsibility for the direct supervision of several Group Managers in key engineering disciplines including tunneling, system, rail yard/shop facilities, and station construction. In addition to exercising leadership in managing assigned work, incumbents participate in the development and implementation of departmental goals, objectives, policies and priorities for assigned service areas, and may serve as the Assistant General Manager, PD&C in his/her absence.

The Managing Director, Capitol Corridor will provide strategic leadership and direction on day-to-day activities and operations of the Capitol Corridor passenger rail services program. The Managing Director will provide highly complex executive management support to the General Manager and Capitol Corridor Joint Powers Board in the execution of long and short-term plans related to the operations, management and delivery of Capitol Corridor passenger rail services. In addition, the Managing Director will develop and direct the implementation and execution of policies, plans, procedures and programs related to the administration and management of the Capitol Corridor passenger rail service; review legislation, evaluate impact and recommend and implement policy and procedural improvements; and manage and direct the development and implementation of the capital improvement program and the annual budget for marketing, operations and administration, which includes forecasting funds needed for staffing, equipment, materials, supplies, and projects related to the delivery of the Capitol Corridor passenger rail service.

The ability to offer relocation assistance will enhance the District's competitive posture in filling both of these positions.

The Board's will allow staff to execute 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 relocation agreement cost will come from the FY19 Operating Budget of the Office of Planning, Development and Construction and from the Office of Capitol Corridor respectively.

Funds will be budgeted in the Office of Planning, Development and Construction operating budget (Cost Center 1001215, Account 681356) and the Office of Capitol Corridor (Cost Center 1401511, Account 603180).

FY19: \$36,000 (\$18,000 approx, max per position)

Funding for services in this Fiscal Year are included in the Department's existing operating budget.

Employee Relocation Assistance for Chief Planning, Development and Construction Officer and Managing (cont.)

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

ALTERNATIVES:

Offer the position without relocation assistance which could result in losing the selected candidate.

RECOMMENDATION: Adopt the following motion:

MOTION:

That the General Manager or her designee is authorized to approve employee relocation assistance in accordance with Management Procedure Number 70, New Employee Relocation Expense Reimbursement for the following two positions: Chief Planning, Development and Construction Officer; and Managing Director, Capitol Corridor.

EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: 20 PGB 2019	GENERAL MANAGER ACTION REQ'D: N/A
DATE: 2/4/2019	BOARD INITIATED ITEM: No
Originator/Prepared by: Ray Hathorn Dept. Human Resources Administration Signature/Date: 2/12/2019 :: [3/19 []	Controller/Treasurer District Secretary BARC

District Base Pay Schedule

PURPOSE:

To approve a base pay schedule effective January 1, 2019, 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, 2019. 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, 2019.

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59 MA200 Auto & Equip Foreworker SEIU, Local 1021 - Clerical & Maintenance 825 \$77,166.34 \$100,871.06	58			Non-Represented Employees			
	59	MA200	Auto & Equip Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$77,166.34	\$100,871.06

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60	MC215	Auto & Equip Maint Supv	AFSCME, Local 3993	AFE	\$96,218.14	\$125,083.27
61	MA205	Auto & Equip Mechanic	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
62	FA100	Budget Analyst	SEIU, Local 1021- Professional Chapter	S08	\$70,269.24	\$91,855.20
63	FB141	Budget Clerk - ATU	ATU, Local 1555	031	\$61,952.59	\$72,885.49
64	MA300	Buildings Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$77,166.34	\$100,871.06
65	MA310	Buildings Worker	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
66	UA210	Buyer	SEIU, Local 1021- Professional Chapter	S08	\$70,269.24	\$91,855.20
67	UA213	Buyer Technician	SEIU, Local 1021 - Clerical & Maintenance	036	\$58,447.79	\$76,402.56
68	TA298	CAD Drafter	SEIU, Local 1021- Professional Chapter	S08	\$70,269.24	\$91,855.20
69	FA245	Cash Handler	SEIU, Local 1021 - Clerical & Maintenance	025	\$51,452.34	\$67,258.05
70	000095	Cash Handler PT	SEIU, Local 1021 - Clerical & Maintenance	026	\$56,597.42	\$56,597.42
71	FA249	Cash Handling Elec Technician	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
72	FA250	Cash Handling Foreworker	SEIU, Local 1021 - Clerical & Maintenance	813	\$77,166.34	\$100,871.06
73	TC220	Central Maintenance Supervisor	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
74	TF275	Central Veh Trouble Desk Super	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
75	000084	Chief Labor Relations Officer	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
76	EF050	Chief Maint & Engineer Officer	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
77	MF805	Chief Mechanical Officer	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
78	000094	Chief Op Officer eBART/OAC	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
79	XF126	Chief Performance Audit Offcr	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
80	XF135	Chief Procurement Officer	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
81	SF200	Chief Safety Officer	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
82	000050	Chief Transit Sys Dev Officer	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
83	XF100	Chief Transportation Officer	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
84	EF200	Civil Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
85	CF100	Clerk NR/PT	Non-Represented Employees	010	\$52,892.94	\$62,510.66
86	CG100	Clerk SEIU	SEIU, Local 1021 - Clerical & Maintenance	011	\$43,523.58	\$56,893.82
87	000013	Communication Coordinator	SEIU, Local 1021- Professional Chapter	S11	\$81,257.76	\$106,219.32
88	MA115	Communications Electronic Tech	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
89	MA120	Communications Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$77,166.34	\$100,871.06
90	VF101	Communications Officer	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
91	OB100	Communications Specialist	ATU, Local 1555	831	\$88,830.77	\$104,506.90
92	000074	Community Outreach Specialist	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
93	PE076	Community Services Officer	BART Police Officers Association	027	\$54,191.90	\$66,560.21
94	000155	Comp Vehicle Maint eBART	SEIU Maintenance eBART	400	\$70,201.66	\$91,767.10
95	IA105	Computer Documentation Asst	SEIU, Local 1021 - Clerical & Maintenance	031	\$55,757.31	\$72,885.49 \$91,767.10
96	MA700	Computer Electronic Technician	SEIU, Local 1021 - Clerical & Maintenance SEIU, Local 1021 - Clerical & Maintenance	321 031	\$70,201.66	
97	IA110	Computer Operator	SEIU, Local 1021 - Clerical & Maintenance SEIU, Local 1021- Professional Chapter	S05	\$55,757.31 \$60,777.12	\$72,885.49 \$79,447.20
98	000064	Computer Support Administrator		S14	\$93,978.36	\$122,847.48
99	IA115 EF102	Computer Support Coordinator	SEIU, Local 1021- Professional Chapter	N05	\$86,132.00	\$133,506.00
100	EF102 EF205	Computer Systems Engineer Construction Engineer	Non-Represented Employees Non-Represented Employees	N05	\$86,132.00	\$133,506.00
	UA215	Contract Administrator	SEIU, Local 1021- Professional Chapter	S08	\$70,269.24	\$91,855.20
	UF221	Contract Specialist I	Non-Represented Employees	N02	\$74,403.00	\$115,329.00
103		Contract Specialist II	Non-Represented Employees	N03	\$78,124.00	\$121,095.00
104	UF223	Contract Specialist III	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
105	000049	Contracts Technician SEIU	SEIU, Local 1021 - Clerical & Maintenance	036	\$58,447.79	\$76,402.56
107	XF105	Controller Treasurer	Board Appointed Officer	CT	\$264,735.35	\$264,735.35
108	000168	Crew Office Supervisor	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
109	000183	Crime Analyst	BART Police Officers Association	068	\$78,080.08	\$93,691.94
110	CA120	Customer Service Clerk	SEIU, Local 1021 - Clerical & Maintenance	031	\$55,757.31	\$72,885.49
111		Customer Service Rep	SEIU, Local 1021- Professional Chapter		\$81,257.76	\$106,219.32
112	and the second se	Customer Services Admin	SEIU, Local 1021- Professional Chapter	S13	\$89,529.72	\$117,032.28
113		Customer Services Assistant	SEIU, Local 1021- Professional Chapter	S06	\$63,788.04	\$83,383.08
114		Customer Services Supervisor	SEIU, Local 1021- Professional Chapter	\$13	\$89,529.72	\$117,032.28
115		Customer Services Technician	SEIU, Local 1021 - Clerical & Maintenance	036	\$58,447.79	\$76,402.56
	000071	Cyber Security Architect	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
117		Cyber Security Engineer	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
	IA135	Data Controller	SEIU, Local 1021 - Clerical & Maintenance	031	\$55,757.31	\$72,885.49
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	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/
119	IA140	Data Entry Operator	SEIU, Local 1021 - Clerical & Maintenance	031	\$55,757.31	\$72,885.49
120	IC120	Database Administrator	AFSCME, Local 3993	AFH	\$116,268.33	\$151,148.73
121	XF142	Dept Mgr Communication	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
122	QF101	Dept Mgr Customer Access	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
123	XF117	Dept Mgr Customer Service	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
124	FF090	Dept Mgr Financial Services	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
125	XF123	Dept Mgr Gov't & Comm Rel	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
126	XF120	Dept Mgr Human Resources	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
127	XF132	Dept Mgr Marketing & Research	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
128	XF115	Dept Mgr Office of Civil Right	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
129	XF040	Dept Mgr Operations Planning	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
130	000027	Dept Mgr Property Development	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
131	XF106	Dept Mgr Risk Management	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
132	FF095	Dept Mgr, Budget	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
	AF115	Deputy Asst District Secretary	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
	ZF110	Deputy General Manager*	Non-Represented Employees	N15	\$188,013.00	\$291,424.00
135	000028	Deputy Managing Dir Cap Cor	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
136	000043	Deputy Police Chief	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
137	000156	Diesel Train DMU Eng eBART	ATU eBART	651	\$77,903.07	\$89,415.46
138	EF060	District Architect	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
139	QC216	District Right of Way Surveyor	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
140	XF150	District Secretary	Board Appointed Officer	DS	\$203,339.85	\$208,424.00
141	MF410	Division Manager Maint Support	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
142	TA300	Document Config Controller	SEIU, Local 1021- Professional Chapter	S09	\$73,755.00	\$96,411.72
143	000161	Document Control Spec eBART	SEIU Professional eBART	500	\$73,755.00	\$96,411.72
144	TA310	Drafting Supervisor	SEIU, Local 1021- Professional Chapter	S11	\$81,257.76	\$106,219.32
145	HF108	Drug Testing Coordinator	Non-Represented Employees	N04	\$82,031.00	\$127,150.00
146	MA313	Dump Truck/Equipment Operator	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
147	000078	Elec/Electro-Mech Assembler II	SEIU, Local 1021 - Clerical & Maintenance	152	\$54,783.46	\$71,612.53
148	MA145	Elect/Electro-Mech Assembler	SEIU, Local 1021 - Clerical & Maintenance	151	\$52,838.45	\$69,069.94
149	EF215	Electrical Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
150	MA500	Electrical Foreworker	SEIU, Local 1021 - Clerical & Maintenance	824	\$80,535.52	\$105,275.25
151	000034	Electrical Helper	SEIU, Local 1021 - Clerical & Maintenance	151	\$52,838.45	\$69,069.94
152	MA510	Electrician	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
153	EF110	Electronics & Comm Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
154	MA515	Elevator/Escalator Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$77,166.34	\$100,871.06
155	MA530	Elevator/Escalator Trainee	SEIU, Local 1021 - Clerical & Maintenance	331	\$63,237.62	\$82,663.57
156	MA525	Elevator/Escalator Worker	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
157	HB105	Employee Dev Specialist ATU	ATU, Local 1555	839	\$93,241.41	\$109,695.87
158	HJ105	Employee Dev Specialist SEIU	SEIU, Local 1021- Professional Chapter	EDS	\$83,917.92	\$109,696.56
159	EF500	Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
	000026	Engineer (Mechanical Focus)	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
	000032	Engineer Intern	Non-Represented Employees	081	\$37,440.00	\$37,440.00
	000073	Enterprise Security Suppt Spec	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
	SF145	Environmental Administrator	AFSCME, Local 3993	AFH	\$116,268.33	\$151,148.73
164	000006	Environmental Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
165		ERS Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$77,166.34	\$100,871.06
166		ERS Technician	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
167	UA195	Expeditor	SEIU, Local 1021- Professional Chapter	S06	\$63,788.04	\$83,383.08
168	and the second se	Expeditor/Clerk	SEIU, Local 1021 - Clerical & Maintenance	031	\$55,757.31	\$72,885.49
169		Facilities Maint Supv	AFSCME, Local 3993	AFE	\$96,218.14	\$125,083.27
170		Facilities/Utilities Loc Coord	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
	000182	Fare Inspection Officer	BART Police Officers Association	035	\$64,522.43	\$77,423.42
172		Fire Protection Worker	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
173		Fire Service Worker	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
	XF160	General Counsel	Board Appointed Officer	GC	\$292,703.05	\$292,703.05
	ZF130	General Manager	Board Appointed Officer	GM	\$395,024.09	\$395,024.09
	VA050	Gov & Community Relations Spec	SEIU, Local 1021- Professional Chapter	S11	\$81,257.76	\$106,219.32
177	TA313	Graphic Artist	SEIU, Local 1021- Professional Chapter	S09	\$73,755.00	\$96,411.72

# Job Code	Job Title	Bargaining Unit	Salary Grade	Annycak	Mantinum, Anopual
178 MA335	Grounds Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$77,166.34	\$100,871.06
179 MA345	Grounds Worker	SEIU, Local 1021 - Clerical & Maintenance	201	\$59,617.17	\$77,930.94
180 MA346	Grounds Worker/Applicator	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
181 000017	Group Manager	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
182 000041	Group Mgr Capital Projects	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
183 EF113	Grp Mgr AFC Capital Program	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
184 EF122	Grp Mgr Capital Program	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
185 KF300	Grp Mgr Capitol Corridor	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
186 EF223	Grp Mgr Elec Mech Engineering	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
187 EF222	Grp Mgr Engineering	Non-Represented Employees	N12	, \$133,622.00	\$207,114.00
188 EF224	Grp Mgr Engineering Liaison	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
189 OF426	Grp Mgr Operations Liaison	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
190 OF112	Grp Mgr Ops Support & Review	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
191 XF128	Grp Mgr Planning	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
192 000171	Grp Mgr Production Support	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
193 EF121	Grp Mgr Project Controls	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
194 EF107	Grp Mgr Rail Vehicle Cap Prog	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
195 MF807	Grp Mgr Rolling Stock & Shops	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
196 EF124	Grp Mgr Seismic Retrofit Cap	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
197 000088	Grp Mgr Sustainability Program	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
198 EF080	Grp Mgr Systems Engineer	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
199 EF075	Grp Mgr Vehicle Maint Engineer	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
200 000062	HR Division Manager	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
201 HF090	HR Receptionist	Non-Represented Employees	021	\$55,027.02	\$65,185.33
202 000042	Independent Police Auditor	Board Appointed Officer	IPA	\$199,363.72	\$199,363.72
203 000054	Independent Police Invest	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
204 SC132	Industrial Hygienist	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
205 IC159	Information Sys Security Offcr	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
206 IF129	Information Systems Analyst I	Non-Represented Employees	N02	\$74,403.00	\$115,329.00
207 IF130	Information Systems Analyst II	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
208 FF260	Information Systems Auditor	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
209 OF025	Instructional Design Spec	Non-Represented Employees	N05 AFF	\$86,132.00 \$102,009.32	\$133,506.00 \$132,613.29
210 FC240	Insurance Analyst	AFSCME, Local 3993	021	\$49,866.75	\$65,185.33
211 FA265	Intermediate Account Clerk	SEIU, Local 1021 - Clerical & Maintenance	021	\$55,027.02	\$65,185.33
212 CF105	Intermediate Clerk NR	Non-Represented Employees	021	\$60,456.86	\$71,631.04
213 CP105	Intermediate Clerk NR / PT Intermediate Clerk SEIU	Non-Represented Employees SEIU, Local 1021 - Clerical & Maintenance	020	\$49,866.75	\$65,185.33
214 CJ105		Non-Represented Employees	N02	\$74,403.00	\$115,329.00
215 FF251	Internal Auditor I Internal Auditor II	Non-Represented Employees	N02	\$82,031.00	\$127,150.00
216 FF252 217 UA105	Inventory Control Analyst	SEIU, Local 1021- Professional Chapter	S08	\$70,269.24	\$91,855.20
- International Action of the	Inventory Control Analyst	SEIU, Local 1021 - Professional Chapter	036	\$58,447.79	\$76,402.56
218 UA120 219 MA348	Irrigation/Grounds Worker	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
220 000059	IT Project Manager	AFSCME, Local 3993	AFI	\$124,045.47	\$161,258.87
221 IA160	Jr Appl Programmer Analyst	SEIU, Local 1021- Professional Chapter		\$55,178.40	\$72,128.64
221 FA160	Junior Accountant	SEIU, Local 1021- Professional Chapter	S05	\$60,777.12	\$79,447.20
222 FA275 223 EF400	Junior Engineer	Non-Represented Employees	N03	\$78,124.00	\$121,095.00
223 LT400 224 HF122	Labor Relations Rep I	Non-Represented Employees	N02	\$74,403.00	\$115,329.00
225 HF123	Labor Relations Rep II	Non-Represented Employees	N04	\$82,031.00	\$127,150.00
226 000165	Leave Management Analyst	Non-Represented Employees	N04	\$82,031.00	\$127,150.00
227 LA115	Legal Administrative Analyst	SEIU, Local 1021- Professional Chapter	S06	\$63,788.04	\$83,383.08
228 LA100	Legal Administrative Asst	SEIU, Local 1021- Professional Chapter	S05	\$60,777.12	\$79,447.20
229 LC118	Legal Office Supervisor	AFSCME, Local 3993	AFD	\$89,454.70	\$116,291.33
230 FC282	Liability Risk Analyst	AFSCME, Local 3993	AFE	\$96,218.14	\$125,083.27
231 MA350	Locksmith	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
232 OB108	Lost & Found Clerk	ATU, Local 1555	019	\$61,952.59	\$72,885.49
233 CA110	Mail and Supply Clerk	SEIU, Local 1021 - Clerical & Maintenance	021	\$49,866.75	\$65,185.33
234 000060	Maintenance Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
235 TA215	Maintenance Planner	SEIU, Local 1021- Professional Chapter	S08	\$70,269.24	\$91,855.20
236 000001	Maintenance Support Admin	AFSCME, Local 3993	AFD	\$89,454.70	\$116,291.33

