

INFORMATION SUBJECT TO CHANGE.  
DATA ACCURATE AS OF THE DATE LISTED.

**Santa Clara Valley Transportation Authority  
Classification and Salary Listing eff. 12-25-2023**

Midpoint of Broad Range = to Step 5 of Step Range

Unit	Range	Class Title	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max
Rep	Salary	Class Title	Base Annual Rate			Base Monthly Rate			Bi-weekly Rate			Hourly Rate of Pay		
SEIU	B459	Accountant Assistant	73,072.48	88,312.12		6,089.37	7,359.34		2,810.48	3,396.62		35.13	42.46	
SEIU	B472	Accountant I	77,664.34	93,945.02		6,472.03	7,828.75		2,987.09	3,613.27		37.34	45.17	
SEIU	B493	Accountant II	85,805.20	103,821.64		7,150.43	8,651.80		3,300.20	3,993.14		41.25	49.91	
AFSCME	A408	Accountant III	99,336.38	120,681.60		8,278.03	10,056.80		3,820.63	4,641.60		47.76	58.02	
AFSCME	A368	Accounts Payable Support Supervisor	81,686.54	99,336.38		6,807.21	8,278.03		3,141.79	3,820.63		39.27	47.76	
NOREP	R27	Administrative Manager - Operations	138,967.84	161,202.36	183,436.87	11,580.65	13,433.53	15,286.41	5,344.92	6,200.09	7,055.26	66.81	77.50	88.19
NOREP	R12	Administrative Services Assistant	66,864.56	77,562.79	88,261.01	5,572.05	6,463.57	7,355.08	2,571.71	2,983.18	3,394.65	32.15	37.29	42.43
TAEA	G260	Assistant Architect	102,281.14	124,376.72		8,523.43	10,364.73		3,933.89	4,783.72		49.17	59.80	
NOREP	R24	Assistant Board Secretary	120,052.07	139,260.48	158,468.88	10,004.34	11,605.04	13,205.74	4,617.39	5,356.17	6,094.96	57.72	66.95	76.19
NOREP	R32	Assistant Controller	177,358.35	205,735.73	234,113.11	14,779.86	17,144.64	19,509.43	6,821.48	7,912.91	9,004.35	85.27	98.91	112.55
TAEA	G260	Assistant Cost & Schedule Coordinator	102,281.14	124,376.72		8,523.43	10,364.73		3,933.89	4,783.72		49.17	59.80	
NOREP	R27	Assistant Counsel	138,967.84	161,202.36	183,436.87	11,580.65	13,433.53	15,286.41	5,344.92	6,200.09	7,055.26	66.81	77.50	88.19
NOREP	R40	Assistant General Manager & CFO	251,963.53	291,093.46	330,223.38	20,996.96	24,257.79	27,518.62	9,690.91	11,195.90	12,700.90	121.14	139.95	158.76
TAEA	G260	Assistant Mechanical Engineer - Automotive Systems	102,281.14	124,376.72		8,523.43	10,364.73		3,933.89	4,783.72		49.17	59.80	
SEIU	B501	Assistant Real Estate Agent	89,121.50	107,834.48		7,426.79	8,986.21		3,427.75	4,147.48		42.85	51.84	
AFSCME	A448	Assistant Supt, Service Management	120,681.60	146,724.76		10,056.80	12,227.06		4,641.60	5,643.26		58.02	70.54	
AFSCME	A448	Assistant Supt, Transit Communications	120,681.60	146,724.76		10,056.80	12,227.06		4,641.60	5,643.26		58.02	70.54	
TAEA	G260	Assistant Systems Design Engineer	102,281.14	124,376.72		8,523.43	10,364.73		3,933.89	4,783.72		49.17	59.80	
TAEA	G260	Assistant Transportation Engineer	102,281.14	124,376.72		8,523.43	10,364.73		3,933.89	4,783.72		49.17	59.80	
TAEA	G295	Associate Architect	119,030.34	144,630.98		9,919.20	12,052.58		4,578.09	5,562.73		57.23	69.53	
TAEA	G295	Associate Environmental Engineer	119,030.34	144,630.98		9,919.20	12,052.58		4,578.09	5,562.73		57.23	69.53	
AFSCME	A378	Associate Financial Analyst	85,761.78	104,274.56		7,146.82	8,689.55		3,298.53	4,010.56		41.23	50.13	
NOREP	R18	Associate Financial Analyst - NR	89,619.05	103,958.07	118,297.08	7,468.25	8,663.17	9,858.09	3,446.89	3,998.39	4,549.89	43.09	49.98	56.87
NOREP	R18	Associate Human Resources Analyst	89,619.05	103,958.07	118,297.08	7,468.25	8,663.17	9,858.09	3,446.89	3,998.39	4,549.89	43.09	49.98	56.87
AFSCME	A418	Associate Land Surveyor	104,274.56	126,726.08		8,689.55	10,560.51		4,010.56	4,874.08		50.13	60.93	
AFSCME	A378	Associate Management Analyst	85,761.78	104,274.56		7,146.82	8,689.55		3,298.53	4,010.56		41.23	50.13	
NOREP	R18	Associate Management Analyst - NR	89,619.05	103,958.07	118,297.08	7,468.25	8,663.17	9,858.09	3,446.89	3,998.39	4,549.89	43.09	49.98	56.87
TAEA	G295	Associate Mechanical Engr - Auto Sys	119,030.34	144,630.98		9,919.20	12,052.58		4,578.09	5,562.73		57.23	69.53	
SEIU	B545	Associate Real Estate Agent	109,917.86	133,104.40		9,159.82	11,092.03		4,227.61	5,119.40		52.85	63.99	
SEIU	B545	Associate Real Estate Agent-Transit Oriented Development	109,917.86	133,104.40		9,159.82	11,092.03		4,227.61	5,119.40		52.85	63.99	
TAEA	G295	Associate Systems Design Engineer	119,030.34	144,630.98		9,919.20	12,052.58		4,578.09	5,562.73		57.23	69.53	
TAEA	G295	Associate Systems Engineer	119,030.34	144,630.98		9,919.20	12,052.58		4,578.09	5,562.73		57.23	69.53	
TAEA	G295	Associate Transportation Engineer	119,030.34	144,630.98		9,919.20	12,052.58		4,578.09	5,562.73		57.23	69.53	
NOREP	R27	Audit Program Manager	138,967.84	161,202.36	183,436.87	11,580.65	13,433.53	15,286.41	5,344.92	6,200.09	7,055.26	66.81	77.50	88.19
SEIU	B404	Automotive Attendant	56,366.44	68,057.60		4,697.20	5,671.47		2,167.94	2,617.60		27.10	32.72	
SEIU	B485	Board Assistant	82,601.74	99,963.24		6,883.48	8,330.27		3,176.99	3,844.74		39.71	48.06	
NOREP	R32	Board Secretary	177,358.35	205,735.73	234,113.11	14,779.86	17,144.64	19,509.43	6,821.48	7,912.91	9,004.35	85.27	98.91	112.55
SEIU	B433	Bus Stop Maintenance Worker	64,585.30	78,049.40		5,382.11	6,504.12		2,484.05	3,001.90		31.05	37.52	
AFSCME	A458	Business Diversity Program Manager	126,726.08	154,080.68		10,560.51	12,840.06		4,874.08	5,926.18		60.93	74.08	
SEIU	B492	Business Systems Analyst I	85,380.10	103,319.32		7,115.01	8,609.94		3,283.85	3,973.82		41.05	49.67	
SEIU	B532	Business Systems Analyst II	103,319.32	125,080.28		8,609.94	10,423.36		3,973.82	4,810.78		49.67	60.13	
SEIU	B450	Buyer I	70,025.02	84,570.20		5,835.42	7,047.52		2,693.27	3,252.70		33.67	40.66	
SEIU	B486	Buyer II	82,987.84	100,465.82		6,915.65	8,372.15		3,191.84	3,864.07		39.90	48.30	

