

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

BOARD MEETING AGENDA

October 22, 2020

9:00 a.m.

A regular meeting of the Board of Directors will be held at 9:00 a.m. on Thursday, October 22, 2020.

Please note, pursuant to Governor Newsom's Executive Order N-29-20 and the California Shelter-in-Place mandate, which prevents all but essential travel, public participation for this meeting will be via teleconference only.

You may watch the Board Meeting live or archived at <https://www.bart.gov/about/bod/multimedia>

Presentation materials will be available via Legistar at <https://bart.legistar.com>

You may also join the Board Meeting via Zoom by calling 1-669-900-6833 and entering access code 947 8999 4186.

If you wish to make a public comment:

- 1) Submit written comments via email to board.meeting@bart.gov, using "public comment" as the subject line. Your comment will be provided to the Board and will become a permanent part of the file. Please submit your comments as far in advance as possible. Emailed comments must be received before 9:00 a.m. in order to be included in the record.
- 2) Call 1-669-900-6833, enter access code 947 8999 4186, and dial *9 to raise your hand when you wish to speak.

Public comment is limited to three (3) minutes per person.

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.

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>).

Meeting notices and agendas are available for review on the District's website (<https://www.bart.gov/about/bod/meetings/>); at bart.legistar.com; and via email (<https://cloud.info.bart.gov/signup>) 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.

Jacqueline R. Edwards
Assistant 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.
 - i. [Resolution to Rename South Station Road to Harriet Tubman Way at Millbrae BART Station.*](#) Board requested to adopt.
(President Simon and Director Dufty's request.)

2. CONSENT CALENDAR

- A. [Approval of Minutes of the Meeting of September 24, 2020.*](#)
Board requested to authorize.
- B. [Audit of Directors' Use of District Property for Fiscal Year 2020.*](#)
Board requested to accept.
- C. [District Base Pay Schedule.*](#) Board requested to authorize.
- D. [Award of Information Technology Hardware and Support Agreement with SHI International Corp., for Telecommunications Equipment.*](#)
Board requested to authorize.
- E. [Award of Information Technology Software Support Agreement with Transource Services Corp., for Firewall Software Support.*](#)
Board requested to authorize.
- F. [Award of Information Technology Hardware and Software Agreement with DLT Solutions, for Cloud Software Hosting.*](#)
Board requested to authorize.
- G. [Award of Hardware and Software Support with Oracle America Inc., for Oracle Exadata platform.*](#) Board requested to authorize.
- H. [Procurement of a Battery String for Metro Center Ground Floor for 450kVA Uninterruptible Power Supply \(UPS\) System.*](#)
Board requested to authorize.
- I. [Agreements for Temporary Bus Bridge Services 2021 - 2023.*](#) 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.)
4. ADMINISTRATION ITEMS
Director McPartland, Chairperson
 - A. Fiscal Year 2021 Budget Update.*
Board requested to authorize.
5. ENGINEERING AND OPERATIONS ITEMS
Director Dufty, Chairperson
 - A. BART Police Department Ambassador Program.*
Board requested to authorize.
 - B. Change Order to Contract No. 01RQ-110, Hayward Maintenance Complex Project - Maintenance Facilities, with Clark Construction Group California, LP, for the Final Close-out for the Component Repair Shop (C.O. No. 400).* Board requested to authorize.
 - C. Award of Contract No. 01RQ-101, Hayward Maintenance Complex (Phase 2) Trackwork Procurement.* Board requested to authorize.
 - D. Change Order to Contract No. 15CQ-110, C35 Interlocking Renewal, with DMZ Builders, for Revisions to the Proposed Train Control Layout (C.O. No. 26).* Board requested to authorize.
 - E. Change Order to Contract No. 20LT-110, Procurement of Train Control Room Multiplex (MUX) and Speed Encoding System Equipment, with Alstom Signaling, Inc., for Time Extension (C.O. No. 8).* Board requested to authorize.
 - F. Change Orders to Contract No. 40FA-110, Procurement of Transit Vehicles, with Bombardier Corporation.*
 - i. Modifications to Bicycle and Luggage Areas (C.O. No. 47).
 - ii. Redesign and Supply of the Side to Side Plank (C.O. No. 48).Board requested to authorize.
6. PLANNING, PUBLIC AFFAIRS, ACCESS, AND LEGISLATION ITEMS Director Saltzman, Chairperson
 - A. Award of Federal and State Legislative Advocacy Service Agreements.*
 - i. Agreement No. 6M7297 with CJ Lake, LLC.
 - ii. Agreement No. 6M7299 with California Strategies & Advocacy, LLC.Board requested to authorize.
7. GENERAL MANAGER’S REPORT
 - A. Report of Activities, including Updates of Operational, Administrative, and Roll Call for Introductions Items.

8. BOARD MATTERS

- A. Report out from Board Meeting Closed Session on September 24, 2020.
For information.
- B. [Response to Roll Call for Introductions Item No. RCI 20-834, Continuing Virtual Public Participation for Board Meetings.*](#)
For information.
- C. [Resolution in Opposition to the Metropolitan Transportation Commission Plan Bay Area 2050 Final Blueprint Strategy EN7: Institute Telecommuting Mandates for Major Office-Based Employers.*](#)
Board requested to adopt. (Director Saltzman’s request.)
- D. [Update to Roll Call for Introductions Item No. RCI 20-832, BART Progressive Policing.*](#) For Information.
- E. 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.)
- F. 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.)
- G. In Memoriam.
(An opportunity for Board members to introduce individuals to be commemorated.)

9. CLOSED SESSION

- A. CONFERENCE WITH LABOR NEGOTIATORS:
Designated representatives: Robert Powers, General Manager; Michael Jones, Deputy General Manager; and Shana Dines, Chief Employee Relations Officer
Employee Organizations: (1) Amalgamated Transit Union, Local 1555;
(2) American Federation of State, County and Municipal Employees, Local 3993;
(3) BART Police Officers Association;
(4) BART Police Managers Association;
(5) Service Employees International Union, Local 1021; and
(6) Service Employees International Union, Local 1021, BART Professional Chapter
(7) Unrepresented employees (Positions: all)
Government Code Section: 54957.6

B. CONFERENCE WITH REAL PROPERTY NEGOTIATORS:

Property: Property Located at 6501 Golden Gate Drive, Dublin, CA 94568
(APN's 941-2842-004-00 and 941-2842-002-00)

District Negotiators: Carl Holmes, Assistant General Manager, Design and
Construction; Val Menotti, Chief Planning and Development
Officer; and Sean Brooks, Director of Real Estate & Property
Development

Negotiating Parties: Barings LLC and San Francisco Bay Area Rapid Transit District

Under Negotiation: Price and Terms

Government Code Section: 54956.8

10. OPEN SESSION

A. Announcement from Closed Session, if any.

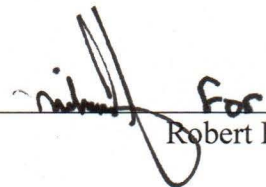
SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors **DATE:** October 16, 2020
FROM: General Manager
SUBJECT: Resolution in Support of Renaming Road at Millbrae Station to Harriet Tubman Way

At the request of President Simon, Director Dufty and Director Li, attached is a proposed resolution in support of renaming South Station Road at the Millbrae Station to Harriet Tubman Way. The resolution will be presented for consideration at the Board of Directors meeting on October 22, 2020.

If you have any questions, please contact Rodd Lee, Assistant General Manager, External Affairs at (510) 464-6235.



Robert Powers

cc: Board Appointed Officers
Deputy General Manager
Executive Staff

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

Resolution No. _____

In the Matter of Renaming a roadway at
the Millbrae BART Station Property _____

WHEREAS, the Board of Directors of the San Francisco Bay Area Rapid Transit District ("District") is aware that the City of Millbrae submitted a request to rename "South Station Road" located at 37.599775, -122.384908 on the south side of the Millbrae BART station after Harriet Tubman, a brave abolitionist, nurse, Union spy, and women's suffrage supporter; and

WHEREAS, the subject road, an existing throughway, is currently named South Station Road; and

WHEREAS, the District owns the subject property; and

WHEREAS, the District has worked collaboratively with the Millbrae City Council and staff, most recently on a Transit Oriented Development project currently under construction at the Millbrae BART station; and

WHEREAS, the District respects the City of Millbrae's request and desires to honor the memory of Harriet Tubman and commemorate her legacy, which continues to inspire generations of Americans advocating for civil rights; and

WHEREAS, the renaming of this roadway would honor a woman who led enslaved people to freedom along the Underground Railroad, it is fitting that our railroad honor her name and continue to remind the community of her contribution to freedom; and

WHEREAS, the District recognizes that this opportunity to rename the roadway after Harriet Tubman comes at a time when we, as a nation, are learning from our past, embracing humanity and recognizing racial inequities; and

WHEREAS, the renaming of an existing public access roadway is exempt from the California Environmental Quality Act; and

WHEREAS, Republic Urban Properties, LLC, the developer of the Gateway at Millbrae Station Transit Oriented Development project currently under construction is interested in the incorporation of public art in concert with the renaming of South Station Road to Harriet Tubman Way;

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the San Francisco Bay Area Rapid Transit District hereby approves the renaming of "South Station Road" located at 37.599775, -122.384908 on the south side of the Millbrae BART station to "Harriet Tubman Way"; and

BE IT FURTHER RESOLVED, that District staff is directed to erect street signs identifying the roadway as Harriet Tubman Way.

###

JACKIE SPEIER
14TH DISTRICT, CALIFORNIA

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COMMITTEE ON ARMED SERVICES
SUBCOMMITTEES
CHAIRWOMAN, MILITARY PERSONNEL
STRATEGIC FORCES
PERMANENT SELECT COMMITTEE
ON INTELLIGENCE
SUBCOMMITTEES
COUNTERTERRORISM, COUNTERTERRORISM,
AND COUNTERTERRORISM
INTELLIGENCE MODERNIZATION AND READINESS
COMMITTEE ON OVERSIGHT
AND REFORM
SUBCOMMITTEES
GOVERNMENT OPERATIONS
ENVIRONMENT
Co-Chair, Democratic Women's Caucus
Senior Whip

October 2, 2020

The Honorable Lateefah Simon
President, Board of Directors
Bay Area Rapid Transit District (BART)
P.O. Box 12688
Oakland, CA 94604-2688

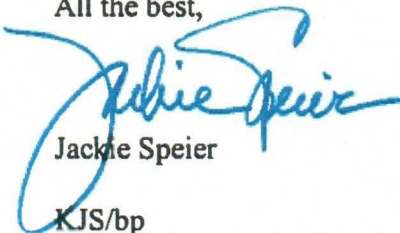
Dear President Simon and Honorable Board Members:

I respectfully support the renaming of South Station Road at the Millbrae BART station as Harriet Tubman Way. It is my understanding that Millbrae may be able to dedicate funding for interpretive signage should the road be renamed.

Tens of thousands will annually use the station, post-pandemic, and they will all be reminded of Harriet Tubman's extraordinary contributions to human rights and human dignity. Naming a street after Ms. Tubman seems not only appropriate but overdue in our community.

Thank you for your consideration of this message.

All the best,



Jackie Speier
KJS/bp

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

Board of Directors
Minutes of the 1,871st Meeting
September 24, 2020

A regular meeting of the Board of Directors was held on September 24, 2020, convening at 9:00 a.m. via teleconference, pursuant to Governor Gavin Newsom's Executive Order N-29-20 and the California Shelter-in-Place mandate. Vice President Foley presided; Patricia K. Williams, District Secretary.

Directors Present: Directors Ames, Dufty, Foley, Li, McPartland, and Saltzman.

Absent: None. Directors Allen, Raburn, and Simon entered the Meeting later.

Vice President Foley recognized the passing of The Honorable Ruth Bader Ginsburg, United States Supreme Court Justice.

Director Raburn entered the Meeting.

Vice President Foley gave instructions on the virtual meeting, viewing the Meeting and accessing presentation materials online, Public Comment, and Board Members' remarks.

Consent Calendar action items brought before the Board were:

1. Approval of Minutes of the Meeting of September 10, 2020.
2. Submittal of California Office of Emergency Services (CalOES) Form 130, Designating Agents Necessary to Provide for All Matters Pertaining to State and Federal Emergency Management Agency (FEMA) Reimbursements.
3. Resolution Authorizing Cycle 6 Lifeline Transportation Program Funds from the Metropolitan Transportation Commission (MTC).

Vice President Foley called for Public Comment on the Consent Calendar. No comments were received.

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

1. That the Minutes of the Meeting of September 10, 2020, be approved.
2. That Resolution No. 5456, Designation of Applicant's Agent Resolution for Non-State Agencies, be adopted.
3. That Resolution No. 5453, In the Matter of Authorizing the San Francisco Bay Area Rapid Transit District Requesting the Metropolitan Transportation Commission to Program Lifeline Transportation Program Funds, be adopted.

Director Allen entered the Meeting.

Vice President Foley called for general Public Comment. The following individuals addressed the Board:

Debora Ju
Aleta Dupree
Roland Lebrun

Director McPartland, Chairperson of the Administration Committee, brought the matter of Fiscal Year 2020 Year-End Budget Revision before the Board. Christopher Simi, Director of Budgets, presented the item.

Aleta Dupree addressed the Board.

Director Dufty moved that Resolution No. 5454, In the matter of amending Resolution No. 5401 regarding Fiscal Year 2020 Annual Budget, be adopted. Director Saltzman seconded the motion.

The item was discussed, with the following highlights:

Director Allen expressed support for the motion and thanked Pamela Herhold, Assistant General Manager, Performance and Budget, and Christopher Simi for their work.

Director Ames expressed agreement with Director Allen regarding support for the motion and inquired about the payment of unfunded accrued liability.

Director Dufty expressed appreciation for Budget and Performance staff's work; acknowledged the debt-refinancing led by Rosemarie Poblete, Controller/Treasure, in 2019 and thanked her for her work; and expressed support for the budget amendment.

Director Li thanked staff for their work.

Director McPartland thanked staff for their work.

Director Raburn commended Pamela Herhold, Christopher Simi, Christopher Gan, and staff for their work; expressed support for the budget, including the additions to the operating reserves; and inquired about BART's risk regarding other agencies' payments to BART.

Director Saltzman thanked finance staff, Tamar Allen, Assistant General Manager, Operations, unions, and employees for their work.

Director McPartland commented on the unions leaders' role in ensuring teamwork.

Vice President Foley thanked finance staff, employees, and unions, for their work; inquired about tracking overtime hours by the type of work performed; and requested that staff make information about the need for overtime easily identifiable.

Director McPartland commented on overtime in relation to law enforcement.

Director Allen commented on and/or inquired about the \$52 million expenditure line item; pension contributions for the Fiscal Years 2020 and 2021, the federal subsidy applied to the budgets for Fiscal Years 2020 and 2021, and payment for past unfunded liabilities.

The motion brought by Director Dufty and seconded by Director Saltzman carried by unanimous roll call vote. Ayes: 8 – Directors Allen, Ames, Dufty, Foley, Li, McPartland, Raburn, and Saltzman. Noes: 0. Absent: 1 – President Simon.

Director McPartland brought the matter of Fiscal Year 2021 Budget Outlook before the Board. Michael Eiseman, Director of Financial Planning, and Christopher Simi presented the item.

President Simon entered the Meeting.

Roland Lebrun and Aleta Dupree addressed the Board.

The item was discussed, with the following highlights:

Director Allen inquired about moving capital goods by train and commented on reporting on capital budget spending.

Director Ames commented on transporting goods by train; inquired about the Bay Area Council's analysis of work schedules and staff's feedback regarding work schedules; requested more information about the remote work phenomenon; and expressed agreement with Director Allen regarding reporting on capital budget spending.

Director Li inquired about the reason for BART's low ridership and the Metropolitan Transportation Commission's (MTC) decision regarding telecommuting; expressed concern about the MTC's decision; and suggested that a letter regarding the impacts of the telecommuting decision on BART's operations and service be submitted to the MTC.

Director McPartland inquired about reimbursement from the Federal Emergency Management Agency (FEMA); commented on Controller/Treasurer Rosemarie Poblete's coordination of a disaster reimbursement seminar; and requested feedback on a Memorandum of Understanding (MOU) with the California Governor's Office of Emergency Services for transportation.

Director Raburn commented on the MTC's telecommuting decision and expressed that BART will need to make a strong response to the decision.

Director Saltzman commented on the MTC's telecommuting decision and requested that staff present a resolution in opposition to the MTC's decision for the Board's consideration.

Director McPartland expressed support for Director Saltzman's request.

Vice President Foley commented on the MTC's telecommuting decision; expressed support for Director Saltzman's request; and commented on working with the MTC.

Director Dufty, Chairperson of the Engineering and Operations Committee, had no report.

Director Saltzman, Chairperson of the Planning, Public Affairs, Access, and Legislation Committee, brought the matter of Amendment to Power Purchase Agreement for Renewable Energy with Sky River Wind, LLC, developed by NextEra Energy Resources before the Board. Paul Bostrom, Manager of Energy, presented the item.

Aleta Dupree addressed the Board.

Director Raburn moved that the General Manager be authorized to execute the Second Amendment to the Power Purchase Agreement between Sky River Wind, LLC and San Francisco Bay Area Rapid Transit District. Director Dufty seconded the motion.

The item was discussed, with the following highlights:

Director Li commented on the amendment and the original Power Purchase Agreement (PPA) and expressed dissatisfaction with the situation.

Director Allen commented on the situation; expressed support for the PPA amendment; and requested that, in the future, staff provide the Board with an analysis of changes to agreements.

Director Ames inquired about BART's power portfolio and the frequency of purchasing power on the spot market; requested information about the power portfolio and purchasing on the spot market; and expressed support for the PPA amendment.

Director Saltzman expressed agreement with Director Ames regarding her request for power portfolio information and requested that staff provide the power portfolio, including information about cost and renewable energy.

Director Raburn commended Paul Bostrom for his work and commented on the benefits of the PPA as amended.

The motion brought by Director Raburn and seconded by Director Dufty carried by unanimous roll call vote. Ayes: 9 – Directors Allen, Ames, Dufty, Foley, Li, McPartland, Raburn, Saltzman, and Simon. Noes: 0.

Director Saltzman brought the matter of Update on BART Headquarters Office Building (2150 Webster St., Oakland, CA) before the Board. Carl Holmes, Assistant General Manager, Design and Construction, and Maceo Wiggins, Director of the Office of Civil Rights, presented the item.

Aleta Dupree addressed the Board.

The item was discussed, with the following highlights:

Vice President Foley requested that staff provide monthly updates on the BART Headquarters project to the Board; inquired about the facility services supporting the BART Headquarters building; and commented on staff working with labor partners, reaching out to support employees, and evaluating flexible scheduling that allows for proper social distancing.

Director Ames requested community feedback regarding the community space and requested innovations regarding ultraviolet (UV) lighting and enhanced air filtration in the BART Headquarters building.

Director Raburn thanked Carl Holmes and Maceo Wiggins for their work and commented on ensuring that stairs are as convenient as elevators and utilizing screens to mitigate the presence of columns in the new Board Room.

President Simon recognized Director McPartland's birthday and encouraged Directors to share stories about Director McPartland.

President Simon inquired about the potential cost savings over the next ten years as a result of purchasing the BART Headquarters building and thanked Carl Holmes, Maceo Wiggins, and staff for their work.

Director McPartland commented on his briefing and tour of Workday, Inc.'s building and flexibility with open architecture, and inquired about facilitating proper social distancing at the desks in the new Board Room.

Director Saltzman inquired about the maximum occupancy of the new Board room in comparison to the current Board Room and the overflow plan for the new Board Room; expressed concern about not expanding the capacity of the new Board Room; requested that the next presentation include overflow information and an overflow plan for the new Board Room and that information about the Board Room be posted on bart.gov; requested feedback from the public; inquired about the columns in the new Board Room and consideration of alternate first floor layouts; commented on the new Board Room; and requested more details in the next presentation and that staff prepare a public outreach plan.

President Simon presided over the remainder of the Meeting.

President Simon thanked Vice President Foley for presiding over the previous items and called for the General Manager's report. Tamar Allen reported on the failure of the communications network that occurred on September 13, 2020. Robert Powers, General Manager, commended Tamar Allen and staff for their work to get the system running on September 13th.

Director Dufty inquired about potential reoccurrence of the incident on September 13th and the duration of the communications network update project.

Director Ames inquired about the cause of the incident on September 13th and thanked staff for their work to restore the system.

General Manager Powers reported on the A65 track project and activities that he and staff had participated in.

Director McPartland expressed appreciation for staff's work and indicated that he would update agencies on the completion of the A65 track project and the efficiency with which the work was completed.

Michael Jones, Deputy General Manager, reported on the progress of the review of the BART Police model.

Director Raburn inquired about the new progressive policing component of policing reform.

President Simon brought the matter of Resolution in Support of Clean Air Day before the Board. Vice President Foley presented the item and moved that Resolution No. 5455, In the matter of Support for and Declaration of California Clean Air Day, be adopted. Director Saltzman seconded the motion.

Director Raburn thanked Vice President Foley for his initiative and commented on BART's opportunity to participate in Save the Bay's 5th Annual Bay Day.

Director Li thanked Vice President Foley for presenting the Resolution and requested that staff present information about free BART fare on Spare the Air Days to the Board.

Director Allen exited the Meeting.

The motion brought by Vice President Foley and seconded by Director Saltzman carried by unanimous roll call vote. Ayes: 8 – Directors Ames, Dufty, Foley, Li, McPartland, Raburn, Saltzman, and Simon. Noes: 0. Absent: 1 – Director Allen.

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

Director Ames thanked staff, BART Police Officers, and frontline workers for responding to the stabbing incident on a train at Warm Springs/South Fremont Station; recognized Transportation staff for their response to the incident; commented on completing station hardening, installing new fare gates, and enclosing elevators this year and the unacceptability of stabbing incidents; and requested that staff identify a funding source to complete station hardening as soon as possible.

