

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

BOARD MEETING AGENDA

March 14, 2019

9:00 a.m.

A regular meeting of the Board of Directors will be held at 9:00 a.m. on Thursday, March 14, 2019. This meeting shall consist of a simultaneous teleconference all at the following locations.

BART Board Room Kaiser Center 20 th Street Mall – Third Floor 2040 Webster Street Oakland, CA 94612	Akonadi Foundation 436 14th Street, Suite 1417 Oakland, CA 94612
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Members of the public may address the Board of Directors regarding any matter on this agenda. Please complete a “Request to Address the Board” form (available at the entrance to the Board Room) and hand it to the Secretary before the item is considered by the Board. If you wish to discuss a matter that is not on the agenda during a regular meeting, you may do so under Public Comment.

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

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

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

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

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

Meeting notices and agendas are available for review on the District's website (<http://www.bart.gov/about/bod/meetings.aspx>); at bart.legistar.com; and via email (https://public.govdelivery.com/accounts/CATRANBART/subscriber/new?topic_id=CATRANBART_1904) or via regular mail upon request submitted to the District Secretary. Complete agenda packets (in PDF format) are available for review on the District's website 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 BoardofDirectors@bart.gov; in person or U.S. mail at 300 Lakeside Drive, 23rd Floor, Oakland, CA 94612; fax 510-464-6011; or telephone 510-464-6083.

Patricia K. Williams
District Secretary

Regular Meeting of the
BOARD OF DIRECTORS

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

1. CALL TO ORDER

- A. Roll Call.
- B. Pledge of Allegiance.
- C. Introduction of Special Guests.

2. CONSENT CALENDAR

- A. Approval of Minutes of the Meeting of February 28, 2019.* Board requested to authorize.

3. PUBLIC COMMENT – 15 Minutes

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

4. ADMINISTRATION ITEMS

Director Simon, Chairperson

- A. Agreement with Salesforce, Inc., for the Salesforce Email Studio for the District's Existing Enterprise Licensing Agreement.* Board requested to authorize.

5. ENGINEERING AND OPERATIONS ITEMS

Director Foley, Chairperson

- A. Award of Contract No. 15LK-120A, Market Street Escalators Renovation Project.* Board requested to authorize.
- B. BART Safety, Reliability, and Traffic Relief Program (Measure RR): Equity Program and Small Business Update.* For information.

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

Director Raburn, Chairperson

- A. (CONTINUED from February 28, 2019, Board Meeting)
Surveillance Technology Approvals - BART Research Methodologies.*
 - a. Surveillance Use Policy.
 - b. Surveillance Impact Report.Board requested to authorize.

- B. Metropolitan Transportation Commission Update.*
 - a. CASA (Committee to House the Bay Area)
 - b. Plan Bay Area 2050For information.

7. GENERAL MANAGER'S REPORT

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

8. CONTROLLER/TREASURER'S REPORT

- A. Quarterly Report of the Controller/Treasurer for the Period Ending December 31, 2018.* For information.

9. INDEPENDENT POLICE AUDITOR'S REPORT

- A. Quarterly Report of the Independent Police Auditor. For information.

10. 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.)

11. PUBLIC COMMENT

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

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

- A. PUBLIC EMPLOYEE EMPLOYMENT:
Title: Inspector General
Government Code Section: 54957(b)(1)

13. 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 1,833rd Meeting
February 28, 2019

A regular meeting of the Board of Directors was held February 28, 2019, convening at 9:00 a.m. in the Board Room, 2040 Webster Street, Oakland, California. Vice-President Saltzman presided; Patricia K. Williams, District Secretary.

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

Absent: President Dufty.

Vice-President Saltzman called for Introduction of Special Guests. Director McPartland recognized Rick Pizio who addressed the Board.

Director Allen exited the meeting.

Consent Calendar items brought before the Board were:

1. Approval of Minutes of the Meeting of February 14, 2019.
2. Employee Relocation Assistance for the Chief Planning, Development and Construction Officer and Managing Director, Capitol Corridor.
3. District Base Pay Schedule.
4. Resolution Authorizing Execution of BART to Antioch Extension Application for the Fiscal Year 2019 Low Carbon Transit Operations Program (LCTOP).
5. Lease Extension with 19th and Broadway LLC, for the 19th Street Bike Station.

Director Simon made the following motions as a unit. Director Raburn seconded the motions, which carried by unanimous acclamation. Ayes – 7: Directors Ames, Foley, Li, McPartland, Raburn, Simon, and Saltzman. Noes - 0. Absent – 2: Directors Allen and Dufty.

1. That the Minutes of the Meeting of February 14, 2019, be approved.
2. That the General Manager or her designee be 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.

3. That the Board approves the base pay schedule in effect January 1, 2019. The base pay schedule is attached and hereby made a part of these Minutes.
4. Adoption of Resolution No. 5395, 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.
5. That the General Manager or her designee be 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.

Consent Calendar report brought before the Board was:

1. Fiscal Year 2019 First Quarter Financial Report.

Director Allen re-entered the meeting.

Vice-President Saltzman called for Public Comment. The following individuals addressed the Board:

Jason Bezis
Aaron Eckhause

Director Simon, Chairperson of the Administration Committee, brought the matter of Financial Outlook for Fiscal Year 2020 before the Board. Ms. Pamela Herhold, Assistant General Manager, Performance and Budgets; Mr. Michael Eiseman, Department Manager Financial Services; and Ms. Kate Jordan Steiner, Department Manager Budgets, presented the item. The item was discussed.

Jason Bezis addressed the Board.

Director Foley, Chairperson of the Engineering and Operations Committee, brought the matter of Agreements for Professional Services for BART Projects before the Board. Ms. Tamar Allen, Assistant General Manager, Operations; Mr. Carl Holmes, Assistant General Manager, Planning, Development and Construction; and Mr. Maceo Wiggins, Department Manager, Office of Civil Rights, presented the item.

The following individuals addressed the Board:

John Fisher
Charissa Frank
Greg Oslund
Jason Bezis

The item was discussed.

Vice-President Saltzman made the following motion.

That the General Manager be authorized to award the below listed Agreements to provide Architectural and General Engineering Services for BART Projects in an amount not to exceed \$40,000,000 each, pursuant to notification to be issued by the General Manager. Pursuant to the District'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

Director Simon seconded the motion.

Director Allen requested an amendment to include a report on the last round of agreements and how funds were spent and in what amounts. The amendment also included a request for staff to submit regular progress reports to the Board every six (6) months.

Directors Saltzman and Simon accepted the amendment, and the motion carried by electronic vote. Ayes – 7: Directors Allen, Foley, Li, McPartland, Raburn, Simon and Saltzman. Noes – 1: Director Ames. Absent – 1: President Dufty.

Vice-President Saltzman announced that agenda items would be taken out of order, and brought the Planning, Public Affairs, Access, and Legislation Committee before the Board.

Director Raburn, Chairperson of the Planning, Public Affairs, Access, and Legislation Committee, announced that Item 6-A, Surveillance Technology Approvals, would be continued to a future Board Meeting.

Director Raburn brought the matter of State Legislation for Consideration before the Board and announced that Senate Bill 50 – Planning and zoning: housing development: equitable communities' incentive, would be voted on at a future Board Meeting. Mr. Holmes; Mr. Roddrick Lee, Department Manager of Government and Community Relations; and Ms. Amanda Cruz, Legislative Program Manager, presented the item.

The following individuals addressed the Board:

Jason Bezis

Aaron Eckhause

Kevin Burke
Corey Smith
Gerald Cauthen
The item was discussed.