Bit Octo Manager of Maniper of Maniper of Special Projects Non-Represented Employees N03 S115,426.00 Fund Fund 238 00007 Manager of Special Projects Non-Represented Employees N03 S115,426.00 S177,8312.00 238 00017 Manager of Time and Admin ArSCME, Local 3933 AFI S115,426.00 S177,8312.00 240 CLO20 Manager of Time and Admin ArSCME, Local 3933 AFI S112,426.00 S178,836.00 247 Works Marager of Time and Admin ArSCME, Local 3933 AFI S112,411.01 S112,416.00 S177,811.01 S177,812.01 S177,812.01 <td< th=""><th></th><th></th><th></th><th>Salary</th><th>Minimum/</th><th>Maximum/</th></td<>				Salary	Minimum/	Maximum/
238 000077 Manager of Special Projects Non-Represented Employees NOB \$\$\$\$115,426,00 \$\$\$\$\$115,426,00 \$\$\$\$\$\$115,426,00 \$\$\$\$\$\$\$115,426,00 \$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$0 \$	8 Job Code		Bargaining Unit	Grade	Annal	Another A
238 000077 Manager of Special Projects Non-Represented Employees NO8 S113_242.00 S113_242.00 </td <td></td> <td>Manager of Maintenance Planng</td> <td>Non-Represented Employees</td> <td>N09</td> <td>\$115,426.00</td> <td>\$178,912.00</td>		Manager of Maintenance Planng	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
240 FC20s Manager of Time and Admin AFSCME [cost] 3993 AF1 ST12 1962. ST12 1962. 241 000063 Manager of Time and Admin Non-Represented Employees N10 ST12 1962.			Non-Represented Employees	N08		
241 000063 Managing Dirustoric or Qo Corticle Non-Represented Employees N14 S121,156:00 S137,156:00 243 27200 Marketing Rep II ArSCME, Local 3993 AFE S121,211.10 S112,136:00 S137,211.10 S112,111.01 S112,121.11 S112,121.11 S123,220.20 S132,220.20 S132,252.01 S133,252.01 S133,252.01 S133,252.01 S133,252.01 S133,256.00 <			Non-Represented Employees	N09	\$115,426.00	
241 000063 Manager, Engineering Luison Non-Represented Employees N10 \$121,196,00 \$187,856,00 242 ZPZ00 Marager, Engineering Luison Non-Represented Employees N14 \$170,533.00 \$564,330.00 243 VC081 Marker Police Officer BART Police Officer \$502,263.24 \$512,411.10 \$112,411.10 \$112,411.10 \$112,411.10 \$112,411.10 \$112,411.10 \$112,411.10 \$112,411.10 \$112,411.10 \$112,411.10 \$112,455.20 \$112,455.20 \$113,455.20 \$133,552.00 \$113,455.20 \$113,455.20 \$113,455.20 \$113,455.20 \$113,552.00 \$113,525.00 \$113,525.00 \$113,525.00 \$113,525.00 \$113,525.00 \$113,525.00 \$113,525.00 \$113,525.00 \$113,525.00			AFSCME, Local 3993	AFI	\$124,045.47	
242 22200 Marketing Rep III STAT_STATURE STATURE		Manager, Engineering Liaison	Non-Represented Employees	N10	\$121,196.00	
243 VC081 Marker Police Offeer SP302 AFE SP302, 218.14 ST25, 083.27 244 PE132 Master Police Offeer BART Police Offeer S08 S70, 269.24 S91, 253.24 245 UA130 Material Control Syr Analyst SEUL, Local 1021- Professional Chapter S08 S70, 269.24 S91, 255.20 247 UA145 Material Control Syr Analyst SEUL, Local 1021- Offersional Chapter S08 S70, 269.24 S91, 355.20 247 UA145 Material Lexpeditor SEUL, Local 1012- Professional Chapter S08, 132.00 S133, 506.00 248 UA150 Metal Andexpeditor Non-Represented Employees NO5 S68, 132.00 S133, 506.00 250 Marg of Access Programs ArSCME, Local 3993 AFI S116, 268.33 S151, 148.73 251 V00031 Marg of Access Programs ArSCME, Local 3993 AFI S124, 045.40 S116, 268.37 252 V00031 Marg of Access Programs ArSCME, Local 3993 AFI S124, 045.40 S116, 268.57 253 V00031		Managing Director Cap Corridor*	Non-Represented Employees	N14		
244 PL32 Master Police Officer BART Police Officers Association 798 \$112,411.10 <td></td> <td></td> <td>AFSCME, Local 3993</td> <td>AFE</td> <td>\$96,218.14</td> <td></td>			AFSCME, Local 3993	AFE	\$96,218.14	
246 UA135 Material Control Sys Analyst. SEIU, Local 1021 - Professional Chapter SD SD, 2026, 64 SD, 2026, 65 SD, 2026, 76 SD, 2026, 77				798	\$112,411.10	
246 UA135 Material Control Sys Analyst SEIU, Local 1021 Professional Chapter S08 \$70,269.24 931,855.20 247 UA145 Material Expeditor SEIU, Local 1021 Cencida & Maintenance. 301 \$70,269.24 931,855.20 248 E7240 Mechanical Engineer Non-Represented Employees NOS \$\$6,132.00 S133,506.00 251 Merof Ancces Programs AFSCME, Local 3993 AFH STL1,628.33 STSL1,148.73 252 O00024 Mer of Access Programs AFSCME, Local 3993 AFH STL2,405.47 STL2,285.60 253 PC125 Mer of Accress Accessibility Non-Represented Employees N10 STL2,405.47 STL2,285.60 255 O00127 Mer of Actre Ablice Services Non-Represented Employees N10 STL2,405.47 STL2,285.60 255 Micr Of Auto & Equip Maint AFSCME, Local 3993 AFH STL2,405.47 STL2,285.717.8912.00 258 PT116 Mer Of Capital Project Control Non-Represented Employees N09 STL2,405.47 STR2,125.20 259<				S08	\$70,269.24	\$91,855.20
248 UA150 Material Expeditor SEU, Local 1021- Professional Chapter Set 332, 056 S70, 256 24 S7			SEIU, Local 1021- Professional Chapter	S08	\$70,269.24	
249 EF240 Mechanical Engineer Non-Represented Employees NOS SS6, 137:00 S133:506:00 251 000023 Mgr of Access Programs AFSCME, Local 3993 AFH \$116,268:33 \$113,148.73 252 000024 Mgr of Access Programs AFSCME, Local 3993 AFH \$116,268:33 \$113,148.73 253 00024 Mgr of Access Programs AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 254 0000167 Mgr of Acced Police Services Non-Represented Employees N10 \$112,405.47 \$161,258.87 255 000167 Mgr of Capital Budgets Non-Represented Employees N09 \$115,426.00 \$178,917.00 256 001267 Mgr of Capital Budgets Non-Represented Employees N09 \$115,426.00 \$178,851.00 257 F113 Mgr of Capital Project Control Non-Represented Employees N09 \$115,426.00 \$178,912.00 258 OP113 Mgr of Camunity Relations Non-Represented Employees N10 \$121,045.07 \$178,912.00 \$115,426.00				301	\$70,201.66	\$91,767.10
250 HF151 Media Producer Non-Represented Employees N05 586.132.00 5133.506.00 251 000024 Mgr of Access Program AFSCME, Local 3993 AFH \$5116.268.37 \$515.148.73 252 000024 Mgr of Access Program AFSCME, Local 3993 AFI \$512.405.00 \$178.375.00 254 000081 Mgr of Accred Police Services Non-Represented Employees N10 \$121.195.00 \$187.355.00 255 MC223 Mgr of Auct & Equip Maint AFSCME, Local 3993 AFI \$112.426.00 \$187.356.00 256 MC223 Mgr of Auct & Equip Maint AFSCME, Local 3993 AFI \$112.626.33 \$153.1148.73 257 F113 Mgr of Capital Project Control Non-Represented Employees N09 \$115.426.00 \$178.912.00 250 O0174 Mgr of Capital Project Support AFSCME, Local 3993 AFI \$12.405.47 \$151.528.57 250 Of153 Mgr of Cantral Control Non-Represented Employees N09 \$115.426.00 \$178.912.00 251			SEIU, Local 1021- Professional Chapter	S08	\$70,269.24	\$91,855.20
251 000023 Mgr of Access Programs AFSCME, Local 3993 AFF 5115,426.00				N05	\$86,132.00	\$133,506.00
252 000024 Mgr of Access/Accessibility Non-Represented Employees No9 \$115,425,00 \$178,912,00 253 FC215 Mgr of Accred Police Services Non-Represented Employees N10 \$122,136,00 \$187,836,00 255 000051 Mgr of Ator & Equip Maint AFSCME, Local 3993 AFI \$124,048,47 \$161,258,87 255 Mgr of Capital Franchise Program AFSCME, Local 3993 AFI \$116,268,00 \$1178,912,00 257 FEL15 Mgr of Capital Frances N09 \$1115,426,00 \$178,912,00 258 MGr of Capital Frances N09 \$1115,426,00 \$178,912,00 250 O0174 Mgr of Capital Frances N09 \$115,426,00 \$178,912,00 250 O0174 Mgr of Communications Non-Represented Employees N09 \$115,426,00 \$187,856,00 250 Mgr of Communications Non-Represented Employees N10 \$121,196,00 \$187,856,00 250 Mgr of Communications France Non-Represented Employees N10 \$121,196,00 \$187,856,00			Non-Represented Employees	N05	\$86,132.00	\$133,506.00
233 FC215 Mgr of Accounting AFSCME_Local 3993 AF S122(A35,37 S162/358.87 254 0000157 Mgr of Accreted Police Services Non-Represented Employees N10 S121,196.00 S187,856.00 255 000157 Mgr of Actracted Police Services Non-Represented Employees N10 S122,404.57,47 S161,258.87 256 MC215 Mgr of Capital Project Southal ArSCME, Local 3993 AFI S115,426.00 S178,912.00 258 FF115 Mgr of Capital Project Southal Non-Represented Employees N09 S115,426.00 S178,912.00 250 OD174 Mgr of Capital Project Southal Non-Represented Employees N09 S112,426.00 S178,912.00 251 FF215 Mgr of Community Relations Non-Represented Employees N09 S112,426.00 S178,912.00 256 OF109 Mgr of Community Relations Non-Represented Employees N10 S121,196.00 S187,856.00 256 MF400 Mgr of Contract Administration Non-Represented Employees N10 S121,196.00 S1			AFSCME, Local 3993	AFH	\$116,268.33	\$151,148.73
254 000081 Mgr of Accred Police Services Non-Represented Employees N10 \$131,136.00 \$137,536.00 255 000157 Mgr of Ale Franchise Program AFSCME, Local 3993 AFH \$116,268.33 \$151,48.73 256 MC225 Mgr of Auto & Equip Maint AFSCME, Local 3993 AFH \$115,426.00 \$1178,912.00 257 PT119 Mgr of Capital Project Control Non-Represented Employees N09 \$115,426.00 \$1178,912.00 258 F0116 Mgr of Capital Project Control Non-Represented Employees N09 \$115,426.00 \$1178,912.00 250 O00174 Mgr of Communications Non-Represented Employees N10 \$121,196.00 \$1178,912.00 261 F1225 Mgr of Communications Non-Represented Employees N10 \$121,196.00 \$178,912.00 263 Of4100 Mgr of Construction Services Non-Represented Employees N10 \$121,196.00 \$178,912.00 264 F119 Mgr of Contract Administration Non-Represented Employees N10 \$121,406.37 \$151,528.8			Non-Represented Employees	N09	\$115,426.00	\$178,912.00
254 000081 Mgr of Accred Police Services Non-Represented Employees N10 \$121,196.00 \$127,856.00 255 Mgr of Atto & Equip Maint AFSCME, Local 3993 AFI \$112,045.47 \$151,148.73 256 Mgr of Atto & Equip Maint AFSCME, Local 3993 AFI \$115,426.00 \$113,426.00 \$113,426.00 \$113,426.00 \$113,81.20 258 FF116 Mgr of Capital Project Control Non-Represented Employees N09 \$115,426.00 \$113,826.00 \$118,856.00 260 O00103 Mgr of Communications Non-Represented Employees N10 \$111,96.00 \$118,785.00 \$118,785.00 \$118,785.00 \$118,785.00 \$121,96.00 \$118,785.00 \$113,742.00 \$118,785.00 \$			AFSCME, Local 3993	AFI	\$124,045.47	\$161,258.87
256 Mc225 Mgr of Auto & Equip Maint AFSCME, Local 3993 AFH \$116,7268.33 \$151,148.73 257 FF119 Mgr of Capital Budgets Non-Represented Employees N09 \$115,426.00 \$1178,912.00 258 FF116 Mgr of Capital Project Control Non-Represented Employees N09 \$115,426.00 \$1158,426.00 \$1158,426.00 \$1158,426.00 \$1158,426.00 \$1158,426.00 \$1158,426.00 \$1158,426.00 \$1178,912.00 250 O0113 Mgr of Cammunications Non-Represented Employees N10 \$111,426.00 \$1178,912.00 250 Mgr of Community Relations Non-Represented Employees N10 \$111,950.00 \$1187,856.00 250 Mgr of Construction Services NF400 Mgr of Construction Services Non-Represented Employees N10 \$121,196.00 \$1187,856.00 250 Mgr of Construction Services AFSCME, Local 3993 AFI \$124,045.47 \$161,528.87 260 U213 Mgr of Careit/Debit Fare Prog AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87			Non-Represented Employees	N10	\$121,196.00	
257 FF119 Mgr of Capital Budgets Non-Represented Employees N09 \$115,425.00 \$178,912.00 258 FF116 Mgr of Capital Project Control Non-Represented Employees N09 \$115,425.00 \$178,912.00 259 000174 Mgr of Capital Project Support AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 250 00174 Mgr of Cantral Control Non-Represented Employees N09 \$115,426.00 \$178,912.00 251 FF225 Mgr of Communitzations Non-Represented Employees N09 \$115,426.00 \$178,912.00 252 000008 Mgr of Communitzations Non-Represented Employees N10 \$121,196.00 \$187,856.00 253 0F109 Mgr of Construct Administration Non-Represented Employees N10 \$121,195.00 \$187,856.00 256 Mgr of Construct Administration Non-Represented Employees N10 \$121,195.00 \$187,856.00 257 Ot00170 Mgr of Castruc Services AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87			AFSCME, Local 3993	AFI	\$124,045.47	\$161,258.87
257 Ff110 Mgr of Capital Project Control Non-Represented Employees N09 \$115,426,00 \$178,912.00 258 FF116 Mgr of Capital Project Support AFSCME, Local 3993 AFI \$124,045,47 \$161,258,87 260 OF115 Mgr of Capital Project Support AFSCME, Local 3993 AFI \$124,045,47 \$161,258,87 261 FF225 Mgr of Communications Non-Represented Employees N09 \$115,426,00 \$178,912.00 262 000008 Mgr of Communications Non-Represented Employees N09 \$115,426,00 \$178,912.00 264 FF119 Mgr of Computer Sys Engineer Non-Represented Employees N10 \$122,196,00 \$187,856,00 265 MF400 Mgr of Construction Services AFSCME, Local 3993 AFI \$124,045,47 \$161,258,87 266 0000170 Mgr of Castinuer Services AFSCME, Local 3993 AFI \$124,045,47 \$161,258,87 270 TG120 Mgr of Castomer Services AFSCME, Local 3993 AFI \$124,045,47 \$161,258,87		Mgr of Auto & Equip Maint	AFSCME, Local 3993	AFH	\$116,268.33	\$151,148.73
258 F1116 Mgr of Capital Project Control Non-Represented Employees N09 \$115,425.00 \$178,912.00 259 000174 Mgr of Capital Project Support AFSCME, Local 3993 AFI \$124,045,47 \$161,258.87 260 0F115 Mgr of Capital Project Support AFSCME, Local 3993 AFI \$124,045,47 \$161,258.87 261 EF225 Mgr of Communications Non-Represented Employees N09 \$115,425.00 \$178,912.00 263 QF109 Mgr of Commutity Relations Non-Represented Employees N09 \$115,425.00 \$178,912.00 264 FF119 Mgr of Computer Sys Engineer Non-Represented Employees N10 \$121,96.00 \$187,856.00 265 Mgr of Contract Administration Non-Represented Employees N09 \$115,425.00 \$187,856.00 266 UF25 Mgr of Corative Services AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 270 TC102 Mgr of Electrical Engineer Non-Represented Employees N10 \$121,196.00 \$187,856.00			Non-Represented Employees	N09	\$115,426.00	
260 OF115 Mgr of Central Control Non-Represented Employees N09 \$115,426.00 \$178,912.00 261 EF225 Mgr of Civil & Structural Eng Non-Represented Employees N10 \$121,196.00 \$187,856.00 262 000008 Mgr of Communications Non-Represented Employees N09 \$115,426.00 \$178,912.00 263 QF109 Mgr of Community Relations Non-Represented Employees N10 \$121,196.00 \$187,856.00 264 FF119 Mgr of Construct Administration Non-Represented Employees N10 \$121,196.00 \$187,856.00 266 UF225 Mgr of Construct Administration Non-Represented Employees N10 \$121,405.47 \$151,238.7 267 000170 Mgr of Creative Services AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 270 TC102 Mgr of Creative Services AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 271 EF120 Mgr of Elect & Comm Engineer Non-Represented Employees N10 \$121,196.00 \$187,856.00			Non-Represented Employees	N09	\$115,426.00	
260 OP115 Mgr of Central Control Non-Represented Employees N10 \$112,196.00 \$178,912.00 261 FF225 Mgr of Communications Non-Represented Employees N10 \$112,196.00 \$178,912.00 263 Q67109 Mgr of Community Relations Non-Represented Employees N09 \$115,426.00 \$178,912.00 264 F5119 Mgr of Computer Sys Engineer Non-Represented Employees N10 \$121,196.00 \$187,856.00 265 M400 Mgr of Construction Services Non-Represented Employees N10 \$121,196.00 \$187,856.00 266 UF225 Mgr of Contract Administration Non-Represented Employees N10 \$121,962.00 \$187,856.00 267 000170 Mgr of Creative Services AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 268 000009 Mgr of Creative Services AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 270 TC102 Mgr of Elect & Comm Engineer Non-Represented Employees N10 \$121,196.00 \$187,856.00 <td></td> <td>o i i i i</td> <td>AFSCME, Local 3993</td> <td>AFI</td> <td>\$124,045.47</td> <td>\$161,258.87</td>		o i i i i	AFSCME, Local 3993	AFI	\$124,045.47	\$161,258.87
262 000008 Mgr of Communications Non-Represented Employees N09 \$115,426.00 \$178,912.00 263 QF109 Mgr of Computer Systempineer Non-Represented Employees N10 \$121,196.00 \$187,856.00 264 EF119 Mgr of Construction Services Non-Represented Employees N10 \$121,196.00 \$187,856.00 265 Mgr of Construction Services Non-Represented Employees N10 \$121,196.00 \$187,856.00 266 UF225 Mgr of Contract Administration Non-Represented Employees N10 \$121,496.00 \$187,856.00 267 O00170 Mgr of Creatity Debit Fare Prog AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 270 TC102 Mgr of Canfiguratio AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 271 FF120 Mgr of Elect & Comm Engineer Non-Represented Employees N10 \$121,196.00 \$187,856.00 273 000065 Mgr of Elect & Comm Engineer Non-Represented Employees N10 \$121,464.47 \$161,258.87	260 OF115	Mgr of Central Control	Non-Represented Employees	N09	\$115,426.00	
262 000008 Mgr of Communications Non-Represented Employees N09 \$115,426.00 \$178,912.00 263 0F109 Mgr of Computer Sys Engineer Non-Represented Employees N10 \$121,196.00 \$187,886.00 264 EF119 Mgr of Construction Services Non-Represented Employees N10 \$121,196.00 \$187,886.00 265 Mgr of Contract Administration Non-Represented Employees N10 \$121,496.00 \$187,886.00 266 UF225 Mgr of Creative Services AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 268 000009 Mgr of Credit/Debit Fare Prog AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 270 TC102 Mgr of Drafting & Configuratio AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 271 FF120 Mgr of Elect & Comm Engineer Non-Represented Employees N10 \$121,196.00 \$187,856.00 273 000065 Mgr of Elect & Comm Engineer Non-Represented Employees N08 \$109,929.00 \$170,391.00	261 EF225	Mgr of Civil & Structural Eng	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
263 QP:109 Mgr of Community Relations Non-Represented Employees N09 \$115,426.00 \$127,996.00 \$127,996.00 \$127,996.00 \$127,996.00 \$127,996.00 \$127,996.00 \$127,996.00 \$127,996.00 \$127,996.00 \$127,996.00 \$127,996.00 \$127,996.00 \$127,996.00 \$127,996.00 \$127,986.00 \$127,986.00 \$127,986.00 \$127,986.00 \$127,986.00 \$127,986.00 \$127,986.00 \$127,986.00 \$127,986.00 \$127,986.00 \$127,986.00 \$127,986.00 \$127,986.00 \$127,986.00 \$127,986.00 \$127,986.00 \$127,986.00 \$127,986.00 \$127,986.00 \$127,1986.00 \$127,257.00 \$127,258.87 <td>262 000008</td> <td>Mgr of Communications</td> <td>Non-Represented Employees</td> <td>N09</td> <td></td> <td></td>	262 000008	Mgr of Communications	Non-Represented Employees	N09		
264 EF119 Mgr of Computer Sys Engineer Non-Represented Employees N10 \$121,196.00 \$187,856.00 265 MF400 Mgr of Construction Services Non-Represented Employees N10 \$121,196.00 \$187,856.00 266 UF225 Mgr of Contract Administration Non-Represented Employees N09 \$115,426.00 \$178,912.00 267 2000170 Mgr of Credit/Debit Fare Prog AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 268 000009 Mgr of Credit/Debit Fare Prog AFSCME, Local 3993 AFI \$114,045.47 \$161,258.87 270 TC102 Mgr of Darting & Configuratio AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 271 FF120 Mgr of Elect & Comm Engineer Non-Represented Employees N10 \$121,196.00 \$187,856.00 273 000065 Mgr of Employee/Patron Safety Non-Represented Employees N10 \$121,196.00 \$187,856.00 274 SOD7 Mgr of Employee/Patron Safety Non-Represented Employees N09 \$115,426.00 \$17	263 QF109		Non-Represented Employees	N09		
265 MF400 Mgr of Construction Services Non-Represented Employees N10 \$121,196.00 \$118,785.00 266 UF22 Mgr of Contract Administration Non-Represented Employees N09 \$115,426.00 \$178,912.00 267 000170 Mgr of Creative Services AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 268 000009 Mgr of Customer Services AFSCME, Local 3993 AFI \$116,268.33 \$151,148.73 270 TC102 Mgr of Drafting & Configuratio AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 271 EF120 Mgr of Electrical Engineer Non-Represented Employees N10 \$121,196.00 \$187,856.00 272 FF233 Mgr of Electrical Engineer Non-Represented Employees N10 \$121,196.00 \$187,856.00 274 S00055 Mgr of Emgineer Safety Non-Represented Employees N08 \$109,929.00 \$176,391.00 274 S00169 Mgr of Engineer Safety Non-Represented Employees N09 \$115,426.00 \$178,912.00	264 EF119	Mgr of Computer Sys Engineer	Non-Represented Employees	N10	\$121,196.00	
266 UF225 Mgr of Contract Administration Non-Represented Employees N09 \$115,426.00 \$178,912.00 267 000109 Mgr of Creatity Services AFSCME, Local 3993 AFG \$109,491.09 \$142,338.41 268 000009 Mgr of Creatity Debit Fare Prog AFSCME, Local 3993 AFG \$109,491.09 \$142,338.41 269 AC400 Mgr of Customer Services AFSCME, Local 3993 AFH \$112,046.47 \$161,258.87 270 TC102 Mgr of Elect & Comm Engineer Non-Represented Employees N10 \$121,196.00 \$187,856.00 272 EF233 Mgr of Elect & Comm Engineer Non-Represented Employees N10 \$121,196.00 \$187,856.00 274 SC075 Mgr of Employee/Patron Safety AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 275 SF111 Mgr of Employee/Patron Safety AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 276 000169 Mgr of Engineering Programs Non-Represented Employees N09 \$115,426.00 \$178,912.00	265 MF400	Mgr of Construction Services	Non-Represented Employees	N10		
267 000170 Mgr of Creative Services AFSCME, Local 3993 AFI \$124,045,47 \$161,258.87 268 000009 Mgr of Creativ/Debit Fare Prog AFSCME, Local 3993 AFH \$116,268.33 \$151,148.73 270 TC102 Mgr of Customer Services AFSCME, Local 3993 AFH \$116,268.33 \$151,148.73 271 EF120 Mgr of Electrical Engineer Non-Represented Employees N10 \$121,196.00 \$187,856.00 273 D00065 Mgr of Emergency Preparedness Non-Represented Employees N10 \$121,196.00 \$187,856.00 274 SC075 Mgr of Engineer Non-Represented Employees N08 \$109,929.00 \$170,391.00 275 SF111 Mgr of Engineeris Safety AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 275 SF111 Mgr of Engineeris Safety Non-Represented Employees N09 \$115,426.00 \$178,912.00 276 500169 Mgr of Financial Planning Non-Represented Employees N09 \$115,426.00 \$178,912.00 <td< td=""><td>266 UF225</td><td>Mgr of Contract Administration</td><td>Non-Represented Employees</td><td>N09</td><td>\$115,426.00</td><td></td></td<>	266 UF225	Mgr of Contract Administration	Non-Represented Employees	N09	\$115,426.00	
268 000009 Mgr of Credit/Debit Fare Prog AFSCME, Local 3993 AFG \$109,491.09 \$142,338.41 269 AC400 Mgr of Customer Services AFSCME, Local 3993 AFH \$112,08.03 \$151,148.73 270 TC102 Mgr of Drafting & Configuratio AFSCME, Local 3993 AFI \$122,4045.47 \$161,258.87 271 EF120 Mgr of Electrical Engineer Non-Represented Employees N10 \$121,196.00 \$187,856.00 272 EF233 Mgr of Emergency Preparedness Non-Represented Employees N10 \$121,405.07 \$161,258.87 273 000065 Mgr of Engineer Safety AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 275 SF111 Mgr of Engineer Safety Non-Represented Employees N09 \$115,426.00 \$178,912.00 276 000169 Mgr of Financial Planning Non-Represented Employees N09 \$115,426.00 \$178,912.00 278 FF297 Mgr of Finacial Planning Non-Represented Employees N09 \$115,426.00 \$178,912.00	267 000170	Mgr of Creative Services	AFSCME, Local 3993	AFI		
269 AC400 Mgr of Customer Services AFSCME, Local 3993 AFH \$116,268.33 \$151,148.73 270 TC102 Mgr of Drafting & Configuratio AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 271 EF120 Mgr of Elect & Comm Engineer Non-Represented Employees N10 \$121,196.00 \$187,856.00 273 000065 Mgr of Electrical Engineer Non-Represented Employees N08 \$109,929.00 \$170,391.00 274 SCO75 Mgr of Engineer/Preparedness Non-Represented Employees N08 \$109,929.00 \$176,391.00 275 SF111 Mgr of Engineering Programs Non-Represented Employees N09 \$115,426.00 \$178,912.00 276 000169 Mgr of Financial Planning Non-Represented Employees N09 \$115,426.00 \$178,912.00 277 F140 Mgr of Grant Dev & Reporting Non-Represented Employees N09 \$115,426.00 \$178,912.00 278 FF297 Mgr of Financial Planning Non-Represented Employees N09 \$115,426.00 \$178,912.00		Mgr of Credit/Debit Fare Prog	AFSCME, Local 3993	AFG		and the second se
270 TC102 Mgr of Drafting & Configuratio AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 271 EF120 Mgr of Elect & Comm Engineer Non-Represented Employees N10 \$121,196.00 \$187,856.00 272 EF233 Mgr of Electrical Engineer Non-Represented Employees N08 \$109,929.00 \$170,391.00 273 S00065 Mgr of Employee/Patron Safety AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 274 SC75 Mgr of Engineer Safety Non-Represented Employees N09 \$115,426.00 \$178,912.00 275 SF111 Mgr of Engineer Safety Non-Represented Employees N09 \$115,426.00 \$178,912.00 276 000169 Mgr of Financial Planning Non-Represented Employees N09 \$115,426.00 \$178,912.00 278 FF290 Mgr of Grant Dev & Reporting Non-Represented Employees N09 \$115,426.00 \$178,912.00 280 FF117 Mgr of Information Systems Non-Represented Employees N09 \$115,426.00 \$178,912.00	269 AC400	Mgr of Customer Services	AFSCME, Local 3993	AFH		
271 EF120 Mgr of Elect & Comm Engineer Non-Represented Employees N10 \$121,196.00 \$187,856.00 272 EF233 Mgr of Electrical Engineer Non-Represented Employees N08 \$109,929.00 \$177,856.00 273 000065 Mgr of Emergency Preparedness Non-Represented Employees N08 \$109,929.00 \$177,931.00 274 SC075 Mgr of Engineer Safety Non-Represented Employees N09 \$115,426.00 \$178,912.00 276 000169 Mgr of Engineering Programs Non-Represented Employees N09 \$115,426.00 \$178,912.00 277 SF140 Mgr of Flancial Planning Non-Represented Employees N09 \$115,426.00 \$178,912.00 278 FF297 Mgr of Flancial Planning Non-Represented Employees N09 \$115,426.00 \$178,912.00 280 FF117 Mgr of Information Systems Non-Represented Employees N09 \$115,426.00 \$178,912.00 281 IF177 Mgr of Internal Audit Non-Represented Employees N09 \$115,426.00 \$178,912.00 <td>270 TC102</td> <td>Mgr of Drafting & Configuratio</td> <td>AFSCME, Local 3993</td> <td>AFI</td> <td>\$124,045.47</td> <td></td>	270 TC102	Mgr of Drafting & Configuratio	AFSCME, Local 3993	AFI	\$124,045.47	
272 EF233 Mgr of Electrical Engineer Non-Represented Employees N10 \$121,196.00 \$187,856.00 273 000065 Mgr of Emergency Preparedness Non-Represented Employees N08 \$109,929.00 \$170,391.00 274 SCO75 Mgr of Employee/Patron Safety AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 275 SF111 Mgr of Engineer Safety Non-Represented Employees N09 \$115,426.00 \$178,912.00 276 000169 Mgr of Engineering Programs Non-Represented Employees N09 \$115,426.00 \$178,912.00 277 SF140 Mgr of Financial Planning Non-Represented Employees N09 \$115,426.00 \$178,912.00 278 FF297 Mgr of Financial Planning Non-Represented Employees N09 \$115,426.00 \$178,912.00 280 FF117 Mgr of Information Systems Non-Represented Employees N09 \$115,426.00 \$178,912.00 281 IF177 Mgr of Information Systems Non-Represented Employees N09 \$115,426.00 \$178,912.00 <td>271 EF120</td> <td></td> <td>Non-Represented Employees</td> <td>N10</td> <td>\$121,196.00</td> <td></td>	271 EF120		Non-Represented Employees	N10	\$121,196.00	
273 000065 Mgr of Emergency Preparedness Non-Represented Employees N08 \$109,929.00 \$170,391.00 274 SC075 Mgr of Employee/Patron Safety AFSCME, Local 3993 AFI \$1124,045.47 \$161,258.87 275 SF111 Mgr of Engineer Safety Non-Represented Employees N09 \$115,426.00 \$178,912.00 276 000169 Mgr of Engineering Programs Non-Represented Employees N09 \$115,426.00 \$178,912.00 277 SF140 Mgr of Environ Compliance Non-Represented Employees N09 \$115,426.00 \$178,912.00 278 FF297 Mgr of Filext Capacity Plann Non-Represented Employees N09 \$115,426.00 \$178,912.00 280 FF117 Mgr of Information Systems Non-Represented Employees N09 \$115,426.00 \$178,912.00 281 IF177 Mgr of Information Systems Non-Represented Employees N10 \$121,196.00 \$187,856.00 282 FF285 Mgr of Internal Audit Non-Represented Employees N09 \$115,426.00 \$178,912.00 <td>272 EF233</td> <td>Mgr of Electrical Engineer</td> <td>Non-Represented Employees</td> <td>N10</td> <td>\$121,196.00</td> <td></td>	272 EF233	Mgr of Electrical Engineer	Non-Represented Employees	N10	\$121,196.00	
274 SC075 Mgr of Employee/Patron Safety AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87 275 SF111 Mgr of Engineer Safety Non-Represented Employees N09 \$115,426.00 \$178,912.00 276 000169 Mgr of Engineering Programs Non-Represented Employees N09 \$115,426.00 \$178,912.00 278 FF297 Mgr of Financial Planning Non-Represented Employees N09 \$115,426.00 \$178,912.00 279 FF297 Mgr of Filet & Capacity Plann Non-Represented Employees N09 \$115,426.00 \$178,912.00 280 FF117 Mgr of Information Systems Non-Represented Employees N09 \$115,426.00 \$178,912.00 281 IF177 Mgr of Information Systems Non-Represented Employees N10 \$121,196.00 \$187,912.00 282 FF285 Mgr of Internal Audit Non-Represented Employees N10 \$121,426.00 \$178,912.00 283 UC125 Mgr of Internal Audit Non-Represented Employees N09 \$115,426.00 \$178,912.00 <td>273 000065</td> <td></td> <td>Non-Represented Employees</td> <td>N08</td> <td>\$109,929.00</td> <td>and the second se</td>	273 000065		Non-Represented Employees	N08	\$109,929.00	and the second se
275 SF111 Mgr of Engineer Safety Non-Represented Employees N09 \$115,426.00 \$178,912.00 276 000169 Mgr of Engineering Programs Non-Represented Employees N09 \$115,426.00 \$178,912.00 277 SF140 Mgr of Environ Compliance Non-Represented Employees N09 \$115,426.00 \$178,912.00 278 FF297 Mgr of Fleet & Capacity Plann Non-Represented Employees N09 \$115,426.00 \$178,912.00 279 FF290 Mgr of Fleet & Capacity Plann Non-Represented Employees N09 \$115,426.00 \$178,912.00 280 FF117 Mgr of Information Systems Non-Represented Employees N10 \$121,196.00 \$187,856.00 281 IF17 Mgr of Internal Audit Non-Represented Employees N09 \$115,426.00 \$178,912.00 283 UC125 Mgr of Internal Audit Non-Represented Employees N09 \$115,426.00 \$178,912.00 284 HF130 Mgr of Local Govt & Com Rel Non-Represented Employees N09 \$115,426.00 \$178,912.00		Mgr of Employee/Patron Safety	AFSCME, Local 3993	AFI		
276 000169 Mgr of Engineering Programs Non-Represented Employees N09 \$115,426.00 \$178,912.00 277 SF140 Mgr of Environ Compliance Non-Represented Employees N09 \$115,426.00 \$178,912.00 278 FF297 Mgr of Financial Planning Non-Represented Employees N09 \$115,426.00 \$178,912.00 279 FF290 Mgr of Fleet & Capacity Plann Non-Represented Employees N09 \$115,426.00 \$178,912.00 280 FF117 Mgr of Information Systems Non-Represented Employees N09 \$115,426.00 \$178,912.00 281 IF177 Mgr of Information Systems Non-Represented Employees N10 \$121,196.00 \$187,856.00 282 FF285 Mgr of Inventory Management AFSCME, Local 3993 AFG \$109,491.09 \$142,338.41 284 HF130 Mgr of Local Govt & Com Rel Non-Represented Employees N09 \$115,426.00 \$178,912.00 285 QF107 Mgr of Local Govt & Com Rel Non-Represented Employees N09 \$115,426.00 \$178,912.00		Mgr of Engineer Safety	Non-Represented Employees	N09	\$115,426.00	
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278 FF297 Mgr of Financial Planning Non-Represented Employees N09 \$115,426.00 \$178,912.00 279 FF290 Mgr of Fleet & Capacity Plann Non-Represented Employees N09 \$115,426.00 \$178,912.00 280 FF117 Mgr of Grant Dev & Reporting Non-Represented Employees N09 \$115,426.00 \$178,912.00 281 IF177 Mgr of Information Systems Non-Represented Employees N10 \$121,196.00 \$187,856.00 282 FF285 Mgr of Inventory Management AFSCME, Local 3993 AFG \$109,491.09 \$142,338.41 284 HF130 Mgr of Labor Relations Non-Represented Employees N09 \$115,426.00 \$178,912.00 285 QF107 Mgr of Local Govt & Com Rel Non-Represented Employees N09 \$115,426.00 \$178,912.00 286 UF130 Mgr of Maint Administration Non-Represented Employees N09 \$115,426.00 \$178,912.00 287 MF405 Mgr of Maint Administration Non-Represented Employees N08 \$109,929.00 \$170,391.00 </td <td></td> <td></td> <td>Non-Represented Employees</td> <td>N09</td> <td>\$115,426.00</td> <td>\$178,912.00</td>			Non-Represented Employees	N09	\$115,426.00	\$178,912.00
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286UF130Mgr of LogisticsNon-Represented EmployeesN09\$115,426.00\$178,912.00287MF405Mgr of Maint AdministrationNon-Represented EmployeesN08\$109,929.00\$170,391.00288TF241Mgr of Maintenance EngineerNon-Represented EmployeesN10\$121,196.00\$187,856.00289AF206Mgr of Management AnalysisNon-Represented EmployeesN09\$115,426.00\$178,912.00290EF234Mgr of Mechanical Engr.Non-Represented EmployeesN10\$121,196.00\$187,856.00291FF125Mgr of Operating BudgetsNon-Represented EmployeesN09\$115,426.00\$178,912.00292OF425Mgr of Operations LiaisonNon-Represented EmployeesN09\$115,426.00\$178,912.00293SC105Mgr of Operations SafetyAFSCME, Local 3993AFH\$116,268.33\$151,148.73294000055Mgr of Ops Training and DevNon-Represented EmployeesN09\$115,426.00\$178,912.00		6				\$178,912.00
288 TF241 Mgr of Maintenance Engineer Non-Represented Employees N10 \$121,196.00 \$187,856.00 289 AF206 Mgr of Management Analysis Non-Represented Employees N09 \$115,426.00 \$178,912.00 290 EF234 Mgr of Mechanical Engr. Non-Represented Employees N10 \$121,196.00 \$187,856.00 291 FF125 Mgr of Operating Budgets Non-Represented Employees N09 \$115,426.00 \$178,912.00 292 OF425 Mgr of Operations Liaison Non-Represented Employees N09 \$115,426.00 \$178,912.00 293 SC105 Mgr of Operations Safety AFSCME, Local 3993 AFH \$116,268.33 \$151,148.73 294 000055 Mgr of Ops Training and Dev Non-Represented Employees N09 \$115,426.00 \$178,912.00		0 0			\$115,426.00	
289 AF206 Mgr of Management Analysis Non-Represented Employees N09 \$115,426.00 \$178,912.00 290 EF234 Mgr of Mechanical Engr. Non-Represented Employees N10 \$121,196.00 \$187,856.00 291 FF125 Mgr of Operating Budgets Non-Represented Employees N09 \$115,426.00 \$178,912.00 292 OF425 Mgr of Operations Liaison Non-Represented Employees N09 \$115,426.00 \$178,912.00 293 SC105 Mgr of Operations Safety AFSCME, Local 3993 AFH \$116,268.33 \$151,148.73 294 000055 Mgr of Ops Training and Dev Non-Represented Employees N09 \$115,426.00 \$178,912.00	and the second s				\$109,929.00	
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293 SC105 Mgr of Operations Safety AFSCME, Local 3993 AFH \$116,268.33 \$151,148.73 294 000055 Mgr of Ops Training and Dev Non-Represented Employees N09 \$115,426.00 \$178,912.00						\$178,912.00
294 000055Mgr of Ops Training and DevNon-Represented EmployeesN09\$115,426.00\$178,912.00					\$115,426.00	\$178,912.00
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295 QF115Mgr of PlanningNon-Represented EmployeesN09\$115,426.00\$178,912.00					Same and Same	
	295 QF115	Mgr of Planning	Non-Represented Employees	N09	\$115,426.00	\$178,912.00