Director Dufty requested that the Meeting be adjourned in honor of Breonna Taylor, who died when Louisville Metro Police Officers attempted to serve a search warrant. Director Dufty thanked Tamar Allen, Roy Aguilera, Chief Transportation Officer, Paula Fraser, Assistant Chief Transportation Officer, M-Line Management, and Greg Lombardi, Assistant Chief Maintenance Officer, Maintenance and Engineering, for assisting with the Latino Task Force on COVID-19's testing and flu-shot efforts.

Director Li asked whether a fare gate update would be provided to the Board before the end of the year and shared a story about Director McPartland.

Director McPartland commented on Board Members' appreciation for each other.

Director Raburn thanked Director Dufty for his *In Memoriam* request; wished Director McPartland a Happy Birthday; reported that the Capitol Corridor Joint Powers Authority Board changed its 2021 meeting schedule to allow the meeting hosted by BART to be held in the new BART Board Room in September and that he had attended the final session of the 32nd Annual National Association for Civilian Oversight of Law Enforcement (NACOLE) Conference; and noted that Russell Bloom, Independent Police Auditor, and BART Police Citizen Review Board members attended Conference sessions, as well.

Director Saltzman wished Director McPartland a Happy Birthday and gave remarks regarding Director McPartland.

Vice President Foley wished Director McPartland a Happy Birthday and gave remarks regarding Director McPartland. Vice President Foley reported that he had attended the Contra Costa Transportation Authority (CCTA) Board meeting; thanked Abby Thorne-Lyman and Nicole Franklin, Principal Property Development Officer, Real Estate and Property Development, for their presentation to CCTA staff; and requested that the Chief of Police provide reports of incidents that occur onboard BART trains and recommendations regarding opportunities for change in the future.

President Simon commented on Alicia Trost, Chief Communications Officer, and staff's work with the Alliance for Girls and requested that the Meeting be adjourned in honor of Nandi Perry, a member of the Alliance for Girls and daily BART rider.

President Simon announced that the Board would enter closed session under Item 9-A of the Regular Meeting agenda.

The Board Meeting recessed at 11:57 a.m.

The Board reconvened in closed session at 12:04 p.m.

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

Absent: None.

Due to technical difficulties, the Board was unable to reconvene in open session following closed session. The announcement from closed session, if any, will be presented at the next Board Meeting.

The Meeting adjourned at 1:44 p.m. in honor of The Honorable Ruth Bader Ginsburg, Breonna Taylor, and Nandi Perry.

Patricia K. Williams
District Secretary

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors

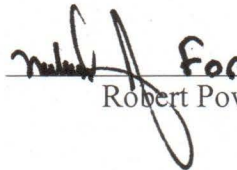
DATE: October 16, 2020

FROM: General Manager

SUBJECT: Consent Calendar: Audit of Directors' Use of District Property

Attached is the Performance and Audit Department's final audit report – *Audit of Directors' Use of District Property for Fiscal Year 2020*. The audit report will appear on the October 22, 2020 Board Consent Calendar.

If you have any questions regarding the audit, please contact Dennis Markham, Director of Performance & Audit, at (510) 464-6275.



Robert Powers

cc: Board Appointed Officers
Deputy General Manager
Executive Staff



*Audit of Directors' Use of District Property
for Fiscal Year 2020*

BACKGROUND

Internal Audit has audited the District's compliance with the requirements of the San Francisco Bay Area Rapid Transit District's Rules of the Board of Directors, Board Rule 5-3.5, Use of District Property Other than Automobiles. The rules require that the Internal Audit Department (currently identified as the Internal Audit Division of the Performance and Audit Department) shall complete an annual audit for the previous fiscal year for compliance with the requirements of Board Rule 5-3.5, and shall submit the audit report, including a list of property issued to each Director, to the next Administration Committee following September 15 for review and forwarding to the full Board.

Board Rule 5-3.5 requires that:

- Directors may have use and possession of specifically identified District property that is comparable in cost and function to equipment available to District employees;
- The property shall be returned when a Director leaves office;
- Directors request the property through the District Secretary's Office;
- The District Secretary shall request quarterly that the Directors review their cellular phone and mobile device charges;
- Directors reimburse the District within 30 days of the quarterly request for reimbursement of costs that are not for District business; and
- The District Secretary shall report to the Board President or Vice President if the quarterly requests are not responded to or reimbursements not made within 30 days.

The purpose of our audit was to determine whether the District complied with the requirements of Board Rule 5-3.5 for the fiscal year ended June 30, 2020. To accomplish our purpose, we reviewed the requirements of the Board Rule, reviewed the report for the audit of compliance with the Board Rule done for the previous year, examined records maintained by the District Secretary, notified Directors of the property recorded in the District's records as issued to each Director, and conducted discussions with the staff of the District Secretary's Office.



*Audit of Directors' Use of District Property
for Fiscal Year 2020*

***BACKGROUND
(Cont'd)***

We performed the audit in accordance with generally accepted government auditing standards and included such tests as we considered necessary in the circumstances. We used the Rules of the Board of Directors, Board Rule 5-3.5 as criteria for the audit.

We provided Patricia Williams, District Secretary, with a draft copy of our audit report on September 1, 2020. We discussed the draft audit report with her on September 1, 2020, and she had no additional comments.

***SUMMARY OF
AUDIT RESULTS***

We found that in fiscal year 2020, the District complied in all material respects with the requirements of Board Rule 5-3.5. A list of property issued to each Director as recorded in the District's records is shown in Exhibit A.

Due to the COVID-19 crisis, some cellular phone bills for the period November 2019 thru June 2020 could not be signed by the Directors and were not reviewed in this year's audit. We will review those bills as part of next year's audit.

A handwritten signature in black ink, which appears to read "D. Markham".

Dennis Markham, Director of Performance
and Audit



*Audit of Directors' Use of District Property
for Fiscal Year 2020*

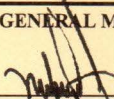
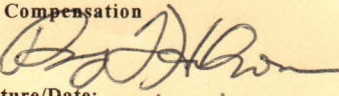
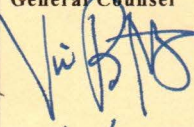
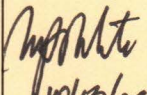
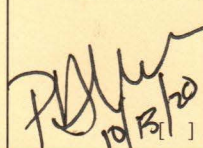
Exhibit A

Schedule of District Property in Directors' Custody
As of June 30, 2020

DIRECTOR	PROPERTY DESCRIPTION
Debora Allen 1st District	(No Equipment Issued)
Mark Foley 2nd District	(No Equipment Issued)
Rebecca Saltzman 3rd District	(No Equipment Issued)
Robert Raburn 4th District	(No Equipment Issued)
John McPartland 5th District	Apple iPhone 7 External Computer Hard Drive MiFi Device
Elizabeth Ames 6th District	Apple iPhone 8
Lateefah Simon 7th District	Apple iPhone 11
Janice Li 8th District	(No Equipment Issued)
Bevan Dufty 9th District	(No Equipment Issued)



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL:  10/14/2020		GENERAL MANAGER ACTION REQ'D:		
DATE: 10/11/2020		BOARD INITIATED ITEM: No		
Originator/Prepared by: Ray Hathorn Dept: Compensation  Signature/Date: 10/12/2020	General Counsel  10/13/20 []	Controller/Treasurer  10/13/2020 []	District Secretary []	BARC  10/13/20 []

District Base Pay Schedule

PURPOSE:

To approve a base pay schedule effective July 1, 2020 in a form prescribed by CalPERS.

DISCUSSION:

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

Attachment A is the base pay schedule effective July 1, 2020. It is important to note this table does not make changes to compensation for any District employee. However, it does add to the District's CalPERS contribution amount for Deputy Chief Management Incentive pay. It reflects negotiated salary changes with each union already approved by the Board through its ratification of the Collective Bargaining Agreements (CBAs). The pay for Board-appointees has been approved by the Board. The pay bands for non-represented employees has been approved by the Board with the adoption of the annual budget or notice has been provided by the General Manager to the Board. Staff requests that the Board approve the attached salary schedule.

FISCAL IMPACT:

The only fiscal impact to the District for this proposed action is approximately \$21,400 per year in CalPERS contributions for Deputy Chief Management Incentive pay.

ALTERNATIVES:

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

RECOMMENDATION:

Approve the following motion.

MOTION:

The Board approves the base pay schedule in effect July 1, 2020.

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2020

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
1	QC208	Access Coordinator	AFSCME	AFE	\$104,792.06	\$136,229.34
2	FA200	Account Clerk	SEIU	011	\$47,260.93	\$61,779.12
3	FA205	Accountant	SEIU	S08	\$76,303.56	\$99,743.28
4	FA210	Accounting Analyst	SEIU	S11	\$88,235.76	\$115,340.88
5	000070	Accounting Supervisor	AFSCME	AFG	\$119,247.75	\$155,022.06
6	FA215	Accounting Technician	SEIU	036	\$63,466.62	\$82,963.09
7	OF050	ACTO Central Control	Non-Rep	N12	\$147,736.00	\$223,819.00
8	OF075	ACTO Service Delivery	Non-Rep	N12	\$147,736.00	\$223,819.00
9	AE200	Administrative Analyst - BPOA	BPOA	058	\$80,620.59	\$96,740.38
10	AF200	Administrative Analyst NR	Non-Rep	N04	\$85,983.00	\$130,265.00
11	AA200	Administrative Analyst SEIU	SEIU	S08	\$76,303.56	\$99,743.28
12	000208	Administrative Coordinator	Non-Rep	N04	\$85,983.00	\$130,265.00
13	AG100	Administrative Secretary SEIU	SEIU	071	\$61,085.65	\$79,850.58
14	AA230	Administrative Support Officer	SEIU	S13	\$97,218.00	\$127,082.40
15	CB190	Administrative Technician ATU	ATU	036	\$70,518.45	\$82,963.09
16	CA190	Administrative Technician SEIU	SEIU	036	\$63,466.62	\$82,963.09
17	MA100	AFC Electronic Technician	SEIU	301	\$76,230.13	\$99,647.39
18	MA105	AFC Foreworker	SEIU	825	\$83,853.12	\$109,612.05
19	MA560	AFC Parts Runner	SEIU	151	\$57,375.55	\$75,000.85
20	IA100	Appl Programmer Analyst	SEIU	S08	\$76,303.56	\$99,743.28
21	000046	Architect	Non-Rep	N06	\$98,442.00	\$149,140.00
22	000051	Asset Coordinator	AFSCME	AFF	\$111,099.29	\$144,430.35
23	000178	Asset Data Manager	AFSCME	AFI	\$135,099.06	\$175,628.52
24	000272	Asset Mgmt Risk Coordinator	Non-Rep	N08	\$112,707.00	\$170,751.00
25	LF100	Associate General Counsel	Non-Rep	N13	\$162,509.00	\$246,201.00
26	AA100	Asst Admin Analyst - SEIU	SEIU	S06	\$69,265.80	\$90,543.60
27	AF100	Asst Admin Analyst NR	Non-Rep	N01	\$69,769.00	\$105,701.00
28	UA200	Asst Buyer	SEIU	S06	\$69,265.80	\$90,543.60
29	000273	Asst Chief Engineering Officer	Non-Rep	N12	\$147,736.00	\$223,819.00
30	000083	Asst Chief Labor Relations	Non-Rep	N10	\$129,038.00	\$195,493.00
31	000086	Asst Chief Maint & Eng Officer	Non-Rep	N12	\$147,736.00	\$223,819.00
32	000274	Asst Chief Maintenance Officer	Non-Rep	N12	\$147,736.00	\$223,819.00
33	000082	Asst Chief Mechanical Officer	Non-Rep	N12	\$147,736.00	\$223,819.00
34	UA205	Asst Contract Administrator	SEIU	S06	\$69,265.80	\$90,543.60
35	FF225	Asst Controller	Non-Rep	N13	\$162,509.00	\$246,201.00
36	AF105	Asst District Secretary	Non-Rep	N08	\$112,707.00	\$170,751.00
37	ZF050	Asst GM Administration*	Non-Rep	N14	\$178,760.00	\$270,821.00
38	ZF118	Asst GM Design & Construction*	Non-Rep	N14	\$178,760.00	\$270,821.00
39	ZF105	Asst GM Operations*	Non-Rep	N15	\$196,636.00	\$297,904.00
40	XF213	Asst GM Performance & Budget*	Non-Rep	N14	\$178,760.00	\$270,821.00
41	XF125	Asst GM Technology*	Non-Rep	N14	\$178,760.00	\$270,821.00
42	ZF117	Asst GM, External Affairs*	Non-Rep	N14	\$178,760.00	\$270,821.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2020

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
43	000307	Asst Inspector General	Non-Rep	N10	\$129,038.00	\$195,493.00
44	000019	Asst Logistics Program Manager	AFSCME	AFG	\$119,247.75	\$155,022.06
45	FC230	Asst Mgr of Revenue Control	AFSCME	AFH	\$126,628.91	\$164,617.46
46	SA100	Asst Safety Specialist	SEIU	S06	\$69,265.80	\$90,543.60
47	000090	Asst Supt eBART Vehicle Maint	Non-Rep	N09	\$120,596.00	\$182,703.00
48	000209	Asst Supt Maint Plan and Logs	Non-Rep	N09	\$120,596.00	\$182,703.00
49	000150	Asst Supt of eBART Systems	Non-Rep	N09	\$120,596.00	\$182,703.00
50	000091	Asst Supt of Operations eBART	Non-Rep	N09	\$120,596.00	\$182,703.00
51	000061	Asst Supt of Power Mech Maint	Non-Rep	N09	\$120,596.00	\$182,703.00
52	MF822	Asst Supt of RS&S	Non-Rep	N09	\$120,596.00	\$182,703.00
53	000163	Asst Supt of System Service	Non-Rep	N09	\$120,596.00	\$182,703.00
54	MF830	Asst Supt of Systems Maint	Non-Rep	N09	\$120,596.00	\$182,703.00
55	000020	Asst Supt of Way & Facilities	Non-Rep	N09	\$120,596.00	\$182,703.00
56	FF230	Asst Treasurer	Non-Rep	N13	\$162,509.00	\$246,201.00
57	FA274	Asst Treasury Analyst	SEIU	S06	\$69,265.80	\$90,543.60
58	LF105	Attorney I	Non-Rep	N06	\$98,442.00	\$149,140.00
59	LF110	Attorney II	Non-Rep	N09	\$120,596.00	\$182,703.00
60	LF115	Attorney III	Non-Rep	N11	\$138,071.00	\$209,177.00
61	MA200	Auto & Equip Foreworker	SEIU	825	\$83,853.12	\$109,612.05
62	MC215	Auto & Equip Maint Supv	AFSCME	AFE	\$104,792.06	\$136,229.34
63	MA205	Auto & Equip Mechanic	SEIU	301	\$76,230.13	\$99,647.39
64	000275	Benefits Specialist	Non-Rep	036	\$69,954.77	\$82,963.09
65	000222	Board Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
66	FA100	Budget Analyst	SEIU	S08	\$76,303.56	\$99,743.28
67	FB141	Budget Clerk - ATU	ATU	031	\$67,272.40	\$79,144.21
68	MA300	Buildings Foreworker	SEIU	825	\$83,853.12	\$109,612.05
69	MA310	Buildings Worker	SEIU	301	\$76,230.13	\$99,647.39
70	UA210	Buyer	SEIU	S08	\$76,303.56	\$99,743.28
71	UA213	Buyer Technician	SEIU	036	\$63,466.62	\$82,963.09
72	TA298	CAD Drafter	SEIU	S08	\$76,303.56	\$99,743.28
73	FA245	Cash Handler	SEIU	025	\$55,870.46	\$73,033.38
74	000095	Cash Handler PT	SEIU	026	\$61,457.34	\$61,457.34
75	FA249	Cash Handling Elec Technician	SEIU	301	\$76,230.13	\$99,647.39
76	FA250	Cash Handling Foreworker	SEIU	813	\$83,853.12	\$109,612.05
77	TC220	Central Maintenance Supervisor	AFSCME	AFF	\$111,099.29	\$144,430.35
78	XF142	Chief Communications Officer	Non-Rep	N13	\$162,509.00	\$246,201.00
79	EF050	Chief Maint & Engineer Officer	Non-Rep	N13	\$162,509.00	\$246,201.00
80	MF805	Chief Mechanical Officer	Non-Rep	N13	\$162,509.00	\$246,201.00
81	000094	Chief Op Officer eBART/OAC	Non-Rep	N13	\$162,509.00	\$246,201.00
82	000276	Chief Planning & Dev Officer	Non-Rep	N13	\$162,509.00	\$246,201.00
83	SF200	Chief Safety Officer	Non-Rep	N12	\$147,736.00	\$223,819.00
84	000050	Chief Transit Sys Dev Officer	Non-Rep	N13	\$162,509.00	\$246,201.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2020

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
85	XF100	Chief Transportation Officer	Non-Rep	N13	\$162,509.00	\$246,201.00
86	EF200	Civil Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
87	CG100	Clerk SEIU	SEIU	011	\$47,260.93	\$61,779.12
88	000013	Communication Coordinator	SEIU	S11	\$88,235.76	\$115,340.88
89	MA115	Communications Electronic Tech	SEIU	301	\$76,230.13	\$99,647.39
90	MA120	Communications Foreworker	SEIU	825	\$83,853.12	\$109,612.05
91	VF101	Communications Officer	AFSCME	AFI	\$135,099.06	\$175,628.52
92	OB100	Communications Specialist	ATU	831	\$96,526.35	\$113,560.51
93	000074	Community Outreach Specialist	Non-Rep	N07	\$105,333.00	\$159,580.00
94	PE076	Community Services Officer	BPOA	027	\$57,073.95	\$70,100.37
95	000155	Comp Vehicle Maint eBART	SEIU M e	400	\$76,230.13	\$99,647.39
96	IA105	Computer Documentation Asst	SEIU	031	\$60,545.26	\$79,144.21
97	MA700	Computer Electronic Technician	SEIU	321	\$76,230.13	\$99,647.39
98	IA110	Computer Operator	SEIU	031	\$60,545.26	\$79,144.21
99	000064	Computer Support Administrator	SEIU	S05	\$65,996.28	\$86,269.68
100	IA115	Computer Support Coordinator	SEIU	S14	\$102,048.72	\$133,397.04
101	EF102	Computer Systems Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
102	EF205	Construction Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
103	UA215	Contract Administrator	SEIU	S08	\$76,303.56	\$99,743.28
104	UF221	Contract Specialist I	Non-Rep	N02	\$75,101.00	\$113,778.00
105	UF222	Contract Specialist II	AFSCME	AFD	\$97,425.94	\$126,653.95
106	UF223	Contract Specialist III	AFSCME	AFE	\$104,792.06	\$136,229.34
107	000049	Contracts Technician SEIU	SEIU	036	\$63,466.62	\$82,963.09
108	XF105	Controller Treasurer	Non-Rep	CT	\$279,829.28	\$279,829.28
109	000277	Core Capacity Program Manager	Non-Rep	N09	\$120,596.00	\$182,703.00
110	000168	Crew Office Supervisor	AFSCME	AFG	\$119,247.75	\$155,022.06
111	000183	Crime Analyst	BPOA	068	\$82,232.80	\$98,674.99
112	CA120	Customer Service Clerk	SEIU	031	\$60,545.26	\$79,144.21
113	VA110	Customer Service Rep	SEIU	S11	\$88,235.76	\$115,340.88
114	VA120	Customer Services Admin	SEIU	S13	\$97,218.00	\$127,082.40
115	000016	Customer Services Assistant	SEIU	S06	\$69,265.80	\$90,543.60
116	000173	Customer Services Supervisor	SEIU	S13	\$97,218.00	\$127,082.40
117	000180	Customer Services Technician	SEIU	036	\$63,466.62	\$82,963.09
118	000072	Cyber Security Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
119	IA135	Data Controller	SEIU	031	\$60,545.26	\$79,144.21
120	IA140	Data Entry Operator	SEIU	031	\$60,545.26	\$79,144.21
121	IC120	Database Administrator	AFSCME	AFH	\$126,628.91	\$164,617.46
122	AF115	Deputy Asst District Secretary	Non-Rep	N06	\$98,442.00	\$149,140.00
123	000206	Deputy Dir Fire Life Safety	Non-Rep	N11	\$138,071.00	\$209,177.00
124	ZF110	Deputy General Manager*	Non-Rep	N15	\$196,636.00	\$297,904.00
125	000028	Deputy Managing Dir Cap Cor	Non-Rep	N11	\$138,071.00	\$209,177.00
126	000043	Deputy Police Chief**	Non-Rep	N13	\$162,509.00	\$246,201.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2020