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**Santa Clara Valley Transportation Authority  
Classification and Salary Listing eff. 12-25-2023**

Midpoint of Broad Range = to Step 5 of Step Range

Unit	Range	Class Title	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max
Rep	Salary	Class Title	Base Annual Rate			Base Monthly Rate			Bi-weekly Rate			Hourly Rate of Pay		
SEIU	B508	Buyer III	92,208.74	111,538.18		7,684.06	9,294.85		3,546.49	4,289.93		44.33	53.62	
NOREP	R24	Capital Project Coordinator (P)	120,052.07	139,260.48	158,468.88	10,004.34	11,605.04	13,205.74	4,617.39	5,356.17	6,094.96	57.72	66.95	76.19
NOREP	R37	Chief BART Silicon Valley Program Officer (P)	218,424.91	258,601.57	298,778.23	18,202.08	21,550.13	24,898.19	8,400.96	9,946.21	11,491.47	105.01	124.33	143.64
NOREP	R42	Chief Capitol Megaprojects Delivery Officer	288,892.41	335,115.25	381,338.09	24,074.37	27,926.27	31,778.17	11,111.25	12,889.05	14,666.85	138.89	161.11	183.34
NOREP	R37	Chief Communications Officer	218,424.91	258,601.57	298,778.23	18,202.08	21,550.13	24,898.19	8,400.96	9,946.21	11,491.47	105.01	124.33	143.64
NOREP	R37	Chief Engineering & Program Delivery Officer	218,424.91	258,601.57	298,778.23	18,202.08	21,550.13	24,898.19	8,400.96	9,946.21	11,491.47	105.01	124.33	143.64
NOREP	R37	Chief External Affairs Officer	218,424.91	258,601.57	298,778.23	18,202.08	21,550.13	24,898.19	8,400.96	9,946.21	11,491.47	105.01	124.33	143.64
NOREP	R35	Chief of Staff to the General Manager	205,312.26	238,162.05	271,011.83	17,109.36	19,846.84	22,584.32	7,896.63	9,160.08	10,423.53	98.71	114.50	130.29
NOREP	R37	Chief of System Safety & Security	218,424.91	258,601.57	298,778.23	18,202.08	21,550.13	24,898.19	8,400.96	9,946.21	11,491.47	105.01	124.33	143.64
NOREP	R37	Chief Operating Officer	218,424.91	258,601.57	298,778.23	18,202.08	21,550.13	24,898.19	8,400.96	9,946.21	11,491.47	105.01	124.33	143.64
NOREP	R37	Chief People Officer	218,424.91	258,601.57	298,778.23	18,202.08	21,550.13	24,898.19	8,400.96	9,946.21	11,491.47	105.01	124.33	143.64
NOREP	R37	Chief Planning & Programming Officer	218,424.91	258,601.57	298,778.23	18,202.08	21,550.13	24,898.19	8,400.96	9,946.21	11,491.47	105.01	124.33	143.64
NOREP	R21	Claims Analyst II	103,735.85	120,333.53	136,931.21	8,644.65	10,027.79	11,410.93	3,989.84	4,628.21	5,266.59	49.87	57.85	65.83
NOREP	R22	Claims Analyst III	108,894.51	126,317.70	143,740.88	9,074.54	10,526.48	11,978.41	4,188.25	4,858.37	5,528.50	52.35	60.73	69.11
NOREP	R27	Claims Program Manager	138,967.84	161,202.36	183,436.87	11,580.65	13,433.53	15,286.41	5,344.92	6,200.09	7,055.26	66.81	77.50	88.19
NOREP	R26	Communications & Media Spokesperson	132,329.17	153,501.82	174,674.46	11,027.43	12,791.82	14,556.21	5,089.58	5,903.92	6,718.25	63.62	73.80	83.98
SEIU	B492	Communications Systems Analyst I	85,380.10	103,319.32		7,115.01	8,609.94		3,283.85	3,973.82		41.05	49.67	
SEIU	B532	Communications Systems Analyst II	103,319.32	125,080.28		8,609.94	10,423.36		3,973.82	4,810.78		49.67	60.13	
NOREP	R28	Community Outreach Manager	145,885.82	169,227.71	192,569.59	12,157.15	14,102.31	16,047.47	5,610.99	6,508.76	7,406.52	70.14	81.36	92.58
AFSCME	A418	Community Outreach Supervisor	104,274.56	126,726.08		8,689.55	10,560.51		4,010.56	4,874.08		50.13	60.93	
AFSCME	A448	Construction Contract Compliance Officer	120,681.60	146,724.76		10,056.80	12,227.06		4,641.60	5,643.26		58.02	70.54	
NOREP	R29	Construction Contracts Administration Manager	153,204.29	177,716.89	202,229.48	12,767.02	14,809.74	16,852.46	5,892.47	6,835.27	7,778.06	73.66	85.44	97.23
SEIU	B492	Construction Contracts Administrator I	85,380.10	103,319.32		7,115.01	8,609.94		3,283.85	3,973.82		41.05	49.67	
SEIU	B540	Construction Contracts Administrator II	107,370.90	129,979.72		8,947.58	10,831.64		4,129.65	4,999.22		51.62	62.49	
SEIU	B515	Construction Inspector	95,295.20	115,318.58		7,941.27	9,609.88		3,665.20	4,435.33		45.82	55.44	
SEIU	B492	Contracts Administrator I	85,380.10	103,319.32		7,115.01	8,609.94		3,283.85	3,973.82		41.05	49.67	
SEIU	B540	Contracts Administrator II	107,370.90	129,979.72		8,947.58	10,831.64		4,129.65	4,999.22		51.62	62.49	
AFSCME	A480	Contracts Compliance Manager	141,128.78	171,524.08		11,760.73	14,293.67		5,428.03	6,597.08		67.85	82.46	
AFSCME	A468	Contracts Manager	133,081.52	161,783.96		11,090.13	13,482.00		5,118.52	6,222.46		63.98	77.78	
TAEA	G295	Cost & Schedule Coordinator	119,030.34	144,630.98		9,919.20	12,052.58		4,578.09	5,562.73		57.23	69.53	
AFSCME	A458	Creative Services Manager	126,726.08	154,080.68		10,560.51	12,840.06		4,874.08	5,926.18		60.93	74.08	
NOREP	R27	Customer Analytics & Satisfaction Manager	138,967.84	161,202.36	183,436.87	11,580.65	13,433.53	15,286.41	5,344.92	6,200.09	7,055.26	66.81	77.50	88.19
AFSCME	A408	Customer Services Supervisor	99,336.38	120,681.60		8,278.03	10,056.80		3,820.63	4,641.60		47.76	58.02	
NOREP	R22	Cyber Security Analyst	108,894.51	126,317.70	143,740.88	9,074.54	10,526.48	11,978.41	4,188.25	4,858.37	5,528.50	52.35	60.73	69.11
SEIU	B492	Database Administrator I	85,380.10	103,319.32		7,115.01	8,609.94		3,283.85	3,973.82		41.05	49.67	
SEIU	B532	Database Administrator II	103,319.32	125,080.28		8,609.94	10,423.36		3,973.82	4,810.78		49.67	60.13	
NOREP	R28	DEI Program Manager	145,885.82	169,227.71	192,569.59	12,157.15	14,102.31	16,047.47	5,610.99	6,508.76	7,406.52	70.14	81.36	92.58
NOREP	R34	Deputy Director Controller	190,745.68	221,264.98	251,784.27	15,895.47	18,438.75	20,982.02	7,336.37	8,510.19	9,684.01	91.70	106.38	121.05
NOREP	R34	Deputy Director of Grants & Fund Allocation	190,745.68	221,264.98	251,784.27	15,895.47	18,438.75	20,982.02	7,336.37	8,510.19	9,684.01	91.70	106.38	121.05
NOREP	R34	Deputy Director of Human Resources	190,745.68	221,264.98	251,784.27	15,895.47	18,438.75	20,982.02	7,336.37	8,510.19	9,684.01	91.70	106.38	121.05
NOREP	R34	Deputy Director of Transit Operations	190,745.68	221,264.98	251,784.27	15,895.47	18,438.75	20,982.02	7,336.37	8,510.19	9,684.01	91.70	106.38	121.05
NOREP	R34	Deputy Director, Construction	190,745.68	221,264.98	251,784.27	15,895.47	18,438.75	20,982.02	7,336.37	8,510.19	9,684.01	91.70	106.38	121.05
NOREP	R34	Deputy Director, Highway Program	190,745.68	221,264.98	251,784.27	15,895.47	18,438.75	20,982.02	7,336.37	8,510.19	9,684.01	91.70	106.38	121.05