Ms. Cruz presented Assembly Constitutional Amendment 1 – Local government financing: affordable housing and public infrastructure (ACA1), and Senate Bill 42 - Getting Home Safe Act (SB42).

Jason Bezis addressed the Board.

Vice-President Saltzman moved that the Board of Directors support ACA1 and SB42. Director Allen seconded the motion for support of SB42.

Discussion continued.

Director Raburn made a substitute motion to watch ACA1 and request the author to amend the bill to adopt the urban land institute criteria. Director McPartland seconded the substitute motion, which carried by electronic vote. Ayes – 6: Directors Allen, Foley, Li, McPartland, Raburn, and Simon. Noes – 1: Director Saltzman. Abstain – 1. Director Ames. Absent – 1: President Dufty.

Vice-President Saltzman moved that the Board of Directors support SB42. Director Allen seconded the motion which carried by unanimous electronic vote. Ayes – 8: Directors Allen, Ames, Foley, Li, McPartland, Raburn, Simon, and Saltzman. Noes - 0. Absent – 1: President Dufty.

Director McPartland exited the meeting.

Director Raburn brought the matter of Amendment No. 10 to Lease at 300 Lakeside Drive, Oakland with SIC-Lakeside Drive, LLC before the Board. Mr. Holmes; Mr. Sean Brooks, Department Manager, Real Estate and Property Development; and Mr. Thomas Dunscombe, Group Manager, Capital Projects, presented the item. The item was discussed.

Jason Bezis addressed the Board.

Director Raburn moved that the General Manager or her designee be authorized to execute Amendment No. 10 to the Lease for 300 Lakeside Drive in Oakland with SIC-Lakeside Drive LLC, consistent with the terms contained in the SIC's proposal dated December 13, 2018. Director Simon seconded the motion which carried by unanimous electronic vote. Ayes – 7: Directors Allen, Ames, Foley, Li, Raburn, Simon, and Saltzman. Noes - 0. Absent – 2: Directors Dufty and McParland.

Director McPartland re-entered the meeting.

Director Foley brought the matter of Quarterly Performance Report, Second Quarter Fiscal Year 2019 - Service Performance Review, before the Board. Ms. Tamar Allen; and Deputy Police Chief, Lance Haight, presented the item.

Jason Bezis addressed the Board.

The item was discussed.

Vice-President Saltzman called for the General Manager's Report.

Deputy General Manager Robert Powers introduced Ms. Allen; Ms. Rachel Russell, Senior Planner; and Ms. Kerry Hamill, Assistant General Manager, External Affairs. Ms. Russell reported on addressing customer concerns in the first thirteen days of the Early Bird Express service. Mr. Powers introduced Mr. Michael Jones, Assistant General Manager, Administration, who reported on BART's Leadership Program. Mr. Powers reported on steps the General Manager had taken, and outstanding Roll Call for Introductions items.

Vice-President Saltzman called for Board Member Reports, Roll Call for Introductions, and In Memoriam.

Director Li reported she had toured the Hayward Maintenance Complex (HMC) and participated in the San Francisco Chinese New Year Parade with Directors Foley and Raburn, and attended the Women's Transportation Seminar.

Director Li requested on behalf of herself and Director Simon that the meeting be adjourned in memory of San Francisco Public Defender Jeff Adachi.

Director Simon spoke about Jeff Adachi and his commitment to his job and community within San Francisco.

Director Ames reported she had attended meetings in Sacramento with State legislators and the 2019 State of the Valley Conference in Silicon Valley.

Director Raburn reported he had attended the Planning and Conservation League Session on Transportation in Sacramento and meetings with State legislators.

Director Foley reported he had attended the San Francisco Chinese New Year Parade, the Pleasant Hill BART Station Leasing Authority Board, a Contra Costa Transportation Authority Board Meeting, an Antioch City Council Meeting, and Lift Up Contra Costa.

Director McParland reported he had attended a Homeland Defense Meeting, and a Tri Valley San Joaquin Regional Rail Authority meeting.

Director Allen reported she had attended the Pleasant Hill BART Station Leasing Authority Board, the Walnut Creek State of the City Meeting, the San Ramon State of the City Meeting, the Martinez State of the City breakfast, and a Contra Costa Transportation Authority Meeting, and had given a presentation to the Contra Costa Tax-Payers Association.

Director Allen requested that staff come back to the Board in the next 60 days with a plan of how to quantify the fare evasion rate, with a goal of adding a true estimated numeric value on future

Quarterly Performance Reports-Service Performance Reviews (QPR-QSP), beginning with QPR-QSP period starting July 1, 2019. Directors Ames and McPartland seconded the request.

Vice-President Saltzman reported she had attended meetings in Sacramento with State legislators.

Vice-President Saltzman called for Public Comment:

Jason Bezis addressed the Board.

The Meeting was adjourned at 1:02 p.m. in memory of Jeff Adachi.

Patricia K. Williams
District Secretary

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

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
1	QC208	Access Coordinator	AFSCME, Local 3993	AFE	\$96,218.14	\$125,083.27
2	FA200	Account Clerk	SEIU, Local 1021 - Clerical & Maintenance	011	\$43,523.58	\$56,893.82
3	FA205	Accountant	SEIU, Local 1021- Professional Chapter	S08	\$70,269.24	\$91,855.20
4	FA210	Accounting Analyst	SEIU, Local 1021- Professional Chapter	S11	\$81,257.76	\$106,219.32
5	000070	Accounting Supervisor	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
6	FA215	Accounting Technician	SEIU, Local 1021 - Clerical & Maintenance	036	\$58,447.79	\$76,402.56
7	OF050	ACTO Central Control	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
8	OF075	ACTO Service Delivery	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
9	AE200	Administrative Analyst - BPOA	BART Police Officers Association	058	\$76,549.41	\$91,855.09
10	AF200	Administrative Analyst NR	Non-Represented Employees	N04	\$82,031.00	\$127,150.00
11	AA200	Administrative Analyst SEIU	SEIU, Local 1021- Professional Chapter	S08	\$70,269.24	\$91,855.20
12	AF101	Administrative Secretary - NR	Non-Represented Employees	071	\$62,027.47	\$73,535.90
13	AG100	Administrative Secretary SEIU	SEIU, Local 1021 - Clerical & Maintenance	071	\$56,254.85	\$73,535.90
14	AA230	Administrative Support Officer	SEIU, Local 1021- Professional Chapter	S13	\$89,529.72	\$117,032.28
15	CB190	Administrative Technician ATU	ATU, Local 1555	036	\$64,942.18	\$76,402.56
16	CF190	Administrative Technician NR	Non-Represented Employees	036	\$64,422.59	\$76,402.56
17	CA190	Administrative Technician SEIU	SEIU, Local 1021 - Clerical & Maintenance	036	\$58,447.79	\$76,402.56
18	MA100	AFC Electronic Technician	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
19	MA105	AFC Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$77,166.34	\$100,871.06
20	MA560	AFC Parts Runner	SEIU, Local 1021 - Clerical & Maintenance	151	\$52,838.45	\$69,069.94
21	IA100	Appl Programmer Analyst	SEIU, Local 1021- Professional Chapter	S08	\$70,269.24	\$91,855.20
22	000046	Architect	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
23	000051	Asset Coordinator	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
24	000178	Asset Data Manager	AFSCME, Local 3993	AFI	\$124,045.47	\$161,258.87
25	LF100	Associate General Counsel	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
26	AA100	Asst Admin Analyst - SEIU	SEIU, Local 1021- Professional Chapter	S06	\$63,788.04	\$83,383.08
27	AF100	Asst Admin Analyst NR	Non-Represented Employees	N01	\$67,485.00	\$104,605.00
28	UA200	Asst Buyer	SEIU, Local 1021- Professional Chapter	S06	\$63,788.04	\$83,383.08
29	000153	Asst Chief Info Officer	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
30	000083	Asst Chief Labor Relations	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
31	000086	Asst Chief Maint & Eng Officer	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
32	000082	Asst Chief Mechanical Officer	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
33	UA205	Asst Contract Administrator	SEIU, Local 1021- Professional Chapter	S06	\$63,788.04	\$83,383.08
34	FF225	Asst Controller	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
35	AF105	Asst District Secretary	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
36	ZF050	Asst GM Administration*	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
37	ZF105	Asst GM Operations*	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
38	ZF118	Asst GM PD&C*	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
39	XF213	Asst GM Performance & Budget*	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
40	XF125	Asst GM Technology/CIO*	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
41	ZF117	Asst GM, External Affairs*	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
42	000019	Asst Logistics Program Manager	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
43	FC230	Asst Mgr of Revenue Control	AFSCME, Local 3993	AFH	\$116,268.33	\$151,148.73
44	MF822	Asst Rolling Stock Maint Super	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
45	SA100	Asst Safety Specialist	SEIU, Local 1021- Professional Chapter	S06	\$63,788.04	\$83,383.08
46	000091	Asst Superintendent Ops eBART	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
47	000061	Asst Superintendent PwrMec Mnt	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
48	MF830	Asst Superintendent Sys Mnt	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
49	000150	Asst Superintendent SysT eBART	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
50	000163	Asst Superintendent System Svc	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
51	000090	Asst Superintendent VM eBART	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
52	000020	Asst Superintendent Way & Fac	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
53	FF230	Asst Treasurer	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
54	FA274	Asst Treasury Analyst	SEIU, Local 1021- Professional Chapter	S06	\$63,788.04	\$83,383.08
55	000058	Attendance Program Coordinator	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
56	LF105	Attorney I	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
57	LF110	Attorney II	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
58	LF115	Attorney III	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
59	MA200	Auto & Equip Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$77,166.34	\$100,871.06