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
127	000156	Diesel Train DMU Eng eBART	ATU eBART	651	\$84,592.77	\$99,520.93
128	FF095	Dir of Budgets	Non-Rep	N12	\$147,736.00	\$223,819.00
129	QF101	Dir of Customer Access	Non-Rep	N12	\$147,736.00	\$223,819.00
130	XF117	Dir of Customer Services	Non-Rep	N12	\$147,736.00	\$223,819.00
131	FF090	Dir of Financial Planning	Non-Rep	N12	\$147,736.00	\$223,819.00
132	XF123	Dir of Govt and Comm Relations	Non-Rep	N12	\$147,736.00	\$223,819.00
133	XF120	Dir of Human Resources	Non-Rep	N12	\$147,736.00	\$223,819.00
134	000084	Dir of Labor Relations	Non-Rep	N12	\$147,736.00	\$223,819.00
135	XF132	Dir of Marketing and Research	Non-Rep	N12	\$147,736.00	\$223,819.00
136	000309	Dir of New Transbay Rail Cross	Non-Rep	N12	\$147,736.00	\$223,819.00
137	XF115	Dir of Office of Civil Rights	Non-Rep	N12	\$147,736.00	\$223,819.00
138	XF040	Dir of Operations Planning	Non-Rep	N12	\$147,736.00	\$223,819.00
139	XF126	Dir of Performance and Audit	Non-Rep	N12	\$147,736.00	\$223,819.00
140	XF135	Dir of Procurement	Non-Rep	N12	\$147,736.00	\$223,819.00
141	000027	Dir of Real Estate & Prop Dev	Non-Rep	N12	\$147,736.00	\$223,819.00
142	XF106	Dir of Risk and Insur Mgmt	Non-Rep	N12	\$147,736.00	\$223,819.00
143	SF100	Dir of Security Programs	Non-Rep	N12	\$147,736.00	\$223,819.00
144	000153	Dir of Technology	Non-Rep	N12	\$147,736.00	\$223,819.00
145	EF060	District Architect	Non-Rep	N11	\$138,071.00	\$209,177.00
146	QC216	District Right of Way Surveyor	AFSCME	AFG	\$119,247.75	\$155,022.06
147	XF150	District Secretary	Non-Rep	DS	\$220,307.33	\$220,307.33
148	TA300	Document Config Controller	SEIU	S09	\$80,088.60	\$104,691.00
149	000161	Document Control Spec eBART	SEIU P e	500	\$80,088.60	\$104,691.00
150	TA310	Drafting Supervisor	SEIU	S11	\$88,235.76	\$115,340.88
151	HF108	Drug Testing Coordinator	Non-Rep	N04	\$85,983.00	\$130,265.00
152	MA313	Dump Truck/Equipment Operator	SEIU	301	\$76,230.13	\$99,647.39
153	000078	Elec/Electro-Mech Assembler II	SEIU	152	\$59,487.79	\$77,761.84
154	MA145	Elect/Electro-Mech Assembler	SEIU	151	\$57,375.55	\$75,000.85
155	EF215	Electrical Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
156	MA500	Electrical Foreworker	SEIU	824	\$87,451.31	\$114,315.55
157	000034	Electrical Helper	SEIU	151	\$57,375.55	\$75,000.85
158	MA510	Electrician	SEIU	301	\$76,230.13	\$99,647.39
159	EF110	Electronics & Comm Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
160	000302	Elevator Escalator Inspector	SEIU	311	\$79,693.74	\$104,174.93
161	MA515	Elevator/Escalator Foreworker	SEIU	825	\$83,853.12	\$109,612.05
162	MA530	Elevator/Escalator Trainee	SEIU	331	\$68,667.87	\$89,762.19
163	MA525	Elevator/Escalator Worker	SEIU	301	\$76,230.13	\$99,647.39
164	000196	Employee Dev Specialist FW	ATU	732	\$111,305.38	\$130,947.65
165	000190	Employee Dev Specialist SA	ATU	839	\$101,248.37	\$119,115.78
166	HJ105	Employee Dev Specialist SEIU	SEIU	EDS	\$91,124.28	\$119,116.68
167	HB105	Employee Dev Specialist TO	ATU	839	\$101,248.37	\$119,115.78
168	EF500	Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2020

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
169	000032	Engineer Intern	Non-Rep	081	\$46,800.00	\$46,800.00
170	SF145	Environmental Administrator	AFSCME	AFH	\$126,628.91	\$164,617.46
171	000006	Environmental Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
172	MA150	ERS Foreworker	SEIU	825	\$83,853.12	\$109,612.05
173	MA155	ERS Technician	SEIU	301	\$76,230.13	\$99,647.39
174	000210	Executive Assistant	Non-Rep	N05	\$92,002.00	\$139,383.00
175	UA195	Expeditor	SEIU	S06	\$69,265.80	\$90,543.60
176	UA100	Expeditor/Clerk	SEIU	031	\$60,545.26	\$79,144.21
177	MC350	Facilities Maint Supv	AFSCME	AFE	\$104,792.06	\$136,229.34
178	000021	Facilities/Utilities Loc Coord	AFSCME	AFF	\$111,099.29	\$144,430.35
179	000182	Fare Inspection Officer	BPOA	035	\$67,954.02	\$81,541.20
180	000278	Fare Programs Administrator	Non-Rep	N09	\$120,596.00	\$182,703.00
181	FC104	Financial Analyst I	AFSCME	AFC	\$88,249.86	\$114,725.40
182	FC105	Financial Analyst II	AFSCME	AFD	\$97,425.94	\$126,653.95
183	MA550	Fire Protection Worker	SEIU	301	\$76,230.13	\$99,647.39
184	MA330	Fire Service Worker	SEIU	301	\$76,230.13	\$99,647.39
185	XF160	General Counsel	Non-Rep	GC	\$309,391.56	\$309,391.56
186	ZF130	General Manager	Non-Rep	GM	\$396,210.03	\$396,210.03
187	VA050	Gov & Community Relations Spec	SEIU	S11	\$88,235.76	\$115,340.88
188	TA313	Graphic Artist	SEIU	S09	\$80,088.60	\$104,691.00
189	MA335	Grounds Foreworker	SEIU	825	\$83,853.12	\$109,612.05
190	MA345	Grounds Worker	SEIU	201	\$64,736.67	\$84,623.14
191	MA346	Grounds Worker/Applicator	SEIU	301	\$76,230.13	\$99,647.39
192	EF113	Grp Mgr AFC Capital Program	Non-Rep	N11	\$138,071.00	\$209,177.00
193	KF300	Grp Mgr Capitol Corridor	Non-Rep	N11	\$138,071.00	\$209,177.00
194	EF223	Grp Mgr Elec Mech Engineering	Non-Rep	N11	\$138,071.00	\$209,177.00
195	EF222	Grp Mgr Engineering	Non-Rep	N11	\$138,071.00	\$209,177.00
196	OF426	Grp Mgr Operations Liaison	Non-Rep	N11	\$138,071.00	\$209,177.00
197	OF112	Grp Mgr Ops Support & Review	Non-Rep	N11	\$138,071.00	\$209,177.00
198	XF128	Grp Mgr Planning	Non-Rep	N11	\$138,071.00	\$209,177.00
199	000171	Grp Mgr Production Support	Non-Rep	N11	\$138,071.00	\$209,177.00
200	EF121	Grp Mgr Project Controls	Non-Rep	N11	\$138,071.00	\$209,177.00
201	EF107	Grp Mgr Rail Vehicle Cap Prog	Non-Rep	N11	\$138,071.00	\$209,177.00
202	MF807	Grp Mgr Rolling Stock & Shops	Non-Rep	N11	\$138,071.00	\$209,177.00
203	EF124	Grp Mgr Seismic Retrofit Cap	Non-Rep	N11	\$138,071.00	\$209,177.00
204	000088	Grp Mgr Sustainability Program	Non-Rep	N11	\$138,071.00	\$209,177.00
205	EF080	Grp Mgr Systems Engineer	Non-Rep	N11	\$138,071.00	\$209,177.00
206	EF075	Grp Mgr Vehicle Maint Engineer	Non-Rep	N11	\$138,071.00	\$209,177.00
207	000041	Grp Mgr, Capital Projects	Non-Rep	N11	\$138,071.00	\$209,177.00
208	EF224	Grp Mgr, Integration Eng	Non-Rep	N11	\$138,071.00	\$209,177.00
209	000280	Grp Mgr, Policy Planning	Non-Rep	N11	\$138,071.00	\$209,177.00
210	000279	Grp Mgr, Station Planning	Non-Rep	N11	\$138,071.00	\$209,177.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2020

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
211	000312	Grp Mgr, Transit Oriented Dev	Non-Rep	N11	\$138,071.00	\$209,177.00
212	HF133	HR Programs Manager	Non-Rep	N08	\$112,707.00	\$170,751.00
213	000211	HRIS Analyst	Non-Rep	N04	\$85,983.00	\$130,265.00
214	000281	HRIS Specialist	Non-Rep	036	\$69,954.77	\$82,963.09
215	000212	Independent Police Adminstr	Non-Rep	N05	\$92,002.00	\$139,383.00
216	000042	Independent Police Auditor	Non-Rep	IPA	\$210,730.48	\$210,730.48
217	000054	Independent Police Invest	Non-Rep	N08	\$112,707.00	\$170,751.00
218	SC132	Industrial Hygienist	AFSCME	AFG	\$119,247.75	\$155,022.06
219	IC159	Information Sys Security Offcr	AFSCME	AFF	\$111,099.29	\$144,430.35
220	FF260	Information Systems Auditor	Non-Rep	N05	\$92,002.00	\$139,383.00
221	000207	Inspector General	Non-Rep	IG	\$210,968.98	\$210,968.98
222	OF025	Instructional Design Spec	AFSCME	AFE	\$104,792.06	\$136,229.34
223	FC240	Insurance Analyst	AFSCME	AFF	\$111,099.29	\$144,430.35
224	FA265	Intermediate Account Clerk	SEIU	021	\$54,148.64	\$70,782.61
225	CJ105	Intermediate Clerk SEIU	SEIU	021	\$54,148.64	\$70,782.61
226	FF251	Internal Auditor I	Non-Rep	N02	\$75,101.00	\$113,778.00
227	FF252	Internal Auditor II	Non-Rep	N04	\$85,983.00	\$130,265.00
228	UA105	Inventory Control Analyst	SEIU	S08	\$76,303.56	\$99,743.28
229	UA120	Inventory Control Technician	SEIU	036	\$63,466.62	\$82,963.09
230	MA348	Irrigation/Grounds Worker	SEIU	301	\$76,230.13	\$99,647.39
231	000059	IT Project Manager	AFSCME	AFI	\$135,099.06	\$175,628.52
232	FA275	Jr Accountant	SEIU	S05	\$65,996.28	\$86,269.68
233	IA160	Jr Appl Programmer Analyst	SEIU	S03	\$59,916.84	\$78,322.68
234	000282	Jr Computer Systems Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
235	000306	Jr Elec & Comm Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
236	000305	Jr Electrical Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
237	EF400	Jr Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
238	000304	Jr Mechanical Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
239	000283	Jr Project Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
240	000284	Jr Traction Power Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
241	000285	Jr Train Control Engineer	Non-Rep	N03	\$80,358.00	\$121,743.00
242	HF122	Labor Relations Rep I	Non-Rep	N02	\$75,101.00	\$113,778.00
243	HF123	Labor Relations Rep II	Non-Rep	N04	\$85,983.00	\$130,265.00
244	000286	Leave Management Analyst	Non-Rep	N04	\$85,983.00	\$130,265.00
245	000213	Leave Management Specialist	Non-Rep	036	\$69,954.77	\$82,963.09
246	LA115	Legal Administrative Analyst	SEIU	S06	\$69,265.80	\$90,543.60
247	LA100	Legal Administrative Asst	SEIU	S05	\$65,996.28	\$86,269.68
248	LC118	Legal Office Supervisor	AFSCME	AFD	\$97,425.94	\$126,653.95
249	FC282	Liability Risk Analyst	AFSCME	AFF	\$111,099.29	\$144,430.35
250	MA350	Locksmith	SEIU	301	\$76,230.13	\$99,647.39
251	OB108	Lost & Found Clerk	ATU	019	\$67,272.40	\$79,144.21
252	CA110	Mail and Supply Clerk	SEIU	021	\$54,148.64	\$70,782.61

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Pay Schedule (Noted by Job Title)

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
253	000060	Maintenance Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
254	TA215	Maintenance Planner	SEIU	S08	\$76,303.56	\$99,743.28
255	000001	Maintenance Support Admin	AFSCME	AFD	\$97,425.94	\$126,653.95
256	ZF200	Managing Director Cap Corridor*	Non-Rep	N14	\$178,760.00	\$270,821.00
257	VC081	Marketing Rep II	AFSCME	AFE	\$104,792.06	\$136,229.34
258	PE132	Master Police Officer	BPOA	798	\$118,389.86	\$118,389.86
259	UA130	Material Control Analyst	SEIU	S08	\$76,303.56	\$99,743.28
260	UA135	Material Control Sys Analyst	SEIU	S08	\$76,303.56	\$99,743.28
261	UA145	Material Coordinator	SEIU	301	\$76,230.13	\$99,647.39
262	UA150	Material Expeditor	SEIU	S08	\$76,303.56	\$99,743.28
263	EF240	Mechanical Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
264	HF151	Media Producer	Non-Rep	N05	\$92,002.00	\$139,383.00
265	000296	Mgr of Absence Mgmt	Non-Rep	N09	\$120,596.00	\$182,703.00
266	000024	Mgr of Access & Accessible Svc	Non-Rep	N09	\$120,596.00	\$182,703.00
267	000023	Mgr of Access Programs	AFSCME	AFH	\$126,628.91	\$164,617.46
268	FC215	Mgr of Accounting	AFSCME	AFI	\$135,099.06	\$175,628.52
269	000081	Mgr of Accreditation	Non-Rep	N08	\$112,707.00	\$170,751.00
270	000188	Mgr of Acquisition Support	AFSCME	AFI	\$135,099.06	\$175,628.52
271	000167	Mgr of Ad Franchise Program	AFSCME	AFI	\$135,099.06	\$175,628.52
272	MC225	Mgr of Auto & Equip Maint	AFSCME	AFH	\$126,628.91	\$164,617.46
273	000299	Mgr of Budget & Admin, Cap Cor	AFSCME	AFI	\$135,099.06	\$175,628.52
274	000215	Mgr of Cap Corr Market/Comm	Non-Rep	N09	\$120,596.00	\$182,703.00
275	FF119	Mgr of Capital Budgets	Non-Rep	N09	\$120,596.00	\$182,703.00
276	FF116	Mgr of Capital Project Control	Non-Rep	N09	\$120,596.00	\$182,703.00
277	000174	Mgr of Capital Project Support	AFSCME	AFI	\$135,099.06	\$175,628.52
278	OF115	Mgr of Central Control	Non-Rep	N10	\$129,038.00	\$195,493.00
279	EF225	Mgr of Civil & Structural Eng	Non-Rep	N10	\$129,038.00	\$195,493.00
280	QF109	Mgr of Community Relations	Non-Rep	N09	\$120,596.00	\$182,703.00
281	000287	Mgr of Comp & Analytics	Non-Rep	N09	\$120,596.00	\$182,703.00
282	EF119	Mgr of Computer Sys Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
283	MF400	Mgr of Construction Services	Non-Rep	N10	\$129,038.00	\$195,493.00
284	UF225	Mgr of Contract Administration	Non-Rep	N09	\$120,596.00	\$182,703.00
285	000170	Mgr of Creative Services	AFSCME	AFI	\$135,099.06	\$175,628.52
286	000009	Mgr of Credit/Debit Fare Prog	AFSCME	AFG	\$119,247.75	\$155,022.06
287	AC400	Mgr of Customer Services	AFSCME	AFH	\$126,628.91	\$164,617.46
288	000071	Mgr of Cyber Security	Non-Rep	N10	\$129,038.00	\$195,493.00
289	TC102	Mgr of Drafting & Configuratio	AFSCME	AFI	\$135,099.06	\$175,628.52
290	EF120	Mgr of Elect & Comm Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
291	EF233	Mgr of Electrical Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
292	000065	Mgr of Emergency Preparedness	Non-Rep	N08	\$112,707.00	\$170,751.00
293	SC075	Mgr of Employee/Patron Safety	AFSCME	AFI	\$135,099.06	\$175,628.52
294	AF206	Mgr of Energy	Non-Rep	N09	\$120,596.00	\$182,703.00

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
295	SF111	Mgr of Engineer Safety	Non-Rep	N10	\$129,038.00	\$195,493.00
296	000063	Mgr of Engineering Liaison	Non-Rep	N10	\$129,038.00	\$195,493.00
297	000169	Mgr of Engineering Programs	Non-Rep	N09	\$120,596.00	\$182,703.00
298	SF140	Mgr of Environ Compliance	Non-Rep	N09	\$120,596.00	\$182,703.00
299	000288	Mgr of Equity Programs	Non-Rep	N09	\$120,596.00	\$182,703.00
300	000289	Mgr of Fin Analysis Admin	AFSCME	AFI	\$135,099.06	\$175,628.52
301	FF297	Mgr of Financial Planning	Non-Rep	N09	\$120,596.00	\$182,703.00
302	FF290	Mgr of Fleet & Capacity Plann	Non-Rep	N09	\$120,596.00	\$182,703.00
303	000290	Mgr of Govt Rel & Leg Affairs	Non-Rep	N09	\$120,596.00	\$182,703.00
304	000216	Mgr of HRIS & Benefits	Non-Rep	N09	\$120,596.00	\$182,703.00
305	IF177	Mgr of Information Systems	Non-Rep	N10	\$129,038.00	\$195,493.00
306	FF285	Mgr of Internal Audit	Non-Rep	N09	\$120,596.00	\$182,703.00
307	UC125	Mgr of Inventory Management	AFSCME	AFG	\$119,247.75	\$155,022.06
308	HF130	Mgr of Labor Relations	Non-Rep	N09	\$120,596.00	\$182,703.00
309	000291	Mgr of Leave Programs	Non-Rep	N09	\$120,596.00	\$182,703.00
310	QF107	Mgr of Local Govt & Com Rel	Non-Rep	N09	\$120,596.00	\$182,703.00
311	UF130	Mgr of Logistics	Non-Rep	N09	\$120,596.00	\$182,703.00
312	MF405	Mgr of Maint Administration	AFSCME	AFI	\$135,099.06	\$175,628.52
313	000159	Mgr of Maint Plan & Logistics	Non-Rep	N09	\$120,596.00	\$182,703.00
314	TF241	Mgr of Maintenance Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
315	OF425	Mgr of Maintenance Support	Non-Rep	N09	\$120,596.00	\$182,703.00
316	000214	Mgr of Marketing	Non-Rep	N09	\$120,596.00	\$182,703.00
317	EF234	Mgr of Mechanical Engr.	Non-Rep	N10	\$129,038.00	\$195,493.00
318	000293	Mgr of Media Relations	Non-Rep	N09	\$120,596.00	\$182,703.00
319	FF125	Mgr of Operating Budgets	Non-Rep	N09	\$120,596.00	\$182,703.00
320	TF230	Mgr of Operations Reliability	Non-Rep	N09	\$120,596.00	\$182,703.00
321	SC105	Mgr of Operations Safety	AFSCME	AFI	\$135,099.06	\$175,628.52
322	000055	Mgr of Ops Training and Dev	Non-Rep	N09	\$120,596.00	\$182,703.00
323	QC205	Mgr of Parking Programs	AFSCME	AFI	\$135,099.06	\$175,628.52
324	000203	Mgr of Performance Analytics	AFSCME	AFI	\$135,099.06	\$175,628.52
325	QF115	Mgr of Planning	Non-Rep	N09	\$120,596.00	\$182,703.00
326	000294	Mgr of Program Planning Sppt	Non-Rep	N09	\$120,596.00	\$182,703.00
327	UF215	Mgr of Purchasing	AFSCME	AFI	\$135,099.06	\$175,628.52
328	TC105	Mgr of Quality Assurance	AFSCME	AFI	\$135,099.06	\$175,628.52
329	000199	Mgr of Rail Operations	Non-Rep	N09	\$120,596.00	\$182,703.00
330	000005	Mgr of Real Estate Services	Non-Rep	N09	\$120,596.00	\$182,703.00
331	EF159	Mgr of Research & Development	Non-Rep	N10	\$129,038.00	\$195,493.00
332	FF295	Mgr of Revenue Control	Non-Rep	N09	\$120,596.00	\$182,703.00
333	000303	Mgr of RS&S Administration	Non-Rep	N09	\$120,596.00	\$182,703.00
334	OF111	Mgr of Schedules & Services	Non-Rep	N09	\$120,596.00	\$182,703.00
335	000247	Mgr of Small Business Sppt Svc	Non-Rep	N09	\$120,596.00	\$182,703.00
336	AC300	Mgr of Special Projects	AFSCME	AFI	\$135,099.06	\$175,628.52

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
337	000198	Mgr of Station Operations	Non-Rep	N09	\$120,596.00	\$182,703.00
338	MF840	Mgr of Strategic Main Prog	Non-Rep	N11	\$138,071.00	\$209,177.00
339	000295	Mgr of Substance Abuse Program	Non-Rep	N09	\$120,596.00	\$182,703.00
340	000249	Mgr of Sys Capacity Planning	Non-Rep	N09	\$120,596.00	\$182,703.00
341	000248	Mgr of System Integration	Non-Rep	N09	\$120,596.00	\$182,703.00
342	000172	Mgr of Technology Programs	Non-Rep	N09	\$120,596.00	\$182,703.00
343	000008	Mgr of Telecommunications	Non-Rep	N09	\$120,596.00	\$182,703.00
344	FC205	Mgr of Time and Admin	AFSCME	AFI	\$135,099.06	\$175,628.52
345	000250	Mgr of Title VI & Env Justice	Non-Rep	N09	\$120,596.00	\$182,703.00
346	EF236	Mgr of Traction Power Engr	Non-Rep	N10	\$129,038.00	\$195,493.00
347	EF130	Mgr of Train Control Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
348	000251	Mgr of Transit Oriented Dev	Non-Rep	N09	\$120,596.00	\$182,703.00
349	MC805	Mgr of Transit Vehicl Cleaning	AFSCME	AFH	\$126,628.91	\$164,617.46
350	OF170	Mgr of Transportation Ops Supp	Non-Rep	N09	\$120,596.00	\$182,703.00
351	TF237	Mgr of Vehicle Sys Engineer	Non-Rep	N10	\$129,038.00	\$195,493.00
352	MF850	Mgr of Warranty Administration	Non-Rep	N08	\$112,707.00	\$170,751.00
353	000252	Mgr of Workforce Dev	Non-Rep	N09	\$120,596.00	\$182,703.00
354	VA125	Multimedia Assistant Producer	SEIU	S11	\$88,235.76	\$115,340.88
355	HF152	Multimedia Producer	Non-Rep	N05	\$92,002.00	\$139,383.00
356	CA115	Office Services Supervisor	SEIU	800	\$70,693.79	\$92,410.45
357	CA111	Office Services Support Clerk	SEIU	021	\$54,148.64	\$70,782.61
358	OB120	Operations Foreworker	ATU	821	\$87,751.25	\$103,236.85
359	OC118	Operations Supervisor Liaison	AFSCME	AFF	\$111,099.29	\$144,430.35
360	OC115	Operations Supv	AFSCME	AFF	\$111,099.29	\$144,430.35
361	HF111	Operations Training Supervisor	AFSCME	AFG	\$119,247.75	\$155,022.06
362	MA547	Overhead Door Worker	SEIU	301	\$76,230.13	\$99,647.39
363	MA360	Painter	SEIU	301	\$76,230.13	\$99,647.39
364	000092	Paralegal	Non-Rep	710	\$83,470.40	\$98,966.61
365	QF135	Planner	AFSCME	AFC	\$88,249.86	\$114,725.40
366	CE175	Police Admin Specialist	BPOA	045	\$71,126.22	\$83,126.58
367	PD111	Police Admin Supervisor	BPMA	CS	\$119,496.00	\$138,660.00
368	PD116	Police CAD/RMS Admin	BPMA	CS	\$119,496.00	\$138,660.00
369	PF110	Police Chief	Non-Rep	N14	\$178,760.00	\$270,821.00
370	PD115	Police Civilian Supv Admin	BPMA	CS	\$119,496.00	\$138,660.00
371	PD118	Police Civilian Supv Comm	BPMA	CS	\$119,496.00	\$138,660.00
372	PE115	Police Dispatcher	BPOA	048	\$73,936.51	\$89,991.62
373	PD125	Police Lieutenant	BPMA	LT	\$152,064.00	\$174,120.00
374	PE130	Police Officer	BPOA	778	\$77,499.55	\$109,405.92
375	PE129	Police Officer in Academy	BPOA	777	\$68,381.87	\$68,381.87
376	PD135	Police Sergeant	BPMA	SGT	\$122,292.00	\$145,092.00
377	PD138	Police Support Svcs Supv	BPMA	CS	\$119,496.00	\$138,660.00
378	MA535	Power & Mechanical Foreworker	SEIU	824	\$87,451.31	\$114,315.55