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**Midpoint of Broad Range = to Step 5 of Step Range**

Unit	Range		Min	Mid/Top Step	Max	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max
Rep	Salary	Class Title	Base Annual Rate			Base Monthly Rate			Bi-weekly Rate			Hourly Rate of Pay		
NOREP	R34	Deputy Director, Safety & Compliance	190,745.68	221,264.98	251,784.27	15,895.47	18,438.75	20,982.02	7,336.37	8,510.19	9,684.01	91.70	106.38	121.05
NOREP	R34	Deputy Director, SVRT/BART Project Controls	190,745.68	221,264.98	251,784.27	15,895.47	18,438.75	20,982.02	7,336.37	8,510.19	9,684.01	91.70	106.38	121.05
NOREP	R34	Deputy Director, Technology	190,745.68	221,264.98	251,784.27	15,895.47	18,438.75	20,982.02	7,336.37	8,510.19	9,684.01	91.70	106.38	121.05
NOREP	R34	Deputy Director, Transit Maintenance	190,745.68	221,264.98	251,784.27	15,895.47	18,438.75	20,982.02	7,336.37	8,510.19	9,684.01	91.70	106.38	121.05
NOREP	R34	Deputy Director, Transit Planning & Capital Development	190,745.68	221,264.98	251,784.27	15,895.47	18,438.75	20,982.02	7,336.37	8,510.19	9,684.01	91.70	106.38	121.05
NOREP	R34	Deputy General Counsel	190,745.68	221,264.98	251,784.27	15,895.47	18,438.75	20,982.02	7,336.37	8,510.19	9,684.01	91.70	106.38	121.05
NOREP	R35	Director of Procurement	205,312.26	238,162.05	271,011.83	17,109.36	19,846.84	22,584.32	7,896.63	9,160.08	10,423.53	98.71	114.50	130.29
NOREP	R35	Director of Real Estate & Transit Oriented Development	205,312.26	238,162.05	271,011.83	17,109.36	19,846.84	22,584.32	7,896.63	9,160.08	10,423.53	98.71	114.50	130.29
NOREP	R35	Director of SVRT Business Operations	205,312.26	238,162.05	271,011.83	17,109.36	19,846.84	22,584.32	7,896.63	9,160.08	10,423.53	98.71	114.50	130.29
NOREP	R28	Disbursements Manager	145,885.82	169,227.71	192,569.59	12,157.15	14,102.31	16,047.47	5,610.99	6,508.76	7,406.52	70.14	81.36	92.58
ATU	U60	Dispatcher - Bus	68,057.60	97,219.20		5,671.47	8,101.60		2,617.60	3,739.20		32.72	46.74	
ATU	U60	Dispatcher - LRT	68,057.60	97,219.20		5,671.47	8,101.60		2,617.60	3,739.20		32.72	46.74	
SEIU	B407	Document Services Specialist I	57,214.56	69,060.42		4,767.88	5,755.04		2,200.56	2,656.17		27.51	33.20	
SEIU	B433	Document Services Specialist II	64,585.30	78,049.40		5,382.11	6,504.12		2,484.05	3,001.90		31.05	37.52	
NOREP	R30	EEO & Civil Rights Manager	160,842.46	186,577.16	212,311.86	13,403.54	15,548.10	17,692.66	6,186.25	7,176.04	8,165.84	77.33	89.70	102.07
SEIU	B517	Electrician	96,259.80	116,436.32		8,021.65	9,703.03		3,702.30	4,478.32		46.28	55.98	
ATU	U65	Electro - Mechanic	95,659.20	108,700.80		7,971.60	9,058.40		3,679.20	4,180.80		45.99	52.26	
AFSCME	A428	Electronic Communications Administrator	109,456.10	133,081.52		9,121.34	11,090.13		4,209.85	5,118.52		52.62	63.98	
ATU	U65	Electronic Technician	95,659.20	108,700.80		7,971.60	9,058.40		3,679.20	4,180.80		45.99	52.26	
AFSCME	A478	Emergency Preparedness Manager	139,747.66	169,865.80		11,645.64	14,155.48		5,374.91	6,533.30		67.19	81.67	
NOREP	R30	Employee Relations Manager	160,842.46	186,577.16	212,311.86	13,403.54	15,548.10	17,692.66	6,186.25	7,176.04	8,165.84	77.33	89.70	102.07
SEIU	B444	Engineering Aide	68,057.60	82,215.64		5,671.47	6,851.30		2,617.60	3,162.14		32.72	39.53	
NOREP	R32	Engineering Group Mgr - Rail	177,358.35	205,735.73	234,113.11	14,779.86	17,144.64	19,509.43	6,821.48	7,912.91	9,004.35	85.27	98.91	112.55
NOREP	R32	Engineering Group Mgr - SVRT Engr	177,358.35	205,735.73	234,113.11	14,779.86	17,144.64	19,509.43	6,821.48	7,912.91	9,004.35	85.27	98.91	112.55
SEIU	B463	Engineering Technician I	74,461.40	89,970.92		6,205.12	7,497.58		2,863.90	3,460.42		35.80	43.26	
SEIU	B488	Engineering Technician II	83,798.26	101,429.64		6,983.19	8,452.47		3,223.01	3,901.14		40.29	48.76	
SEIU	B515	Engineering Technician III	95,295.20	115,318.58		7,941.27	9,609.88		3,665.20	4,435.33		45.82	55.44	
NOREP	R31	Enterprise Risk Manager	168,920.73	195,947.94	222,975.14	14,076.73	16,329.00	18,581.26	6,496.95	7,536.46	8,575.97	81.21	94.21	107.20
SEIU	B547	Environmental Health & Safety Spec	110,997.64	134,416.62		9,249.80	11,201.39		4,269.14	5,169.87		53.36	64.62	
SEIU	B468	Environmental Planner I	76,236.42	92,208.74		6,353.04	7,684.06		2,932.17	3,546.49		36.65	44.33	
SEIU	B506	Environmental Planner II	91,320.84	110,457.62		7,610.07	9,204.80		3,512.34	4,248.37		43.90	53.10	
SEIU	B544	Environmental Planner III	109,377.58	132,488.20		9,114.80	11,040.68		4,206.83	5,095.70		52.59	63.70	
NOREP	R18	Executive Assistant to the General Manager	89,619.05	103,958.07	118,297.08	7,468.25	8,663.17	9,858.09	3,446.89	3,998.39	4,549.89	43.09	49.98	56.87
NOREP	R16	Executive Secretary	81,301.08	94,309.16	107,317.23	6,775.09	7,859.10	8,943.10	3,126.96	3,627.28	4,127.59	39.09	45.34	51.59
AFSCME	A448	Facilities Maintenance Coordinator	120,681.60	146,724.76		10,056.80	12,227.06		4,641.60	5,643.26		58.02	70.54	
NOREP	R27	Facilities Maintenance Manager	138,967.84	161,202.36	183,436.87	11,580.65	13,433.53	15,286.41	5,344.92	6,200.09	7,055.26	66.81	77.50	88.19
SEIU	B488	Facilities Maintenance Representative	83,798.26	101,429.64		6,983.19	8,452.47		3,223.01	3,901.14		40.29	48.76	
ATU	U05	Facilities Worker	51,979.20	74,256.00		4,331.60	6,188.00		1,999.20	2,856.00		24.99	35.70	
ATU	U47	Fare Inspector	61,422.40	87,734.40		5,118.53	7,311.20		2,362.40	3,374.40		29.53	42.18	
NOREP	R31	Finance, Debt & Investment Manager	168,920.73	195,947.94	222,975.14	14,076.73	16,329.00	18,581.26	6,496.95	7,536.46	8,575.97	81.21	94.21	107.20
NOREP	R27	Financial Accounting Manager	138,967.84	161,202.36	183,436.87	11,580.65	13,433.53	15,286.41	5,344.92	6,200.09	7,055.26	66.81	77.50	88.19
AFSCME	A408	Financial Analyst	99,336.38	120,681.60		8,278.03	10,056.80		3,820.63	4,641.60		47.76	58.02	
NOREP	R21	Financial Analyst - NR	103,735.85	120,333.53	136,931.21	8,644.65	10,027.79	11,410.93	3,989.84	4,628.21	5,266.59	49.87	57.85	65.83