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

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
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
96	MA700	Computer Electronic Technician	SEIU, Local 1021 - Clerical & Maintenance	321	\$70,201.66	\$91,767.10
97	IA110	Computer Operator	SEIU, Local 1021 - Clerical & Maintenance	031	\$55,757.31	\$72,885.49
98	000064	Computer Support Administrator	SEIU, Local 1021- Professional Chapter	S05	\$60,777.12	\$79,447.20
99	IA115	Computer Support Coordinator	SEIU, Local 1021- Professional Chapter	S14	\$93,978.36	\$122,847.48
100	EF102	Computer Systems Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
101	EF205	Construction Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
102	UA215	Contract Administrator	SEIU, Local 1021- Professional Chapter	S08	\$70,269.24	\$91,855.20
103	UF221	Contract Specialist I	Non-Represented Employees	N02	\$74,403.00	\$115,329.00
104	UF222	Contract Specialist II	Non-Represented Employees	N03	\$78,124.00	\$121,095.00
105	UF223	Contract Specialist III	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
106	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	VA110	Customer Service Rep	SEIU, Local 1021- Professional Chapter	S11	\$81,257.76	\$106,219.32
112	VA120	Customer Services Admin	SEIU, Local 1021- Professional Chapter	S13	\$89,529.72	\$117,032.28
113	000016	Customer Services Assistant	SEIU, Local 1021- Professional Chapter	S06	\$63,788.04	\$83,383.08
114	000173	Customer Services Supervisor	SEIU, Local 1021- Professional Chapter	S13	\$89,529.72	\$117,032.28
115	000180	Customer Services Technician	SEIU, Local 1021 - Clerical & Maintenance	036	\$58,447.79	\$76,402.56
116	000071	Cyber Security Architect	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
117	000072	Cyber Security Engineer	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
118	IA135	Data Controller	SEIU, Local 1021 - Clerical & Maintenance	031	\$55,757.31	\$72,885.49

San Francisco Bay Area Rapid Transit District
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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
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
133	AF115	Deputy Asst District Secretary	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
134	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	Elec/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
160	000026	Engineer (Mechanical Focus)	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
161	000032	Engineer Intern	Non-Represented Employees	081	\$37,440.00	\$37,440.00
162	000073	Enterprise Security Supt Spec	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
163	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	MA150	ERS Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$77,166.34	\$100,871.06
166	MA155	ERS Technician	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
167	UA195	Expeditior	SEIU, Local 1021- Professional Chapter	S06	\$63,788.04	\$83,383.08
168	UA100	Expeditior/Clerk	SEIU, Local 1021 - Clerical & Maintenance	031	\$55,757.31	\$72,885.49
169	MC350	Facilities Maint Supv	AFSCME, Local 3993	AFE	\$96,218.14	\$125,083.27
170	000021	Facilities/Utilities Loc Coord	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
171	000182	Fare Inspection Officer	BART Police Officers Association	035	\$64,522.43	\$77,423.42
172	MA550	Fire Protection Worker	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
173	MA330	Fire Service Worker	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
174	XF160	General Counsel	Board Appointed Officer	GC	\$292,703.05	\$292,703.05
175	ZF130	General Manager	Board Appointed Officer	GM	\$395,024.09	\$395,024.09
176	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

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
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	\$86,132.00	\$133,506.00
210	FC240	Insurance Analyst	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
211	IC265	Intermediate Account Clerk	SEIU, Local 1021 - Clerical & Maintenance	021	\$49,866.75	\$65,185.33
212	CF105	Intermediate Clerk NR	Non-Represented Employees	021	\$55,027.02	\$65,185.33
213	CP105	Intermediate Clerk NR / PT	Non-Represented Employees	020	\$60,456.86	\$71,631.04
214	CJ105	Intermediate Clerk SEIU	SEIU, Local 1021 - Clerical & Maintenance	021	\$49,866.75	\$65,185.33
215	FF251	Internal Auditor I	Non-Represented Employees	N02	\$74,403.00	\$115,329.00
216	FF252	Internal Auditor II	Non-Represented Employees	N04	\$82,031.00	\$127,150.00
217	UA105	Inventory Control Analyst	SEIU, Local 1021- Professional Chapter	S08	\$70,269.24	\$91,855.20
218	UA120	Inventory Control Technician	SEIU, Local 1021 - Clerical & Maintenance	036	\$58,447.79	\$76,402.56
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	S03	\$55,178.40	\$72,128.64
222	FA275	Junior Accountant	SEIU, Local 1021- Professional Chapter	S05	\$60,777.12	\$79,447.20
223	EF400	Junior Engineer	Non-Represented Employees	N03	\$78,124.00	\$121,095.00
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