	b Code	Job Title	Bargaining Unit	Grade	Minimum/ Annual	Annonia Marina
296 UF	F215	Mgr of Purchasing	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
297 TC	2105	Mgr of Quality Assurance	AFSCME, Local 3993	AFI	\$124,045.47	\$161,258.87
	00005	Mgr of Real Estate Services	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
299 TF	230	Mgr of Reliability Engineer	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
	159	Mgr of Research & Development	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
301 FF	295	Mgr of Revenue Control	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
302 OF	F111	Mgr of Schedules & Services	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
303 SF	100	Mgr of Security Programs	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
	C300	Mgr of Special Projects	AFSCME, Local 3993	AFI	\$124,045.47	\$161,258.87
	IF840	Mgr of Strategic Main Prog	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
	236	Mgr of Traction Power Engr	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
	-130	Mgr of Train Control Engineer	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
	IC805	Mgr of Transit Vehicl Cleaning	AFSCME, Local 3993	AFH	\$116,268.33	\$151,148.73
	F170	Mgr of Transportation Ops Supp	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
	-237	Mgr of Vehicle Sys Engineer	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
	1F850	Mgr of Warranty Administration	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
	A125	Multimedia Assistant Producer	SEIU, Local 1021- Professional Chapter	S11	\$81,257.76	\$106,219.32
The local division of	F152	Multimedia Producer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
	A115	Office Services Supervisor	SEIU, Local 1021 - Clerical & Maintenance	800	\$65,103.38 \$49,866.75	\$85,102.58
	A111	Office Services Support Clerk	SEIU, Local 1021 - Clerical & Maintenance	021		\$65,185.33
	B120	Operations Foreworker	ATU, Local 1555	821 AFF	\$80,811.74 \$102,009.32	\$95,072.85 \$132,613.29
	C118	Operations Supervisor Liaison Operations Supv	AFSCME, Local 3993 AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
	C115		Non-Represented Employees	N06	\$94,961.00	\$147,191.00
	F111 1A547	Operations Training Supervisor Overhead Door Worker	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
States and the second second second		Painter	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
	1A360	and the second	Non-Represented Employees	710	\$76,869.52	\$91,140.40
	00092 F146	Paralegal Personnel Analyst I	Non-Represented Employees	N02	\$74,403.00	\$115,329.00
	F140 F147	Personnel Analyst I	Non-Represented Employees	N04	\$82,031.00	\$127,150.00
and a second	F135	Planner	AFSCME, Local 3993	AFC	\$81,029.39	\$105,338.76
	E175	Police Admin Specialist	BART Police Officers Association	045	\$67,534.27	\$78,928.72
	D111	Police Admin Supervisor I	BART Police Managers Association	CS	\$110,676.00	\$128,424.00
	00111	Police Admin Supervisor II	BART Police Managers Association	CS2	\$114,012.00	\$132,300.00
	00124	Police Admin Supervisor III	BART Police Managers Association	CS3	\$115,104.00	\$133,572.00
	00125	Police Admin Supervisor IV	BART Police Managers Association	CS4	\$118,980.00	\$138,072.00
	00126	Police Admin Supervisor V	BART Police Managers Association	CS5	\$120,648.00	\$140,004.00
	00127	Police Admin Supervisor VI	BART Police Managers Association	CS6	\$125,064.00	\$145,140.00
	D116	Police CAD/RMS Admin I	BART Police Managers Association	CS	\$110,676.00	\$128,424.00
334 00	00128	Police CAD/RMS Admin II	BART Police Managers Association	CS2	\$114,012.00	\$132,300.00
335 00	00129	Police CAD/RMS Admin III	BART Police Managers Association	CS3	\$115,104.00	\$133,572.00
336 00	00130	Police CAD/RMS Admin IV	BART Police Managers Association	CS4	\$118,980.00	\$138,072.00
337 00	00131	Police CAD/RMS Admin V	BART Police Managers Association	CS5	\$120,648.00	\$140,004.00
338 00	00112	Police CAD/RMS Admin VI	BART Police Managers Association	CS6	\$125,064.00	\$145,140.00
	F110	Police Chief*	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
	D115	Police Civilian Supv Admin I	BART Police Managers Association	CS	\$110,676.00	\$128,424.00
	00132	Police Civilian Supv Admin II	BART Police Managers Association	CS2	\$114,012.00	\$132,300.00
	00133	Police Civilian Supv Admin III	BART Police Managers Association	CS3	\$115,104.00	\$133,572.00
	00134	Police Civilian Supv Admin IV	BART Police Managers Association	CS4	\$118,980.00	\$138,072.00
	00135	Police Civilian Supv Admin V	BART Police Managers Association	CS5	\$120,648.00	\$140,004.00
and the second se	000136	Police Civilian Supv Admin VI	BART Police Managers Association	CS6	\$125,064.00	\$145,140.00
	PD118	Police Civilian Supv Comm I	BART Police Managers Association	CS	\$110,676.00 \$114,012.00	\$128,424.00 \$132,300.00
	00137	Police Civilian Supv Comm II	BART Police Managers Association BART Police Managers Association	CS2 CS3	\$115,104.00	\$133,572.00
	00138	Police Civilian Supy Comm III	BART Police Managers Association BART Police Managers Association	CS3 CS4	\$118,980.00	\$138,072.00
349 0 350 0	000139	Police Civilian Supv Comm IV Police Civilian Supv Comm V	BART Police Managers Association	CS4 CS5	\$120,648.00	\$140,004.00
	00113	Police Civilian Supv Comm VI	BART Police Managers Association	CS6	\$125,064.00	\$145,140.00
351 0	Support of the second	Police Consultant	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
352 U 353 P		Police Dispatcher	BART Police Officers Association	048	\$70,202.91	\$85,447.02
353 F	the state of the s	Police Lieutenant I	BART Police Managers Association	LT	\$133,464.00	\$152,844.00
				477755		