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**Santa Clara Valley Transportation Authority  
 Classification and Salary Listing eff. 12-25-2023**

Midpoint of Broad Range = to Step 5 of Step Range

Unit	Range	Class Title	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max
Rep	Salary		Base Annual Rate			Base Monthly Rate			Bi-weekly Rate			Hourly Rate of Pay		
NOREP	R31	Fiscal Resources Manager	168,920.73	195,947.94	222,975.14	14,076.73	16,329.00	18,581.26	6,496.95	7,536.46	8,575.97	81.21	94.21	107.20
ATU	U70	Foreperson - LRT	104,249.60	118,456.00		8,687.47	9,871.33		4,009.60	4,556.00		50.12	56.95	
NOREP		General Counsel			284,565.00									
SEIU	B488	General Maintenance Mechanic	83,798.26	101,429.64		6,983.19	8,452.47		3,223.01	3,901.14		40.29	48.76	
NOREP		General Manager/CEO			372,020.00									
SEIU	B543	GIS Specialist	108,876.04	131,831.96		9,073.00	10,986.00		4,187.54	5,070.46		52.34	63.38	
NOREP	R31	Government Affairs Manager	168,920.73	195,947.94	222,975.14	14,076.73	16,329.00	18,581.26	6,496.95	7,536.46	8,575.97	81.21	94.21	107.20
SEIU	B464	Graphic Designer I	74,808.76	90,395.24		6,234.06	7,532.94		2,877.26	3,476.74		35.97	43.46	
SEIU	B495	Graphic Designer II	86,575.06	104,824.46		7,214.59	8,735.37		3,329.81	4,031.71		41.62	50.40	
NOREP	R21	Human Resources Analyst	103,735.85	120,333.53	136,931.21	8,644.65	10,027.79	11,410.93	3,989.84	4,628.21	5,266.59	49.87	57.85	65.83
NOREP	R13	Human Resources Assistant	70,223.51	81,459.35	92,695.18	5,851.96	6,788.28	7,724.60	2,700.90	3,133.05	3,565.20	33.76	39.16	44.56
NOREP	R30	Human Resources Manager	160,842.46	186,577.16	212,311.86	13,403.54	15,548.10	17,692.66	6,186.25	7,176.04	8,165.84	77.33	89.70	102.07
NOREP	R19	Human Resources Processing Supervisor	94,097.92	109,153.60	124,209.28	7,841.49	9,096.13	10,350.77	3,619.15	4,198.22	4,777.28	45.24	52.48	59.72
ATU	U15	Information Services Representative	54,392.00	77,688.00		4,532.67	6,474.00		2,092.00	2,988.00		26.15	37.35	
SEIU	B463	Information Systems Analyst Assistant	74,461.40	89,970.92		6,205.12	7,497.58		2,863.90	3,460.42		35.80	43.26	
SEIU	B492	Information Systems Analyst I	85,380.10	103,319.32		7,115.01	8,609.94		3,283.85	3,973.82		41.05	49.67	
SEIU	B532	Information Systems Analyst II	103,319.32	125,080.28		8,609.94	10,423.36		3,973.82	4,810.78		49.67	60.13	
AFSCME	A468	Information Systems Supervisor	133,081.52	161,783.96		11,090.13	13,482.00		5,118.52	6,222.46		63.98	77.78	
NOREP	R28	Innovative Mobility & Zero Emission Bus Program Manager	145,885.82	169,227.71	192,569.59	12,157.15	14,102.31	16,047.47	5,610.99	6,508.76	7,406.52	70.14	81.36	92.58
AFSCME	A468	Investment Program Manager	133,081.52	161,783.96		11,090.13	13,482.00		5,118.52	6,222.46		63.98	77.78	
SEIU	B400	Janitor	55,364.14	66,783.08		4,613.68	5,565.26		2,129.39	2,568.58		26.62	32.11	
TAEA	G220	Junior Cost & Schedule Coordinator	94,084.38	114,300.68		7,840.37	9,525.06		3,618.63	4,396.18		45.23	54.95	
SEIU	B477	Junior Real Estate Agent	79,554.28	96,259.80		6,629.52	8,021.65		3,059.78	3,702.30		38.25	46.28	
TAEA	G220	Junior Systems Design Engineer	94,084.38	114,300.68		7,840.37	9,525.06		3,618.63	4,396.18		45.23	54.95	
TAEA	G220	Junior Transportation Engineer	94,084.38	114,300.68		7,840.37	9,525.06		3,618.63	4,396.18		45.23	54.95	
SEIU	B446	Lead Bus Stop Maintenance Worker	68,713.32	82,987.84		5,726.11	6,915.65		2,642.82	3,191.84		33.04	39.90	
SEIU	B412	Lead Janitor	58,565.00	70,681.52		4,880.42	5,890.13		2,252.50	2,718.52		28.16	33.98	
ATU	U16	Lead Maint Worker - LRT	54,600.00	78,000.00		4,550.00	6,500.00		2,100.00	3,000.00		26.25	37.50	
NOREP	R17	Legal Secretary	85,340.22	98,994.54	112,648.86	7,111.69	8,249.55	9,387.41	3,282.32	3,807.48	4,332.65	41.03	47.59	54.16
NOREP	R30	Library & Enterprise Records Manager	160,842.46	186,577.16	212,311.86	13,403.54	15,548.10	17,692.66	6,186.25	7,176.04	8,165.84	77.33	89.70	102.07
AFSCME	A468	Light Rail Equipment Superintendent	133,081.52	161,783.96		11,090.13	13,482.00		5,118.52	6,222.46		63.98	77.78	
ATU	U45	Light Rail Operator	60,028.80	85,758.40		5,002.40	7,146.53		2,308.80	3,298.40		28.86	41.23	
ATU	U77	Light Rail Power Foreperson	121,243.20	137,779.20		10,103.60	11,481.60		4,663.20	5,299.20		58.29	66.24	
AFSCME	A458	Light Rail Power Supervisor	126,726.08	154,080.68		10,560.51	12,840.06		4,874.08	5,926.18		60.93	74.08	
SEIU	B537	Light Rail Signal Maintainer	105,827.54	128,128.26		8,818.96	10,677.36		4,070.29	4,928.01		50.88	61.60	
AFSCME	A448	Light Rail Signal Supervisor	120,681.60	146,724.76		10,056.80	12,227.06		4,641.60	5,643.26		58.02	70.54	
AFSCME	A428	Light Rail Technical Trainer	109,456.10	133,081.52		9,121.34	11,090.13		4,209.85	5,118.52		52.62	63.98	
AFSCME	A448	Light Rail Technical Training Supervisor	120,681.60	146,724.76		10,056.80	12,227.06		4,641.60	5,643.26		58.02	70.54	
AFSCME	A428	Light Rail Track Maint Supervisor	109,456.10	133,081.52		9,121.34	11,090.13		4,209.85	5,118.52		52.62	63.98	
AFSCME	A458	Light Rail Way, Power & Signal Supervisor	126,726.08	154,080.68		10,560.51	12,840.06		4,874.08	5,926.18		60.93	74.08	
AFSCME	A468	Light Rail Way, Power & Signal Supt	133,081.52	161,783.96		11,090.13	13,482.00		5,118.52	6,222.46		63.98	77.78	
SEIU	B439	Mail & Warehouse Worker	66,475.24	80,326.22		5,539.60	6,693.85		2,556.74	3,089.47		31.96	38.62	
ATU	U05	Maintenance Worker - LRT	51,979.20	74,256.00		4,331.60	6,188.00		1,999.20	2,856.00		24.99	35.70	