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237	000159	Manager of Maintenance Plannng	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
238	000077	Manager of Special Projects	Non-Represented Employees	N08	\$109,929.00	\$170,391.00
239	000172	Manager of Technology Programs	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
240	FC205	Manager of Time and Admin	AFSCME, Local 3993	AFI	\$124,045.47	\$161,258.87
241	000063	Manager, Engineering Liaison	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
242	ZF200	Managing Director Cap Corridor*	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
243	VC081	Marketing Rep II	AFSCME, Local 3993	AFE	\$96,218.14	\$125,083.27
244	PE132	Master Police Officer	BART Police Officers Association	798	\$112,411.10	\$112,411.10
245	UA130	Material Control Analyst	SEIU, Local 1021- Professional Chapter	S08	\$70,269.24	\$91,855.20
246	UA135	Material Control Sys Analyst	SEIU, Local 1021- Professional Chapter	S08	\$70,269.24	\$91,855.20
247	UA145	Material Coordinator	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
248	UA150	Material Expeditor	SEIU, Local 1021- Professional Chapter	S08	\$70,269.24	\$91,855.20
249	EF240	Mechanical Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
250	HF151	Media Producer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
251	000023	Mgr of Access Programs	AFSCME, Local 3993	AFH	\$116,268.33	\$151,148.73
252	000024	Mgr of Access/Accessibility	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
253	FC215	Mgr of Accounting	AFSCME, Local 3993	AFI	\$124,045.47	\$161,258.87
254	000081	Mgr of Accred Police Services	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
255	000167	Mgr of Ad Franchise Program	AFSCME, Local 3993	AFI	\$124,045.47	\$161,258.87
256	MC225	Mgr of Auto & Equip Maint	AFSCME, Local 3993	AFH	\$116,268.33	\$151,148.73
257	FF119	Mgr of Capital Budgets	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
258	FF116	Mgr of Capital Project Control	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
259	000174	Mgr of Capital Project Support	AFSCME, Local 3993	AFI	\$124,045.47	\$161,258.87
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	N09	\$115,426.00	\$178,912.00
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	000170	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	AFG	\$109,491.09	\$142,338.41
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
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	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
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 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 Internal Audit	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
283	UC125	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 Logistics	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
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
295	QF115	Mgr of Planning	Non-Represented Employees	N09	\$115,426.00	\$178,912.00

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296	UF215	Mgr of Purchasing	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
297	TC105	Mgr of Quality Assurance	AFSCME, Local 3993	AFI	\$124,045.47	\$161,258.87
298	000005	Mgr of Real Estate Services	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
299	TF230	Mgr of Reliability Engineer	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
300	EF159	Mgr of Research & Development	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
301	FF295	Mgr of Revenue Control	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
302	OF111	Mgr of Schedules & Services	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
303	SF100	Mgr of Security Programs	Non-Represented Employees	N13	\$147,316.00	\$228,343.00
304	AC300	Mgr of Special Projects	AFSCME, Local 3993	AFI	\$124,045.47	\$161,258.87
305	MF840	Mgr of Strategic Main Prog	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
306	EF236	Mgr of Traction Power Engr	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
307	EF130	Mgr of Train Control Engineer	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
308	MC805	Mgr of Transit Vehicl Cleaning	AFSCME, Local 3993	AFH	\$116,268.33	\$151,148.73
309	OF170	Mgr of Transportation Ops Supp	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
310	TF237	Mgr of Vehicle Sys Engineer	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
311	MF850	Mgr of Warranty Administration	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
312	VA125	Multimedia Assistant Producer	SEIU, Local 1021- Professional Chapter	S11	\$81,257.76	\$106,219.32
313	HF152	Multimedia Producer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
314	CA115	Office Services Supervisor	SEIU, Local 1021 - Clerical & Maintenance	800	\$65,103.38	\$85,102.58
315	CA111	Office Services Support Clerk	SEIU, Local 1021 - Clerical & Maintenance	021	\$49,866.75	\$65,185.33
316	OB120	Operations Foreworker	ATU, Local 1555	821	\$80,811.74	\$95,072.85
317	OC118	Operations Supervisor Liaison	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
318	OC115	Operations Supv	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
319	HF111	Operations Training Supervisor	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
320	MA547	Overhead Door Worker	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
321	MA360	Painter	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
322	000092	Paralegal	Non-Represented Employees	710	\$76,869.52	\$91,140.40
323	HF146	Personnel Analyst I	Non-Represented Employees	N02	\$74,403.00	\$115,329.00
324	HF147	Personnel Analyst II	Non-Represented Employees	N04	\$82,031.00	\$127,150.00
325	QF135	Planner	AFSCME, Local 3993	AFC	\$81,029.39	\$105,338.76
326	CE175	Police Admin Specialist	BART Police Officers Association	045	\$67,534.27	\$78,928.72
327	PD111	Police Admin Supervisor I	BART Police Managers Association	CS	\$110,676.00	\$128,424.00
328	000111	Police Admin Supervisor II	BART Police Managers Association	CS2	\$114,012.00	\$132,300.00
329	000124	Police Admin Supervisor III	BART Police Managers Association	CS3	\$115,104.00	\$133,572.00
330	000125	Police Admin Supervisor IV	BART Police Managers Association	CS4	\$118,980.00	\$138,072.00
331	000126	Police Admin Supervisor V	BART Police Managers Association	CS5	\$120,648.00	\$140,004.00
332	000127	Police Admin Supervisor VI	BART Police Managers Association	CS6	\$125,064.00	\$145,140.00
333	PD116	Police CAD/RMS Admin I	BART Police Managers Association	CS	\$110,676.00	\$128,424.00
334	000128	Police CAD/RMS Admin II	BART Police Managers Association	CS2	\$114,012.00	\$132,300.00
335	000129	Police CAD/RMS Admin III	BART Police Managers Association	CS3	\$115,104.00	\$133,572.00
336	000130	Police CAD/RMS Admin IV	BART Police Managers Association	CS4	\$118,980.00	\$138,072.00
337	000131	Police CAD/RMS Admin V	BART Police Managers Association	CS5	\$120,648.00	\$140,004.00
338	000112	Police CAD/RMS Admin VI	BART Police Managers Association	CS6	\$125,064.00	\$145,140.00
339	PF110	Police Chief*	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
340	PD115	Police Civilian Supv Admin I	BART Police Managers Association	CS	\$110,676.00	\$128,424.00
341	000132	Police Civilian Supv Admin II	BART Police Managers Association	CS2	\$114,012.00	\$132,300.00
342	000133	Police Civilian Supv Admin III	BART Police Managers Association	CS3	\$115,104.00	\$133,572.00
343	000134	Police Civilian Supv Admin IV	BART Police Managers Association	CS4	\$118,980.00	\$138,072.00
344	000135	Police Civilian Supv Admin V	BART Police Managers Association	CS5	\$120,648.00	\$140,004.00
345	000136	Police Civilian Supv Admin VI	BART Police Managers Association	CS6	\$125,064.00	\$145,140.00
346	PD118	Police Civilian Supv Comm I	BART Police Managers Association	CS	\$110,676.00	\$128,424.00
347	000137	Police Civilian Supv Comm II	BART Police Managers Association	CS2	\$114,012.00	\$132,300.00
348	000138	Police Civilian Supv Comm III	BART Police Managers Association	CS3	\$115,104.00	\$133,572.00
349	000139	Police Civilian Supv Comm IV	BART Police Managers Association	CS4	\$118,980.00	\$138,072.00
350	000113	Police Civilian Supv Comm V	BART Police Managers Association	CS5	\$120,648.00	\$140,004.00
351	000140	Police Civilian Supv Comm VI	BART Police Managers Association	CS6	\$125,064.00	\$145,140.00
352	000038	Police Consultant	Non-Represented Employees	N14	\$170,533.00	\$264,330.00
353	PE115	Police Dispatcher	BART Police Officers Association	048	\$70,202.91	\$85,447.02
354	PD125	Police Lieutenant I	BART Police Managers Association	LT	\$133,464.00	\$152,844.00