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
379	MA545	Power & Mechanical Worker	SEIU	301	\$76,230.13	\$99,647.39
380	OB130	Power & Support Controller	ATU	831	\$96,526.35	\$113,560.51
381	AC222	Principal Admin Analyst AFSCME	AFSCME	AFG	\$119,247.75	\$155,022.06
382	000045	Principal Architect	Non-Rep	N08	\$112,707.00	\$170,751.00
383	EF256	Principal Civil Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
384	EF090	Principal Computer Systems Eng	Non-Rep	N08	\$112,707.00	\$170,751.00
385	EF262	Principal Construction Engr	Non-Rep	N08	\$112,707.00	\$170,751.00
386	UF230	Principal Contract Specialist	AFSCME	AFG	\$119,247.75	\$155,022.06
387	000067	Principal EGIS Analyst	AFSCME	AFG	\$119,247.75	\$155,022.06
388	000253	Principal Elec Comm Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
389	EF267	Principal Electrical Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
390	EF502	Principal Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
391	FC139	Principal Financial Analyst	AFSCME	AFG	\$119,247.75	\$155,022.06
392	VC055	Principal Gov & Comm Rel Rep	AFSCME	AFG	\$119,247.75	\$155,022.06
393	000192	Principal Grants Officer	AFSCME	AFG	\$119,247.75	\$155,022.06
394	000254	Principal Integration Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
395	FF301	Principal Internal Auditor	Non-Rep	N07	\$105,333.00	\$159,580.00
396	HF128	Principal Labor Relations Rep	Non-Rep	N07	\$105,333.00	\$159,580.00
397	000205	Principal Landscape Architect	Non-Rep	N08	\$112,707.00	\$170,751.00
398	VC084	Principal Marketing Rep	AFSCME	AFH	\$126,628.91	\$164,617.46
399	EF271	Principal Mechanical Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
400	000298	Principal Ops Safety Spec	AFSCME	AFH	\$126,628.91	\$164,617.46
401	000201	Principal Performance Analyst	AFSCME	AFG	\$119,247.75	\$155,022.06
402	QC112	Principal Planner	AFSCME	AFH	\$126,628.91	\$164,617.46
403	000255	Principal Project Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
404	QC226	Principal Property Devlmtnt Ofc	AFSCME	AFH	\$126,628.91	\$164,617.46
405	TF256	Principal Reliability Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
406	QC225	Principal Right of Way Officer	AFSCME	AFH	\$126,628.91	\$164,617.46
407	AF234	Principal Rsch Proj Analyst	AFSCME	AFG	\$119,247.75	\$155,022.06
408	SF129	Principal Safety Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
409	EF276	Principal Structural Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
410	EF279	Principal Track Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
411	EF146	Principal Train Control Eng	Non-Rep	N08	\$112,707.00	\$170,751.00
412	TF236	Principal Vehicle Sys Engineer	Non-Rep	N08	\$112,707.00	\$170,751.00
413	000184	Procurement Support Mgr	AFSCME	AFI	\$135,099.06	\$175,628.52
414	MF842	Program Logistics Manager	Non-Rep	N09	\$120,596.00	\$182,703.00
415	FA130	Project Control Administrator	SEIU	S08	\$76,303.56	\$99,743.28
416	000256	Project Controls Manager	Non-Rep	N08	\$112,707.00	\$170,751.00
417	000257	Project Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
418	EF250	Project Mgr	Non-Rep	N09	\$120,596.00	\$182,703.00
419	000258	Project Mgr, Accessibility	Non-Rep	N09	\$120,596.00	\$182,703.00
420	000262	Project Mgr, Architect	Non-Rep	N09	\$120,596.00	\$182,703.00

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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
421	000259	Project Mgr, Capital	Non-Rep	N09	\$120,596.00	\$182,703.00
422	000260	Project Mgr, Cathodic	Non-Rep	N09	\$120,596.00	\$182,703.00
423	000261	Project Mgr, Construction	Non-Rep	N09	\$120,596.00	\$182,703.00
424	000263	Project Mgr, Earthquake	Non-Rep	N09	\$120,596.00	\$182,703.00
425	000264	Project Mgr, Extensions	Non-Rep	N09	\$120,596.00	\$182,703.00
426	000265	Project Mgr, Fire Life Safety	Non-Rep	N09	\$120,596.00	\$182,703.00
427	000266	Project Mgr, Int Agreements	Non-Rep	N09	\$120,596.00	\$182,703.00
428	000267	Project Mgr, Property Dev	Non-Rep	N09	\$120,596.00	\$182,703.00
429	000268	Project Mgr, Stations	Non-Rep	N09	\$120,596.00	\$182,703.00
430	000269	Project Mgr, Sys Integration	Non-Rep	N09	\$120,596.00	\$182,703.00
431	000270	Project Mgr, Traction Power	Non-Rep	N09	\$120,596.00	\$182,703.00
432	000224	Project Mgr, Train Control	Non-Rep	N09	\$120,596.00	\$182,703.00
433	EF451	Project Support Manager	AFSCME	AFI	\$135,099.06	\$175,628.52
434	000204	Property Manager	AFSCME	AFH	\$126,628.91	\$164,617.46
435	VC110	Public Information Officer	AFSCME	AFE	\$104,792.06	\$136,229.34
436	VA115	Public Information Rep	SEIU	S11	\$88,235.76	\$115,340.88
437	TA110	Quality Assurance Analyst	SEIU	S08	\$76,303.56	\$99,743.28
438	000066	Quality Assurance Officer	SEIU	S11	\$88,235.76	\$115,340.88
439	000035	Quality Team Leader	SEIU	313	\$80,041.52	\$104,629.62
440	000015	Query & Reports Spec	AFSCME	AFF	\$111,099.29	\$144,430.35
441	OC190	Rail Operations Controller	AFSCME	AFI	\$135,099.06	\$175,628.52
442	KF175	Rail Svs Compl Officer Capitol	AFSCME	AFG	\$119,247.75	\$155,022.06
443	QA205	Real Estate Officer	SEIU	S11	\$88,235.76	\$115,340.88
444	QA100	Real Estate Tech	SEIU	036	\$63,466.62	\$82,963.09
445	IA185	Real Time Programmer Analyst	SEIU	S13	\$97,218.00	\$127,082.40
446	CP105	Receptionist	Non-Rep	036	\$69,954.77	\$82,963.09
447	000217	Recruiter I	Non-Rep	N02	\$75,101.00	\$113,778.00
448	000226	Recruiter II	Non-Rep	N04	\$85,983.00	\$130,265.00
449	000227	Recruiting Specialist	Non-Rep	036	\$69,954.77	\$82,963.09
450	000193	Reliability Analyst	AFSCME	AFE	\$104,792.06	\$136,229.34
451	TF245	Reliability Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
452	CA140	Reprographics Equipment Oper	SEIU	031	\$60,545.26	\$79,144.21
453	EF142	Research & Dev Specialist	AFSCME	AFG	\$119,247.75	\$155,022.06
454	AF233	Research Projects Supv	AFSCME	AFH	\$126,628.91	\$164,617.46
455	PE140	Revenue Protection Guard	BPOA	098	\$72,940.61	\$87,524.74
456	000228	Rolling Stock Acquisitn Admin	Non-Rep	N08	\$112,707.00	\$170,751.00
457	MA810	Rolling Stock Foreworker	SEIU	827	\$89,646.54	\$117,185.12
458	000149	Safety & Training Mgr eBART	AFSCME	AFI	\$135,099.06	\$175,628.52
459	SF120	Safety Specialist	AFSCME	AFD	\$97,425.94	\$126,653.95
460	OB135	Scheduling Analyst	ATU	731	\$101,248.37	\$119,115.78
461	000048	Scheduling Supervisor	AFSCME	AFF	\$111,099.29	\$144,430.35
462	MC725	Sect Mgr Elev/Escalator Maint	AFSCME	AFG	\$119,247.75	\$155,022.06

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2020

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
463	MC724	Sect Mgr Power & Mech Maint	AFSCME	AFG	\$119,247.75	\$155,022.06
464	MC726	Sect Mgr Struct Insp & Maint	AFSCME	AFG	\$119,247.75	\$155,022.06
465	MC721	Sect Mgr Structures Maint	AFSCME	AFG	\$119,247.75	\$155,022.06
466	MC720	Sect Mgr Systems Maint	AFSCME	AFG	\$119,247.75	\$155,022.06
467	MC722	Sect Mgr Track Maint	AFSCME	AFG	\$119,247.75	\$155,022.06
468	000229	Security Access Analyst	Non-Rep	N03	\$80,358.00	\$121,743.00
469	MA225	Shop Machinist	SEIU	301	\$76,230.13	\$99,647.39
470	TA260	Shop Scheduler	SEIU	S10	\$84,062.88	\$109,886.04
471	MA230	Shop Welder	SEIU	301	\$76,230.13	\$99,647.39
472	MC701	Spec Proj Mgr Track & Struct	AFSCME	AFH	\$126,628.91	\$164,617.46
473	000158	Special Projects Mgr AFSCME	AFSCME	AFG	\$119,247.75	\$155,022.06
474	FA288	Sr Account Clerk	SEIU	031	\$60,545.26	\$79,144.21
475	AC220	Sr Admin Analyst AFSCME	AFSCME	AFE	\$104,792.06	\$136,229.34
476	AF220	Sr Admin Analyst NR	Non-Rep	N05	\$92,002.00	\$139,383.00
477	IA190	Sr Appl Programmer Analyst	SEIU	S14	\$102,048.72	\$133,397.04
478	IC142	Sr Applications Analyst	AFSCME	AFH	\$126,628.91	\$164,617.46
479	LF120	Sr Attorney	Non-Rep	N12	\$147,736.00	\$223,819.00
480	000218	Sr Benefits Analyst	Non-Rep	N06	\$98,442.00	\$149,140.00
481	000230	Sr Board Analyst	Non-Rep	N06	\$98,442.00	\$149,140.00
482	FH140	Sr Budget Clerk SEIU	SEIU	031	\$60,545.26	\$79,144.21
483	000176	Sr Buyer	SEIU	S10	\$84,062.88	\$109,886.04
484	000166	Sr CAD Drafter	SEIU	S10	\$84,062.88	\$109,886.04
485	FA290	Sr Cash Handler	SEIU	035	\$59,705.78	\$78,046.80
486	TC222	Sr Central Maint Supv	AFSCME	AFH	\$126,628.91	\$164,617.46
487	EF255	Sr Civil Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
488	000219	Sr Class and Comp Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
489	CB145	Sr Clerk ATU	ATU	031	\$67,272.40	\$79,144.21
490	CG145	Sr Clerk SEIU	SEIU	031	\$60,545.26	\$79,144.21
491	000075	Sr Computer Support Coord	SEIU	S16	\$111,333.60	\$145,534.08
492	EF138	Sr Computer Systems Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
493	EF260	Sr Construction Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
494	000231	Sr EEO Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
495	EF265	Sr Electrical Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
496	EF140	Sr Electronics & Comm Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
497	HF114	Sr Employee Dev Specialist	Non-Rep	N05	\$92,002.00	\$139,383.00
498	FC137	Sr Energy Analyst	AFSCME	AFF	\$111,099.29	\$144,430.35
499	EF501	Sr Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
500	FC138	Sr Financial Analyst AFSCME	AFSCME	AFE	\$104,792.06	\$136,229.34
501	000187	Sr Financial Analyst eBART	AFS eBART	EB5	\$104,792.06	\$136,229.34
502	VC051	Sr Gov & Comm Relations Rep	AFSCME	AFE	\$104,792.06	\$136,229.34
503	000315	Sr Grants Officer	AFSCME	AFE	\$104,792.06	\$136,229.34
504	TA314	Sr Graphic Artist	SEIU	S10	\$84,062.88	\$109,886.04

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2020

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
505	FF253	Sr Internal Auditor	Non-Rep	N05	\$92,002.00	\$139,383.00
506	UC108	Sr Inventory Control Analyst	AFSCME	AFD	\$97,425.94	\$126,653.95
507	000089	Sr Labor Relations Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
508	HF126	Sr Labor Relations Rep	Non-Rep	N06	\$98,442.00	\$149,140.00
509	000232	Sr Leave Mgmt Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
510	AA130	Sr Legal Secretary	SEIU	071	\$61,085.65	\$79,850.58
511	UC190	Sr Logistics Supv	AFSCME	AFF	\$111,099.29	\$144,430.35
512	TA220	Sr Maint Planner	SEIU	S11	\$88,235.76	\$115,340.88
513	000053	Sr Maintenance Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
514	000093	Sr Manager, Talent Acquisition	Non-Rep	N10	\$129,038.00	\$195,493.00
515	VC082	Sr Marketing Rep	AFSCME	AFF	\$111,099.29	\$144,430.35
516	000029	Sr Marketing Rep PT	AFSCME	AFE	\$104,792.06	\$136,229.34
517	EF270	Sr Mechanical Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
518	000189	Sr Mgr of Asset Management	Non-Rep	N10	\$129,038.00	\$195,493.00
519	000233	Sr Mgr of Contr Labor Compl	Non-Rep	N10	\$129,038.00	\$195,493.00
520	000234	Sr Mgr of Econ Oppy Policies	Non-Rep	N10	\$129,038.00	\$195,493.00
521	000179	Sr Mgr of Engineering Programs	Non-Rep	N10	\$129,038.00	\$195,493.00
522	000175	Sr Mgr of Engineering,eBART	Non-Rep	N10	\$129,038.00	\$195,493.00
523	000185	Sr Mgr of Fin Analysis & Admn	Non-Rep	N10	\$129,038.00	\$195,493.00
524	FF117	Sr Mgr of Grant Reporting	Non-Rep	N10	\$129,038.00	\$195,493.00
525	000308	Sr Mgr of M&E Asset Mgmt	Non-Rep	N10	\$129,038.00	\$195,493.00
526	000235	Sr Mgr of Maint Acquisition	Non-Rep	N10	\$129,038.00	\$195,493.00
527	000292	Sr Mgr of Maint Plan Sched	Non-Rep	N10	\$129,038.00	\$195,493.00
528	MF410	Sr Mgr of Maintenance Support	Non-Rep	N10	\$129,038.00	\$195,493.00
529	000177	Sr Mgr of Perf Analytics	Non-Rep	N10	\$129,038.00	\$195,493.00
530	000237	Sr Mgr of Procurement	Non-Rep	N10	\$129,038.00	\$195,493.00
531	000236	Sr Mgr of RS&S Ops Admin	Non-Rep	N10	\$129,038.00	\$195,493.00
532	000238	Sr Mgr of Wkfc Policy Compl	Non-Rep	N10	\$129,038.00	\$195,493.00
533	CA155	Sr Office Services Supv	SEIU	S09	\$80,088.60	\$104,691.00
534	CA112	Sr Office Svs Support Clerk	SEIU	031	\$60,545.26	\$79,144.21
535	OB145	Sr Operations Foreworker	ATU	831	\$96,526.35	\$113,560.51
536	OC155	Sr Operations Supvr Liaison	AFSCME	AFG	\$119,247.75	\$155,022.06
537	SC135	Sr Ops Safety Spec	AFSCME	AFG	\$119,247.75	\$155,022.06
538	IB190	Sr Ops Suppt Sys Analyst	ATU	742	\$107,407.04	\$126,361.25
539	000191	Sr Performance Analyst	AFSCME	AFF	\$111,099.29	\$144,430.35
540	QC145	Sr Planner	AFSCME	AFF	\$111,099.29	\$144,430.35
541	000105	Sr Police Officer - Adv.	BPOA	792	\$116,068.58	\$116,068.58
542	PE131	Sr Police Officer - Int.	BPOA	788	\$112,687.95	\$112,687.95
543	000052	Sr Production Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
544	000220	Sr Project Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
545	000080	Sr Project Manager	Non-Rep	N10	\$129,038.00	\$195,493.00
546	000195	Sr Quality Administrator	AFSCME	AFG	\$119,247.75	\$155,022.06

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2020

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
547	EF238	Sr Quality Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
548	000181	Sr Quality Manager	Non-Rep	N10	\$129,038.00	\$195,493.00
549	QC210	Sr Real Estate Officer	AFSCME	AFF	\$111,099.29	\$144,430.35
550	000239	Sr Recruiter	Non-Rep	N05	\$92,002.00	\$139,383.00
551	TF255	Sr Reliability Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
552	AF232	Sr Research Projects Analyst	AFSCME	AFE	\$104,792.06	\$136,229.34
553	QC224	Sr Right of Way Officer	AFSCME	AFF	\$111,099.29	\$144,430.35
554	000240	Sr Safety Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
555	SC130	Sr Safety Specialist	AFSCME	AFF	\$111,099.29	\$144,430.35
556	000031	Sr Scheduling Analyst ATU	ATU	732	\$111,305.38	\$130,947.65
557	AB135	Sr Secretary ATU	ATU	061	\$67,272.40	\$79,144.21
558	AJ135	Sr Secretary SEIU	SEIU	061	\$56,780.67	\$74,223.14
559	UA160	Sr Storekeeper	SEIU	171	\$70,693.79	\$92,410.45
560	EF275	Sr Structural Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
561	IC200	Sr Systems Programmer	AFSCME	AFE	\$104,792.06	\$136,229.34
562	IA210	Sr Telecommunications Tech	SEIU	S14	\$102,048.72	\$133,397.04
563	FC200	Sr Time & Labor Admin Analyst	AFSCME	AFE	\$104,792.06	\$136,229.34
564	000241	Sr Traction Power Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
565	EF145	Sr Train Control Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
566	000044	Sr Transp Training Clerk	ATU	036	\$70,518.45	\$82,963.09
567	000194	Sr Transportation Analyst	AFSCME	AFF	\$111,099.29	\$144,430.35
568	CB160	Sr Transportation Clerk	ATU	031	\$67,272.40	\$79,144.21
569	TF232	Sr Transportation Planner	AFSCME	AFF	\$111,099.29	\$144,430.35
570	TF234	Sr Vehicle Systems Engineer	Non-Rep	N07	\$105,333.00	\$159,580.00
571	000297	Sr Wkfrce & Policy Compl Anlys	Non-Rep	N05	\$92,002.00	\$139,383.00
572	000242	Sr Workforce Dev Analyst	Non-Rep	N05	\$92,002.00	\$139,383.00
573	OB155	Station Agent	ATU	521	\$71,929.31	\$84,622.93
574	OB156	Station Agent PT	ATU	541	\$79,122.37	\$93,085.20
575	UA170	Storekeeper	SEIU	201	\$64,736.67	\$84,623.14
576	000223	Strategic Budget Administrator	AFSCME	AFH	\$126,628.91	\$164,617.46
577	000057	Strategic Prog Mgr, Ext Affair	Non-Rep	N10	\$129,038.00	\$195,493.00
578	EF280	Structural Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
579	MA615	Structures Equipment Operator	SEIU	301	\$76,230.13	\$99,647.39
580	MA620	Structures Foreworker	SEIU	825	\$83,853.12	\$109,612.05
581	MA638	Structures Inspect Foreworker	SEIU	810	\$87,663.06	\$114,592.40
582	MA637	Structures Inspector	SEIU	311	\$79,693.74	\$104,174.93
583	MA636	Structures Inspector Asst	SEIU	201	\$64,736.67	\$84,623.14
584	MA630	Structures Welder	SEIU	301	\$76,230.13	\$99,647.39
585	MA635	Structures Worker	SEIU	201	\$64,736.67	\$84,623.14
586	000036	Structures Worker PT	SEIU	221	\$71,210.26	\$71,210.26
587	TF275	Supt of Cntrl Veh Trouble Desk	Non-Rep	N11	\$138,071.00	\$209,177.00
588	000085	Supt of eBART Operations	Non-Rep	N11	\$138,071.00	\$209,177.00