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**Santa Clara Valley Transportation Authority  
Classification and Salary Listing eff. 12-25-2023**

Midpoint of Broad Range = to Step 5 of Step Range

Unit	Range	Class Title	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max
Rep	Salary		Base Annual Rate			Base Monthly Rate			Bi-weekly Rate			Hourly Rate of Pay		
AFSCME	A438	Maintenance Instructor - Bus	114,947.56	139,747.66		9,578.96	11,645.64		4,421.06	5,374.91		55.26	67.19	
AFSCME	A438	Maintenance Instructor - Light Rail	114,947.56	139,747.66		9,578.96	11,645.64		4,421.06	5,374.91		55.26	67.19	
SEIU	B478	Maintenance Scheduler	79,900.86	96,683.60		6,658.41	8,056.97		3,073.11	3,718.60		38.41	46.48	
AFSCME	A468	Maintenance Superintendent	133,081.52	161,783.96		11,090.13	13,482.00		5,118.52	6,222.46		63.98	77.78	
AFSCME	A352	Management Aide	75,503.48	91,806.52		6,291.96	7,650.54		2,903.98	3,531.02		36.30	44.14	
NOREP	R16	Management Aide - NR	81,301.08	94,309.16	107,317.23	6,775.09	7,859.10	8,943.10	3,126.96	3,627.28	4,127.59	39.09	45.34	51.59
AFSCME	A408	Management Analyst	99,336.38	120,681.60		8,278.03	10,056.80		3,820.63	4,641.60		47.76	58.02	
NOREP	R21	Management Analyst - NR	103,735.85	120,333.53	136,931.21	8,644.65	10,027.79	11,410.93	3,989.84	4,628.21	5,266.59	49.87	57.85	65.83
NOREP	R14	Management Secretary	73,742.95	85,541.86	97,340.77	6,145.25	7,128.49	8,111.73	2,836.27	3,290.07	3,743.88	35.45	41.13	46.80
NOREP	R30	Manager of Organizational & Human Capital Development	160,842.46	186,577.16	212,311.86	13,403.54	15,548.10	17,692.66	6,186.25	7,176.04	8,165.84	77.33	89.70	102.07
NOREP	R28	Manager of Security Programs	145,885.82	169,227.71	192,569.59	12,157.15	14,102.31	16,047.47	5,610.99	6,508.76	7,406.52	70.14	81.36	92.58
NOREP	R28	Manager, Budget Administration & Financial Planning & Analysis	145,885.82	169,227.71	192,569.59	12,157.15	14,102.31	16,047.47	5,610.99	6,508.76	7,406.52	70.14	81.36	92.58
AFSCME	A478	Manager, Market Development	139,747.66	169,865.80		11,645.64	14,155.48		5,374.91	6,533.30		67.19	81.67	
AFSCME	A468	Manager, Operations Analysis, Reporting & Systems	133,081.52	161,783.96		11,090.13	13,482.00		5,118.52	6,222.46		63.98	77.78	
NOREP	R30	Manager, Rail Vehicle Engineer	160,842.46	186,577.16	212,311.86	13,403.54	15,548.10	17,692.66	6,186.25	7,176.04	8,165.84	77.33	89.70	102.07
NOREP	R31	Manager, Real Estate & Project Administration	168,920.73	195,947.94	222,975.14	14,076.73	16,329.00	18,581.26	6,496.95	7,536.46	8,575.97	81.21	94.21	107.20
NOREP	R31	Manager, Transit-Oriented Development	168,920.73	195,947.94	222,975.14	14,076.73	16,329.00	18,581.26	6,496.95	7,536.46	8,575.97	81.21	94.21	107.20
NOREP	R30	Manager, Vehicle Engineering, Quality Assurance & Warranty	160,842.46	186,577.16	212,311.86	13,403.54	15,548.10	17,692.66	6,186.25	7,176.04	8,165.84	77.33	89.70	102.07
AFSCME	A468	Materials Manager	133,081.52	161,783.96		11,090.13	13,482.00		5,118.52	6,222.46		63.98	77.78	
SEIU	B450	Materials Resource Scheduler	70,025.02	84,570.20		5,835.42	7,047.52		2,693.27	3,252.70		33.67	40.66	
SEIU	B492	Network Analyst I	85,380.10	103,319.32		7,115.01	8,609.94		3,283.85	3,973.82		41.05	49.67	
SEIU	B532	Network Analyst II	103,319.32	125,080.28		8,609.94	10,423.36		3,973.82	4,810.78		49.67	60.13	
SEIU	B436	Office & Timekeeping Technician	65,549.12	79,168.96		5,462.43	6,597.41		2,521.12	3,044.96		31.51	38.06	
SEIU	B401	Office Specialist I	55,594.76	67,092.48		4,632.90	5,591.04		2,138.26	2,580.48		26.73	32.26	
SEIU	B425	Office Specialist II	62,270.26	75,155.86		5,189.19	6,262.99		2,395.01	2,890.61		29.94	36.13	
AFSCME	A368	Office Support Supervisor	81,686.54	99,336.38		6,807.21	8,278.03		3,141.79	3,820.63		39.27	47.76	
NOREP	R31	Operations Manager	168,920.73	195,947.94	222,975.14	14,076.73	16,329.00	18,581.26	6,496.95	7,536.46	8,575.97	81.21	94.21	107.20
AFSCME	A438	Operations Systems Supervisor	114,947.56	139,747.66		9,578.96	11,645.64		4,421.06	5,374.91		55.26	67.19	
ATU	U44	Operator	55,744.00	85,758.40		4,645.33	7,146.53		2,144.00	3,298.40		26.80	41.23	
ATU	U44	Operator - Trainee	55,744.00	55,744.00		4,645.33	4,645.33		2,144.00	2,144.00		26.80	26.80	
ATU	U70	Overhaul & Repair Foreperson	104,249.60	118,456.00		8,687.47	9,871.33		4,009.60	4,556.00		50.12	56.95	
ATU	U65	Overhaul & Repair Mechanic	95,659.20	108,700.80		7,971.60	9,058.40		3,679.20	4,180.80		45.99	52.26	
ATU	U75	Overhead Line Worker	112,403.20	127,732.80		9,366.93	10,644.40		4,323.20	4,912.80		54.04	61.41	
ATU	U70	Paint & Body Foreperson	104,249.60	118,456.00		8,687.47	9,871.33		4,009.60	4,556.00		50.12	56.95	
ATU	U70	Paint & Body Foreperson - LRT	104,249.60	118,456.00		8,687.47	9,871.33		4,009.60	4,556.00		50.12	56.95	
ATU	U65	Paint & Body Worker	95,659.20	108,700.80		7,971.60	9,058.40		3,679.20	4,180.80		45.99	52.26	
ATU	U65	Paint & Body Worker - LRT	95,659.20	108,700.80		7,971.60	9,058.40		3,679.20	4,180.80		45.99	52.26	
NOREP	R17	Paralegal	85,340.22	98,994.54	112,648.86	7,111.69	8,249.55	9,387.41	3,282.32	3,807.48	4,332.65	41.03	47.59	54.16
ATU	U35	Parts Clerk	59,779.20	85,384.00		4,981.60	7,115.33		2,299.20	3,284.00		28.74	41.05	
ATU	U69	Parts Foreperson	92,996.80	105,684.80		7,749.73	8,807.07		3,576.80	4,064.80		44.71	50.81	
AFSCME	A408	Passenger Facilities & Wayside Mtc Supv	99,336.38	120,681.60		8,278.03	10,056.80		3,820.63	4,641.60		47.76	58.02	
AFSCME	A368	Payroll Support Supervisor	81,686.54	99,336.38		6,807.21	8,278.03		3,141.79	3,820.63		39.27	47.76	
SEIU	B470	Permit Technician	76,969.36	93,057.38		6,414.11	7,754.78		2,960.36	3,579.13		37.00	44.74	