San Francisco Bay Area Rapid Transit District
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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
355	000146	Police Lieutenant II	BART Police Managers Association	LT2	\$137,460.00	\$157,440.00
356	000119	Police Lieutenant III	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	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	BART Police Officers Association	778	\$73,585.82	\$103,881.02
361	PE129	Police Officer in Academy	BART Police Officers Association	777	\$64,928.66	\$64,928.66
362	PD135	Police Sergeant I	BART Police Managers Association	SGT	\$108,912.00	\$129,240.00
363	000114	Police Sergeant II	BART Police Managers Association	SG2	\$112,200.00	\$133,116.00
364	000115	Police Sergeant III	BART Police Managers Association	SG3	\$113,280.00	\$134,412.00
365	000116	Police Sergeant IV	BART Police Managers Association	SG4	\$117,096.00	\$138,924.00
366	000117	Police Sergeant V	BART Police Managers Association	SG5	\$118,716.00	\$140,880.00
367	000118	Police Sergeant VI	BART Police Managers Association	SG6	\$123,084.00	\$146,040.00
368	PD138	Police Support Svcs Supv I	BART Police Managers Association	CS	\$110,676.00	\$128,424.00
369	000141	Police Support Svcs Supv II	BART Police Managers Association	CS2	\$114,012.00	\$132,300.00
370	000142	Police Support Svcs Supv III	BART Police Managers Association	CS3	\$115,104.00	\$133,572.00
371	000143	Police Support Svcs Supv IV	BART Police Managers Association	CS4	\$118,980.00	\$138,072.00
372	000144	Police Support Svcs Supv V	BART Police Managers Association	CS5	\$120,648.00	\$140,004.00
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 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
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 Devlmtnt 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
399	AF234	Principal Rsch Proj Analyst	Non-Represented Employees	N07	\$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
404	TF236	Principal Vehicle Sys Engineer	Non-Represented Employees	N08	\$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
407	000079	Program Manager I	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
408	000018	Program Manager II	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
409	FA130	Project Control Administrator	SEIU, Local 1021- Professional Chapter	S08	\$70,269.24	\$91,855.20
410	EF250	Project Manager	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
411	000080	Project Manager II	Non-Represented Employees	N10	\$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

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414	VA115	Public Information Rep	SEIU, Local 1021- Professional Chapter	S11	\$81,257.76	\$106,219.32
415	TA110	Quality Assurance Analyst	SEIU, Local 1021- Professional Chapter	S08	\$70,269.24	\$91,855.20
416	000066	Quality Assurance Officer	SEIU, Local 1021- Professional Chapter	S11	\$81,257.76	\$106,219.32
417	000035	Quality Team Leader	SEIU, Local 1021 - Clerical & Maintenance	313	\$73,698.98	\$96,338.74
418	000015	Query & Reports Spec	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
419	KF175	Rail Svs Compl Officer Capitol	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
420	QA205	Real Estate Officer	SEIU, Local 1021- Professional Chapter	S11	\$81,257.76	\$106,219.32
421	QA100	Real Estate Tech	SEIU, Local 1021 - Clerical & Maintenance	036	\$58,447.79	\$76,402.56
422	IA185	Real Time Programmer Analyst	SEIU, Local 1021- Professional Chapter	S13	\$89,529.72	\$117,032.28
423	TF245	Reliability Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
424	CA140	Reprographics Equipment Oper	SEIU, Local 1021 - Clerical & Maintenance	031	\$55,757.31	\$72,885.49
425	EF142	Research & Dev Specialist	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
426	AF233	Research Projects Supv	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
427	PE140	Revenue Protection Guard	BART Police Officers Association	098	\$69,257.34	\$83,104.74
428	MA810	Rolling Stock Foreworker	SEIU, Local 1021 - Clerical & Maintenance	827	\$82,512.77	\$107,860.06
429	MF818	Rolling Stock Maint Super	Non-Represented Employees	N11	\$127,256.00	\$197,252.00
430	000149	Safety & Training Mgr eBART	Non-Represented Employees	N09	\$115,426.00	\$178,912.00
431	SF120	Safety Specialist	AFSCME, Local 3993	AFD	\$89,454.70	\$116,291.33
432	OB135	Scheduling Analyst	ATU, Local 1555	731	\$93,241.41	\$109,695.87
433	000048	Scheduling Supervisor	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
434	MC725	Sect Mgr Elev/Escalator Maint	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
435	MC724	Sect Mgr Power & Mech Maint	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
436	MC726	Sect Mgr Struct Insp & Maint	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
437	MC721	Sect Mgr Structures Maint	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
438	MC720	Sect Mgr Systems Maint	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
439	MC722	Sect Mgr Track Maint	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
440	000176	Senior Buyer	SEIU, Local 1021- Professional Chapter	S10	\$77,414.76	\$101,195.76
441	000181	Senior Quality Manager	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
442	MA225	Shop Machinist	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
443	TA260	Shop Scheduler	SEIU, Local 1021- Professional Chapter	S10	\$77,414.76	\$101,195.76
444	MA230	Shop Welder	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$91,767.10
445	MC701	Spec Proj Mgr Track & Struct	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
446	000158	Special Projects Mgr AFSCME	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
447	FA288	Sr Account Clerk	SEIU, Local 1021 - Clerical & Maintenance	031	\$55,757.31	\$72,885.49
448	AC220	Sr Admin Analyst AFSCME	AFSCME, Local 3993	AFD	\$89,454.70	\$116,291.33
449	AF220	Sr Admin Analyst NR	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
450	IA190	Sr Appl Programmer Analyst	SEIU, Local 1021- Professional Chapter	S14	\$93,978.36	\$122,847.48
451	IC142	Sr Applications Analyst	AFSCME, Local 3993	AFH	\$116,268.33	\$151,148.73
452	LF120	Sr Attorney	Non-Represented Employees	N12	\$133,622.00	\$207,114.00
453	FH140	Sr Budget Clerk SEIU	SEIU, Local 1021 - Clerical & Maintenance	031	\$55,757.31	\$72,885.49
454	000166	Sr CAD Drafter	SEIU, Local 1021- Professional Chapter	S10	\$77,414.76	\$101,195.76
455	FA290	Sr Cash Handler	SEIU, Local 1021 - Clerical & Maintenance	035	\$54,984.18	\$71,874.82
456	TC222	Sr Central Maint Supv	AFSCME, Local 3993	AFH	\$116,268.33	\$151,148.73
457	EF255	Sr Civil Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
458	CB145	Sr Clerk ATU	ATU, Local 1555	031	\$61,952.59	\$72,885.49
459	CF146	Sr Clerk NR	Non-Represented Employees	031	\$61,476.69	\$72,885.49
460	CG145	Sr Clerk SEIU	SEIU, Local 1021 - Clerical & Maintenance	031	\$55,757.31	\$72,885.49
461	000075	Sr Computer Support Coord	SEIU, Local 1021- Professional Chapter	S16	\$102,528.96	\$134,024.76
462	EF138	Sr Computer Systems Engineer	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
463	EF260	Sr Construction Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
464	000151	Sr Contracts Officer eBART	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
465	EF265	Sr Electrical Engineer	Non-Represented Employees	N07	\$99,708.00	\$154,549.00
466	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
468	FC137	Sr Energy Analyst	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
469	EF501	Sr Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
470	000002	Sr Executive Staff Assistant	Non-Represented Employees	N04	\$82,031.00	\$127,150.00
471	FC138	Sr Financial Analyst AFSCME	AFSCME, Local 3993	AFE	\$96,218.14	\$125,083.27
472	FF138	Sr Financial Analyst NR	Non-Represented Employees	N05	\$86,132.00	\$133,506.00