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2020

ATTACHMENT A

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589	MF535	Supt of Power & Mech Maint	Non-Rep	N11	\$138,071.00	\$209,177.00
590	MF818	Supt of Rolling Stock & Shops	Non-Rep	N11	\$138,071.00	\$209,177.00
591	000164	Supt of System Service	Non-Rep	N11	\$138,071.00	\$209,177.00
592	000087	Supt of Systems eBART	Non-Rep	N11	\$138,071.00	\$209,177.00
593	MF703	Supt of Systems Maintenance	Non-Rep	N11	\$138,071.00	\$209,177.00
594	MF610	Supt of Way & Facilities	Non-Rep	N11	\$138,071.00	\$209,177.00
595	000010	Supv Bus Sys Operations	AFSCME	AFI	\$135,099.06	\$175,628.52
596	000301	Supv of Compensation	Non-Rep	N07	\$105,333.00	\$159,580.00
597	000243	Supv of EEO Programs	Non-Rep	N07	\$105,333.00	\$159,580.00
598	000244	Supv of HRIS	Non-Rep	N07	\$105,333.00	\$159,580.00
599	000300	Supv of Leave Mgmt	Non-Rep	N07	\$105,333.00	\$159,580.00
600	000148	Supv of Operations eBART	AFS eBART	EB7	\$119,247.75	\$155,022.06
601	000245	Supv of Recruiting	Non-Rep	N07	\$105,333.00	\$159,580.00
602	000221	Supv of Workforce Development	Non-Rep	N07	\$105,333.00	\$159,580.00
603	TF263	Survey Taker	Non-Rep	093	\$80,298.40	\$80,298.40
604	EA315	Survey Tech	SEIU	091	\$66,395.47	\$86,791.54
605	000157	Sys General Custodian eBART	SEIU M e	401	\$55,091.09	\$72,014.59
606	000152	System Main Signal Comm eBART	SEIU M e	400	\$76,230.13	\$99,647.39
607	000154	System Main Track Signal eBART	SEIU M e	400	\$76,230.13	\$99,647.39
608	MA385	System Service Crewleader	SEIU	141	\$56,862.83	\$74,330.67
609	MA390	System Service Foreworker	SEIU	818	\$77,519.94	\$101,333.44
610	MC395	System Service Supv	AFSCME	AFE	\$104,792.06	\$136,229.34
611	MA400	System Service Worker	SEIU	111	\$55,091.09	\$72,014.59
612	MA399	System Service Worker 141	SEIU	141	\$56,862.83	\$74,330.67
613	MA401	System Service Worker PT	SEIU	121	\$60,600.18	\$60,600.18
614	IC198	Systems Programmer	AFSCME	AFF	\$111,099.29	\$144,430.35
615	000007	Tech Maintenance Support Coord	AFSCME	AFE	\$104,792.06	\$136,229.34
616	TA140	Tech Publications Admin	SEIU	S10	\$84,062.88	\$109,886.04
617	TA302	Technical Administrator	SEIU	S11	\$88,235.76	\$115,340.88
618	TA125	Technical Editor	SEIU	S03	\$59,916.84	\$78,322.68
619	IA300	Technical Programmer Analyst	SEIU	S11	\$88,235.76	\$115,340.88
620	000025	Technical Publications Analyst	SEIU	S09	\$80,088.60	\$104,691.00
621	TA301	Technical Resources Admin	SEIU	S13	\$97,218.00	\$127,082.40
622	IA200	Telecommunications Specialist	SEIU	S06	\$69,265.80	\$90,543.60
623	IA205	Telecommunications Technician	SEIU	S09	\$80,088.60	\$104,691.00
624	000068	Time & Labor Admin Analyst ATU	ATU	741	\$93,611.65	\$110,131.42
625	FA212	Time and Labor Admin Analyst	SEIU	TAD	\$84,250.92	\$110,131.92
626	UA180	Tool Room Attendant	SEIU	201	\$64,736.67	\$84,623.14
627	MA640	Track Equipment Operator	SEIU	301	\$76,230.13	\$99,647.39
628	MA645	Track Foreworker	SEIU	825	\$83,853.12	\$109,612.05
629	MA655	Track Welder	SEIU	301	\$76,230.13	\$99,647.39
630	MA660	Track Worker	SEIU	201	\$64,736.67	\$84,623.14

San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2020

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/Annual	Maximum/Annual
631	000022	Track Worker PT	SEIU	221	\$71,210.26	\$71,210.26
632	MA720	Train Control Electronic Tech	SEIU	301	\$76,230.13	\$99,647.39
633	EF165	Train Control Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
634	MA725	Train Control Foreworker	SEIU	825	\$83,853.12	\$109,612.05
635	OB160	Train Operator	ATU	621	\$71,929.31	\$84,622.93
636	OB161	Train Operator PT	ATU	641	\$79,122.37	\$93,085.20
637	CA165	Transit Information Clerk	SEIU	031	\$60,545.26	\$79,144.21
638	CA175	Transit Information Supv	SEIU	S11	\$88,235.76	\$115,340.88
639	CA159	Transit Information Tech	SEIU	036	\$63,466.62	\$82,963.09
640	MA825	Transit Veh Elec Tec	SEIU	301	\$76,230.13	\$99,647.39
641	MA830	Transit Vehicle Mechanic	SEIU	301	\$76,230.13	\$99,647.39
642	000037	Transit Vehicle Mechanic PT	SEIU	314	\$83,853.12	\$83,853.12
643	000033	Transportation Adm Specialist	ATU	031	\$67,272.40	\$79,144.21
644	CB175	Transportation Clerk	ATU	021	\$67,272.40	\$79,144.21
645	OF080	Transportation Operations Mgr	Non-Rep	N09	\$120,596.00	\$182,703.00
646	OC150	Transportation Supervisor	AFSCME	AFG	\$119,247.75	\$155,022.06
647	FC275	Treasury Analyst	AFSCME	AFD	\$97,425.94	\$126,653.95
648	CA180	Trouble Desk Data Specialist	SEIU	036	\$63,466.62	\$82,963.09
649	MA826	TVET Trainee	SEIU	331	\$68,667.87	\$89,762.19
650	MA840	Utility Foreworker	SEIU	818	\$77,519.94	\$101,333.44
651	MA835	Utility Worker	SEIU	111	\$55,091.09	\$72,014.59
652	MA836	Utility Worker PT	SEIU	121	\$60,600.18	\$60,600.18
653	TA130	Vehicle Inspector	SEIU	311	\$79,693.74	\$104,174.93
654	MC830	Vehicle Performance Analyst	AFSCME	AFF	\$111,099.29	\$144,430.35
655	TF233	Vehicle Systems Engineer	Non-Rep	N06	\$98,442.00	\$149,140.00
656	MA900	Warranty Administrator	SEIU	S11	\$88,235.76	\$115,340.88
657	TA135	Wayside Inspector	SEIU	311	\$79,693.74	\$104,174.93
658	TA311	Web Page Specialist	SEIU	S10	\$84,062.88	\$109,886.04
659	000246	Workforce Dev Specialist	Non-Rep	036	\$69,954.77	\$82,963.09

* 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 (27 equal pay period installments of \$177.77).

** Due to the unique nature of the job as first level management over Police Lieutenants, the Deputy Police Chief classification is eligible to receive Deputy Chief Management Incentive Pay in the amount of 10% of the regular base pay rate.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>Robert M. Power</i> 15 OCT 2020		GENERAL MANAGER ACTION REQ'D:		
DATE: 9/28/2020		BOARD INITIATED ITEM: Yes		
Originator/Prepared by: Travis Engstrom Dept: CIO Administration <i>TE</i> Signature/Date: 10/15/2020	General Counsel <i>V. White</i> 10/10/20 []	Controller/Treasurer <i>V. White</i> 10/11/2020 []	District Secretary []	BARC <i>[Signature]</i> 10/25/20 []

Telecommunications Hardware & Software Licenses

Purpose

To request that the Board authorize the General Manager to execute an information technology hardware and software contract with SHI International Corp. for an amount not to exceed \$526,091.48.

Discussion

This purchase is for Voice Over Internet Protocol (VoIP) telecommunications hardware and software licenses for the BART Headquarters at 2150 Webster.

This purchase is being made through the National Association of State Procurement Officials, (NASPO) cooperative purchasing program approved by the Board in 2016.

SHI International Corp's NASPO ValuePoint number is AR2488.

NASPO ValuePoint (formerly WSCA-NASPO) is a unified, nationally focused cooperative aggregating the demand of all 50 states, the District of Columbia and the organized US territories, their political subdivisions and other eligible entities.

Because the state of California is a partner in this cooperative agreement, its local agencies and districts, including BART are authorized by California Public Contract Code section 10298 to purchase items from the suppliers awarded contracts by the NASPO ValuePoint Cooperative without further competitive bidding, pursuant to a Master Agreement and a California Participating Addendum.

Pursuant to the District's Non-Federal Small Business Program, the District conducted an analysis and determined that there are no certified Small Businesses certified by the California Department of General Services available for bidding this Contract. Therefore, no Small Business Prime Preference was set for this Contract.

Pursuant to the District's Non-Discrimination Program for Subcontracting, the Availability Percentages for this Contract are 2.2% for Minority Business Enterprises (MBEs) and 1.1% for Women Business Enterprises (WBEs). SHI International will not be subcontracting any portion of the Work and therefore, the provisions of the District's Non-Discrimination Program for Subcontracting do not apply.

The Office of General Counsel will approve the Agreement as to form prior to execution.

Fiscal Impact

Funding in the amount of \$526,091 for this purchase is included in the total project budget for the 2150 Webster BART Headquarters (BHQ) Project Number 17HN000 (\$526,091).

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

Project 17HN000:

Project	Fund	Fund Description	Source	Amount
17HN000	8211	2019A Sales Tax Rev Bonds	BART	227,000,000

As of October 2, 2020, \$227,000,000 is the total budget for this project. BART has expended \$140,970,427, committed \$59,791,145, and reserved \$963,871 to date. This action will commit \$526,091 leaving an available fund balance of \$24,748,466 in this fund source for this project.

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

This action is not anticipated to have any Fiscal Impact on unprogrammed District reserves.

Alternative

1) Decline to authorize the Agreement through the NASPO program and seek alternative independent proposals by the District. The District would incur substantial delays if it were to procure such services on its own.

Recommendations

Approve the following motion:

Motion

The General Manager or his designee is authorized to execute an information technology hardware and software contract with SHI International Corp. for an amount not to exceed \$526,091.48.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>15 OCT 2020</i> <i>Dist M. Powner</i>		GENERAL MANAGER ACTION REQ'D:		
DATE: 9/28/2020		BOARD INITIATED ITEM: Yes		
Originator/Prepared by: Travis Engstrom Dept: CIO Administration <i>TE</i> Signature/Date: <i>10/15/2020</i>	General Counsel <i>[Signature]</i> <i>10/10/20</i> []	Controller/Treasurer <i>[Signature]</i> <i>10/15/2020</i> []	District Secretary []	BARC <i>[Signature]</i> <i>10/15/20</i> []

Firewall Software Support Agreement

Purpose

To request that the Board authorize the General Manager to execute an information technology software support contract with Transource Services Corp for an amount not to exceed \$270,182.00.

Discussion

This is the purchase of a Firewall Software Support Agreement for existing equipment used to secure District datacenter servers and networks.

This purchase is being made through the National Association of State Procurement Officials, (NASPO) cooperative purchasing program approved by the Board in 2016.

Transource Services Corp's NASPO ValuePoint number is MNWNC-130, State of California (Local) PA# 7-15-70-34-008.

NASPO ValuePoint (formerly WSCA-NASPO) is a unified, nationally focused cooperative aggregating the demand of all 50 states, the District of Columbia and the organized US territories, their political subdivisions and other eligible entities.

Because the state of California is a partner in this cooperative agreement, its local agencies and districts, including BART are authorized by California Public Contract Code section 10298 to purchase items from the suppliers awarded contracts by the NASPO ValuePoint Cooperative without further competitive bidding, pursuant to a Master Agreement and a California Participating Addendum.

Pursuant to the District's Non-Federal Small Business Program, the District conducted an analysis and determined that there are no certified Small Businesses certified by the California Department of General Services available for bidding this Contract. Therefore, no Small Business Prime Preference was set for this Contract.

Pursuant to the District's Non-Discrimination Program for Subcontracting, the Availability Percentages for this Contract are 8.4% for Minority Business Enterprises (MBEs) and 5.7% for Women Business Enterprises (WBEs). Transource Services will not be subcontracting any portion of the Work and therefore, the provisions of the District's Non-Discrimination Program for Subcontracting do not apply.

The Office of General Counsel will approve the Agreement as to form prior to execution.

Fiscal Impact

The proposed agreement is for an amount not to exceed \$270,182.00.

The purchase price funds will be from the BART Office of the Chief Information Officer (OCIO) Operating budget (Dept 0504463, Account 681355) as follows:

Proposed Funding	
FY21	\$270,182.00
Total	\$270,182.00
<i>*Funding is expected to begin 10/1/2020.</i>	

Funding for support in this Fiscal Year is included in the existing Department Operating budget outlined above. Funding for future years will be requested in future Operating Budgets.

This action is not anticipated to have any Fiscal Impact on un-programmed District Reserves in the current Fiscal Year.

Alternative

1) Decline to authorize the Agreement through the NASPO program and seek alternative independent proposals by the District. The District would incur substantial delays if it were to procure such services on its own.

Recommendations

Approve the following motion:

Motion

The General Manager or his designee is authorized to execute an information technology software support contract with Transource Services Corp for an amount not to exceed \$270,182.00.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>15 Oct 2020</i> <i>Robert M. Powers</i>		GENERAL MANAGER ACTION REQ'D:		
DATE: 9/28/2020		BOARD INITIATED ITEM: Yes		
Originator/Prepared by: Travis Engstrom Dept: CIO Administration <i>TE</i> Signature/Date: <i>10/15/2020</i>	General Counsel <i>[Signature]</i> <i>10/15/20</i> []	Controller/Treasurer <i>[Signature]</i> <i>10/15/2020</i> []	District Secretary []	BARC <i>[Signature]</i> <i>10/28/20</i> []

Cloud Software Hosting Agreement

Purpose

To request that the Board authorize the General Manager to execute an information technology hardware and software contract with DLT Solutions for an amount not to exceed \$1,000,000.00.

Discussion

This is the purchase of a Cloud Software Hosting Agreement using Amazon Web Services (AWS), for computer server resources.

This purchase is being made through the National Association of State Procurement Officials, (NASPO) cooperative purchasing program approved by the Board in 2016.

DLT Solutions' NASPO ValuePoint number is AR2480.

NASPO ValuePoint (formerly WSCA-NASPO) is a unified, nationally focused cooperative aggregating the demand of all 50 states, the District of Columbia and the organized US territories, their political subdivisions and other eligible entities.

Because the state of California is a partner in this cooperative agreement, its local agencies and districts, including BART are authorized by California Public Contract Code section 10298 to purchase items from the suppliers awarded contracts by the NASPO ValuePoint Cooperative without further competitive bidding, pursuant to a Master Agreement and a California Participating Addendum.

Pursuant to the District's Non-Federal Small Business Program, the District conducted an analysis and determined that there are no certified Small Businesses certified by the California Department of General Services available for bidding this Contract. Therefore, no Small Business Prime Preference was set for this Contract.

Pursuant to the District's Non-Discrimination Program for Subcontracting, the Availability Percentages for this Contract are 8.4% for Minority Business Enterprises (MBEs) and 5.7% for Women Business Enterprises (WBEs). DLT Solutions will not be subcontracting any portion of the Work and therefore, the provisions of the District's Non-Discrimination Program for Subcontracting do not apply.

The Office of General Counsel will approve the Agreement as to form prior to execution.

Fiscal Impact

The proposed agreement is for an amount not to exceed \$1,000,000.00.

The purchase price funds will be from the BART Office of the Chief Information Officer (OCIO) Operating budget (Dept 0504460, Account 681355) as follows:

Proposed Funding	
FY21	\$200,000.00
FY22	\$200,000.00
FY23	\$200,000.00
FY24	\$200,000.00
FY25	\$200,000.00
Total	\$1,000,000.00
<i>*Funding is expected to begin 10/1/2020.</i>	

Funding for support in this Fiscal Year is included in the existing Department Operating budget outlined above. Funding for future years will be requested in future Operating Budgets.

This action is not anticipated to have any Fiscal Impact on un-programmed District Reserves in the current Fiscal Year.

Alternative

1) Decline to authorize the Agreement through the NASPO program and seek alternative independent proposals by the District. The District would incur substantial delays if it were to procure such services on its own.

Recommendations

Approve the following motion:

Motion

The General Manager or his designee is authorized to execute an information technology hardware and software contract with DLT Solutions for an amount not to exceed \$1,000,000.00.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>Robert M. Poorman</i> 15 OCT 2020		GENERAL MANAGER ACTION REQ'D:		
DATE: 10/1/2020		BOARD INITIATED ITEM: Yes		
Originator/Prepared by: Monina Salonga Dept: CIO Administration <i>Mis</i> Signature/Date: 10/15/2020	General Counsel <i>[Signature]</i> 10/15/20 []	Controller/Treasurer <i>[Signature]</i> 10/15/2020 []	District Secretary []	BARC <i>[Signature]</i> 10/15/20 []

Oracle Exadata Hardware and Software Support

PURPOSE:

To request that the Board authorize the General Manager to enter into a three (3) year subscription with Oracle America, Inc. for Oracle Exadata Hardware and Software Support in an amount not to exceed \$422,981.64.

DISCUSSION:

The District uses Oracle's Exadata Hardware and Software platform to provide high Database performance. The Exadata platform manages the database for the District's Enterprise Business Applications, which stores the District's Financial, Human Resources, Procurement, Projects, Inventory, Assets and Maintenance information This solution enables the District to access and process data more efficiently in support of its business operations.

This subscription is a renewal of the subscription approved by the Board in November 2019 and is being done through the National Association of State Procurement Officials, (NASPO) cooperative purchasing program approved by the Board in 2016.

Oracle's NASPO ValuePoint number is AR2487, under contract number CH16012.

NASPO ValuePoint (formerly WSCA-NASPO) is a unified, nationally focused cooperative aggregating the demand of all 50 states, the District of Columbia and the organized US territories, their political subdivisions and other eligible entities.

Because the state of California is a partner in this cooperative agreement, its local agencies and districts, including BART are authorized by California Public Contract Code section 10298 to purchase items from the suppliers awarded contracts by the NASPO ValuePoint Cooperative without further competitive bidding, pursuant to a Master Agreement and a California Participating Addendum.

Pursuant to the District's Non-Federal Small Business Program, the District conducted an analysis and determined that there are no certified Small Businesses certified by the California Department of General Services available for bidding this Contract. Therefore, no Small Business Prime Preference was set for this Contract.

Pursuant to the District's Non-Discrimination Program for Subcontracting, the Availability Percentages for this Contract are 8.4% for Minority Business Enterprises (MBEs) and 5.7% for Women Business Enterprises (WBEs). Oracle will not be subcontracting any portion of the Work and therefore, the provisions of the District's Non-Discrimination Program for Subcontracting do not apply.

The Office of General Counsel will approve the Agreement as to form prior to execution.

FISCAL IMPACT:

The subject EDD proposes a three (3) year contract at a total cost of \$422,981.64 from December 1, 2020 – November 30, 2023. Funds will be budgeted in the Office of the Chief Information Officer operating budget (Dept 0504464, Account 681355) as follows:

Proposed Funding:	
FY21	\$140,993.88
FY22	\$140,993.88
FY23	\$140,993.88
Total	\$422,981.64
<i>*Funding is expected to begin 12/01/2020.</i>	

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 un-programmed District reserves in the current Fiscal Year.

ALTERNATIVES:

Decline to authorize the Agreement through the NASPO program and seek alternative independent proposals by the District. The District would incur substantial delays if it were to procure such services on its own.

RECOMMENDATION:

Approve the following motion:

MOTION:

The General Manager or his designee is authorized to execute a three (3) year subscription with Oracle America Inc. for Oracle Exadata Hardware and Software Support in an amount not to exceed \$422,981.64



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>Michael</i> 10/14/2020		GENERAL MANAGER ACTION REQ'D:		
DATE: 8/19/2020		BOARD INITIATED ITEM: No		
Originator/Prepared by: Marcus McHugh Dept: <i>MANOE</i>	General Counsel <i>[Signature]</i> 10/12/20	Controller/Treasurer <i>[Signature]</i> 10/12/2020	District Secretary	BARC <i>[Signature]</i> 10.12.2020
Signature/Date: <i>[Signature]</i> 10/12/20	[]	[]	[]	[]

Procurement of a Battery String for MET-G 450kVA UPS

PURPOSE:

To obtain Board Authorization to issue a purchase order for the purchase of a battery string for Metro Center Ground Floor (MET-G) 450kVA UPS to T&S Trading, San Francisco, CA.

DISCUSSION:

The MET-G 450kVA Uninterruptible Power Supply (UPS) system provides essential power to the Operation Control Central (OCC) and Lake Merritt Administration (LMA) computer room equipment in the event of a utility power outage. The existing battery string that supplies power to the UPS System, in the event of a utility outage, is at the end of its useful life and requires replacement.

Issuance of this purchase order to T&S Trading would ensure reliable train service in the event of a power outage by purchasing a battery string to power the UPS system that provides essential power to keep the Train Control Rooms and communication equipment up and running.

Quotes for this purchase were requested in January 2020 and three quotes were received; American Power Systems, Skyler Electric and T&S Trading.

Quote Price	Low Price	Grand Total, Inc. Tax	Total Less 5% SB Prime Preference
American Power Systems Stockton, CA	\$108,924.00	\$125,022.00	\$125,022.00
Skyler Electric Grass Valley, CA	\$110,609.66	\$126,304.94	\$126,304.94
T&S Trading San Francisco, CA	\$108,388.08	\$124,513.98	\$118,288.28

Independent cost estimate by BART staff: **\$130,000**

Pursuant to the District's Non-Discrimination Program for Subcontracting, the Availability Percentages for this Informal Purchase are 2.2% for Minority Business Enterprises (MBEs) and 1.1% for Women Business Enterprises (WBEs). T&S Trading Company, which provided the low Quote, will not be sub-supplying any portion of the Material and, therefore, the provisions of the District's Non-Discrimination Program for Subcontracting do not apply.

Pursuant to the District's Non-Federal Small Business Program, it was determined that T&S Trading is a certified Small Business, certified by the California Department of General Services, among those providing Quotes and, therefore, the 5% Small Business Prime Preference is applicable. T&S Trading Company remains the low quote.

Staff determined that the low quote provided by T&S Trading is fair and reasonable based on the staff's independent cost estimate.

CAPITAL FISCAL IMPACT:

Funding in the amount of \$124,513 is available for the purchase of a Battery String for the MET-G 450kVA UPS. Funding is included in the total project budget for 79NK100 – Train Control Room UPS Replacement.