Box Code Solution Grade Annual 355 000146 Police Lieutenant II BART Police Managers Association LT2 \$137,460.00 \$157,440.00 356 000147 Police Lieutenant IV BART Police Managers Association LT3 \$138,804.00 \$158,976.00 357 000147 Police Lieutenant IV BART Police Managers Association LT4 \$143,472.00 \$164,316.00 358 000121 Police Lieutenant V BART Police Managers Association LT5 \$145,476.00 \$166,620.00 359 000121 Police Officer in Academy BART Police Officers Association T77 \$64,928.66 \$64,928.66 \$64,928.66 \$64,928.66 \$64,928.66 \$64,928.66 \$64,928.66 \$64,928.66 \$64,928.66 \$64,928.66 \$64,928.66 \$64,928.66 \$64,928.66 \$64,928.66 \$66,928.86 \$63 \$000114 Police Sergeant I BART Police Managers Association \$G3 \$112,200.00 \$133,116.00 \$129,240.00 \$138,921.00 \$138,924.00 \$144,980.00 \$138,924.00 \$146,040.00 \$166 <
357 000147 Police Lieutenant IV BART Police Managers Association LT4 \$143,472.00 \$164,316.00 358 000120 Police Lieutenant V BART Police Managers Association LT5 \$145,476.00 \$166,620.00 359 000121 Police Lieutenant VI BART Police Managers Association LT6 \$150,816.00 \$172,728.00 360 PE130 Police Officer in Academy BART Police Officers Association 778 \$73,585.82 \$103,881.02 361 PE129 Police Officer in Academy BART Police Managers Association 777 \$64,928.66 \$64,928.66 \$64,928.66 \$64,928.66 \$64,928.66 \$64,928.66 \$64,928.66 \$64,928.66 \$604.928.66 \$604.928.66 \$604.928.66 \$604.928.66 \$604.928.66 \$604.928.66 \$64.928.66 \$64.928.66 \$64.928.66 \$64.928.66 \$64.928.66 \$64.928.66 \$64.928.66 \$600.928.928.66 \$600.928.928.66 \$612.920.00 \$133,116.00 364 000115 Police Sergeant II BART Police Managers Association \$63 \$113,709.60.93138,924.00 \$164,600
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373 000145 Police Support Svcs Supv VI BART Police Managers Association CS6 \$125,064.00 \$145,140.00 374 MA535 Power & Mechanical Foreworker SEIU, Local 1021 - Clerical & Maintenance 824 \$80,535.52 \$105,275.25 375 MA545 Power & Mechanical Worker SEIU, Local 1021 - Clerical & Maintenance 301 \$70,201.66 \$91,767.10 376 OB130 Power & Support Controller ATU, Local 1555 831 \$88,830.77 \$104,506.90 377 AC222 Principal Admin Analyst AFSCME AFSCME, Local 3993 AFG \$109,491.09 \$142,338.41 378 AF222 Principal Admin Analyst NR Non-Represented Employees N07 \$99,708.00 \$154,549.00 379 000045 Principal Architect Non-Represented Employees N08 \$109,929.00 \$170,391.00 380 EF256 Principal Computer Systems Eng Non-Represented Employees N08 \$109,929.00 \$170,391.00 381 EF090 Principal Construction Engr Non-Represented Employees N08 \$109,929.00
374 MA535 Power & Mechanical Foreworker SEIU, Local 1021 - Clerical & Maintenance 824 \$80,535.52 \$105,275.25 375 MA545 Power & Mechanical Worker SEIU, Local 1021 - Clerical & Maintenance 301 \$70,201.66 \$91,767.10 376 OB130 Power & Support Controller ATU, Local 1555 831 \$88,830.77 \$104,506.90 377 AC222 Principal Admin Analyst AFSCME AFSCME, Local 3993 AFG \$109,491.09 \$142,338.41 378 AF222 Principal Admin Analyst NR Non-Represented Employees N07 \$99,708.00 \$154,549.00 379 000045 Principal Architect Non-Represented Employees N08 \$109,929.00 \$170,391.00 380 EF256 Principal Computer Systems Eng Non-Represented Employees N08 \$109,929.00 \$170,391.00 381 EF090 Principal Construction Engr Non-Represented Employees N08 \$109,929.00 \$170,391.00 382 EF262 Principal Construction Engr Non-Represented Employees N08 \$109,929.00
375 MA545 Power & Mechanical Worker SEIU, Local 1021 - Clerical & Maintenance 301 \$70,201.66 \$91,767.10 376 OB130 Power & Support Controller ATU, Local 1555 831 \$88,830.77 \$104,506.90 377 AC222 Principal Admin Analyst AFSCME AFSCME, Local 3993 AFG \$109,491.09 \$142,338.41 378 AF222 Principal Admin Analyst NR Non-Represented Employees N07 \$99,708.00 \$154,549.00 379 000045 Principal Architect Non-Represented Employees N08 \$109,929.00 \$170,391.00 380 EF256 Principal Computer Systems Eng Non-Represented Employees N08 \$109,929.00 \$170,391.00 381 EF090 Principal Computer Systems Eng Non-Represented Employees N08 \$109,929.00 \$170,391.00 382 EF262 Principal Construction Engr Non-Represented Employees N08 \$109,929.00 \$170,391.00
376 OB130 Power & Support Controller ATU, Local 1555 831 \$88,830.77 \$104,506.90 377 AC222 Principal Admin Analyst AFSCME AFSCME, Local 3993 AFG \$109,491.09 \$142,338.41 378 AF222 Principal Admin Analyst NR Non-Represented Employees N07 \$99,708.00 \$154,549.00 379 000045 Principal Architect Non-Represented Employees N08 \$109,929.00 \$170,391.00 380 EF256 Principal Computer Systems Eng Non-Represented Employees N08 \$109,929.00 \$170,391.00 381 EF090 Principal Computer Systems Eng Non-Represented Employees N08 \$109,929.00 \$170,391.00 382 EF262 Principal Construction Engr Non-Represented Employees N08 \$109,929.00 \$170,391.00
377 AC222 Principal Admin Analyst AFSCME AFSCME, Local 3993 AFG \$109,491.09 \$142,338.41 378 AF222 Principal Admin Analyst NR Non-Represented Employees N07 \$99,708.00 \$154,549.00 379 000045 Principal Architect Non-Represented Employees N08 \$109,929.00 \$170,391.00 380 EF256 Principal Civil Engineer Non-Represented Employees N08 \$109,929.00 \$170,391.00 381 EF090 Principal Computer Systems Eng Non-Represented Employees N08 \$109,929.00 \$170,391.00 382 EF262 Principal Construction Engr Non-Represented Employees N08 \$109,929.00 \$170,391.00
378 AF222 Principal Admin Analyst NR Non-Represented Employees N07 \$99,708.00 \$154,549.00 379 000045 Principal Architect Non-Represented Employees N08 \$109,929.00 \$170,391.00 380 EF256 Principal Civil Engineer Non-Represented Employees N08 \$109,929.00 \$170,391.00 381 EF090 Principal Computer Systems Eng Non-Represented Employees N08 \$109,929.00 \$170,391.00 382 EF262 Principal Construction Engr Non-Represented Employees N08 \$109,929.00 \$170,391.00
379 000045 Principal Architect Non-Represented Employees N08 \$109,929.00 \$170,391.00 380 EF256 Principal Civil Engineer Non-Represented Employees N08 \$109,929.00 \$170,391.00 381 EF090 Principal Computer Systems Eng Non-Represented Employees N08 \$109,929.00 \$170,391.00 382 EF262 Principal Construction Engr Non-Represented Employees N08 \$109,929.00 \$170,391.00
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382 EF262 Principal Construction Engr Non-Represented Employees N08 \$109,929.00 \$170,391.00
383 UF230 Principal Contract Specialist Non-Represented Employees N07 \$99,708.00 \$154,549.00
384 000067 Principal EGIS Analyst AFSCME, Local 3993 AFG \$109,491.09 \$142,338.41
385 EF267 Principal Electrical Engineer Non-Represented Employees N08 \$109,929.00 \$170,391.00
386 EF502 Principal Engineer Non-Represented Employees N08 \$109,929.00 \$170,391.00
387 FC139 Principal Financial Analyst AFSCME, Local 3993 AFG \$109,491.09 \$142,338.41
388 VC055 Principal Gov & Comm Rel Rep AFSCME, Local 3993 AFG \$109,491.09 \$142,338.41
389 FF301 Principal Internal Auditor Non-Represented Employees N07 \$99,708.00 \$154,549.00
390 HF128 Principal Labor Relations Rep Non-Represented Employees N07 \$99,708.00 \$154,549.00
391 VC084 Principal Marketing Rep AFSCME, Local 3993 AFH \$116,268.33 \$151,148.73
392 EF271 Principal Mechanical Engineer Non-Represented Employees N08 \$109,929.00 \$170,391.00
393 000186 Principal Performance Analyst AFSCME, Local 3993 AFG \$109,491.09 \$142,338.41
394 HF156 Principal Personnel Analyst Non-Represented Employees N07 \$99,708.00 \$154,549.00
395 QC112 Principal Planner AFSCME, Local 3993 AFH \$116,268.33 \$151,148.73
396 QC226 Principal Property DevImnt Ofc AFSCME, Local 3993 AFH \$116,268.33 \$151,148.73
397 TF256 Principal Reliability Engineer Non-Represented Employees N08 \$109,929.00 \$170,391.00
398 QC225 Principal Right of Way Officer AFSCME, Local 3993 AFH \$116,268.33 \$151,148.73
399AF234Principal Rsch Proj AnalystNon-Represented EmployeesN07\$99,708.00\$154,549.00
400 SF129 Principal Safety Engineer Non-Represented Employees N08 \$109,929.00 \$170,391.00
401 EF276 Principal Structural Engineer Non-Represented Employees N08 \$109,929.00 \$170,391.00
402 EF279 Principal Track Engineer Non-Represented Employees N08 \$109,929.00 \$170,391.00
403 EF146 Principal Train Control Eng Non-Represented Employees N08 \$109,929.00 \$170,391.00
404TF236Principal Vehicle Sys EngineerNon-Represented EmployeesN08\$109,929.00\$170,391.00
405 000184 Procurement Support Mgr AFSCME, Local 3993 AFI \$124,045.47 \$161,258.87
406 MF842 Program Logistics Manager Non-Represented Employees N09 \$115,426.00 \$178,912.00
407000079Program Manager INon-Represented EmployeesN09\$115,426.00\$178,912.00
408 000018 Program Manager II Non-Represented Employees N10 \$121,196.00 \$187,856.00
409FA130Project Control AdministratorSEIU, Local 1021- Professional ChapterS08\$70,269.24\$91,855.20
410EF250Project ManagerNon-Represented EmployeesN09\$115,426.00\$178,912.00
411 000080Project Manager IINon-Represented EmployeesN10\$121,196.00\$187,856.00
412 EF451 Project Support Manager Non-Represented Employees N09 \$115,426.00 \$178,912.00
413 VC110 Public Information Officer AFSCME, Local 3993 AFE \$96,218.14 \$125,083.27