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473	VC051	Sr Gov & Comm Relations Rep	AFSCME, Local 3993	AFE	\$96,218.14	\$125,083.27
474	TA314	Sr Graphic Artist	SEIU, Local 1021- Professional Chapter	S10	\$77,414.76	\$101,195.76
475	000093	SR HR Division Mgr Talent Acq	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
476	FF253	Sr Internal Auditor	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
477	UC108	Sr Inventory Control Analyst	AFSCME, Local 3993	AFD	\$89,454.70	\$116,291.33
478	000089	Sr Labor Relations Analyst	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
479	HF126	Sr Labor Relations Rep	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
480	AA130	Sr Legal Secretary	SEIU, Local 1021 - Clerical & Maintenance	071	\$56,254.85	\$73,535.90
481	UC190	Sr Logistics Supv	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
482	TA220	Sr Maint Planner	SEIU, Local 1021- Professional Chapter	S11	\$81,257.76	\$106,219.32
483	000053	Sr Maintenance Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
484	VC082	Sr Marketing Rep	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
485	000029	Sr Marketing Rep PT	AFSCME, Local 3993	AFE	\$96,218.14	\$125,083.27
486	EF270	Sr Mechanical Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
487	000179	Sr Mgr of Engineering Programs	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
488	000175	Sr Mgr of Engineering,eBART	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
489	000177	Sr Mgr of Perf Analytics	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
490	000185	Sr Mgr, Finance Analysis & Admn	Non-Represented Employees	N10	\$121,196.00	\$187,856.00
491	CA155	Sr Office Services Supv	SEIU, Local 1021- Professional Chapter	S09	\$73,755.00	\$96,411.72
492	CA112	Sr Office Svs Support Clerk	SEIU, Local 1021 - Clerical & Maintenance	031	\$55,757.31	\$72,885.49
493	OB145	Sr Operations Foreworker	ATU, Local 1555	831	\$88,830.77	\$104,506.90
494	OC155	Sr Operations Supvr Liaison	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
495	SC135	Sr Ops Safety Spec	AFSCME, Local 3993	AFG	\$109,491.09	\$142,338.41
496	IB190	Sr Ops Suppt Sys Analyst	ATU, Local 1555	742	\$98,912.94	\$116,368.30
497	HF155	Sr Personnel Analyst	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
498	QC145	Sr Planner	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
499	000105	Sr Police Officer - Adv.	BART Police Officers Association	792	\$110,207.14	\$110,207.14
500	PE131	Sr Police Officer - Int.	BART Police Officers Association	788	\$106,997.28	\$106,997.28
501	000052	Sr Production Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
502	EF238	Sr Quality Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
503	QC210	Sr Real Estate Officer	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
504	TF255	Sr Reliability Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
505	AF232	Sr Research Projects Analyst	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
506	QC224	Sr Right of Way Officer	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
507	SC130	Sr Safety Specialist	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
508	000031	Sr Scheduling Analyst ATU	ATU, Local 1555	732	\$102,503.23	\$120,592.16
509	AB135	Sr Secretary ATU	ATU, Local 1555	061	\$61,952.59	\$72,885.49
510	AF135	Sr Secretary NR	Non-Represented Employees	061	\$57,774.50	\$68,353.58
511	AJ135	Sr Secretary SEIU	SEIU, Local 1021 - Clerical & Maintenance	061	\$52,290.37	\$68,353.58
512	AF138	Sr Staff Asst	Non-Represented Employees	N02	\$74,403.00	\$115,329.00
513	UA160	Sr Storekeeper	SEIU, Local 1021 - Clerical & Maintenance	171	\$65,103.38	\$85,102.58
514	EF275	Sr Structural Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
515	IC200	Sr Systems Programmer	AFSCME, Local 3993	AFE	\$96,218.14	\$125,083.27
516	IA210	Sr Telecommunications Tech	SEIU, Local 1021- Professional Chapter	S14	\$93,978.36	\$122,847.48
517	FC200	Sr Time & Labor Admin Analyst	AFSCME, Local 3993	AFD	\$89,454.70	\$116,291.33
518	EF145	Sr Train Control Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
519	000044	Sr Transp Training Clerk	ATU, Local 1555	036	\$64,942.18	\$76,402.56
520	CB160	Sr Transportation Clerk	ATU, Local 1555	031	\$61,952.59	\$72,885.49
521	TF232	Sr Transportation Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
522	TF234	Sr Vehicle Systems Engineer	Non-Represented Employees	N06	\$94,961.00	\$147,191.00
523	AF139	Staff Asst	Non-Represented Employees	N01	\$67,485.00	\$104,605.00
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
531	MA638	Structures Inspect Foreworker	SEIU, Local 1021 - Clerical & Maintenance	810	\$80,674.67	\$105,457.25

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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	Train Control Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
576	MA725	Train Control Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$77,166.34	\$100,871.06
577	OC190	Train Controller	AFSCME, Local 3993	AFI	\$124,045.47	\$161,258.87
578	OB160	Train Operator	ATU, Local 1555	621	\$66,240.93	\$77,930.74
579	OB161	Train Operator PT	ATU, Local 1555	641	\$72,865.10	\$85,723.66
580	CA165	Transit Information Clerk	SEIU, Local 1021 - Clerical & Maintenance	031	\$55,757.31	\$72,885.49
581	CA175	Transit Information Supv	SEIU, Local 1021- Professional Chapter	S11	\$81,257.76	\$106,219.32
582	CA159	Transit Information Tech	SEIU, Local 1021 - Clerical & Maintenance	036	\$58,447.79	\$76,402.56
583	MA825	Transit Veh Elec Tec	SEIU, Local 1021 - Clerical & Maintenance	301	\$70,201.66	\$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

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

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
591	CA180	Trouble Desk Data Specialist	SEIU, Local 1021 - Clerical & Maintenance	036	\$58,447.79	\$76,402.56
592	MA826	TVET Trainee	SEIU, Local 1021 - Clerical & Maintenance	331	\$63,237.62	\$82,663.57
593	MA840	Utility Foreworker	SEIU, Local 1021 - Clerical & Maintenance	818	\$71,389.55	\$93,319.82
594	MA835	Utility Worker	SEIU, Local 1021 - Clerical & Maintenance	111	\$50,734.53	\$66,319.76
595	MA836	Utility Worker PT	SEIU, Local 1021 - Clerical & Maintenance	121	\$55,807.86	\$55,807.86
596	TA130	Vehicle Inspector	SEIU, Local 1021 - Clerical & Maintenance	311	\$73,391.55	\$95,936.88
597	MC830	Vehicle Performance Analyst	AFSCME, Local 3993	AFF	\$102,009.32	\$132,613.29
598	TF233	Vehicle Systems Engineer	Non-Represented Employees	N05	\$86,132.00	\$133,506.00
599	MA900	Warranty Administrator	SEIU, Local 1021- Professional Chapter	S11	\$81,257.76	\$106,219.32
600	TA135	Wayside Inspector	SEIU, Local 1021 - Clerical & Maintenance	311	\$73,391.55	\$95,936.88
601	TA311	Web Page Specialist	SEIU, Local 1021- Professional Chapter	S10	\$77,414.76	\$101,195.76

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

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



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>Robert M. Kamm</i> 8 March 2019		GENERAL MANAGER ACTION REQ'D:		
DATE: 3/5/2019		BOARD INITIATED ITEM: No		
Originator/Prepared by: Angie West Dept. Office of the CIO Signature/Date: <i>[Signature]</i> 3/8/19	General Counsel <i>[Signature]</i> 3/8/19 []	Controller/Treasurer Chris Gan 3/8/19 []	District Secretary []	BARC <i>[Signature]</i> 3/8/19 []

Salesforce License Expansion

PURPOSE:

To request that the Board authorize the General Manager to negotiate and execute a four-year license agreement with Salesforce, Inc., in an amount not to exceed **\$1,126,644**, to integrate Salesforce Email Studio software with its existing suite of Salesforce software including Salesforce Service Cloud and Salesforce Social Studio.