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Unit	Range	Class Title	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max
Rep	Salary	Class Title	Base Annual Rate			Base Monthly Rate			Bi-weekly Rate			Hourly Rate of Pay		
NOREP	R31	Planning & Engagement Manager (P)	168,920.73	195,947.94	222,975.14	14,076.73	16,329.00	18,581.26	6,496.95	7,536.46	8,575.97	81.21	94.21	107.20
NOREP	R24	Policy Analyst	120,052.07	139,260.48	158,468.88	10,004.34	11,605.04	13,205.74	4,617.39	5,356.17	6,094.96	57.72	66.95	76.19
AFSCME	A468	Principal Cloud Administrator	133,081.52	161,783.96		11,090.13	13,482.00		5,118.52	6,222.46		63.98	77.78	
AFSCME	A448	Principal Construction Inspector	120,681.60	146,724.76		10,056.80	12,227.06		4,641.60	5,643.26		58.02	70.54	
AFSCME	A478	Principal Environmental Planner	139,747.66	169,865.80		11,645.64	14,155.48		5,374.91	6,533.30		67.19	81.67	
NOREP	R26	Principal Safety Auditor	132,329.17	153,501.82	174,674.46	11,027.43	12,791.82	14,556.21	5,089.58	5,903.92	6,718.25	63.62	73.80	83.98
AFSCME	A478	Principal Transp Plnr-Prgmg & Grants	139,747.66	169,865.80		11,645.64	14,155.48		5,374.91	6,533.30		67.19	81.67	
AFSCME	A478	Principal Transportation Planner	139,747.66	169,865.80		11,645.64	14,155.48		5,374.91	6,533.30		67.19	81.67	
NOREP	R28	Program Manager-BART Silicon Valley Extension	145,885.82	169,227.71	192,569.59	12,157.15	14,102.31	16,047.47	5,610.99	6,508.76	7,406.52	70.14	81.36	92.58
SEIU	B492	Programmer I	85,380.10	103,319.32		7,115.01	8,609.94		3,283.85	3,973.82		41.05	49.67	
SEIU	B543	Programmer II	108,876.04	131,831.96		9,073.00	10,986.00		4,187.54	5,070.46		52.34	63.38	
NOREP	R30	Project Controls Manager	160,842.46	186,577.16	212,311.86	13,403.54	15,548.10	17,692.66	6,186.25	7,176.04	8,165.84	77.33	89.70	102.07
SEIU	B492	Project Controls Specialist I	85,380.10	103,319.32		7,115.01	8,609.94		3,283.85	3,973.82		41.05	49.67	
SEIU	B532	Project Controls Specialist II	103,319.32	125,080.28		8,609.94	10,423.36		3,973.82	4,810.78		49.67	60.13	
AFSCME	A478	Project Controls Supervisor	139,747.66	169,865.80		11,645.64	14,155.48		5,374.91	6,533.30		67.19	81.67	
SEIU	B492	Public Communication Specialist I	85,380.10	103,319.32		7,115.01	8,609.94		3,283.85	3,973.82		41.05	49.67	
SEIU	B517	Public Communication Specialist II	96,259.80	116,436.32		8,021.65	9,703.03		3,702.30	4,478.32		46.28	55.98	
NOREP	R28	Public Information Officer	145,885.82	169,227.71	192,569.59	12,157.15	14,102.31	16,047.47	5,610.99	6,508.76	7,406.52	70.14	81.36	92.58
AFSCME	A480	Purchasing Manager	141,128.78	171,524.08		11,760.73	14,293.67		5,428.03	6,597.08		67.85	82.46	
AFSCME	A478	Quality Assurance & Warranty Manager	139,747.66	169,865.80		11,645.64	14,155.48		5,374.91	6,533.30		67.19	81.67	
SEIU	B526	Quality Assurance & Warranty Specialist	100,465.82	121,567.94		8,372.15	10,130.66		3,864.07	4,675.69		48.30	58.45	
NOREP	R27	Real Estate Project Implementation Manager	138,967.84	161,202.36	183,436.87	11,580.65	13,433.53	15,286.41	5,344.92	6,200.09	7,055.26	66.81	77.50	88.19
NOREP	R28	Regional Transportation Services Manager	145,885.82	169,227.71	192,569.59	12,157.15	14,102.31	16,047.47	5,610.99	6,508.76	7,406.52	70.14	81.36	92.58
AFSCME	A468	Revenue Services Manager	133,081.52	161,783.96		11,090.13	13,482.00		5,118.52	6,222.46		63.98	77.78	
NOREP	R21	Risk Analyst II	103,735.85	120,333.53	136,931.21	8,644.65	10,027.79	11,410.93	3,989.84	4,628.21	5,266.59	49.87	57.85	65.83
NOREP	R22	Risk Analyst III	108,894.51	126,317.70	143,740.88	9,074.54	10,526.48	11,978.41	4,188.25	4,858.37	5,528.50	52.35	60.73	69.11
AFSCME	A418	Sales & Promotions Supervisor	104,274.56	126,726.08		8,689.55	10,560.51		4,010.56	4,874.08		50.13	60.93	
SEIU	B444	Secretary	68,057.60	82,215.64		5,671.47	6,851.30		2,617.60	3,162.14		32.72	39.53	
ATU	U30	Service Mechanic	76,419.20	86,840.00		6,368.27	7,236.67		2,939.20	3,340.00		36.74	41.75	
ATU	U25	Service Worker	58,510.40	83,595.20		4,875.87	6,966.27		2,250.40	3,215.20		28.13	40.19	
ATU	U50	Service Worker - Foreperson	63,044.80	90,064.00		5,253.73	7,505.33		2,424.80	3,464.00		30.31	43.30	
AFSCME	A438	Sr Accountant	114,947.56	139,747.66		9,578.96	11,645.64		4,421.06	5,374.91		55.26	67.19	
TAEA	G325	Sr Architect	139,212.58	169,197.34		11,601.05	14,099.78		5,354.33	6,507.59		66.93	81.34	
NOREP	R31	Sr Assistant Counsel	168,920.73	195,947.94	222,975.14	14,076.73	16,329.00	18,581.26	6,496.95	7,536.46	8,575.97	81.21	94.21	107.20
SEIU	B564	Sr Business Systems Analyst	120,334.24	145,875.34		10,027.85	12,156.28		4,628.24	5,610.59		57.85	70.13	
SEIU	B564	Sr Communications Systems Analyst	120,334.24	145,875.34		10,027.85	12,156.28		4,628.24	5,610.59		57.85	70.13	
AFSCME	A448	Sr Construction Contracts Administrator	120,681.60	146,724.76		10,056.80	12,227.06		4,641.60	5,643.26		58.02	70.54	
SEIU	B534	Sr Construction Inspector	104,323.44	126,237.54		8,693.62	10,519.80		4,012.44	4,855.29		50.16	60.69	
AFSCME	A448	Sr Contracts Administrator	120,681.60	146,724.76		10,056.80	12,227.06		4,641.60	5,643.26		58.02	70.54	
TAEA	G325	Sr Cost & Schedule Coordinator	139,212.58	169,197.34		11,601.05	14,099.78		5,354.33	6,507.59		66.93	81.34	
NOREP	R24	Sr Cyber Security Analyst	120,052.07	139,260.48	158,468.88	10,004.34	11,605.04	13,205.74	4,617.39	5,356.17	6,094.96	57.72	66.95	76.19
SEIU	B564	Sr Database Administrator	120,334.24	145,875.34		10,027.85	12,156.28		4,628.24	5,610.59		57.85	70.13	
TAEA	G325	Sr Environmental Engineer	139,212.58	169,197.34		11,601.05	14,099.78		5,354.33	6,507.59		66.93	81.34	