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

expended from the following sources:

Fund No.	Fund Description	Source	Amount
8529	FY 2015 BART Operating to Capital	BART	\$2,400,000
8530	FY 2016 BART Operating to Capital	BART	\$1,475,000
8531	FY 2017 BART Operating to Capital	BART	\$1,475,000
8532	FY 2018 BART Operating to Capital	BART	\$1,475,000
8533	FY 2019 BART Operating to Capital	BART	\$1,475,000
TOTAL			\$8,300,000

As of 07/10/2020, \$8,300,000 is the total budget for this project. BART has expended \$5,459,364 committed \$409,761 and reserved \$747 to date. This action will commit \$124,513 leaving an available fund balance of \$2,305,615 in these fund sources for this project.

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

This procurement will not have any impact on unprogrammed District Reserves.

ALTERNATIVES:

The alternative is to not issue a purchase order and not purchase this equipment. This would leave the BART system, including train operation, vulnerable to delays, possible system shutdowns, and loss of revenue as a result of the power failure.

RECOMMENDATION:

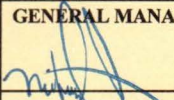
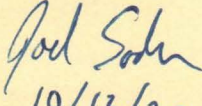
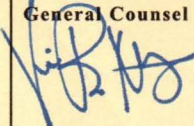
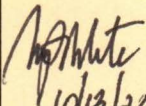
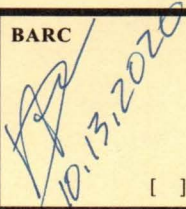
Adopt the following motion.

MOTION:

The General Manager is authorized to issue a Purchase Order for the Battery String for UPS System to T&S Trading for the amount of \$124,513 (including shipping and applicable sales tax), pursuant to a notification to be issued by the General Manager.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL:  10/14/2020		GENERAL MANAGER ACTION REQ'D:		
DATE: 9/9/2020		BOARD INITIATED ITEM: No		
Originator/Prepared by: Joel Soden Dept: Operations Planning Signature/Date:  10/13/20	General Counsel  10/13/20 []	Controller/Treasurer  10/13/2020 []	District Secretary []	BARC  10.13.2020 []

Authority to Enter into Agreements for Temporary Bus Bridge Services 2021-2023

PURPOSE: To obtain Board authorization for the General Manager to enter into agreements with public and/or private bus operators, including but not limited to the Alameda-Contra Costa Transit District (AC Transit), to provide temporary bus bridge services (bus bridge) in a total amount not to exceed \$150,000 per day for each day that the District cannot provide complete train service due to planned maintenance projects.

DISCUSSION:

Staff seeks authority to enter into agreements for calendar years 2021-2023 with bus operators including, but not limited to, AC Transit, to provide temporary bus transportation services in a total amount not to exceed \$150,000 per day for each day the District is unable to provide complete train service due to a track-work project.

Between 2021-2023, BART expects to undertake at least five major projects which will require bus bridge service to facilitate service for BART passengers. BART seeks to enter into an agreement with AC Transit to operate bus bridge service for the R65, A75, A77, and A85 interlocking replacement projects and the Hayward Maintenance Complex East construction.

As a part of this authorization request, additional expenses may also be incurred (i.e. traffic control, permit fees, police services, etc.) to support the implementation of the bus bridge operations. The total amount, not to exceed \$150,000 per day, includes the cost of the temporary bus bridge services and any additional necessary expenses.

The Board's authorization for the General Manager to enter into bus operator agreements and pay for other additional bus bridge expenses will expire December 31, 2023. The Office

of the General Counsel will approve all negotiated agreements as to form prior to execution.

FISCAL IMPACT:

For expenses that are chargeable to the operating fund (General Fund), funding for these agreements and payment of related expenses will come from the budget of the sponsoring department. Aside from a handful of small expenses unable to be purchased with capital funds, these expenses will be charged to the capital projects utilizing the increased access to the trackway. Funding for each bus bridge agreement will be identified prior to entering into an agreement and Capital Development and Control will certify the eligibility of identified funding sources. The Controller/Treasurer will certify availability of such funding prior to incurring project costs against the Agreement. This action is not anticipated to have any fiscal impact on unprogrammed District reserves during these fiscal years.

ALTERNATIVES:

To not authorize the General Manager to enter into agreements to establish temporary bus bridge services. Without this authorization, there will be limited funding available to operate bus bridge services during maintenance projects, which will force BART patrons to seek alternate means of transportation.

RECOMMENDATION:

Staff recommends that the Board adopt the following motion:

MOTION:

The General Manager is authorized to enter into agreements with public and/or private bus operators and vendors, including but not limited to AC Transit, to provide temporary bus transportation services and related support expenses in a total amount not to exceed \$150,000 per day for each day that the District is unable to provide complete train service due to maintenance projects. These authorizations will expire on December 31, 2023.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>16 OCT 2020</i> <i>Robert M. Powers</i>		GENERAL MANAGER ACTION REQ'D:		
DATE: 10/15/2020		BOARD INITIATED ITEM: Yes		
Originator/Prepared by: Pamela Herhold Dept: AGM - Performance & Budget <i>[Signature]</i> 10/15/20 Signature/Date:	General Counsel <i>[Signature]</i> 10/15/20	Controller/Treasurer <i>[Signature]</i> 10/16/2020	District Secretary []	BARC <i>[Signature]</i> 10/15/20 []

FY21 Budget Update

PURPOSE:

To seek Board authorization to direct staff to identify additional cost savings and/or revenue enhancements to reduce a potential fourth quarter Fiscal Year 2021 (FY21) operating budget shortfall.

DISCUSSION:

On June 25, 2020, the BART Board of Directors adopted a balanced FY21 operating budget that accounted for the severe financial challenges presented by COVID-19 and resulting ridership and revenue losses. The budget included assumptions regarding ridership trends, operating sources, service plans, and operating expenses in FY21. In June, staff committed to return to the Board in October 2020 to consider revisions to the FY21 budget as may be needed.

At this point in time, with preliminary data covering the first quarter of FY21, the second and third quarters are balanced and the fourth quarter is trending to result in a \$33M deficit, as described in the following paragraphs and table.

Since the start of FY21, ridership has not met budget expectations, lagging approximately 58% below budget for the first quarter of FY21. In addition, staff has lowered expectations of Federal Emergency Management Assistance (FEMA) funding, based upon lower COVID-19 expenditures and reduced federal funding support. Conversely, sales tax exceeded the first quarter budget by \$9.7 million (M) and additional federal Coronavirus Aid, Relief, and Economic Security (CARES) Act funds were carried over from the FY20 budget to support FY21. Using these and other data trends, with ridership as the primary driver of the shortfall,

staff estimates that, overall, operating sources could end FY21 \$88M below budget.

To mitigate anticipated revenue shortfalls, which are based upon trends to-date, staff has identified additional expense reduction measures. These include continued redeployment of operating staff to capital work due to reduced revenue service hours, which benefit the District and riders by accelerating completion of capital reinvestment projects in the system. Other efforts include a continued hiring freeze, reduced non-labor expenditures due to lower service levels, and lower than budgeted expenses to support COVID-19 containment. Collectively, these expense reduction measures are currently projected to reduce FY21 budget expenses by approximately \$55M.

FY21 Quarterly Cash Flow Projection (\$M)

	Q1	Q2	Q3	Q4	Year End Projection	Adopted Budget	Var.
Operating Revenues	111	124	119	172	526	604	-78
Emergency Funds	105	93	93	10	301	311	-10
Total Sources	216	217	212	182	827	915	-88
Expense	194	200	200	202	796	851	-55
Debt Service & Allocations	22	17	12	13	64	64	0
Total Uses	216	217	212	215	860	915	-55
Net Result	0	0	0	-33	-33	0	-33

Staff will continue to identify and implement expense reduction measures for both labor and non-labor, with the goal of ending FY21 with a balanced budget. Staff are also exploring a voluntary retirement incentive program in FY21. Additional information around revenue sources, including actual results for ridership, sales tax, and State Transit Assistance, will also help staff update the FY21 year-end forecast throughout the fiscal year.

FISCAL IMPACT:

Staff will continue to forecast and update the operating shortfall outlook, as new information becomes available, and identify expense reductions and revenue opportunities to balance projected operating shortfalls.

ALTERNATIVES:

The Board could choose to defer direction to staff to a future FY21 budget quarter.

RECOMMENDATION:

It is recommended that the Board adopt the following motion:

MOTION:

Direct staff to identify additional revenue enhancement and cost saving measures in order to balance the FY21 operating budget by fiscal year end. Staff will report back to the Board by February 2021.



FY21 Budget Outlook

October 22, 2020



Executive Summary



BART and peer agencies continue to struggle with low ridership. BART ridership hovers at 13% of pre-COVID levels today and may not exceed 40% by the end of FY21. **As a result, BART and its peers are planning for for substantially reduced fare revenue in FY21, FY22, and beyond.**



Staff created a 7-point plan for how to address anticipated short-term and longer-term deficits – quickly, equitably, and strategically. The plan minimizes impacts to labor while maintaining service in line with demand.



Today, two elements of the plan are discussed:








- ***Support spending efficiencies*** - Staff is seeking to reduce spend in areas that support direct service while streamlining processes to gain greater efficiency.
- ***Service plan modifications*** - Staff is conducting projected ridership analyses to better align service with anticipated demand through September 2021. These analyses will inform the evaluation of different “rider first” service scenarios that attempt to balance ridership levels, equity impacts, financial savings, capacity recovery capabilities, and public health guidance.



Next month, staff will present an update on 7-point plan progress.

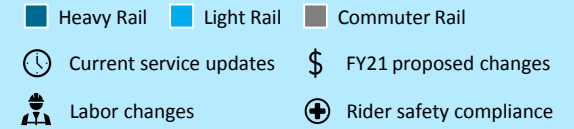
To address budget challenges, staff has developed a 7-point plan for service and organizational changes


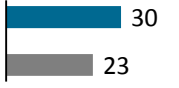

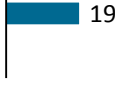

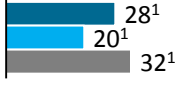







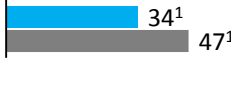




Process underway to right size costs with a structured, intentional approach

-  Pursue efficiencies around contracting and other reductions to BART's nonlabor budget
-  Continue hiring freeze; eliminate most current vacancies
-  Pursue retirement incentive program
-  Re-assign or re-train staff wherever possible to fill critical gaps created by departures
-  Fill critical capital budget vacancies with operating staff wherever possible
-  Load shed service dependent staff to capital projects to accelerate capital program delivery (dependent on service plan selected)
-  Explore additional cost savings measures with labor partners and non-represented employees (if needed)

Note: If layoffs are necessary, Board action will be required to approve WARN Act notices 60 days in advance.

Peer rail agencies face similar challenges and are contemplating budget cuts, service reductions, or layoffs



System	Update	Latest changes	Latest rail ridership % of pre-COVID
 New York City	2nd Oct.	💰 MTA considering a 40% service reduction due to current financial gap ⊕ Actively enforcing riders wear masks, increased compliance from 87% to 95% 🕒 HR continues pre-COVID schedule; service suspended from 1 AM-5 AM	
 Washington, DC	26th Sept.	💰 Evaluating ~\$200M spending cut for FY21, 2/3rds from service adjustments (including reducing trains / operators through leveraging turnbacks) 🕒 Proposing standardizing of current service, operating at 12min (instead of 8min) headways, with 9pm weekday closures (instead of 11pm)	
 Boston	6th Oct.	💰 Proposed reductions based on ridership and transit criticality, increasing average weekday headways to 12.5min (from 5 min) and reducing hours by 3 hours 🕒 Currently operating at regular service levels on all lines, except for CR (modified)	
 Chicago	27th Sept.	🕒 Operating at normal service levels	
 Los Angeles	26th Sept.	💰 Board approved \$1.2B FY21 cut by slowing down infrastructure development 🕒 Operating service at 81% of pre-COVID revenue hours, plans to continue level through FY21	
 Atlanta	21st Sept.	🕒 Continues to operate modified Sunday schedule on weekdays, with 20 min headways (instead of 10min)	
 Denver	5th Oct.	💰 Proposed rebalancing services based on ridership demand and under performing services, consolidating 4 lines into 2 and increasing average weekday headways to 22.5 min (from 7.5 min) and reducing service hours 👤 Considering reducing layoff target (500+ jobs), reviewing management salaries 🕒 Majority of lines operate Sunday schedules (~60% service level), rebalanced to service areas with high demand	
 Bay Area	2nd Oct.	👤 💰 Proposing weekend service suspension, contract operator furloughs into FY21 🕒 Weekday service runs 70 trains per day, 3 trains per hour per direction	
 Bay Area	14th Sept.	🕒 Added peak weekday trips at 15 minute headways for 3 busiest lines, reduced weekend headways to 30 minutes	

Themes for the week

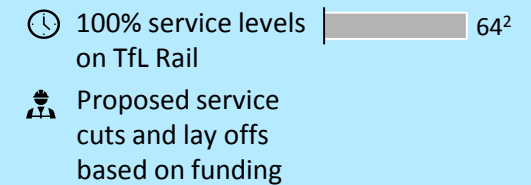
In the US, transit agencies continue proposing service changes via public hearings before approving reduced services/schedules through FY2021

International peers

28th Sept.



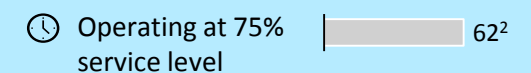
London



28th Sept.



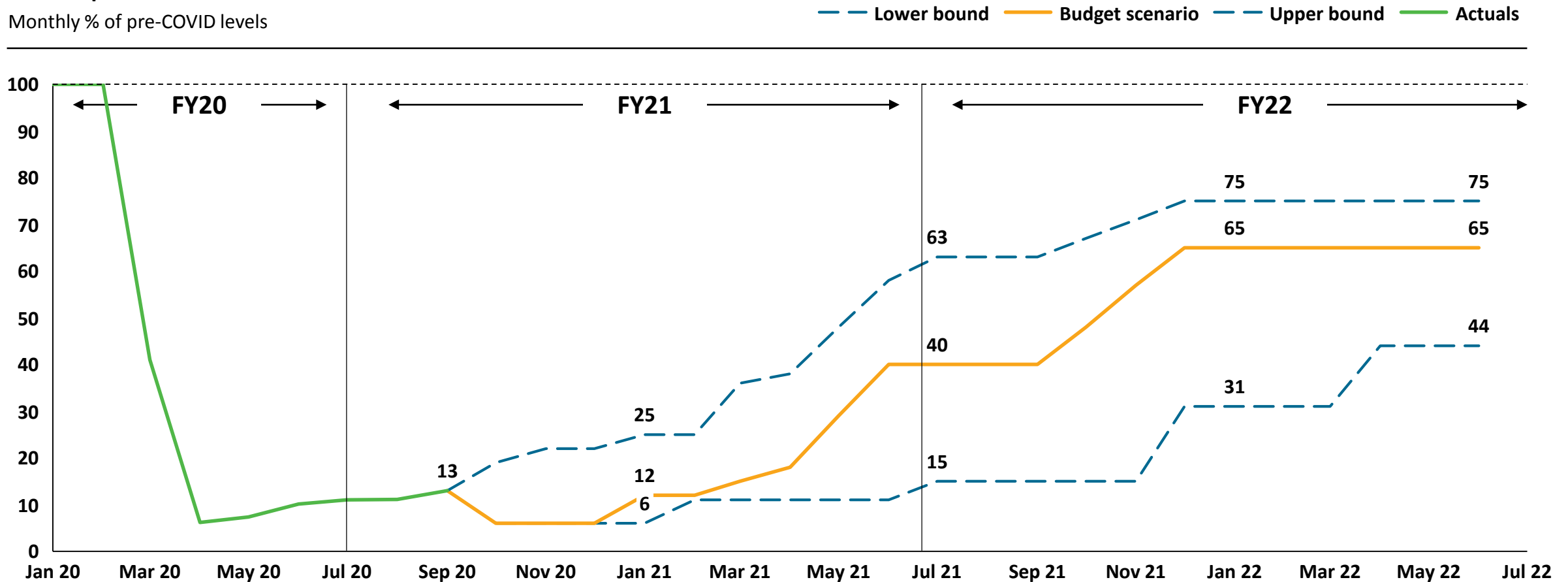
Paris



Pre-COVID-19 BART ridership levels not expected before end of FY22

Ridership

Monthly % of pre-COVID levels



Source (scale): BART FY2021 monthly ridership forecasts, BART rider segmentation survey data, BART historical monthly ridership, Oxford Economics unemployment projections, Bureau of Labor Statistics historical unemployment, BART ridership data, Consumer Survey April 2020, Oxford economics jobs by industry in Bay Area counties, Slack HQ, Gartner, KFF

Source (timing): BART budget team, San Francisco public health department and the California Department of Public Health, SF Chronicle, pharmaceutical company press releases, Center for Disease Control, New York State press coverage, FDA guidance, White House press conferences, World Health Organization, September 16th testimony of CDC Director, McKinsey "When will the COVID-19 pandemic end?"



Emergency funding stabilizes BART's operating budget through Q3 of FY21

FY21 Quarterly Cashflow Projection

	Q1 FY21	Q2 FY21	Q3 F21	Q4 FY21
Revenue	FY21	FY21	FY21	FY21
Regular Revenues	111	124	119	172
Emergency Funds ¹	105	93	93	10
Total Sources	216	217	212	182
Expense	194	200	200	202
Debt Service & Allocations	22	17	12	13
Total Uses	216	217	212	215
Net Result	0	0	0	-33

1. Federal CARES Act funding, FEMA funding, and rail car allocation reversal

CARES funding stabilizes BART's cashflows through Q3 of FY21, providing the opportunity to examine operating changes thoughtfully.

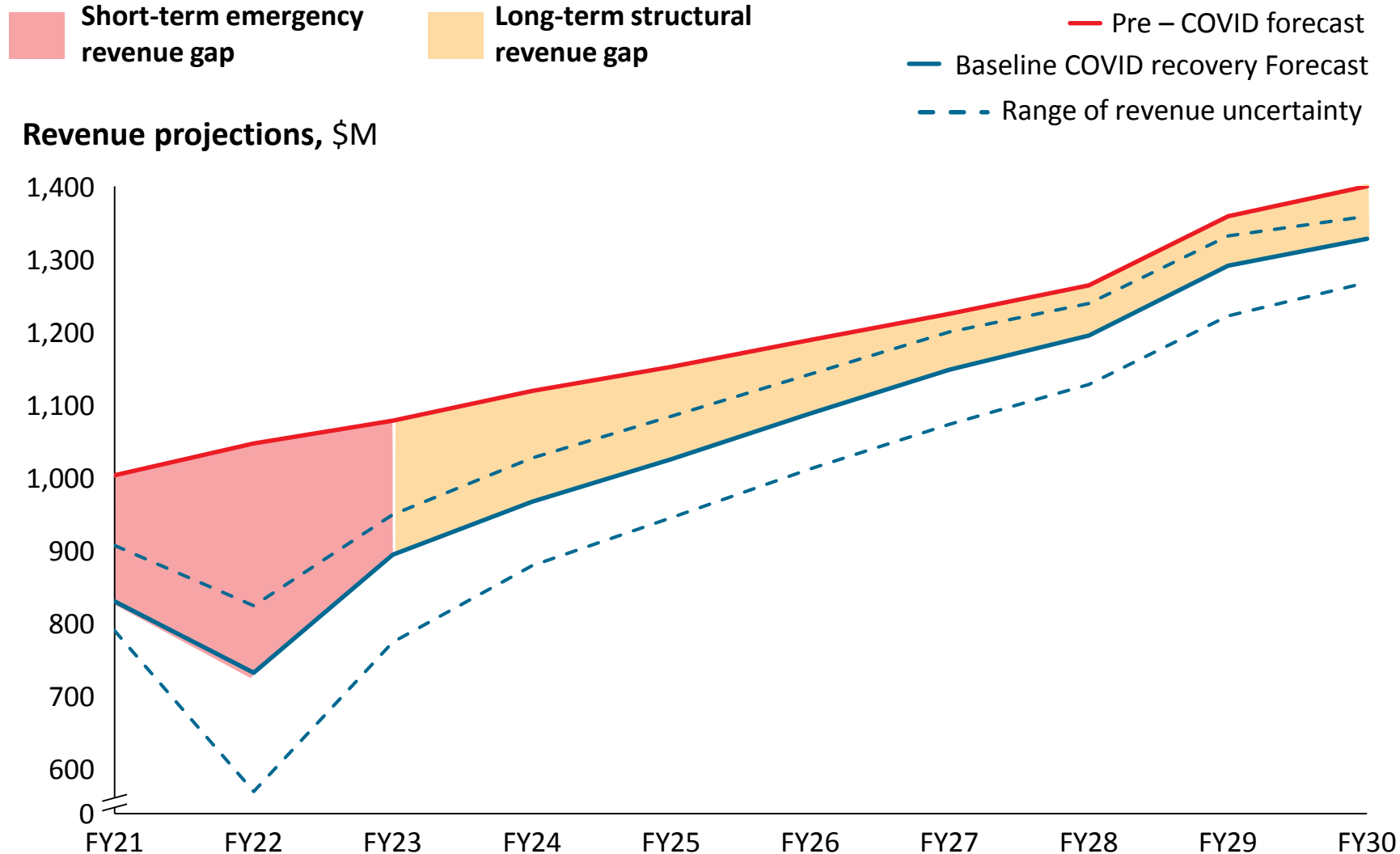
Staff monitors information actively; however, there is **no material shift in expectations that necessitates a formal budget revision at this time.**

There may be a need to formally revise the budget in January or February, given greater certainty around COVID-19 health guidance and corresponding changes to rider demand.

In the meantime, **staff is working on a number of initiatives to reduce expenditures.** These will be discussed over the course of this presentation.