DISCUSSION:

The District is undertaking a strategic effort to improve and coordinate digital marketing and communications with more effective email and short messaging services (SMS) for customers. Currently, the District has multiple software platforms to manage and generate email and SMS messaging, including real-time delay and elevator status, BART news, BART project updates, contract and vendor updates, constituent lists, BARTable marketing messages, and more. Each system has multiple opt-in emails and SMS lists. There is no single place for customers to view all their BART email and SMS subscriptions, and the District is unable to coordinate message delivery effectively. The District currently maintains more than 100 separate opt-in email and SMS lists, each with as many as 42,000 subscribers. There are more than 300,000 total subscriptions in various systems, and the overall subscription rate is growing at approximately 14% a year.

The Salesforce Email Studio being procured under this action would provide a more holistic solution for email and SMS services that integrate with existing District platforms. The

BART Customer Services Department currently uses the Salesforce Service Cloud for case management and reporting. The Communications and Marketing teams use Salesforce Social Studio for social media engagement. The procurement of Salesforce Email Studio would integrate these existing solutions to provide a single, unified platform for promoting opt-in messaging services and sending important and timely messages to customers.

Ultimately, Email Studio will allow the District to communicate relevant messaging, at the right time, in the proper medium, to the correct audience.

The District has made an investment in improving Customer Relationship Management (CRM) by products offered through the Salesforce software platform. Since the District seeks a solution that is compatible with the District's existing licensed Salesforce products described above, staff has recommended the direct procurement of Salesforce Email Studio, which is the only compatible product on the market. Products from other vendors would not be compatible and would not effectively resolve the issues this software is intended to address.

The District's Non-Discrimination Program for Subcontracting is not applicable to Sole Source Agreements. Accordingly, the Office of Civil Rights did not set Minority Business Enterprise (MBE) and Women Business Enterprise (WBE) Availability Percentages for this Agreement.

FISCAL IMPACT:

The proposed agreement is for a four (4) year contract from April 1, 2019 – January 16, 2023, in an amount not to exceed **\$1,126,644**. Funds for this agreement will come from the Office of the Chief Information Officer operating budget using cost center 0802842 - Telecommunications Program, account 680230 - Repairs & Maintenance, as follows:

	Additional Funding	Currently Funded	Extended TOTAL
FY19*	\$36,252	\$116,252	\$152,817
FY20	\$195,000	\$120,062	\$315,062
FY21	\$200,850	\$123,664	\$324,514
FY22	\$206,876	\$127,374	\$334,250
Total	\$638,978	\$487,666	\$1,126,644

**Funding is expected to begin 4/1/2019.*

This table includes proposed new expenditures for Salesforce Email Studio, and current spending for the existing Salesforce licensing including Service Cloud, Sales Cloud Social Studio.

Funding for services in this Fiscal Year are included in the Department's existing operating budget. Funding for subsequent years will be included in the proposed annual operating budget, which is subject to Board approval. This action is not anticipated to have any Fiscal Impact on unprogrammed District reserves in the current Fiscal Year.

ALTERNATIVES:

Do not authorize the execution of this Agreement. This option will result in the continued use of fragmented systems and would not improve or coordinate email and short messaging services (SMS) for customers.

RECOMMENDATION:

It is recommended that the Board adopt the following motion:

MOTION:

The General Manager is authorized to negotiate and execute a four-year license agreement with Salesforce, Inc., in an amount not to exceed **\$1,126,644**, to procure Salesforce Email Studio software.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>Robert M. Pore</i> 7 March 2019		GENERAL MANAGER ACTION REQ'D: Approve and forward to the E&O Committee		
DATE: 1/30/2019		BOARD INITIATED ITEM: No		
Originator/Prepared by: Mark Dana Dept: Planning, Development and Construction	General Counsel <i>[Signature]</i>	Controller/Treasurer <i>Chris Chan</i>	District Secretary	BARC <i>[Signature]</i>
Signature/Date: <i>Mark Dana</i> 3/7/19	<i>[Signature]</i> 3/7/19 []	<i>[Signature]</i> 3/7/19 []	[]	<i>[Signature]</i> 3/7/2019 []

Award Contract No. 15LK-120A Market Street Escalators Renovation Project

PURPOSE:

To obtain Board authorization for the General Manager to Award Contract No. 15LK-120A, Market Street Escalators Renovation Project to Schindler Elevator Corporation (Schindler) for the Bid Price of \$96,478,922 and for the General Manager to be authorized to exercise Option 1 for additional SFMTA escalators.

DISCUSSION:

The existing escalators at station street entrances/exits and to/from station platforms in the four downtown San Francisco Stations of Embarcadero, Montgomery Street, Powell Street, and Civic Center regularly malfunction and currently need replacement. The Proposed Project is intended to upgrade the durability and reliability of escalators to current industry standards while improving safety, security and passengers' experience. The proposed improvements include the installation/replacement of 41 escalators: 23 escalators from the street to Concourse Level, and 18 escalators from the Concourse to Platform Level. The Contract includes an equipment performance preservation requirement for all escalators to demonstrate 96% reliability subject to financial penalty during the duration of the Contract. Bid Option 1 is to install four (4) escalators for San Francisco Municipal Transportation Agency (SFMTA) from the Concourse Level to the SFMTA Platform Level at Embarcadero Station that would be exercised upon request and funding from SFMTA. Bid Option 2 is for the Contractor to provide an additional 24 months of Equipment Performance Preservation services which requires that BART escalators continue to meet reliability requirements for two years following Final Acceptance of the Contract, which Staff is not requesting

authorization to exercise. Numerous public and stakeholder meetings have been conducted by BART and the City and County of San Francisco in connection with the Proposed Project. Input from those meetings has been incorporated into the Contract.

A previous attempt to procure eight escalators at these and other stations in 2016 resulted in receipt of one Bid, which was rejected by the Board of Directors. The Board directed staff to evaluate design revisions that would entice more Contractors to participate in the bidding process and stimulate competitive pricing for escalators. An industry review was conducted. Staff incorporated the industry comments for modifying the BART Facilities Standards design criteria to more closely match American Public Transportation Association (APTA) transit escalator requirements. In addition, the Contract scope is increased, and equipment performance preservation of the escalator units is required during the duration of the Contract.

Advance Notice to Bidders was mailed on October 22, 2018 to 82 firms. The Contract was Advertised on October 24, 2018 and Contract Books were sent to plan rooms. A total of 34 online plan holders downloaded the Bid Documents. A Pre-Bid Meeting was held on November 8, 2018 with a total of six potential Bidders attending. Site tours were held following the Pre-Bid meeting on November 8, 2018. Five (5) Addenda to the Contract were issued. Two (2) Bids were received. Bids were opened publicly on February 5, 2019. Instructions to Bidders specified that Bids will be evaluated on the basis of the Total Bid Price. Tabulation of the Bids, including Options and the Engineer's Estimate, is as follows:

BIDDER/LOCATION	TOTAL BASE BID	OPTION 1	OPTION 2	TOTAL BID PRICE
Schindler Elevator Corporation San Leandro, CA	\$96,478,922	\$6,114,852	\$3,989,136	\$106,582,910
Kone, Inc. Moline, IL	\$119,510,345	\$10,022,252	\$3,001,200	\$132,533,797
Engineer's Estimate	\$151,649,392	\$10,863,365	\$3,963,552	\$166,476,309

Instructions to Bidders specified that Bids will be evaluated on the basis of the Total Bid Price. After review by the District staff, the apparent low Bid submitted by Schindler Elevator Corporation has been determined to be fair and reasonable and is deemed to be

responsive to the solicitation. Both Bids received were significantly lower than the Engineer's Estimate as the Estimate did not place enough weight on the economy of scale realized by packaging a large number of escalators with the equipment performance preservation requirement. Examination of this Bidder's business experience and financial capabilities has resulted in the determination that the Bidder is responsible.