100000000000000000000000000000000000000	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Madmum/
Completion of the second	VA115	Public Information Rep	SEIU, Local 1021- Professional Chapter	S11	\$81,257.76	\$106,219.32
	TA110	Quality Assurance Analyst	SEIU, Local 1021- Professional Chapter	S08	\$70,269.24	\$91,855.20
	000066	Quality Assurance Officer	SEIU, Local 1021- Professional Chapter	S11	\$81,257.76	\$106,219.32
	000035	Quality Team Leader	SEIU, Local 1021 - Clerical & Maintenance	313	\$73,698.98	\$96,338.74
	000015	Query & Reports Spec	AFSCME, Local 3993	• AFF	\$102,009.32	\$132,613.29
	KF175	Rail Svs Compl Officer Capitol	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
	QA205	Real Estate Officer	SEIU, Local 1021- Professional Chapter	S11	\$81,257.76	\$106,219.32
	QA100	Real Estate Tech	SEIU, Local 1021 - Clerical & Maintenance	036	\$58,447.79	\$76,402.56
	IA185	Real Time Programmer Analyst	SEIU, Local 1021- Professional Chapter	S13	\$89,529.72	\$117,032.28
	TF245	Reliability Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
	CA140	Reprographics Equipment Oper	SEIU, Local 1021 - Clerical & Maintenance	031	\$55,757.31	\$72,885.49
	EF142	Research & Dev Specialist	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
	AF233	Research Projects Supv	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
	PE140	Revenue Protection Guard	BART Police Officers Association	098	\$69,257.34	\$83,104.74
	MA810	Rolling Stock Foreworker	SEIU, Local 1021 - Clerical & Maintenance	827	\$82,512.77	\$107,860.06
	MF818	Rolling Stock Maint Super	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
	000149	Safety & Training Mgr eBART	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
10000000	SF120	Safety Specialist	AFSCME, Local 3993	AFD	\$89,454.70	\$116,291.33
	OB135	Scheduling Analyst	ATU, Local 1555	731	\$93,241.41	\$109,695.87
	000048	Scheduling Supervisor	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
	MC725	Sect Mgr Elev/Escalator Maint	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
	MC724	Sect Mgr Power & Mech Maint	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
	MC726	Sect Mgr Struct Insp & Maint	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
	MC721	Sect Mgr Structures Maint	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
a second second second second second	MC720	Sect Mgr Systems Maint	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
	MC722	Sect Mgr Track Maint	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
	000176	Senior Buyer	SEIU, Local 1021- Professional Chapter	S10	\$77,414.76	\$101,195.76
	000181	Senior Quality Manager	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
the second se	MA225	Shop Machinist	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
	TA260	Shop Scheduler	SEIU, Local 1021- Professional Chapter	S10	\$77,414.76	\$101,195.76
	MA230	Shop Welder	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
and the second second	MC701	Spec Proj Mgr Track & Struct	AFSCME, Local 3993	AFG AFG	\$109,491.09 \$109,491.09	\$142,338.41 \$142,338.41
	000158 FA288	Special Projects Mgr AFSCME	AFSCME, Local 3993 SEIU, Local 1021 - Clerical & Maintenance	031	\$55,757.31	\$72,885.49
	AC220	Sr Account Clerk	AFSCME, Local 3993	AFD	\$89,454.70	\$116,291.33
	AC220 AF220	Sr Admin Analyst AFSCME	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
	IA190	Sr Admin Analyst NR Sr Appl Programmer Analyst	SEIU, Local 1021- Professional Chapter	S14	\$93,978.36	\$122,847.48
	IC142	Sr Applications Analyst	AFSCME, Local 3993	AFH	\$116,268.33	\$151,148.73
	LF120	Sr Attorney	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
	FH140	Sr Budget Clerk SEIU	SEIU. Local 1021 - Clerical & Maintenance	031	\$55,757.31	\$72,885.49
	000166	Sr CAD Drafter	SEIU, Local 1021 - Professional Chapter		\$77,414.76	\$101,195.76
	FA290	Sr Cash Handler	SEIU, Local 1021 - Clerical & Maintenance	035	\$54,984.18	\$71,874.82
	TC222	Sr Central Maint Supv	AFSCME, Local 3993	AFH	\$116,268.33	\$151,148.73
	EF255	Sr Civil Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
	CB145	Sr Clerk ATU	ATU, Local 1555	031	\$61,952.59	\$72,885.49
	CF146	Sr Clerk NR	Non-Represented Employees	031	\$61,476.69	\$72,885.49
	CG145	Sr Clerk SEIU	SEIU, Local 1021 - Clerical & Maintenance	031	\$55,757.31	\$72,885.49
	000075	Sr Computer Support Coord	SEIU, Local 1021- Professional Chapter	S16	\$102,528.96	\$134,024.76
	EF138	Sr Computer Systems Engineer	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
	EF260	Sr Construction Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
	000151	Sr Contracts Officer eBART	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
	EF265	Sr Electrical Engineer	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
	EF140	Sr Electronics & Comm Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
467	HF114	Sr Employee Dev Specialist	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
	FC137	Sr Energy Analyst	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
And the second s		5 F 1	New Deserves to d Examples and	N06	\$94,961.00	\$147,191.00
	EF501	Sr Engineer	Non-Represented Employees	the summittee of the second		
470	000002	Sr Executive Staff Assistant	Non-Represented Employees	N04	\$82,031.00	\$127,150.00
470 471				the summittee of the second		