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DATA ACCURATE AS OF THE DATE LISTED.

**Santa Clara Valley Transportation Authority  
Classification and Salary Listing eff. 12-25-2023**

Midpoint of Broad Range = to Step 5 of Step Range

Unit	Range	Class Title	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max
Rep	Salary		Base Annual Rate			Base Monthly Rate			Bi-weekly Rate			Hourly Rate of Pay		
AFSCME	A458	Sr Environmental Planner	126,726.08	154,080.68		10,560.51	12,840.06		4,874.08	5,926.18		60.93	74.08	
AFSCME	A438	Sr Financial Analyst	114,947.56	139,747.66		9,578.96	11,645.64		4,421.06	5,374.91		55.26	67.19	
NOREP	R24	Sr Financial Analyst - NR	120,052.07	139,260.48	158,468.88	10,004.34	11,605.04	13,205.74	4,617.39	5,356.17	6,094.96	57.72	66.95	76.19
NOREP	R24	Sr Human Resources Analyst	120,052.07	139,260.48	158,468.88	10,004.34	11,605.04	13,205.74	4,617.39	5,356.17	6,094.96	57.72	66.95	76.19
ATU	U66	Sr Information Representative	75,025.60	85,259.20		6,252.13	7,104.93		2,885.60	3,279.20		36.07	40.99	
SEIU	B564	Sr Information Systems Analyst	120,334.24	145,875.34		10,027.85	12,156.28		4,628.24	5,610.59		57.85	70.13	
AFSCME	A448	Sr Land Surveyor	120,681.60	146,724.76		10,056.80	12,227.06		4,641.60	5,643.26		58.02	70.54	
AFSCME	A438	Sr Management Analyst	114,947.56	139,747.66		9,578.96	11,645.64		4,421.06	5,374.91		55.26	67.19	
NOREP	R24	Sr Management Analyst - NR	120,052.07	139,260.48	158,468.88	10,004.34	11,605.04	13,205.74	4,617.39	5,356.17	6,094.96	57.72	66.95	76.19
TAEA	G325	Sr Mechanical Engr-Auto Systems	139,212.58	169,197.34		11,601.05	14,099.78		5,354.33	6,507.59		66.93	81.34	
SEIU	B564	Sr Network Analyst	120,334.24	145,875.34		10,027.85	12,156.28		4,628.24	5,610.59		57.85	70.13	
SEIU	B457	Sr Office & Timekeeping Technician	72,377.50	87,462.96		6,031.46	7,288.58		2,783.75	3,363.96		34.80	42.05	
NOREP	R26	Sr Policy Analyst	132,329.17	153,501.82	174,674.46	11,027.43	12,791.82	14,556.21	5,089.58	5,903.92	6,718.25	63.62	73.80	83.98
SEIU	B564	Sr Programmer	120,334.24	145,875.34		10,027.85	12,156.28		4,628.24	5,610.59		57.85	70.13	
AFSCME	A458	Sr Real Estate Agent	126,726.08	154,080.68		10,560.51	12,840.06		4,874.08	5,926.18		60.93	74.08	
AFSCME	A458	Sr Real Estate Agent-Transit Oriented Development	126,726.08	154,080.68		10,560.51	12,840.06		4,874.08	5,926.18		60.93	74.08	
SEIU	B557	Sr Signal Maintainer	116,436.32	141,090.82		9,703.03	11,757.57		4,478.32	5,426.57		55.98	67.83	
SEIU	B564	Sr Systems Administrator	120,334.24	145,875.34		10,027.85	12,156.28		4,628.24	5,610.59		57.85	70.13	
NOREP	R24	Sr Systems Administrator - NR	120,052.07	139,260.48	158,468.88	10,004.34	11,605.04	13,205.74	4,617.39	5,356.17	6,094.96	57.72	66.95	76.19
TAEA	G325	Sr Systems Design Engineer	139,212.58	169,197.34		11,601.05	14,099.78		5,354.33	6,507.59		66.93	81.34	
TAEA	G325	Sr Systems Engineer	139,212.58	169,197.34		11,601.05	14,099.78		5,354.33	6,507.59		66.93	81.34	
ATU	U65	Sr Track Worker	95,659.20	108,700.80		7,971.60	9,058.40		3,679.20	4,180.80		45.99	52.26	
TAEA	G325	Sr Transportation Engineer	139,212.58	169,197.34		11,601.05	14,099.78		5,354.33	6,507.59		66.93	81.34	
AFSCME	A458	Sr Transportation Planner	126,726.08	154,080.68		10,560.51	12,840.06		4,874.08	5,926.18		60.93	74.08	
AFSCME	A458	Sr Transportation Planner- Model/Analysis	126,726.08	154,080.68		10,560.51	12,840.06		4,874.08	5,926.18		60.93	74.08	
AFSCME	A458	Sr Transportation Plnr-Prgmg & Grants	126,726.08	154,080.68		10,560.51	12,840.06		4,874.08	5,926.18		60.93	74.08	
SEIU	B564	Sr Web Developer	120,334.24	145,875.34		10,027.85	12,156.28		4,628.24	5,610.59		57.85	70.13	
NOREP	R19	Staff Attorney I	94,097.92	109,153.60	124,209.28	7,841.49	9,096.13	10,350.77	3,619.15	4,198.22	4,777.28	45.24	52.48	59.72
NOREP	R23	Staff Attorney II	114,333.24	132,626.49	150,919.74	9,527.77	11,052.21	12,576.65	4,397.43	5,101.02	5,804.61	54.97	63.76	72.56
ATU	U75	Substation Maintainer	112,403.20	127,732.80		9,366.93	10,644.40		4,323.20	4,912.80		54.04	61.41	
AFSCME	A448	Supervising Maintenance Instructor - Bus	120,681.60	146,724.76		10,056.80	12,227.06		4,641.60	5,643.26		58.02	70.54	
AFSCME	A448	Supervising Maintenance Instructor - LRT	120,681.60	146,724.76		10,056.80	12,227.06		4,641.60	5,643.26		58.02	70.54	
ATU	U50	Support Mechanic	63,044.80	90,064.00		5,253.73	7,505.33		2,424.80	3,464.00		30.31	43.30	
AFSCME	A478	Survey & Mapping Manager	139,747.66	169,865.80		11,645.64	14,155.48		5,374.91	6,533.30		67.19	81.67	
SEIU	B492	Systems Administrator I	85,380.10	103,319.32		7,115.01	8,609.94		3,283.85	3,973.82		41.05	49.67	
SEIU	B532	Systems Administrator II	103,319.32	125,080.28		8,609.94	10,423.36		3,973.82	4,810.78		49.67	60.13	
SEIU	B564	Technical Project Manager	120,334.24	145,875.34		10,027.85	12,156.28		4,628.24	5,610.59		57.85	70.13	
NOREP	R32	Technical Services Group Manager	177,358.35	205,735.73	234,113.11	14,779.86	17,144.64	19,509.43	6,821.48	7,912.91	9,004.35	85.27	98.91	112.55
AFSCME	A428	Technical Trainer	109,456.10	133,081.52		9,121.34	11,090.13		4,209.85	5,118.52		52.62	63.98	
AFSCME	A448	Technical Training Supervisor	120,681.60	146,724.76		10,056.80	12,227.06		4,641.60	5,643.26		58.02	70.54	
AFSCME	A468	Technology Infrastructure Supervisor	133,081.52	161,783.96		11,090.13	13,482.00		5,118.52	6,222.46		63.98	77.78	
NOREP	R31	Technology Manager	168,920.73	195,947.94	222,975.14	14,076.73	16,329.00	18,581.26	6,496.95	7,536.46	8,575.97	81.21	94.21	107.20
NOREP	R31	Toll Systems Manager	168,920.73	195,947.94	222,975.14	14,076.73	16,329.00	18,581.26	6,496.95	7,536.46	8,575.97	81.21	94.21	107.20