In order to meet the requirements of the California Environmental Quality Act (CEQA), a Draft Initial Study/Mitigated Negative Declaration (IS/MND) was circulated for a 30 day public review on April 30, 2018 that evaluated the impacts associated with the installation of the escalators and for 22 street canopies that will be installed in a separate Contract No. 15LK-140. On June 28, 2018, the Board adopted the IS/MND, the Mitigation Monitoring and Reporting Plan and the Project.

Pursuant to the District's Non-Federal Small Business Program, the Office of Civil Rights set a 6% Local Small Business (LSB) Subcontractor Participation Goal for this Contract. Bidders who meet the LSB Subcontractor Participation Goal are eligible for a LSB Preference of 5% of the lowest responsible Bidder's Bid, up to a cap of \$1.5 Million. Schindler Elevator Corporation committed to subcontracting 6.1% to LSBs. Schindler Elevator Corporation met the LSB Subcontractor Participation Goal and, therefore, is eligible for the 5% Bid Preference. After the application of the 5% Bid Preference, Schindler Elevator Corporation is still the lowest responsive Bidder and, therefore, the application of the Bid Preference will not alter the Award to Schindler Elevator Corporation.

Pursuant to the District's Non-Discrimination Program for Subcontracting, the Availability Percentages for this Contract are 18.2% for Minority Business Enterprises ("MBEs") and 9.3% for Women Business Enterprises ("WBEs"). Schindler Elevator Corporation committed to 51% MBE and 6.9% WBE participation. Schindler Elevator Corporation did not meet the WBE Availability Percentage; therefore, Schindler Elevator Corporation was requested to provide the Office of Civil Rights with supporting documentation to determine if it had discriminated on the basis of gender. Based on the review of the information submitted by Schindler Elevator Corporation, the Office of Civil Rights found no evidence of discrimination.

FISCAL IMPACT:

Funding of \$96,478,922 for Award of Contract No. 15LK-120A is included in the total project budget for 15LK002, San Francisco Escalator Replacement. The Office of Controller/Treasurer certifies that funds are currently available to meet this obligation. The following table depicts funding assigned to the referenced project and is included in totality to track funding history against spending authority. Funds needed to meet this request will be expended from the source as listed:

		Amount
Measure RR		\$ 190,000,000
	TOTAL	\$ 190,000,000

As of February 22, 2019, \$190,000,000 is the total budget for this project. BART has expended \$4,308,673, committed \$156,127 and reserved \$0 to date. This action will commit \$96,478,922 leaving an available fund balance of \$89,056,278 balance for this project.

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

ALTERNATIVES:

The Board may elect to reject all Bids and authorize staff to re-advertise the Contract. By re-advertising the Contract, this would result in additional cost and time to the District with no assurance that rebidding will result in lower Bid prices.

RECOMMENDATION:

It is recommended that the Board adopt the following motion:

MOTION:

The General Manager is authorized to Award Contract No. 15LK-120A, Market Street Escalators Renovation Project to Schindler Elevator Corporation for the Bid Price of \$96,478,922 subject to the District's protest procedures.

In addition, the General Manager is authorized to exercise Option 1 for \$6,114,852 subject to agreement and funding availability from SFMTA.

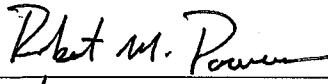
SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors **DATE:** March 8, 2019
FROM: Grace Crunican
SUBJECT: Measure RR Equity Program and Small Business Update

Attached is a Measure RR Equity Program and Small Business update that will be presented to the Board at the March 14, 2019 meeting as an informational item.

If you have any questions, please contact Maceo Wiggins, Department Manager, Office of Civil Rights, at (510) 464-7194.



for Grace Crunican

cc: Board Appointed Officers
Deputy General Manager
Executive Staff



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>21 FEB 2019</i> <i>Robert M. Ponce</i>		GENERAL MANAGER ACTION REQ'D:		
DATE: 2/4/2019		BOARD INITIATED ITEM: No		
Originator/Prepared by: Maureen Wetter Dept: Marketing and Research <i>M. Wetter</i> Signature/Date: <i>2/19/19</i>	General Counsel <i>[Signature]</i> <i>2/20/19</i> []	Controller/Treasurer <i>[Signature]</i> <i>2/20/19</i> []	District Secretary <i>[Signature]</i> []	BARC <i>[Signature]</i> <i>2/19/2019</i> []

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

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 Board approves the attached impact and use reports, "BART Research OEA-BMRDDCU-SUP-06" and "BART Research OEA-BMRDDCU-SIR-06." 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 these reports.

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors **DATE:** March 7, 2019

FROM: Grace Crunican

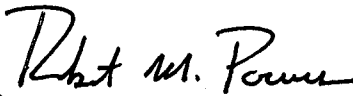
SUBJECT: MTC Presentation on the CASA Compact and Plan Bay Area 2050

The Metropolitan Transportation Commission (MTC) is the transportation planning, financing, and coordinating agency for the nine-county Bay Area. At the March 14th, BART Board meeting, Ken Kirkey, MTC's Integrated Planning Department Director, will present two informational items.

CASA. The CASA (Committee to House the Bay Area) compact defined strategies to immediately begin addressing the region's housing crisis. BART staff have been active participants in this process, consistent with BART's Transit-Oriented Development Policy, which states that BART should lead in the delivery of the region's transportation and land use vision and help address unmet regional housing needs. As discussed at the February 28th BART Board meeting, BART staff will return at a later date to seek the Board's position on the numerous CASA-related bills in this state legislative session.

Plan Bay Area. Plan Bay Area, the region's state-mandated, integrated long-range transportation and land use plan, provides a transportation strategy and roadmap for accommodating forecast population growth through 2050 and is updated every four years. Though not a funding plan, Plan Bay Area identifies a list of priority regional projects eligible to receive discretionary transportation funding. BART staff are working closely with MTC to shape the development of the plan to ensure that BART's priority projects are considered. Staff will return to the Board later this spring to seek approval of a list of projects for submittal to MTC.

Please contact Val Menotti, Chief Planning and Development Officer, at (510) 287-4794 if you have any questions.



Grace Crunican

cc: Board Appointed Officers
Deputy General Manager
Executive Staff

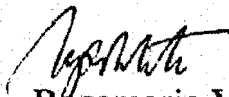
SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

INTER-OFFICE COMMUNICATION

TO: Board of Directors **Date:** March 8, 2019
FROM: Controller-Treasurer
SUBJECT: **QUARTERLY REPORT OF THE CONTROLLER-TREASURER**

Attached is the Quarterly Report of the Controller-Treasurer for the quarter ending December 31, 2018 which will be presented to the Board on March 14, 2019.

Please feel free to call me at 510-464-6070 with any questions you may have.



Rosemarie V. Poblete