However, BART faces a significant revenue gap in FY22 and a structural revenue short fall from FY23 onward



Near-term assumptions

- Active pandemic has resulted in acute health and economic crises
- High unemployment and widespread remote work
- High perceived risk of crowded spaces
- CARES Act funding (FY21 only)

Long-term assumptions

- Post vaccine pandemic recovery
- Some structural shift to remote work (amount unknown)
- Pace of employment recovery unknown

BART has four tools to address its short term and ongoing budget challenges




 Details follow

Item	Duration	Control
1 Support spending efficiencies and revenue generation	Ongoing	BART
2 Service reductions and/or operational improvements	Short term and ongoing	BART
Emergency assistance (uncertain)	Short term	External
Reserves and other one time sources	Short term	BART

Discussing the first two tools today

- Staff will update the Board as information about emergency assistance emerges
- Reserve drawdowns will probably be necessary but are considered a last resort; amount needed is a function of the first three items

1: Staff is pursuing annual savings in BART's support functions, with the potential to capture more savings to meet benchmarks

Area of opportunity	Relative magnitude of potential savings	Example initiatives being explored
Procurement		<ul style="list-style-type: none">• Master contracting (e.g. Grainger) to aggregate demand and streamline purchasing process• Reduce cycle times and improve process efficiency
Finance		<ul style="list-style-type: none">• Size and deploy cash handling function to better match demand for cash utilization
HR		<ul style="list-style-type: none">• Evaluate and reduce discretionary third-party spend (i.e. recruitment marketing, leadership training)• Automate back-office processes to reduce workload

2: Staff are using five priorities to balance tradeoffs in service modifications

Prioritization may change over different time horizons (e.g. 6 months, 12 months, 24 months)

Priorities	Possible optimization	Example metrics
Ridership	How can we maximize resources to attract more riders as people return to work and make transportation decisions?	Number of riders served
Financial	What service is the most cost effective for BART's limited budget while minimizing impacts to labor?	Monthly operating expense Cost per rider Jobs impacted
Equity¹	How can we minimize impacts to protected populations?	Risk of equity impact
Capacity recovery	How responsive is the service plan in preserving the capability and expertise necessary to scale-up to assist in the economic recovery of the Bay Area as counties re-open and ridership potential grows?	Time required to re-staff to 15-minute headways and 12am last dispatch
Health guidance	How well do service levels meet public health guidelines and aid in regaining confidence from riders and employers contemplating bringing workers back into the office?	Riders exceeding health guidance standards (6-foot and 3-foot physical distancing)

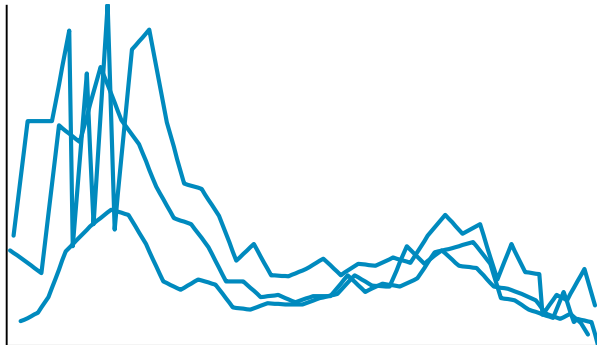
¹ Changes made during the COVID-19 shelter-in-place order do not require an analysis under Title VI. Any permanent changes made would require a Title VI analysis.

2: Staff are determining potential service adjustments with a ridership-backed approach

Step 1 Ridership investigation

Description Analyze current passenger flow and capacity

Example analysis



Step 2 Adjustment analysis

Quantify impacts of specific adjustments (e.g., hours, train length, and routes)



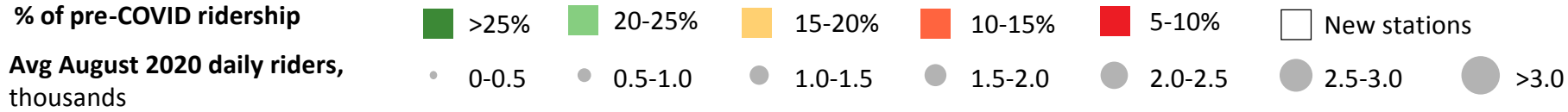
Step 3 Scenario evaluation

Combine individual adjustments into scenarios and evaluate cumulative impacts



2: Example analysis: Station utilization

Average exits and entries, August 2020



Weekday



Weekend



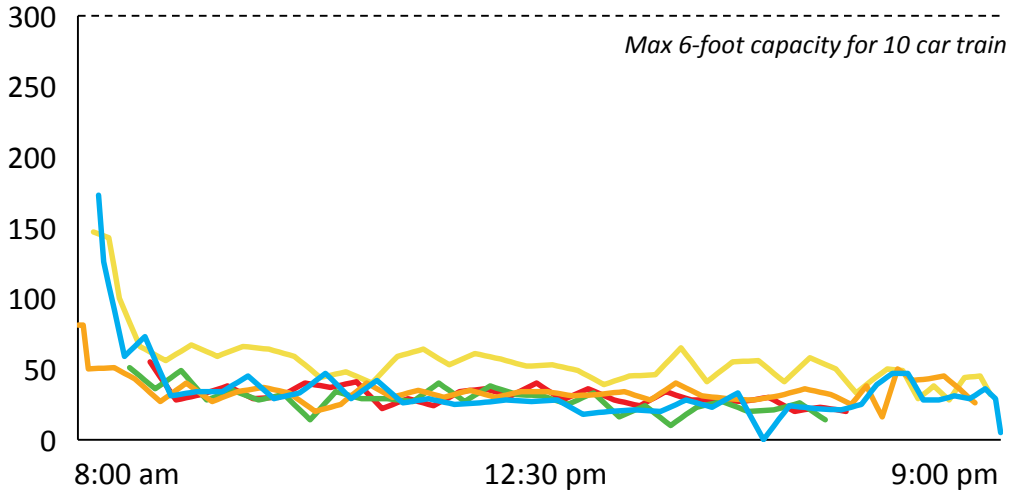
2: Example analysis: Weekend capacity

Maximum passenger load by train and dispatch time, August 2020

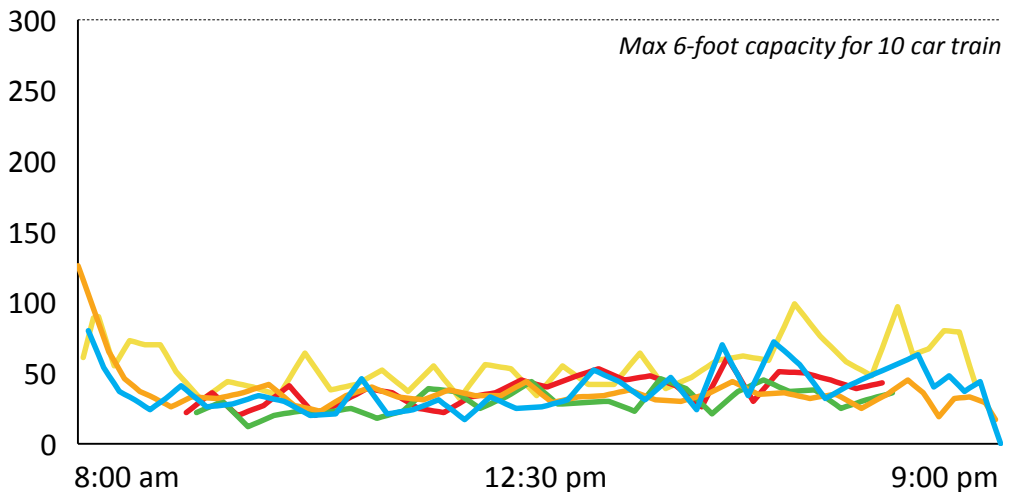
BART line Yellow Red Green Orange Blue

Saturday (5-route), 28,000 daily riders¹

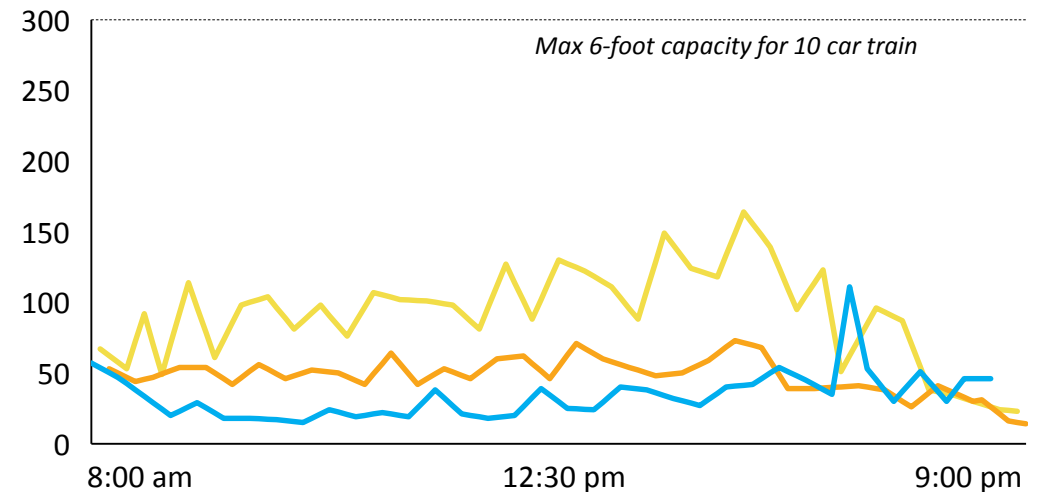
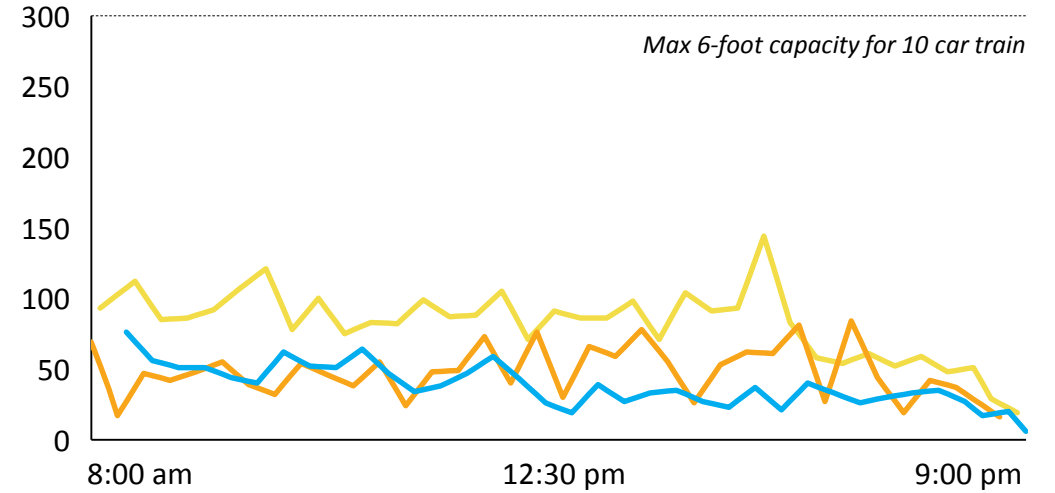
West-bound



East-bound



Sunday (3-route), 22,000 daily riders¹



1. As of October 2020



2: Four service scenarios are being actively considered

Current staffing level
 Change from above plan

Scenario name	Description	Train schedule ¹	Hours and stations ¹
Current Staffing Level²	Pre-COVID staffing levels	15-minute headways 5-route service	12am last dispatch
A Current Service (as of Sept 14)	Maintain: Balanced approach to support essential workers while mitigating cost	30-minute headways with 26 commute trips 3-route on Sunday 10-car trains	9pm last dispatch
B Optimized Current Service	Maintain: Balanced approach with further correction to better align to weekend ridership demand	30-minute headways with 26 commute trips Plus 3-route on weekends Variable weekend train lengths	9pm last dispatch
C Scenario B + Select Station Closures	Scale down: Targeted station closures to drive financial savings with low ridership and equity impact	30-minute headways with 26 commute trips Plus 3-route on weekends Variable weekend train lengths	9pm last dispatch Station closures ³
D Scenario C + Weekend Shutdown	Scale down: Targeted system shutdowns to drive significant financial savings	30-minute headways with 26 commute trips	9pm last dispatch Station closures ³ Saturday and Sunday close

¹ Changes made during the COVID-19 shelter-in-place order do not require an analysis under Title VI. Any permanent changes made would require a Title VI analysis.

² Due to opening of Berryessa Extension, additional hiring would be required to return to full pre-COVID service.

³ Potentially stations with <500 daily riders and downtown stations in close walking distance to an alternative station.

2: Each of the four service scenarios optimizes for different priorities

Impact of service scenarios compared to current staffing level across priorities

Scenario	<u>Ridership</u>	<u>Financial</u>	<u>Equity¹</u>	<u>Capacity recovery</u>	<u>Health guidance</u>
	% change of avg monthly riders served	% reduction in monthly operating expense	Risk of equity impact	Time required to re-staff 15-minute headways and 12 am last dispatch	Likelihood of exceeding health guidance standards
Current Staffing Level	<i>(2.9M riders / month)</i>	<i>(\$28.4M / month)</i>	<i>(No risk)</i>	<i>(0 FTEs to ramp up)</i>	<i>(Little to no impact)</i>
A Current Service	Staff is currently evaluating full impacts across priorities				
B Optimized Current Service					
C Scenario B + Select Station Closures					
D Scenario C + Weekend Shutdown					

1 Changes made during the COVID-19 shelter-in-place order do not require an analysis under Title VI. Any permanent changes made would require a Title VI analysis.

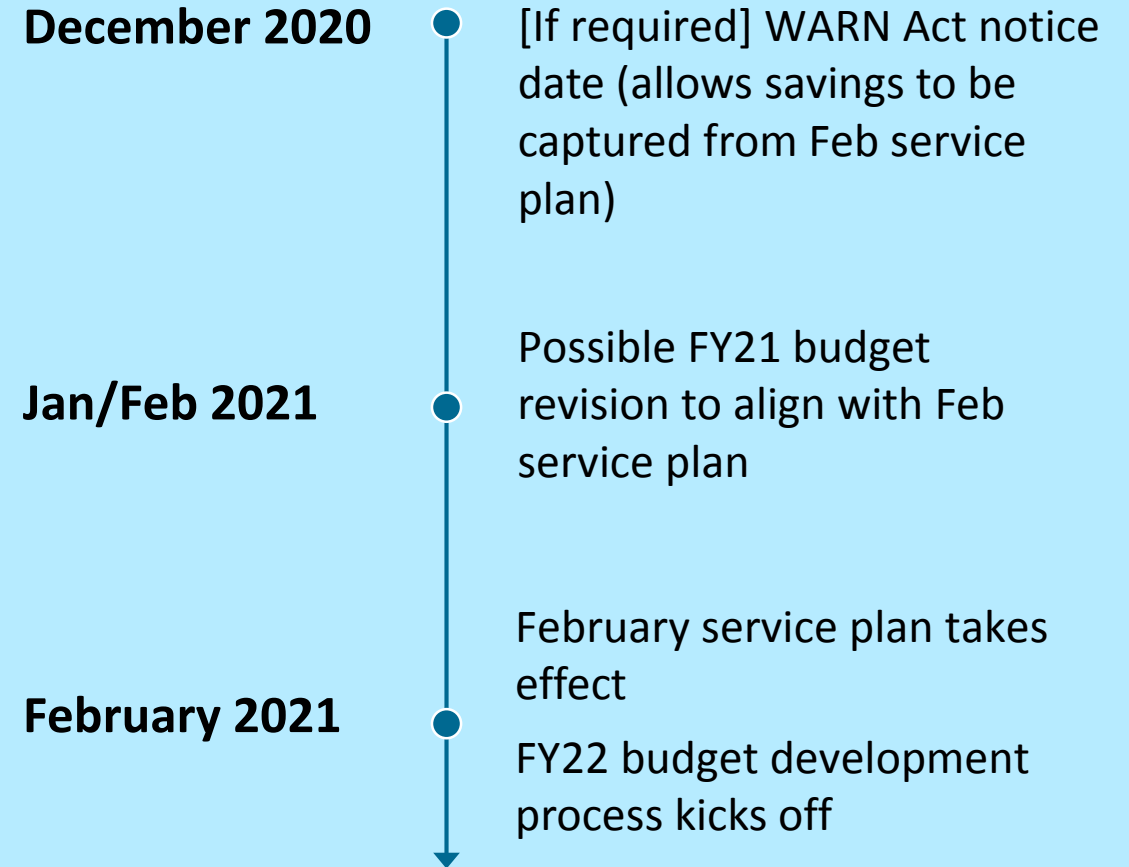
Today, Directors are being asked to approve an Executive Decision Document (EDD):

“Direct staff to identify additional revenue enhancement and cost saving measures in order to balance the FY21 operating budget by fiscal year end. Staff will report back to the Board by February 2021.”

At the November Board meeting, Directors will be asked to:

- 1 Review preferred service plan to take effect in February
- 2 Hear update regarding savings initiatives identified, in-process, and planned

Potential upcoming agenda items over the coming months:





EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>Robert M. Burns</i> 15 OCT 2020		GENERAL MANAGER ACTION REQ'D:		
DATE: 10/13/2020		BOARD INITIATED ITEM: No		
Originator/Prepared by: Frances Cheung Dept: Police/Progressive Policing & Community Engagement Bureau	General Counsel <i>[Signature]</i>	Controller/Treasurer <i>[Signature]</i>	District Secretary	BARC <i>[Signature]</i>
Signature/Date: <i>[Signature]</i> 10/15/2020	10/15/20 []	10/15/2020 []	[]	10.15.2020 []
Status: Routed		Date Created: 10/13/2020		

BART Police Ambassador Program

PURPOSE:

To seek Board authorization to approve staff recommendation to formalize BART's Ambassador Program.

DISCUSSION:

On February 10, 2020, the BART Board approved the pilot Ambassador Program. The goal of the pilot was to evaluate the effectiveness of deploying unarmed uniformed personnel in the system to provide visible presence to riders and increase overall safety and security. The initial deployment consisted of ten ambassadors assigned to walk trains in teams of two, seven-days-a-week with overlapping coverage on Saturdays. The deployment focuses on providing presence in the system core. During the evening commute, the focus shifts to other sections of the system.

As a result of the COVID-19 pandemic, the deployment shifted to coincide with modified service hours and provide presence in Downtown San Francisco stations. In May of 2020, ambassadors resumed riding trains.

During the pilot program, BART observed enhancements in the following areas:

- Quarterly Performance Report showed an increase in uniformed presence on trains through customer satisfaction survey.

- BART Police presence significantly increased due to the ambassadors conducting over 4,000 train rides.
- Quarterly Performance Report showed an increase in uniformed presence in stations through customer satisfaction survey.
- Between February 2020 - August 2020, ambassadors conducted over 5,700 platform checks.
- Between February 2020 - August 2020, ambassadors conducted over 7,300 additional educational contacts.
- Between February 2020 - August 2020, ambassadors were contacted by over 6,700 customers
- Between February 2020 - August 2020, ambassadors reported 66 incidents requiring police presence.

Based on the results of the pilot, staff recommends that the Board formally approve the BART Ambassador Program.

FISCAL IMPACT:

No fiscal impact. The positions required to formalize the program will be reallocated from existing positions previously approved by the Board.

ALTERNATIVES:

Discontinue the Ambassador Program and return current Ambassadors to Community Service Officers.

RECOMMENDATION:

It is recommended that the Board adopt the following motion:

MOTION:

The Board authorizes the General Manager to formalize the BART Ambassador Program.

BART Ambassador Pilot Program

The BART Ambassador pilot program was launched on February 10, 2020, with the goal of increasing the presence of uniformed personnel on trains to address customer concerns about safety and security.

The idea for the Ambassador program came from the BART Board of Directors, who initially asked that the program be modeled after the San Francisco MUNI Transit Assistance Program (MTAP), which was created by MUNI to address issues caused by youth traveling to and from school on MUNI busses. The MTAP program is staffed with community members who receive training in conflict resolution.

BART staff researched the MTAP model but determined that BART would be best served through Ambassadors with more training and experience. BART Ambassadors were recruited from the ranks of the BART Police Department's Community Service Officers, unarmed, non-sworn personnel who can perform a variety of services. The Ambassadors also received de-escalation and anti-bias training.

The initial pilot project deployment consisted of ten ambassadors assigned to walk trains in teams of two, seven-days-a-week from 2 pm to midnight, with overlapping coverage on Saturdays. The focus was on the most heavily travelled section of the system, the trans-bay corridor between 12th St. Oakland and Civic Center stations. During crowded evening commute hours, the focus shifted to other sections of the system such as Coliseum to Union City and Walnut Creek to Pittsburg/Bay Point.

The Ambassadors wear easily identifiable uniforms distinct from those of Community Service Officers or Fare Inspectors. They are equipped with radios to report safety and security concerns or biohazards. The Ambassadors are also trained to respond to customers' questions, complaints or requests for service. They also observe, report and call upon an officer when enforcement is needed.

The deployment beginning February 10, 2020, was as follows:

Monday	4 Ambassadors, 2 pm to midnight
Tuesday	4 Ambassadors, 2 pm to midnight
Wednesday	6 Ambassadors, 2 pm to midnight
Thursday	6 Ambassadors, 2 pm to midnight
Friday	6 Ambassadors, 2 pm to midnight
Saturday	10 Ambassadors, 2 pm to midnight
Sunday	4 Ambassadors, 2 pm to midnight

Following the onset of the COVID-19 pandemic, modifications were made to the Ambassador deployment. In the early days of COVID-19, BART worked tirelessly to procure personal protective equipment and to establish cleaning protocols. Our Ambassadors were deployed at a fixed post assignment in downtown San Francisco with limited presence on trains.

BART Ambassador Pilot Program

An Ambassador tested positive for COVID-19 in early April, and the entire Ambassador team took a leave from April 6 through April 17, 2020. Some Ambassadors took additional intermittent COVID related leave.

Ridership on BART was significantly reduced, and BART revenue hours were changed. In response, all Ambassadors were re-scheduled to work Monday through Friday, from 1 pm to 9 pm beginning April 30, 2020. This deployment consisted of 2 Ambassadors at each of the four downtown San Francisco stations. The Ambassadors rode trains on a limited basis.

BART procured large quantities of personal protection gear and instituted a robust cleaning protocol. In time, the Ambassador team was re-deployed to ride the trains more often. Beginning May 25, 2020, all Ambassadors were scheduled to work Tuesday through Friday, from 11:00 am to 9:00 pm.