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**Santa Clara Valley Transportation Authority  
Classification and Salary Listing eff. 12-25-2023**

Midpoint of Broad Range = to Step 5 of Step Range

Unit	Range	Class Title	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max	Min	Mid/Top Step	Max
Rep	Salary		Base Annual Rate			Base Monthly Rate			Bi-weekly Rate			Hourly Rate of Pay		
ATU	U55	Track Worker	82,284.80	93,516.80		6,857.07	7,793.07		3,164.80	3,596.80		39.56	44.96	
AFSCME	A428	Transit Division Supervisor	109,456.10	133,081.52		9,121.34	11,090.13		4,209.85	5,118.52		52.62	63.98	
ATU	U70	Transit Foreperson	104,249.60	118,456.00		8,687.47	9,871.33		4,009.60	4,556.00		50.12	56.95	
AFSCME	A448	Transit Maintenance Supervisor	120,681.60	146,724.76		10,056.80	12,227.06		4,641.60	5,643.26		58.02	70.54	
ATU	U65	Transit Mechanic	95,659.20	108,700.80		7,971.60	9,058.40		3,679.20	4,180.80		45.99	52.26	
ATU	U60	Transit Radio Dispatcher	68,057.60	97,219.20		5,671.47	8,101.60		2,617.60	3,739.20		32.72	46.74	
AFSCME	A428	Transit Safety Officer	109,456.10	133,081.52		9,121.34	11,090.13		4,209.85	5,118.52		52.62	63.98	
AFSCME	A428	Transit Service Development Supervisor	109,456.10	133,081.52		9,121.34	11,090.13		4,209.85	5,118.52		52.62	63.98	
SEIU	B438	Transit Svc Development Aide	66,167.14	79,900.86		5,513.93	6,658.41		2,544.89	3,073.11		31.81	38.41	
SEIU	B458	Transit Svc Development Specialist I	72,725.64	87,887.28		6,060.47	7,323.94		2,797.14	3,380.28		34.96	42.25	
SEIU	B490	Transit Svc Development Specialist II	84,570.20	102,393.98		7,047.52	8,532.83		3,252.70	3,938.23		40.66	49.23	
SEIU	B502	Transit Svc Development Specialist III	89,547.38	108,373.72		7,462.28	9,031.14		3,444.13	4,168.22		43.05	52.10	
AFSCME	A438	Transit Systems Safety Supervisor	114,947.56	139,747.66		9,578.96	11,645.64		4,421.06	5,374.91		55.26	67.19	
AFSCME	A488	Transportation Engineering Manager	146,724.76	178,362.08		12,227.06	14,863.51		5,643.26	6,860.08		70.54	85.75	
SEIU	B468	Transportation Planner I	76,236.42	92,208.74		6,353.04	7,684.06		2,932.17	3,546.49		36.65	44.33	
SEIU	B506	Transportation Planner II	91,320.84	110,457.62		7,610.07	9,204.80		3,512.34	4,248.37		43.90	53.10	
SEIU	B544	Transportation Planner III	109,377.58	132,488.20		9,114.80	11,040.68		4,206.83	5,095.70		52.59	63.70	
SEIU	B429	Transportation Planning Aide	63,427.00	76,620.44		5,285.58	6,385.04		2,439.50	2,946.94		30.49	36.84	
NOREP	R29	Transportation Planning Manager	153,204.29	177,716.89	202,229.48	12,767.02	14,809.74	16,852.46	5,892.47	6,835.27	7,778.06	73.66	85.44	97.23
NOREP	R29	Transportation Planning Manager - Env Res Plng	153,204.29	177,716.89	202,229.48	12,767.02	14,809.74	16,852.46	5,892.47	6,835.27	7,778.06	73.66	85.44	97.23
NOREP	R29	Transportation Planning Manager - TDM, R&A	153,204.29	177,716.89	202,229.48	12,767.02	14,809.74	16,852.46	5,892.47	6,835.27	7,778.06	73.66	85.44	97.23
AFSCME	A468	Transportation Superintendent	133,081.52	161,783.96		11,090.13	13,482.00		5,118.52	6,222.46		63.98	77.78	
AFSCME	A468	Transportation Superintendent - Svc. Mgt.	133,081.52	161,783.96		11,090.13	13,482.00		5,118.52	6,222.46		63.98	77.78	
AFSCME	A428	Transportation Supervisor	109,456.10	133,081.52		9,121.34	11,090.13		4,209.85	5,118.52		52.62	63.98	
ATU	U65	Upholsterer	95,659.20	108,700.80		7,971.60	9,058.40		3,679.20	4,180.80		45.99	52.26	
ATU	U70	Upholstery Foreperson	104,249.60	118,456.00		8,687.47	9,871.33		4,009.60	4,556.00		50.12	56.95	
AFSCME	A448	Utilities Coordination Manager	120,681.60	146,724.76		10,056.80	12,227.06		4,641.60	5,643.26		58.02	70.54	
SEIU	B525	Utility Coordinator	99,963.24	120,951.48		8,330.27	10,079.29		3,844.74	4,651.98		48.06	58.15	
SEIU	B415	Utility Worker	59,377.24	71,683.30		4,948.10	5,973.61		2,283.74	2,757.05		28.55	34.46	
SEIU	B417	Vault Room Worker	59,993.18	72,377.50		4,999.43	6,031.46		2,307.43	2,783.75		28.84	34.80	
AFSCME	A428	Vehicle Parts Supervisor	109,456.10	133,081.52		9,121.34	11,090.13		4,209.85	5,118.52		52.62	63.98	
AFSCME	A448	Warranty Coordinator	120,681.60	146,724.76		10,056.80	12,227.06		4,641.60	5,643.26		58.02	70.54	
SEIU	B492	Web Developer I	85,380.10	103,319.32		7,115.01	8,609.94		3,283.85	3,973.82		41.05	49.67	
SEIU	B532	Web Developer II	103,319.32	125,080.28		8,609.94	10,423.36		3,973.82	4,810.78		49.67	60.13	

IF THERE IS A DISCREPANCY BETWEEN THIS LISTING AND THE DATA IN SAP, THE DATA IN SAP WILL BE CONSIDERED CORRECT.  
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