International state International Constraints International Constraints International Constraints International Constraints 73 VC031 Ser Gov & Comm Relations Rep (Constraints) Set (Constra	# Job Code	Job Title		Salary	Minimum/	Maximum/
474 TA314 Sr Graphic Artist SEU, Local 1021: Porfessional Chapter S10 S77,714.7.6 S101,193.7.6 475 00003 SH HB Division May Talent A.G. Non-Represented Employees NO5 S64,6132.00 S18,786.00 476 FF233 Sr Inventory Control Analyst Non-Represented Employees NO5 S64,6132.00 S18,306.00 S18,306.00 S18,306.00 S14,313,006.00 S14,313,006.00 S14,313,006.00 S14,313,006.00 S14,313,006.00 S14,313,006.00 S14,31,010 S14,313,006.00 S14,313,006.00 S14,313,006.00 S14,313,006.00 S14,31,010 S14,310.00 S14,31,010 S14,313,006.00 S14,31,010 S14,311,010 S14,311,010 S14,312,010 S14,312,010 S14,312,010,013 S14,312,010,013,211,010,013,211,010,013,211,010,013,211,010,013,211,010,013,211,010,013,211,010,013,211,010,013,211,010,013,211,010,013,211,010,013,211,010,013,211,010,013,211,210,013,211,010,013,211,210,013,211,010,013,211,010,013,211,010,013,211,010,013,211,010,013,211,010,013,211,010,013,211,110,000,014,211,010,013,211,010,013,211,010,013,211,010,013,211,110,000,014,211,210,013,211,010,013,211,110,000,014,211,210,013,211,110,000,014,214,218,410,000,014,214,218,410,000,014,214,218,410,000,014,214,218,410,000,014,214,218,410,000,014,214,218,410,000,014,214,218,410,000,014,214,218,410,000,014,214,218,410,000,014,214,218,410,000,014,214,218,41				and the second second		and the second
475 000093 SR HE Division Myr Talen Acq Non-Represented Employees N10 5212,198.00 5187,855.00 476 FP253 Sr Internal Auditor Non-Represented Employees N05 \$56,132.00 \$518,355.06.00 477 UC188 Sr Internal Auditor Non-Represented Employees N05 \$56,132.00 \$513,550.00 478 000089 Sr Labor Relations Analyst Non-Represented Employees N05 \$56,954.85 \$573,555.90 480 AX30 Sr Labor Relations Analyst Non-Represented Employees N06 \$56,954.85 \$735,355.90 481 UC190 Sr Legat Secretary SELU, Lscal 1021- Perfessional Chapter SEL 13,221.21 \$213,21.21						
476 FF233 ST Interration Auditor Non-Represented Employees N05 S68,132.00 S133,306.00 478 000889 ST Labor Relations Analyst Non-Represented Employees N05 S84,945.70 S116,231.33 478 000889 ST Labor Relations Rep Non-Represented Employees N05 S84,945.00 S143,718.00 480 AA330 ST Labor Relations Rep AFSCME, Local 1021- Official & Maintenance D71 S56,524.85 S73,353.50 481 UC190 ST Maintenance Engineer Non-Represented Employees N06 S94,946.10.21 S132,613.27 482 70023 ST Maintenance Engineer Non-Represented Employees N06 S94,946.10.21 S132,613.21 484 V0202 ST Marketing Rep Fare AFSCME, Local 3993 AFF S120,200.32 S132,613.01 484 000173 ST Mar of Engineering Programs Non-Represented Employees N10 S121,196.00 S187,856.00 489 000177 ST Mar of Engineering Programs Non-Represented Employees N10 S121,196.00 S187,856.00<					and the second se	
477 UCI08 Sr Internetory Control Analyst AFSCME, Local 3993 AFO \$88,454.70 \$116,291.33 478 00008 Sr Labor Relations Analyst Non-Represented Employees N05 \$88,132.00 \$133,550.60 479 HT26 Sr Labor Relations Analyst SFUL,0cal 3993 AFF \$102,009.32 \$132,513.90 481 UCI30 Sr Legal Secretary SFUL,Local 3993 AFF \$102,009.32 \$132,613.29 482 TA220 Sr Maintrehance Engineer Non-Represented Employees N06 \$54,961.00 \$147,191.00 483 000029 Sr Marketing Rep AFSCME, Local 3993 AFF \$102,009.32 \$123,613.29 485 000179 Sr Marketing Rep Non-Represented Employees N06 \$594,961.00 \$147,191.00 487 000179 Sr Marchingering,eBART Non-Represented Employees N10 \$121,196.00 \$127,456.00 489 000177 Sr Marchingering,eBART Non-Represented Employees N10 \$121,156.00 \$127,456.00 480 000177 Sr Marchingering,eBART Non-Represented Employees N10 \$121,156.0						
478 000089 Sr Labor Relations Analysis Non-Represented Employees N05 586,132.00 5133,566.00 480 A130 Sr Labor Relations Rep Non-Represented Employees N06 584,961.00 514,7191.00 480 A130 Sr Logistics Supv AFSCME, Local 3993 AFF 5112,0693.2 5132,613.29 481 UC130 Sr Maintenance Engineer Non-Represented Employees N05 594,961.00 5147,191.00 484 TOX20 Sr Marketing Rep PT AFSCME, Local 3993 AFE 591.00 5147,191.00 484 TOX20 Sr Marketing Rep PT AFSCME, Local 3993 AFE 591.00 5147,191.00 485 D00017 Sr Merchanical Engineering Programs Non-Represented Employees N10 5121,195.00 5187,856.00 488 00017.5 Sr Mgr of Engineering Programs Non-Represented Employees N10 5121,195.00 5187,856.00 490 O0127.5 Sr Mgr of Engineering Programs Non-Represented Employees N10 5121,450 5187,4856.00 491 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>						
479 HF126 Sr Lapit Servertary Non-Represented Employees No6 584,961.00 5147,191.00 481 UC130 Sr Legal Servertary AFE/CME, Local 3993 AFF 5102,009.32 \$132,613.29 482 TA220 Sr Maint Planner SEIL, Local 3993 AFF \$102,009.32 \$132,613.29 483 000033 Sr Maintrenance Engineer Non-Represented Employees N06 \$54,961.00 \$147,191.00 484 COB22 Sr Marketing Rep AFSCME, Local 3993 AFE \$102,009.32 \$132,613.29 485 O00029 Sr Marketing Rep Non-Represented Employees N10 \$121,196.00 \$187,866.00 487 O00179 Sr Mgr of Engineering,eBAX Non-Represented Employees N10 \$121,196.00 \$187,856.00 490 00183 Sr Operations Foreworker ANN Non-Represented Employees N10 \$121,196.00 \$187,856.00 491 CA152 Sr Office Services Supv SEU, Local 1021- Orfical A Maintenance \$121,196.00 \$187,856.00 492		and the second				
480 A130 Sr Logistics Supv STL (L) Local 1993 AFSCME, Local 3993 AFF StL (L) StL (L) Local 1021- Professional Chapter StL (L) StL (L) Local 1021- Professional Chapter StL (L) StL (L) StL (L) Local 3993 AFF StL (L) StL (L) Local 3993 AFF StL (L) StL (L) StL (L) Local 3993 AFF StL (L)						
481 UC130 Sr Logittics Supvi AFSCME, Local 3993 AFF \$\$102,009.32 \$\$132,613.29 482 TA220 Sr Maint Planner SEUL Local 3993 AFF \$\$110,209.32 \$\$132,613.29 483 000053 Sr Marketing Rep AFSCME, Local 3993 AFF \$\$120,009.32 \$\$126,613.29 485 000029 Sr Marketing Rep PT AFSCME, Local 3993 AFF \$\$102,009.32 \$\$127,195.00 \$\$187,855.00 486 000179 Sr Mg of Engineering,eBAR Non-Represented Employees N10 \$\$121,196.00 \$\$187,855.00 488 000177 Sr Mg of Fongineering,eBAR Non-Represented Employees N10 \$\$121,196.00 \$\$187,855.00 490 000185 Sr Office Services Supv SEUL,Local 1021. Profesional Chapter S09 \$\$73,755.00 \$96,411.72 493 08145 Sr Operations Supru Lialon AFSCME, Local 3933 AF6 \$\$109,491.09 \$\$124,238.41 494 C153 Sr Ops Safety Spec AFSCME, Local 3933 AF6 \$\$109,491.09 \$\$124,338.41 495 Sr Ops Safety Spec AFSCME, Local 3933 AFF \$\$100,49						
482 TA220 Sr Maint Planner SEIU, Local 1022- Professional Chapter S11, S81, 257,76 5106, 219-32 483 000053 Sr Maintenance Engineer Non-Represented Employees No16 S94, 961.00 S147,191.00 484 000053 Sr Marketing Rep PT ArSCME, Local 3993 AFE S96,218.14 S125,083.27 486 FE270 Sr Mechanical Engineering Programs Non-Represented Employees No10 S121,196.00 S187,856.00 488 000017 Sr Mg of Engineering Programs Non-Represented Employees N10 S121,196.00 S187,856.00 489 000175 Sr Mg of Fanjenering Programs Non-Represented Employees N10 S121,196.00 S187,856.00 490 000178 Sr Optic Struces Surv SEIU, Local 1022- Professional Chapter S09 S73,755.00 S96,6411.72 410 Struce Surv SEIU, Local 1022- Professional Chapter S10 S121,396.00 S142,388.41 425 Struce Surv SEIU, Local 1024 Professional Chapter S09 S132,484.51 431 S88,30			•			
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484 VC082 Sr Marketing Rep T AFSCME, Local 3993 AFE \$102,000.32 \$132,613.29 485 00020 Sr Marketing Rep PT AFSCME, Local 3993 AFE \$594,218.14 \$1125,083.77 486 FE770 Sr Mer of Engineering Programs Non-Represented Employees N10 \$112,196.00 \$187,856.00 487 000175 Sr Mer of Engineering Programs Non-Represented Employees N10 \$121,196.00 \$187,856.00 488 000175 Sr Mer of Par Analytics Non-Represented Employees N10 \$121,196.00 \$187,856.00 490 000175 Sr Mer, Finance Analytis & Admn Non-Represented Employees N10 \$121,196.00 \$187,856.00 491 CA112 Sr Office Swis Support Clerk \$FU,102.1021 Stressional Chapter Stop \$159,451.90 \$142,338.41 493 OR145 Sr Operations Suppr Ulaison AFC (Mer, Local 3993 AFG \$109,491.99 \$142,338.41 495 GC135 Sr Operations Suppr Ulaison AFSCME, Local 3993 AFG \$109,491.99 \$142,338						
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524 OB155 Station Agent ATU, Local 1555 521 \$66,240.93 \$77,930.74 525 OB156 Station Agent PT ATU, Local 1555 541 \$72,865.10 \$85,723.66 526 UA170 Storekeeper SEIU, Local 1021 - Clerical & Maintenance 201 \$59,617.17 \$77,930.94 527 000057 Strategic Prg Mgr, Ext Affairs Non-Represented Employees N12 \$133,622.00 \$207,114.00 528 EF280 Structural Engineer Non-Represented Employees N05 \$86,132.00 \$133,506.00 529 MA615 Structures Equipment Operator SEIU, Local 1021 - Clerical & Maintenance 301 \$70,201.66 \$91,767.10 530 MA620 Structures Foreworker SEIU, Local 1021 - Clerical & Maintenance 825 \$77,166.34 \$100,871.06				N01	\$67,485.00	\$104,605.00
525 OB156 Station Agent PT ATU, Local 1555 541 \$72,865.10 \$85,723.66 526 UA170 Storekeeper SEIU, Local 1021 - Clerical & Maintenance 201 \$59,617.17 \$77,930.94 527 000057 Strategic Prg Mgr, Ext Affairs Non-Represented Employees N12 \$133,622.00 \$207,114.00 528 EF280 Structural Engineer Non-Represented Employees N05 \$86,132.00 \$133,506.00 529 MA615 Structures Equipment Operator SEIU, Local 1021 - Clerical & Maintenance 301 \$70,201.66 \$91,767.10 530 MA620 Structures Foreworker SEIU, Local 1021 - Clerical & Maintenance 825 \$77,166.34 \$100,871.06			ATU, Local 1555	521	\$66,240.93	\$77,930.74
526 UA170 Storekeeper SEIU, Local 1021 - Clerical & Maintenance 201 \$59,617.17 \$77,930.94 527 000057 Strategic Prg Mgr, Ext Affairs Non-Represented Employees N12 \$133,622.00 \$207,114.00 528 EF280 Structural Engineer Non-Represented Employees N05 \$86,132.00 \$133,506.00 529 MA615 Structures Equipment Operator SEIU, Local 1021 - Clerical & Maintenance 301 \$70,201.66 \$91,767.10 530 MA620 Structures Foreworker SEIU, Local 1021 - Clerical & Maintenance 825 \$77,166.34 \$100,871.06			ATU, Local 1555	541	\$72,865.10	\$85,723.66
528 EF280 Structural Engineer Non-Represented Employees N05 \$86,132.00 \$133,506.00 529 MA615 Structures Equipment Operator SEIU, Local 1021 - Clerical & Maintenance 301 \$70,201.66 \$91,767.10 530 MA620 Structures Foreworker SEIU, Local 1021 - Clerical & Maintenance 825 \$77,166.34 \$100,871.06			SEIU, Local 1021 - Clerical & Maintenance	201	\$59,617.17	\$77,930.94
529 MA615 Structures Equipment Operator SEIU, Local 1021 - Clerical & Maintenance 301 \$70,201.66 \$91,767.10 530 MA620 Structures Foreworker SEIU, Local 1021 - Clerical & Maintenance 825 \$77,166.34 \$100,871.06	527 000057	Strategic Prg Mgr, Ext Affairs	Non-Represented Employees	the state of the s		
530 MA620 Structures Foreworker SEIU, Local 1021 - Clerical & Maintenance 825 \$77,166.34 \$100,871.06	528 EF280			- Andrew and the second s		
531 MA638 Structures Inspect Foreworker SEIU, Local 1021 - Clerical & Maintenance 810 \$80,674.67 \$105,457.25						
	531 MA638	Structures Inspect Foreworker	SEIU, Local 1021 - Clerical & Maintenance	810	\$80,674.67	\$105,457.25

* Job Code	Job Tale	Bargaining Unit	Salary Grade	Minimum/	Minimum
532 MA637	Structures Inspector	SEIU, Local 1021 - Clerical & Maintenance	311	\$73,391.55	\$95,936.88
533 MA636	Structures Inspector Asst	SEIU, Local 1021 - Clerical & Maintenance	201	\$59,617.17	\$77,930.94
534 MA630	Structures Welder	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
535 MA635	Structures Worker	SEIU, Local 1021 - Clerical & Maintenance	201	\$59,617.17	\$77,930.94
536 000036	Structures Worker PT	SEIU, Local 1021 - Clerical & Maintenance	221	\$65,578.86	\$65,578.86
537 MF535	Super of Power & Mech Maint	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
538 000087	Super of Sys eBART	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
539 000085	Superintendent of eBART/OAK	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
540 000164	Superintendent of System Serv	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
541 MF703	Superintendent of Systems Main	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
542 MF610	Superintendent of Way & Fac	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
543 000010	Supv Bus Sys Operations	AFSCME, Local 3993	AFI	\$124,045.47	\$161,258.87
544 000148	Supv of Operations eBART	AFSCME eBART	EB1	\$109,163.60	\$141,912.67
545 TF263	Survey Taker PT	Non-Represented Employees	093	\$73,948.37	\$73,948.37
546 EA315	Survey Tech	SEIU, Local 1021 - Clerical & Maintenance	091	\$61,144.72	\$79,927.95
547 000157	Sys General Custodian eBART	SEIU Maintenance eBART	401	\$50,734.53	\$66,319.76
548 000152	System Main Signal Comm eBART	SEIU Maintenance eBART	400	\$70,201.66	\$91,767.10
549 000154	System Main Track Signal eBART	SEIU Maintenance eBART	400	\$70,201.66	\$91,767.10
550 MA385	System Service Crewleader	SEIU, Local 1021 - Clerical & Maintenance	141	\$52,366.08	\$68,452.59
551 MA390	System Service Foreworker	SEIU, Local 1021 - Clerical & Maintenance	818	\$71,389.55	\$93,319.82
552 MC395	System Service Supv	AFSCME, Local 3993	AFD	\$89,454.70	\$116,291.33
553 MA400	System Service Worker	SEIU, Local 1021 - Clerical & Maintenance	111	\$50,734.53	\$66,319.76
554 MA399	System Service Worker 141	SEIU, Local 1021 - Clerical & Maintenance	141	\$52,366.08	\$68,452.59
555 MA401	System Service Worker PT	SEIU, Local 1021 - Clerical & Maintenance	121	\$55,807.86	\$55,807.86
556 IC198	Systems Programmer	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
557 000007	Tech Maintenance Support Coord	AFSCME, Local 3993	AFE	\$96,218.14	\$125,083.27
558 TA140	Tech Publications Admin	SEIU, Local 1021- Professional Chapter	S10	\$77,414.76	\$101,195.76
559 TA302	Technical Administrator	SEIU, Local 1021- Professional Chapter	S11	\$81,257.76	\$106,219.32
560 TA125	Technical Editor	SEIU, Local 1021- Professional Chapter	S03	\$55,178.40	\$72,128.64
561 IA300	Technical Programmer Analyst	SEIU, Local 1021- Professional Chapter	S11	\$81,257.76	\$106,219.32
562 000025	Technical Publications Analyst	SEIU, Local 1021- Professional Chapter	S09	\$73,755.00	\$96,411.72
563 TA301	Technical Resources Admin	SEIU, Local 1021- Professional Chapter	S13	\$89,529.72	\$117,032.28
564 IA200	Telecommunications Specialist	SEIU, Local 1021- Professional Chapter	S06	\$63,788.04	\$83,383.08
565 IA205	Telecommunications Technician	SEIU, Local 1021- Professional Chapter	S09	\$73,755.00	\$96,411.72
566 000068	Time & Labor Admin Analyst ATU	ATU, Local 1555	741	\$86,208.72	\$101,422.05
567 FA212	Time and Labor Admin Analyst	SEIU, Local 1021- Professional Chapter	TAD	\$77,588.04	\$101,422.32
568 UA180	Tool Room Attendant	SEIU, Local 1021 - Clerical & Maintenance	201	\$59,617.17	\$77,930.94
569 MA640	Track Equipment Operator	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
570 MA645	Track Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$77,166.34	\$100,871.06
571 MA655	Track Welder	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
572 MA660	Track Worker	SEIU, Local 1021 - Clerical & Maintenance	201	\$59,617.17	\$77,930.94
573 000022	Track Worker PT	SEIU, Local 1021 - Clerical & Maintenance	221	\$65,578.86	\$65,578.86
574 MA720	Train Control Electronic Tech	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
575 EF165 576 MA725	Train Control Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
	Train Control Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$77,166.34	\$100,871.06
577 OC190 578 OB160	Train Controller	AFSCME, Local 3993	AFI	\$124,045.47	\$161,258.87
579 OB160	Train Operator Train Operator PT	ATU, Local 1555 ATU, Local 1555	621 641	\$66,240.93	\$77,930.74
580 CA165	Transit Information Clerk	SEIU, Local 1021 - Clerical & Maintenance	031	\$72,865.10	\$85,723.66
581 CA175	Transit Information Supv	SEIU, Local 1021 - Clerical & Maintenance	S11	\$81,257.76	\$72,885.49 \$106,219.32
581 CA175	Transit Information Tech	SEIU, Local 1021 - Clerical & Maintenance	036	and an	
583 MA825	Transit Veh Elec Tec	SEIU, Local 1021 - Clerical & Maintenance	301	\$58,447.79 \$70,201.66	\$76,402.56 \$91,767.10
584 MA830	Transit Vehicle Mechanic	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
585 000037	Transit Vehicle Mechanic PT	SEIU, Local 1021 - Clerical & Maintenance	314	\$77,221.87	\$77,221.87
586 000033	Transportation Adm Specialist	ATU, Local 1555	031	\$61,952.59	\$72,885.49
587 CB175	Transportation Clerk	ATU, Local 1555	021	\$61,952.59	\$72,885.49
588 OF080	Transportation Operations Mgr	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
589 OC150	Transportation Supervisor	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
590 FC275	Treasury Analyst	AFSCME, Local 3993	AFD	\$89,454.70	\$116,291.33
				,,	

			Salary	Minimum/	Maximum/
Job Code	Job Title	Bargaining Unit	Grade	Annual	Annual
CA180	Trouble Desk Data Specialist	SEIU, Local 1021 - Clerical & Maintenance	036	\$58,447.79	\$76,402.56
MA826	TVET Trainee	SEIU, Local 1021 - Clerical & Maintenance	331	\$63,237.62	\$82,663.57
MA840	Utility Foreworker	SEIU, Local 1021 - Clerical & Maintenance	818	\$71,389.55	\$93,319.82
MA835	Utility Worker	SEIU, Local 1021 - Clerical & Maintenance	111	\$50,734.53	\$66,319.76
MA836	Utility Worker PT	SEIU, Local 1021 - Clerical & Maintenance	121	\$55,807.86	\$55,807.86
TA130	Vehicle Inspector	SEIU, Local 1021 - Clerical & Maintenance	311	\$73,391.55	\$95,936.88
MC830	Vehicle Performance Analyst	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
TF233	Vehicle Systems Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
MA900	Warranty Administrator	SEIU, Local 1021- Professional Chapter	S11	\$81,257.76	\$106,219.32
TA135	Wayside Inspector	SEIU, Local 1021 - Clerical & Maintenance	311	\$73,391.55	\$95,936.88
TA311	Web Page Specialist	SEIU, Local 1021- Professional Chapter	S10	\$77,414.76	\$101,195.76
	CA180 MA826 MA840 MA835 MA836 TA130 MC830 TF233 MA900 TA135	CA180Trouble Desk Data SpecialistMA826TVET TraineeMA840Utility ForeworkerMA835Utility WorkerMA836Utility Worker PTTA130Vehicle InspectorMC830Vehicle Performance AnalystTF233Vehicle Systems EngineerMA900Warranty AdministratorTA135Wayside Inspector	CA180Trouble Desk Data SpecialistSEIU, Local 1021 - Clerical & MaintenanceMA826TVET TraineeSEIU, Local 1021 - Clerical & MaintenanceMA840Utility ForeworkerSEIU, Local 1021 - Clerical & MaintenanceMA835Utility WorkerSEIU, Local 1021 - Clerical & MaintenanceMA836Utility Worker PTSEIU, Local 1021 - Clerical & MaintenanceTA130Vehicle InspectorSEIU, Local 1021 - Clerical & MaintenanceMC830Vehicle Performance AnalystAFSCME, Local 3993TF233Vehicle Systems EngineerNon-Represented EmployeesMA900Warranty AdministratorSEIU, Local 1021 - Clerical & MaintenanceTA135Wayside InspectorSEIU, Local 1021 - Clerical & Maintenance	Job CodeJob TitleGradeCA180Trouble Desk Data SpecialistSEIU, Local 1021 - Clerical & Maintenance036MA826TVET TraineeSEIU, Local 1021 - Clerical & Maintenance331MA840Utility ForeworkerSEIU, Local 1021 - Clerical & Maintenance818MA835Utility WorkerSEIU, Local 1021 - Clerical & Maintenance111MA836Utility Worker PTSEIU, Local 1021 - Clerical & Maintenance121TA130Vehicle InspectorSEIU, Local 1021 - Clerical & Maintenance311MC830Vehicle Performance AnalystAFSCME, Local 3993AFFTF233Vehicle Systems EngineerNon-Represented EmployeesN05MA900Warranty AdministratorSEIU, Local 1021 - Clerical & Maintenance311TA135Wayside InspectorSEIU, Local 1021 - Clerical & Maintenance311	Job CodeJob TitleBargaining UnitGradeAnnualCA180Trouble Desk Data SpecialistSEIU, Local 1021 - Clerical & Maintenance036\$58,447.79MA826TVET TraineeSEIU, Local 1021 - Clerical & Maintenance331\$63,237.62MA840Utility ForeworkerSEIU, Local 1021 - Clerical & Maintenance818\$71,389.55MA835Utility WorkerSEIU, Local 1021 - Clerical & Maintenance111\$50,734.53MA836Utility Worker PTSEIU, Local 1021 - Clerical & Maintenance121\$55,807.86TA130Vehicle InspectorSEIU, Local 1021 - Clerical & Maintenance311\$73,391.55MC830Vehicle Performance AnalystAFSCME, Local 3993AFF\$102,009.32TF233Vehicle Systems EngineerNon-Represented EmployeesN05\$86,132.00MA900Warranty AdministratorSEIU, Local 1021 - Clerical & Maintenance311\$73,391.55TA135Wayside InspectorSEIU, Local 1021 - Clerical & Maintenance311\$73,391.55

* 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).

Board Appointed Officer salaries were effective as of 7/1/2018.

EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: That M. Paun	GENERAL MANAGER ACTION REQ'D: Approval and forward to Board			
DATE: 2/14/2019		BOARD INITIATED ITEM: No		
Originator/Prepared by: Richard Fuentes Dept: Grant Development Signature/Date A. Development E/20/2019	General Counsel	Controller/Treasurer	District Secretary	BARC

Resolution Authorizing the Execution of BART to Antioch Extension Application, and Supporting Documents, for the FY19 Low Carbon Transit Operations Program (LCTOP)

PURPOSE: To obtain Board approval of a Resolution Authorizing the Execution of BART to Antioch Extension Application, and Supporting Documents, for the FY19 Low Carbon Transit Operations Program (LCTOP)

DISCUSSION:

The Low Carbon Transit Operations Program (LCTOP) is one of several programs established by the California Legislature through Senate Bill 862 in 2014 and further amended in 2016 through Senate Bill 824. Drawing funds from the state's Cap-and-Trade Program's annual proceeds, the LCTOP was created to provide operating and capital assistance for transit agencies to reduce greenhouse gas emissions and improve mobility, with a priority on disadvantaged communities with direct, meaningful and assured benefit.

Projects eligible to receive LCTOP funding are those that demonstrate greenhouse gas emissions reductions and are consistent with both BART's Short Range Transit Plan and the region's Sustainable Communities Strategies (e.g., Plan Bay Area). In addition, 50% of the total funds received by a transit agency must be expended on projects that benefit disadvantaged communities within the agency's service area. Because approximately 50% of BART's stations serve disadvantage communities, staff have determined that any project serving the BART system meets this criterion. LCTOP funds can be used for either operating or capital programs or projects including new or expanded bus or rail services, expanded inter-modal facilities, equipment acquisition, maintenance and other operating Resolution Authorizing the Execution of BART to Antioch Extension Application, and Supporting Documents, for the FY 19 Low Carbon Transit Operations Program (LCTOP)

costs.

The LCTOP is formula-based program, administered by the California Department of Transportation (Caltrans). BART receives the funds directly from the state once the application is approved. For FY19, BART is eligible to receive \$8,374,385, nearly more than 50% of what it received in in FY18, due to the high receipts generated by the carbon auctions held in late 2018.

Program guidelines require transit agencies that receive LCTOP funds to authorize, by Board resolution, its agents to execute application documents and provide certain certifications and assurances.

FISCAL IMPACT:

If the proposed project is approved by Caltrans, the funds will be used to offset the net operating expenses of the BART to Antioch extension in FY20.

By adopting this Resolution Authorizing the Execution of BART to Antioch Extension Funds Application, and Supporting Documents, for the FY19 Low Carbon Transit Operations Program, BART may receive \$8,374,385 on or before June 30, 2019.

This action will have no fiscal impact on unprogrammed District Reserves.

ALTERNATIVES: Do not approve the Resolution Authorizing the Execution of BART to Antioch Extension Application, and Supporting Documents, for the FY 19 Low Carbon Transit Operations Program (LCTOP). BART could choose another project.

RECOMMENDATION:

Adoption of the following motion.

MOTION: The BART Board Approves adoption of the attached Resolution "In the Matter of Authorizing Execution of A Project Application and Filing Related Forms for the FY 2019-20 Low Carbon Transit Operations Program for \$8,374,385 in Funding for BART to Antioch Extension."

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

In the Matter of Authorizing the Execution of A Project Application for FY 2019-2020 Low Carbon Transit Operations Funding Of BART to Antioch Extension

Resolution No.

AUTHORIZATION FOR THE EXECUTION OF THE CERTIFICATIONS AND ASSURANCES AND AUTHORIZED AGENT FORMS FOT THE LOW CARBON TRANSIT OPERATIONS PROGRAM (LCTOP) FOR THE FOLLOWING PROJECT:

BART TO ANTIOCH OPERATIONS / \$8,374,385

WHEREAS, San Francisco Bay Area Bay Area Rapid Transit District is an eligible sponsor and may receive state funding for transit projects from the Low Carbon Transit Operations Program (LCTOP) now or sometime in the future; and

WHEREAS, the statutes related to state-funded transit projects require a local or regional implementing agency to abide by applicable regulations; and

WHEREAS, Senate Bill 862 (2014) named the California Department of Transportation (Caltrans) as the administrative agency for the LCTOP; and

WHEREAS, Caltrans has developed guidelines for the purpose of administering and distributing LCTOP funds eligible project sponsors (local agencies); and

WHEREAS, BART wishes to delegate authorization to execute these documents and any amendments thereto BART to Antioch Operations.

WHEREAS, BART wishes to implement the following LCTOP project listed above,

NOW, THEREFORE, BE IT RESOLVED that Grace Crunican, General Manager be authorized to execute all required documents of the LCTOP program and any Amendments thereto with the California Department of Transportation.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the San Francisco Bay Area Rapid Transit District that it hereby authorizes the submittal of the following project nomination and allocation request to the Department in FY 2019-2020 LCTOP funds:

List of project, including the following information:

Project Name: BART to Antioch Extension

Amount of LCTOP funds requested: \$8,374,385

Short Description of projects: The new service between the Pittsburg/Bay Point Station and Antioch is 10 miles long, adds two new stations, and provides much needed congestion relief on California State Route 4.

Benefit to a Priority Populations: Yes

Contributing Sponsors (if applicable): None

AGENCY BOARD DESIGNEE

BY:

EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: 20 FEB 2019 Rot M. Pun	GENERAL MANAGER ACTION REQ'D:			
DATE: 2/5/2019	BOARD INITIATED ITEM: No			
Originator/Prepared by: Steve Beroldo Dept: Systems, Development Signature/Date; 2 - 19 - 2019 2/20/19	Controller/Treasurer District Secretary BARC Applicate 1 2/19/19 [] [] 2/20/2011			
Status: Approved	Date Created: 2/5/2019			

To Extend the 19th Street Bike Station Lease

PURPOSE

To authorize the General Manager or her designee to execute a three-year lease extension with 19th and Broadway LLC for approximately 2,440 square feet of commercial space at 1773/1775 Broadway for the 19th Street Bike Station.

DISCUSSION

Project History

The 19th Street Bike Station has been in operation since February 2015. The project is a partnership between BART and the City of Oakland. It is housed in 2,440 square feet of leased retail space at the corner of 19th and Broadway (immediately across the street from a BART entrance). Tenant improvements were funded by a \$531,000 Safe Routes to Transit Grant, Regional Measure 2. The lease was for a five-year term which expires on June 30, 2019; however, the lease includes an option to extend the term.

Project Operation

The Bike Station has capacity to park 130 bikes with a valet style parking program. BART manages the operation of the Bike Station under Agreement 6M6063 with BikeHub who provides bicycle retail and repair services which are designed to support and encourage bicycle access to BART. In addition, a portion of the profits from the retail sales and repairs offset a portion of the operational costs. BikeHub subleases the retail space from BART at

market rate for sales and repair operations.

Project Evaluation

By a number of measures the project is successful. The bike parking fills daily and some cyclists are even turned away in the late morning. Fortunately, there is also bike parking on the concourse level of the 19th Street BART station that serves as overflow. A December 2018 survey of users revealed several positive findings:

- 95% of respondents indicated that the bike station made it more likely they would use their bike for this trip
- 95% were very satisfied with the services provided
- 87% of users were taking BART in conjunction with their use of the bike station
- 51% of the users are female (most studies show women to be approximately 25% of commute cyclists)

Long-term Operational Plan

Currently, the District is designing a new bike station facility to serve the 19th Street BART Station. The site for this facility is a BART-owned parcel adjacent to the Paramount Theater on Broadway in Oakland (currently a surface parking lot). It is anticipated that this new facility, designed to park approximately 400 bikes and have space for a bicycle retail and repair component will be completed within three years. A BART-owned facility will reduce operating costs.

Proposed Lease Extension

Staff proposes a three-year extension of the existing lease to continue operations until the new facility is completed. For the option period, commencing July 1, 2019 the market rental value for the space will apply. For purposes of determining the fiscal impact of this lease extension, staff estimates that a base rental rate of \$3.25 per square foot is typical for similar retail spaces.

BikeHub pays a portion of the rent for the space occupied by the retail/repair operations under a sublease, and the City of Oakland contributes financially toward operational expenses under a Cooperative Operating Agreement.

The Office of the General Counsel will review and approve the lease, any sublease amendment and all related documents as to form.

FISCAL IMPACT

A three-year lease extension will cost the District \$294,130 for the period of July1, 2019 to June 30, 2022 (plus a common area maintenance assessment of approximately \$2,400 per year). Funds will be budgeted in the Customer Development operating budget (Dept 1102491), Account 680330 Building Space Rental. BART is reimbursed for a portion of the rent by other parties as indicated in the table.

	Total	City of Oakland	Sublease	BART Share
FY 20	\$95,160	\$55,000	\$36,161	\$3,999
FY 21	\$98,015	\$55,000	\$37,246	\$5,769
FY 22	\$100,955	\$55,000	\$38,363	\$7,592
	\$294,130	\$165,000	\$111,769	\$17,361

Funding will be included in the proposed annual operating budgets, which are subject to Board approval. This action is not anticipated to have any Fiscal Impact on unprogrammed District reserves.

<u>ALTERNATIVES</u>

The alternative is to not enter into an extension of the lease and close the 19th Street Bike Station in June of 2019. Bike racks and other furnishings will need to be stored for three years. BART riders who still wish to access the station by bicycle and park have the option to park in racks on the concourse level of the station.

RECOMMENDATION

Adopt the following motion.

MOTION

The General Manager or her designee is authorized to enter into a lease extension with 19th and Broadway LLC for commercial space at 1773/1775 Broadway for a three-year term for the 19th Street Bike Station.

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors **DATE:** February 22, 2019

FROM: General Manager

SUBJECT: FY19 Second Quarter Financial Report

The FY19 Second Quarter Financial Report (October - December 2018) is attached. The net result for the quarter was \$8.6M favorable to budget; however, staff does not anticipate FY19 will remain favorable.

Operating Sources

Total Ridership was 4.0% under budget for the second quarter of FY19, and 3.0% lower than in the same period of FY18. Second quarter FY19 weekday trips were 2.6% below budget and weekend/holiday trips were 9.8% below budget. Ridership was affected by poor air quality from the northern California fires. Passenger revenue in the second quarter was \$4.6M (3.8%) unfavorable. Although budget expectations for FY19 ridership were flat based on FY18 performance, passenger revenue in FY19 is \$4.4M (1.8%) below budget year-to-date.

Financial Assistance in the second quarter of FY19 was favorable to budget due to revenue from Sales Tax and Low Carbon Fuel Standard (LCFS) credit sales. Second quarter Sales Tax revenues were \$13.5M favorable (19.7%) due to receipt of late payments from previous periods. Property Tax was \$0.5M (2.1%) favorable to budget in the second quarter of FY19. Additionally, LCFS credit sales in the second quarter exceeded the \$1.6M budget by \$4.0M due to strong pricing. Per the LCFS Policy, proceeds from LCFS sales will be allocated equally to the Sustainability program and to the general operating fund. State Transit Assistance was \$9.5M unfavorable due to timing of payment by the State, but is expected to be on budget at year-end.

Operating Uses

Total Expense for the second quarter was slightly under budget, finishing \$6.5M (3.4%) favorable. Labor and benefits were on budget, at 0% favorable. Total non-labor was \$6.5M (13%) under budget, largely due to timing of expenses for professional & technical service fees and favorable energy pricing.

As FY19 progresses, low ridership is expected to have a negative impact on the net operating result. Additionally, labor expenses are projected to increase while non-labor savings are expected to be offset by increased expenditures later in the Fiscal Year. The ridership and expense trends may result in an operating deficit by FY19 Year End. Staff have implemented cost saving measures and are committed to limiting spending and increasing efficiencies to help manage the projected FY19 operating shortfall.

What M. Power

Board Appointed Officers cc: Deputy General Manager **Executive Staff**

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT **MEMORANDUM**

TO: Board of Directors **DATE:** February 21, 2019

FROM: **General Manager**

RE: Financial Outlook for FY20 presentation

Attached is the "Financial Outlook for FY20" presentation that will be presented to the Board at the February 28, 2019 meeting as an information item.

If you have any questions about the document, please contact Pamela Herhold, Assistant General Manager, Performance and Budget, at 510-464-6168.

Pat 11. Pour

Board Appointed Officers Deputy General Manager **Executive Staff**

cc:

EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: TRht M. Pour	20 FEB 2019	GENERAL MANAGER	ACTION REQ'D:	
DATE: 2/1/2019		BOARD INITIATED ITEM: No		
Originator/Prepared by: Franklin Wong Dept: Extension 2.12. Signature/Date: 2.113/2019	Generat Counsel	Controller/Treasurer	District Secretary	BARC LOO
Status: Approved		Date Created: 2/1/2019		

PROFESSIONAL SERVICES AGREEMENTS NO. 6M8142, 6M8143, 6M8144, 6M8145, 6M8146, 6M8147, 6M8148, AND 6M8149 ARCHITECTURAL AND GENERAL ENGINEERING SERVICES FOR BART PROJECTS

PURPOSE: To authorize the General Manager to award Agreement No. 6M8142 to AECOM Technical Services, Inc.; Agreement No. 6M8143 to HDR Engineering, Inc.; Agreement No. 6M8144 to HNTB Corporation/FMG Architects, a Joint Venture; Agreement No. 6M8145 to Jacobs Engineering Group Inc.; Agreement No. 6M8146 to Parsons Transportation Group, Inc.; Agreement No. 6M8147 to PGH Wong Engineering, Inc.; Agreement No. 6M8148 to T.Y. Lin International/Transit Systems Engineering, Inc., a Joint Venture; and Agreement No. 6M8149 to WSP USA Inc.; to provide Architectural and General Engineering Services for BART Projects.

DISCUSSION: Architectural and General Engineering Services Consultants have a lead role in the design, engineering, and construction of projects within the District's capital program. Recent awards of Architectural and General Engineering Services Agreements were made as follows:

- April 2014: \$15 million in contract commitment authority each to the following six teams: Acumen/Parsons, a Joint Venture; B&C/URS Joint Venture; Kal Krishnan Consulting Services (KKCS), Inc.; PGH Wong Engineering, Inc.; STV Incorporated; and Transit Modernization Partners, a Joint Venture (Parsons Brinckerhoff, Inc. and Robin Chiang & Company, Inc.)
- December 2016: a change order was approved by the Board of Directors which increased the contract commitment authority available in each of the six 2014 Agreements by an additional \$4 million.

• July 2017: \$25 million in contract commitment authority each to the following six teams: AECOM/TSE, a Joint Venture; HNTB/FMG Joint Venture; Parsons Transportation Group, Inc.; PGH Wong Engineering, Inc.; STV Incorporated; and WSP USA Inc. (formerly Parsons Brinckerhoff, Inc.).

These recent Agreements for Architectural and General Engineering Services are now reaching the limits of the permitted compensation. New agreements are required to ensure the District will have the essential Facilities and Systems Engineering Services needed to implement the District's Capital Improvement Program, including the Measure RR Expenditure Plan Program. On October 5, 2018, the District issued Request for Proposals (RFP) No. 6M8142 to engage up to eight consulting firms or joint ventures to provide Architectural and General Engineering Services in an amount not to exceed \$40,000,000 per agreement, or \$320,000,000 in total. Each of these agreements would have a five-year term.

Advance Notice to Proposers was sent to 427 prospective proposers. The RFP was also posted to the District's Procurement Portal and was made available to proposers to download electronically. The RFP was also advertised in local publications. A total of 164 firms downloaded the RFP through the Procurement Portal. A pre-proposal meeting was conducted on October 23, 2018, with 163 prospective proposers in attendance.

A total of eleven proposals were submitted to the District on November 20, 2018. These proposals are listed in alphabetical order below:

- 1. ABA Global Inc., San Francisco, CA
- 2. AECOM Technical Services, Inc., Oakland, CA
- 3. HDR Engineering, Inc., Walnut Creek, CA
- 4. HNTB Corporation/FMG Architects, a Joint Venture, Oakland, CA
- 5. Jacobs Engineering Group, Inc., Oakland, CA
- 6. Parsons Transportation Group, Inc., Oakland, CA
- 7. PGH Wong Engineering, Inc., San Francisco, CA
- 8. Stantec Consulting Services, Inc., San Francisco, CA
- 9. STV Inc., Oakland, CA
- 10. T.Y. Lin International/Transit Systems Engineering, Inc., a Joint Venture, Oakland, CA
- 11. WSP USA Inc., San Francisco, CA

The written proposals were reviewed by a Selection Committee ("Committee") consisting of four members from Planning, Development, & Construction, two members from Maintenance & Engineering, and one member from the Office of Civil Rights. Proposals were first reviewed to determine if the proposals were responsive to the requirements of the RFP. Subsequently, the proposals were evaluated, reference-checked, and scored on the basis of the criteria contained in the RFP with respect to the qualifications of the proposing firms and the qualifications of the proposed project teams. All proposers were determined to be responsive to the requirements of the RFP; however, a significant gap in scores emerged

from this evaluation between the lower-ranked and higher-ranked proposals. As a result, the following ten firms and joint ventures (in alphabetical order) were shortlisted and selected for the oral interviews:

- 1. AECOM Technical Services, Inc., Oakland, CA
- 2. HDR Engineering, Inc., Walnut Creek, CA
- 3. HNTB Corporation/FMG Architects, a Joint Venture, Oakland, CA
- 4. Jacobs Engineering Group, Inc., Oakland, CA
- 5. Parsons Transportation Group, Inc., Oakland, CA
- 6. PGH Wong Engineering, Inc., San Francisco, CA
- 7. Stantec Consulting Services, Inc., San Francisco, CA
- 8. STV Inc., Oakland, CA
- 9. T.Y. Lin International/Transit Systems Engineering, Inc., a Joint Venture, Oakland, CA
- 10. WSP USA Inc., San Francisco, CA

The oral interviews were conducted between January 15, 2019 and January 18, 2019, by the same Selection Committee members as those who evaluated the written proposals. Based on the combined scores for the oral interviews and written statement of qualifications for RFP No. 6M8142, the Committee determined that the eight highest scoring proposers and therefore the most qualified firms (in alphabetical order) were:

- 1. AECOM Technical Services, Inc., Oakland, CA
- 2. HDR Engineering, Inc., Walnut Creek, CA
- 3. HNTB Corporation/FMG Architects, a Joint Venture, Oakland, CA
- 4. Jacobs Engineering Group, Inc., Oakland, CA
- 5. Parsons Transportation Group, Inc., Oakland, CA
- 6. PGH Wong Engineering, Inc., San Francisco, CA
- 7. T.Y. Lin International/Transit Systems Engineering, Inc., a Joint Venture, Oakland, CA
- 8. WSP USA Inc., San Francisco, CA

After making these determinations, negotiations were entered into with these eight most qualified firms. BART Contract Administration, with support from Internal Audit and Planning, Development, & Construction, evaluated and discussed the rates and mark-ups (for a cost-plus fixed-fee rate agreement) received from the eight Proposers. These discussions were concluded on terms favorable to BART and each of the Proposers. Staff determined that the recommended rate structures are fair and reasonable and that the eight above-listed firms are responsible organizations.

This Agreement 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 Agreement and determined that there were Small Business Entity (SBE) subconsulting opportunities; therefore, an SBE participation goal of 30% was set for this Agreement. All of the Proposers committed to meeting the 30% SBE participation goal. AECOM Technical

Services, Inc. committed to meeting a 30% SBE participation goal; HDR Engineering, Inc. committed to meeting a 30% SBE participation goal; HNTB Corporation/FMG Architects, a Joint Venture, committed to meeting a 30% SBE participation goal; Jacobs Engineering Group, Inc. committed to meeting a 31% SBE participation goal; Parsons Transportation Group, Inc. committed to meeting a 30% SBE participation goal; PGH Wong Engineering, Inc. committed to meeting a 30% SBE participation goal; T.Y. Lin International/Transit Systems Engineering, Inc., a Joint Venture, committed to meeting a 32% SBE participation goal; and WSP USA, Inc. committed to meeting a 30% SBE participation attained based on individual task orders issued and amounts actually paid to SBE firms. The Agreements require the Consultants to ensure that SBE firms have an equal opportunity to compete for and participate in the performance of the Agreements.

Accordingly, staff recommends the following eight awards under RFP No. 6M8142, each in an amount not to exceed \$40,000,000 for a five-year performance period as follows (in alphabetical order):

- 1. AECOM Technical Services, Inc., Oakland, CA
- 2. HDR Engineering, Inc., Walnut Creek, CA
- 3. HNTB Corporation/FMG Architects, a Joint Venture, Oakland, CA
- 4. Jacobs Engineering Group, Inc., Oakland, CA
- 5. Parsons Transportation Group, Inc., Oakland, CA
- 6. PGH Wong Engineering, Inc., San Francisco, CA
- 7. T.Y. Lin International/Transit Systems Engineering, Inc., a Joint Venture, Oakland, CA
- 8. WSP USA Inc., San Francisco, CA

Work Plans (WP's) under each Agreement will define individual assignments in each case subject to funding availability. Each WP will have its own scope, schedule, and budget.

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

FISCAL IMPACT: Each of the Agreements has a not-to-exceed limit of \$40,000,000. District obligations will be subject to a series of WP's. Each WP will have a defined scope of services, and separate schedule and budget. Any WP assigned for funding under a State or Federal grant will include State or Federal requirements. Controller/Treasurer issues fund codes based on grant awards for allocation to capital projects. Grant Compliance/Capital Management will certify the eligibility of identified funding sources prior to incurring project costs against these Agreements and the execution of each WP.

ALTERNATIVES: The District could reject all proposals and re-solicit new proposals. Reissuing these RFP's would adversely impact the implementation of BART's Capital Improvement Program and would not likely result in better quality bids.

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

MOTION: The General Manager is authorized to award the below listed Agreements toprovide Architectural and General Engineering Services for BART Projectsin an amount not to exceed \$40,000,000 each, pursuant to notification be issued by the General Manager. The awards are subject to theDistrict's protest procedures and Federal Transit Administration (FTA)requirements related to protests.

- 1. 6M8142 to AECOM Technical Services, Inc., Oakland, CA
- 2. 6M8143 to HDR Engineering, Inc., Walnut Creek, CA
- 3. 6M8144 to HNTB Corporation/FMG Architects, a Joint Venture, Oakland, CA
- 4. 6M8145 to Jacobs Engineering Group, Inc., Oakland, CA
- 5. 6M8146 to Parsons Transportation Group, Inc., Oakland, CA
- 6. 6M8147 to PGH Wong Engineering, Inc., San Francisco, CA
- 7. 6M8148 to T.Y. Lin International/Transit Systems Engineering, Inc., a Joint Venture, Oakland, CA
- 8. 6M8149 to WSP USA Inc., San Francisco, CA

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors

DATE: February 21, 2019

FROM: General Manager

SUBJECT: Quarterly Service Performance Review – Second Quarter FY 2019

Attached is the "Quarterly Service Performance Review – Second Quarter FY 2019" presentation that will be presented at the February 28, 2019 meeting as an information item.

If you have any questions about the document, please contact Tamar Allen, Assistant General Manager, Operations at (510) 464-7513.

Rhat M. Prom Grace Crunican

cc:

Board Appointed Officers Deputy General Manager Executive Staff

EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: 21 FEB 2019 Rot M. Powe		GENERAL MANAGER ACTION REQ'D:		
DATE: 2/4/2019		BOARD INITIATED ITEM: No		
Originator/Prepared by: Maureen Wetter Dept: Marketing and Research M. WECKE Signature/Date: 2119/19	$\frac{General eounsel}{W} = \frac{General eounsel}{2/20} (91)$	Controller/Treasurer	District Secretary	BARC APAR 2/19/2019 2/19/2019

Surveillance Ordinance Use Policy and Impact Report: BART Research

PURPOSE:

To obtain Board authorization to implement the use of certain research methodologies that may fall under BART's Surveillance Ordinance. These methodologies are referenced in the attached Surveillance Use Policy and Surveillance Impact Report.

DISCUSSION:

The District's Surveillance Technology Ordinance defines a "Surveillance Technology" in part as, "...any electronic device or system with the capacity to monitor and collect audio, visual, locational...or similar information." Research methodologies that may meet this definition include those using electronic or mobile data collection. BART is proposing to use such electronic or mobile data collection methodologies for research purposes.

Consistent with the District's Surveillance Technology Ordinance, staff has developed a Surveillance Use Policy and Surveillance Impact Report for this topic, "BART Research: Data collection & usage for research and learning."

Pursuant to the Ordinance, the Board was notified 21 days in advance, and the Public was notified 15 days in advance (via posting on bart.gov and advertisement in several newspapers within the District) of this BART Research Surveillance Use Policy and Surveillance Impact Report. This item is further described below:

BART Research: Data collection & usage for research and learning

BART conducts research for a variety of purposes, including providing market information and metrics to help inform District decisions related to strategic planning, budget priorities, station access policy, marketing strategy, and other areas. Research methodologies using Surveillance Ordinance Use Policy and Impact Report: BART Research (cont.)

electronic and/or mobile technologies may collect locational information for purposes such as to facilitate "in the moment" ratings of BART facilities (to improve accuracy of ratings), or to analyze travel behavior. Audio and/or visual information may be collected to help explain reasons for customer ratings, to be used as a resource when documenting focus group research, or for quality control purposes. Participation in BART surveys and focus groups involving these technologies is strictly voluntary, and customers may opt-out at any time. In addition to facilitating expanded research capabilities, use of these technologies results in faster and less expensive data collection by eliminating the need to manually enter survey results.

FISCAL IMPACT:

This EDD is requesting approval for the use of Surveillance Technology, not the funds. Funding approval for Surveillance Technology, if required in the future, will be handled by separate action.

ALTERNATIVES:

Do not approve the use of research methodologies using technologies that collect audio, visual, or locational information. If this occurred, the District would not be able to take advantage of new research technologies that could increase the speed and accuracy of data collection/reporting while reducing cost. For example, instead of using a smart phone app to record trips, travel diary participants could be asked to manually fill out complex and lengthy forms to record all trips taken by members of their household during a given week, resulting in participant frustration and incomplete information.

RECOMMENDATION:

Adoption of the following motion:

MOTION:

The Board has determined that the benefits of data collection and usage for research and learning as described above outweigh the costs that may be incurred by such activity, and the proposed Surveillance Use Policy will reasonably safeguard civil liberties and civil rights. The General Manager or her designee is authorized to proceed with the use of data collection and usage for research and learning, as described in the attached documents.

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors

DATE: February 20, 2019

FROM: General Manager

SUBJECT: State Legislation for Consideration Update

At the February 28 Board of Directors meeting, staff will present state legislation for your consideration.

Attached are bill analyses and language for three state bills. The legislation has a nexus to BART and aligns with the 2019 State and Federal Advocacy Program adopted by the Board.

SUPPORT (3)

ACA 1 (Aguiar - Curry)Local government financing: affordable housing and public infrastructure:
voter approvalSB 42 (Skinner)Getting Home Safe Act
Planning and zoning: housing development: equitable communities
incentive

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.

Hht M. Perum Grace Crunican

Attachments

cc: Deputy General Manager Board Appointed Officers Executive Staff

DRAFT MOTION: That the Board of Directors supports ACA 1, SB 42, and SB 50.

EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: 20 FEB 2019	GENERAL MANAGER ACTION REQ'D:		
DATE: 1/29/2019	BOARD INITIATED ITEM: No		
Originator/Prepared by: Patricia Schuchardt Dept: Systems Development Sean Branz Con Bathicia Scluchardt Signature/Date: 02/19/19 [Controller/Treasurer District Secretary BARC		
Status: Routed	Date Created: 1/29/2019		

Amendment No. 10 to Lease for 300 Lakeside Drive, Oakland

PURPOSE:

To authorize the General Manager or her designee to execute Amendment No. 10 to the Lease for 300 Lakeside Drive in Oakland (the "Building") with SIC-Lakeside Drive LLC, resulting in adding Suites 1900, 1980 and 1975 (approximately 30,328sf) of the 19th floor of the building to the existing lease.

DISCUSSION:

In July 2004, BART entered into a lease with Summit Commercial Partners for 317,222 square ft of office space at 300 Lakeside Drive in Oakland (the "Lease"). The Lease includes a ten-year term with two 5-year options to extend. The Lease has been amended nine times. In the fall of 2016, Measure RR was passed approving BART's \$3.5 billion general obligation bond to be used to rebuild and upgrade the backbone of the BART system. The passage of Measure RR has resulted in the addition of over a hundred new staff and consultants to manage BART projects funded by the bond. The lease was amended in 2017 to add the 8th floor; however, additional, supplementary space is required to house the additional staff and a contractor related to the upgraded Train Control Modernization Program ("TCMP").

When staff entered into discussions with SIC-Lakeside Drive LLC ("SIC"), the current owner of the building, regarding additional space needs they were advised that the 19th floor was available. Staff considered the impacts of the lease expansion in the building as opposed to other potential short-term leasing opportunities and determined that adding an additional floor was the most favorable option for related synergies of having the TCMP project in close proximity to BART Headquarters. Staff negotiated satisfactory terms for the majority of the 19th floor of the building. Based on the proposed modifications to the 19th floor, the expansion will accommodate approximately 140 staff and consultants. In connection with the lease of the 8th floor staff engaged the on-call economic and property development consulting firm, BARD Consulting, to evaluate the proposed rent and deal.

The Proposed Lease amendment includes the following terms:

- The additional space consists of approximately 30,328 rentable square feet ("RSF").
- First phase will consist of 26,891 RSF known as Suite 1900 ("Primary Expansion Premises") commencing upon the later of the substantial completion of Tenant Improvements or 03/01/2019 and expire on the date of the existing Lease Term of 07/17/2021 (co-terminus with BART's existing floors).
- The second phase will consist of 3,437 RSF ("Must-Take Expansion Premises") commencing upon the later of substantial completion of Tenant Improvements or 04/01/2019 and shall also expire on the expiration date of the existing Lease Term of 07/17/2021.
- Base Rent will be for the first twelve (12) months of the Primary Expansion and Must-Take Lease term shall be \$53.00 per rentable square foot, per year, full service and increase by three percent (3%) per RSF on each anniversary of the Primary Expansion Term Commencement Date.
- BART will be responsible for paying its proportionate share of increases in Building operating expenses and property taxes above a base year of 2019.
- The Base Rent and any and all of BART's pro-rata share of the operating expenses and property taxes for the expansion premises shall be abated for the initial first two months of the Primary Expansion Premises Lease Term. In addition, 50% of the Base Rent for the Primary Expansion Premises will be abated during months three (3) through six (6) of the Primary Expansion Premises Lease Term.
- Landlord will provide turn-key tenant improvements for the expansion premises including the following:
 - 1. One (1) large conference room (12-14 people seated)
 - 2. Four (4) medium conference rooms (8 people seated)

3. Two (2) small conference rooms (4 people seated)

4. Forty (40) private offices

5. Adequate electrical distribution for District's layout

6. Landlord to provide stair access and install card key reader

7. Painting and installation of carpet tile in colors selected by District

8. At no cost to BART, the landlord will provide BART an accounting and the opportunity to inspect, select and use any available

furniture in the Premises for the Expansion Premises Lease Term and any extension thereof.

- BART will have the right to an additional ten (10) parking spaces in the parking garage for the duration of the Expansion Lease Term and extensions (if any).
- BART will have the right to an additional thirty (30) bike storage spaces exclusive to BART.
- BART's two existing renewal rights (as outlined in the Master Lease) will remain in place and will also be exercisable for the expansion premises at the end of the Lease Term.

Because BART already leases significant space in the Building, it is highly advantageous to fulfill the additional space requirements at BART's existing location for continuity and productivity.

BART Board Room

As part of the negotiations of the short-term nature of the lease, BART will also be entering into a license agreement which will allow the landlord to terminate BART's board room

existing location at the 20th Street Mall location with a 120-day notice if landlord moves forward with the development of the Mall location site in the future. BART would be provided a comparable location by the landlord on the property premises (i.e. Auditorium or Building Conference Center) at no cost and fully built out per BART's board room standards.

FISCAL IMPACT:

The initial annual rent for the 19th floor will be \$950,149 for the Primary Expansion Premises and \$182,161 for the Must-Take Premises (this amount includes the first two months of rent

and an additional four months of half rent abated for the Primary Expansion Premises) plus the pro-rata share of operating, maintenance and tax costs for the Building. The two-month rent abatement and lower rent for 4 months will offset any tenant improvements.

The total cost for the Amendment No. 10 is estimated at \$3,463,144. The \$3,016,839 for 3year base rent will come from Capital Project 49GH002, Train Control Modernization Program (TCMP). The \$446,305 for Must-Take Premises will come from Operating Account 680330 - Building Space Rentals, Cost Center 1011275.

The table below lists funding assigned to Project 49GH002 and is included to track funding history against spending authority. Funds needed to meet Capital request will be expended from the following sources:

Proposed Funding				
F/G 802A – Measure RR	\$8,000,000			
F/G 8531 – FY17 Operating Capital Allocation	\$1,828,000			
Total	\$9,828000			

As of February 7, 2019, \$9,828,000 is the total budget for this project. BART has expended \$438,701, committed \$769,838, and reserved \$0.00 to date. This action will encumber \$3,016,839 leaving an available fund balance of \$5,602,622 in this fund source for this project.

The Office of 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:

- 1. Do not exercise the Lease Amendment and continue the existing lease at 300 Lakeside, housing the additional Measure RR staff in existing space, resulting in overcrowded and unproductive conditions.
- 2. Commence an additional search for other locations to house the additional Measure RR staff.

RECOMMENDATION:

Adoption of the following Motion.