Beginning September 7, 2020, the Ambassador deployment will be as follows:

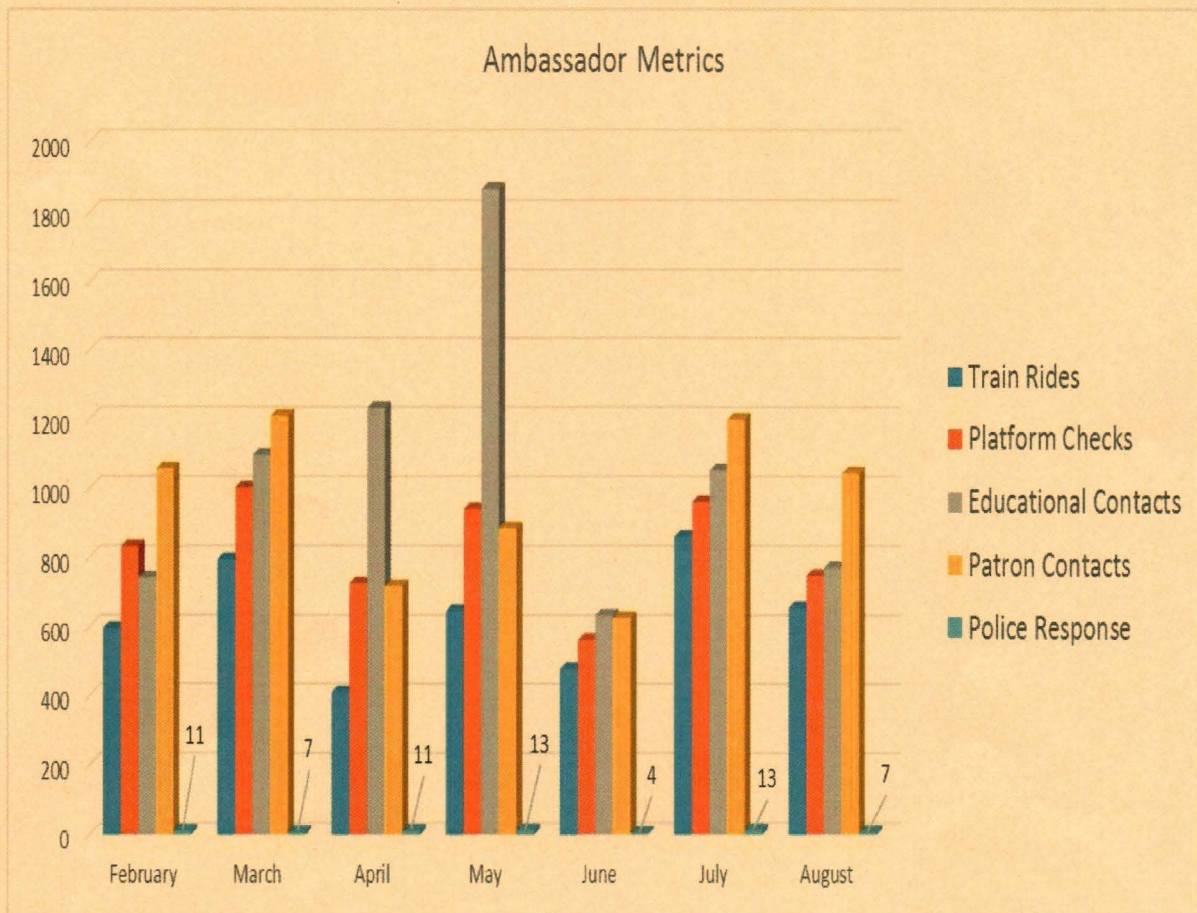
Monday	8 Ambassadors, 11:00 am to 9:00 pm
Tuesday	8 Ambassadors, 11:00 am to 9:00 pm
Wednesday	8 Ambassadors, 11:00 am to 9:00 pm
Thursday	10 Ambassadors, 11:00 am to 9:00 pm
Friday	10 Ambassadors, 11:00 am to 9:00 pm
Saturday	2 Ambassadors, 11:00 am to 9:00 pm
Sunday	2 Ambassadors, 11:00 am to 9:00 pm

We collected data for the following performance metrics:

- Train Rides
- Platform Checks
- Educational Contacts: Ambassador initiates contact to explain a transit rule violation such as eating, bicycle on escalator, COVID-19 face covering requirement, welfare check, fare evasion advisement, loud music, etc.
- Patron Initiated Contacts: A patron initiates a contact to ask for assistance or information.
- Police Response: Incidents that result in a request for police response.

	Train Rides	Platform Checks	Educational Contacts	Patron Contacts	Police Response
February	595	832	742	1055	11
March	794	1001	1095	1208	7
April	408	725	1231	717	11
May	645	939	1864	884	13
June	477	562	633	625	4
July	859	959	1051	1197	13
August	654	748	771	1042	7

BART Ambassador Pilot Program



*The launch date was February 10, 2020, so it was only a partial month of data.

**The month of May included a significant number of Educational Contacts for face covering requirement.

The following are examples of notable incidents:

- February 19: Ambassadors located subject at Civic Center who had apparently overdosed on narcotics, subject was revived by medical personnel
- March 3: Ambassadors located an unresponsive subject at Montgomery, subject was taken by medical and revived
- March 7: Ambassadors were flagged down by the victim of a battery at Lake Merritt, police officers responded, arrested the suspect, and located a firearm in the suspect's backpack.



BART Police Department Ambassador Program

October 22, 2020



Agenda

- Ambassador Program Overview
- Progressive Policing and Community Engagement Bureau Org Chart
- Recommended Classifications
- Community Outreach Specialist
- Operating Budget
- Next Steps

Ambassador Program Overview

BART implemented a pilot Ambassador Program to increase the presence of uniformed personnel on trains to address customers' concerns about safety and security.

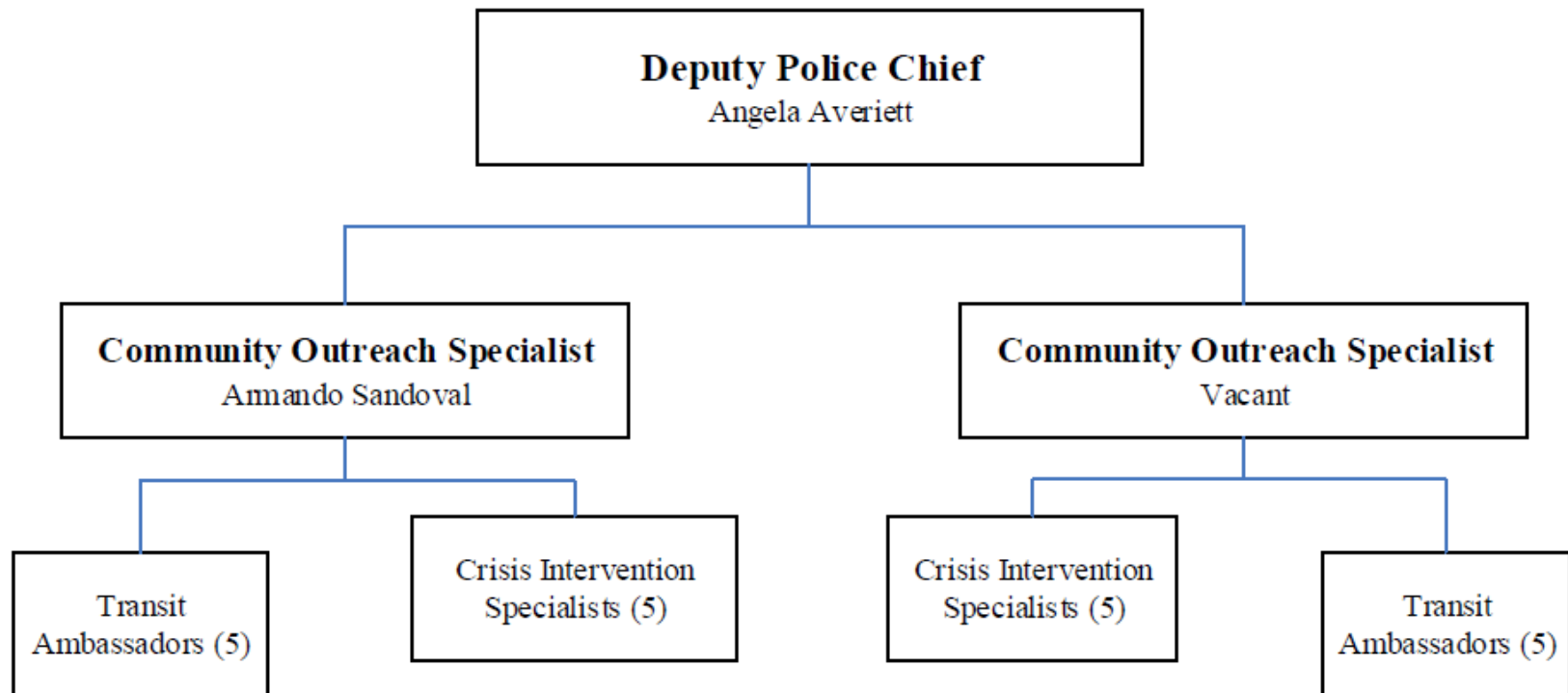


- Six-month pilot from February 2020 – August 2020
- The pilot consisted of Community Service Officers (CSO) who were receiving 10% special assignment pay
- Due to the success of the pilot program, staff recommends formalizing the program and continuing on a permanent basis

Progressive Policing and Community Engagement (PP&CE) Bureau*

*Established 8/31/20

Recommended Organizational Chart



PP&CE Bureau Classifications

The details of classification changes and new classifications (including title, minimum qualifications, training, and salary) are subject to meet and confer with the Police unions.

Classification	Summarized Definition
Community Outreach Specialist <i>(will be reclassified to supervisor)</i>	Lead and coordinate outreach and engagement efforts between the community and in partnership with Counties and Community Based Org. <ul style="list-style-type: none">• Requires a BA and 4 years of social work experience.
Crisis Intervention Specialist <i>(new)</i>	Links people who are without housing, people who have mental health conditions and other at-risk individuals to services and partnerships within the Counties and Community Based Org. <ul style="list-style-type: none">• Will require a social work background.
Transit Ambassador <i>(new)</i>	Visible uniform presence to add a sense of security to BART patrons and support healthy community relations. <ul style="list-style-type: none">• Will require community service experience.

Community Outreach Specialist (COS)

- Will be reclassified to a supervisory position
- One existing position and adding one additional position
 - Recruitment for the new position will follow the conclusion of union meet and confer process
- Each COS will be assigned five Transit Ambassadors and five Crisis Intervention Specialists



Operating Budget

- Pilot Transit Ambassadors
 - Ten positions to be funded using existing, vacant, non-BPOA positions in the FY21 Budget
 - Positions will be converted to BPOA positions
 - FY21 annual cost estimated at \$1.3M
- Ten new Crisis Intervention Specialists and one Community Outreach Specialist
 - Eleven positions funded in the FY21 Budget as part of the COVID Containment initiative
 - Positions to be created under General Manager Authority
 - FY21 annual cost estimated at \$1.5M
 - Approximately \$300K will support annual training efforts

Next Steps

- Meet and Confer with the Police Unions over details of the classifications
- Under the newly established Progressive Policing and Community Engagement (PP&CE) Bureau
 - Annual reports
 - Continued annual professional training
 - Collaboration and partnerships with outreach teams throughout the five counties



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>[Signature]</i> 10/14/2020		GENERAL MANAGER ACTION REQ'D: Approve and forward to the Board		
DATE: 10/8/2020		BOARD INITIATED ITEM: No		
Originator/Prepared by: Tracy Johnson Dept: Extensions Development <i>[Signature]</i> Signature/Date: 10/14/2020	General Counsel <i>[Signature]</i>	Controller/Treasurer <i>[Signature]</i> 10/14/2020	District Secretary []	BARC <i>[Signature]</i> 10/14/2020 []

**Contract No. 01RQ-110, Hayward Maintenance Complex (HMC) Projects
Maintenance Facilities, Change Order No. 400, Final Close-Out for the Component
Repair Shop**

PURPOSE:

To authorize the General Manager to execute the final close-out Change Order No. 400, for Contract No. 01RQ-110, Hayward Maintenance Complex Project Maintenance Facilities with Clark Construction, which settles all claims pertaining to the Component Repair Shop, for an amount not to exceed \$3,000,000.

DISCUSSION:

On July 23, 2015, the Board of Directors authorized the award of Contract No. 01RQ-110, Hayward Maintenance Complex Project Maintenance Facilities in the amount of \$98,390,000, to Clark Construction ("Contractor"). The Contract Work consists of the construction of a new Component Repair Shop and the addition of vehicle lifts as well as associated utilities and trackwork at the existing Hayward Shop.

Following the commencement of the Contract Work, it was determined that there were differing site conditions including several elements of the subsurface soil and utilities. Those changes and others resulted in substantial redesign and resequencing of the Work. This Change Order compensates the Contractor for approximately a year of delay resulting from the differing site conditions and scope changes. The estimated value of this Change Order is for an amount not-to-exceed \$3,000,000. The final amount is contingent upon the results of the review of the Contractor's submitted actual submitted cost records.

Pursuant to Board Rule 5-2.3, Change Orders involving expenditures greater than \$200,000 require Board approval. The Procurement Department will review this Change Order prior to execution for compliance with procurement guidelines. The Office of General Counsel will approve the Change Order as to form prior to execution.

FISCAL IMPACT:

The total not to exceed amount of \$3,000,000 for the award of Change Order No. 400 for Final Close-Out to Contract 01RQ-110, is included in the total project budget for 01RQ003, HMC Project Maintenance Facilities, Component Repair Shop.

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

Proposed Funding	
F/G 3007 - CA-95-X236 HMC	\$3,189,329
F/G 3017 – CA-2020-086	\$ 2,026,836
F/G 3521 – AATC Settlement Proceeds	\$ 5,639,396
F/G 5602 - HSPTBF (Prop 1A) for HMC	\$ 55,164,100
F/G 656K - VTA Hayward Mtce Ctr Cost Sharing	\$ 49,710,000
F/G 8530 – 8533 FY17-FY19 Operating Alloc to Cap	\$ 17,749,289
TOTAL	\$ 133,478,850

As of Oct 13, 2020, \$133,478,850 is the total budget for this project. BART has expended \$128,061,320 committed \$1,579,982 and reserved \$1000 to date. This action will commit \$3,000,000 leaving an available fund balance of \$836,548 in these fund sources for this project.

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

This action is not anticipated to have any Fiscal Impact on unprogrammed District reserves.

ALTERNATIVES:

The Board can elect not to authorize the execution of this Change Order. Failure to issue the Change Order will lead to a claim for the Contractor’s costs due to differing site conditions,

design changes and associated delays as well as potential litigation costs, potentially increasing the final cost to the District.

RECOMMENDATION:

Recommend that the Board approve the following motion:

MOTION:

The General Manager is authorized to execute Change Order No. 400, Final Close-out for the Component Repair Shop, for an amount not to exceed \$3,000,000, for Contract 01RQ-110, Hayward Maintenance Complex Project Maintenance Facilities, with Clark Construction.



EXECUTIVE DECISION DOCUMENT

ATTACHMENT #1

CONTRACT NO. 01RQ-110

CO No: 400

CHANGE ORDER SUMMARY

BACKGROUND

Name of Contractor: Clark Construction Group
 Contract No./NTP: 01RQ-110 / October 21, 2015
 Contract Description: Hayward Maintenance Complex Project – Maintenance Facilities

Percent Complete as of: 10/06/2020 – 99.99%
 Dollars Percent Complete as of: 10/06/2020 – 99.24%

COST	<u>% of Award</u>	<u>Cost</u>	<u>Contract Amount</u>
Original Contract Award Amount			\$98,390,000.00
Change Orders:			
Other than Board Authorized C.O.s:	7.67%	\$7,547,616.07	
Board Authorized Change Orders:	14.14%	\$13,916,139.14	
This Change Order No. 400:	3.05%	\$3,000,000.00	
<hr/>			
Subtotal of all Change Order	24.86%	\$24,463,755.21	
<u>Revised Contract Amount:</u>			\$122,853,755.21

SCHEDULE

Original Contract Duration: 860 Days
 Time Extension to Date: 372 Days
 Time Extension Due to Approved COs: 372 Days
 Time Extension Due to This Change Order 400: 345 Days
 Revised Contract Duration: 1,577 Days

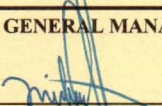
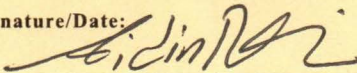
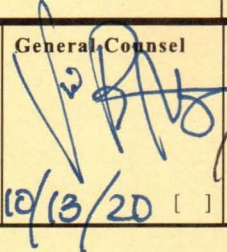
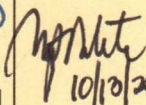
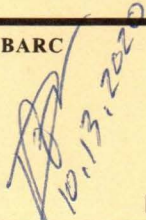
SUMMARY REASON FOR THIS CHANGE ORDER

Final Close-Out for the Component Repair Shop

Following the commencement of the Contract Work, it was determined that there were differing site conditions including several elements involving subsurface soil and utilities. These changes and others resulted in substantial redesign and resequencing of the Work. This final close-out change order compensates the Contractor for 345 calendar days of delay resulting from the differing site conditions, related scope changes and resequencing of the work. The estimated value of this Change Order is for an amount not-to-exceed \$3,000,000. The final amount is contingent upon the results of the review of the Contractor's submitted actual cost records.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL:  10/17/2020		GENERAL MANAGER ACTION REQ'D: Approve and forward to the Board		
DATE: 9/28/2020		BOARD INITIATED ITEM: No		
Originator/Prepared by: Aidin Sarabi Dept: PD&C Signature/Date:  10/13/2020	General Counsel  10/13/20 []	Controller/Treasurer  10/10/2020 []	District Secretary []	BARC  10.13.2020 []
Status: Routed		Date Created: 9/28/2020		

Hayward Maintenance Complex Project (Phase 2) Trackwork Procurement

PURPOSE: To obtain Board authorization for the General Manager to award Contract No. 01RQ-101 for Hayward Maintenance Complex Project (Phase 2) Trackwork Procurement to Voestalpine Railway Systems Nortrak, Inc.

DISCUSSION: The Hayward Maintenance Complex Project (HMC) was adopted by the BART Board on May 26, 2011 and will provide for expanded and enhanced maintenance complex facilities necessary to support, in part, BART's future system demands, including the new BART revenue vehicles and the Silicon Valley Extension Project. The HMC (Phase 2) Project consists of two new developments at the east of the existing Hayward yard, including the Northern/Southern Mainline Connectors and the East Vehicle Storage Yard. The Phase 2 project site is 6 acres of undeveloped land in the northeast quadrant of the HMC property, on the east side of the mainline BART tracks north of the existing maintenance and engineering facility and rail storage yard. The majority of this area will become the East Side Storage Yard providing storage for as many as 250 BART cars. The Northern/Southern Mainline Connector will connect the vehicle storage yard to the mainline tracks at a point slightly north of Industrial Parkway and South of Whipple Road.

The scope of this Contract includes the procurement of track and related materials including running rail, special trackwork, bonded insulated rail joint plugs, standard concrete crossties, concrete special trackwork ties, trackwork spare parts, switch machines, and switch machine

spare parts necessary to construct the new East Storage Yard and Mainline Connections.

On December 26, 2019, District advertised Contract No. 01RQ-101 for Hayward Maintenance Complex Phase 2 Trackwork Procurement through the BART Procurement Portal. Advance Notice to Bidders was mailed to forty (40) potential Bidders. A total of forty (40) online plan holders downloaded the Bid Documents. A Pre-Bid Meeting was held on January 14, 2020 where a total of four (4) potential Bidders attended. A site tour was held following the Pre-Bid Meeting on December 26, 2019. Bids were publicly opened on May 19, 2020.

The tabulation of Bids received, and the Engineer's Estimate, are as follows:

Voestapline Railway Systems Nortrak, Inc. - \$11,989,984

Progress Rail Services Corporation - \$11,562,080

Engineer's estimate - \$12,480,864

After review by District Staff, the apparent low bid submitted by Progress Rail Services, was deemed non-responsive because of a failure to comply with Bidding Instructions. As a result, Voestapline Railway Systems Nortrak, Inc., is the low Bidder.

A review of the Voestapline Railway Systems Nortrak, Inc.'s business experience and financial capabilities has resulted in a determination that the Voestapline Railway Systems Nortrak Inc. is responsible and its Bid is responsive to the requirements of the Contract Book. The total Bid Price of \$11,989,984 was determined to be fair and reasonable compared to the Engineer's estimate.

This Contract was advertised pursuant to the District's Disadvantaged Business Enterprise ("DBE") Program requirements. The Office of Civil Rights reviewed the scope of work for this Contract and determined that there were DBE subcontracting opportunities; therefore, a DBE participation goal of 1% was set for this Contract. The lowest responsive Bidder, Voestapline Railway Systems Nortrak, Inc. committed to subcontracting 1.1% to DBEs. The Office of Civil Rights has determined that Voestapline Railway Systems Nortrak, Inc. has met the DBE participation goal set for this Contract.

FISCAL IMPACT:

Funding for this \$11,989,984 for the award of Contract No. 01RQ-101 is included in the total project budget for 01RQ100, HMC Phase 2 Preliminary Engineering.

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

Proposed Funding	
802A & 802B - 2017 Measure RR GO Bond	\$19,883,000
8524 – FY12 Operating Allocation to Capital	\$15,000
354S – FTA CA 2020-047	\$54,000,000
TOTAL	\$73,898,000

As of Sept 25, 2020, \$73,898,000 is the total budget for this project. BART has expended \$9,262,081 committed \$6,691,854, and reserved \$41,963,202 to date. This action will commit \$11,989,984 leaving an available fund balance of \$3,990,879 in these fund sources for this project.

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

This action is not anticipated to have any Fiscal Impact on unprogrammed District reserves

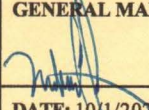

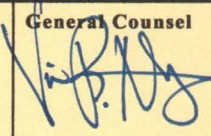
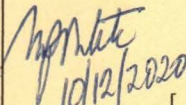
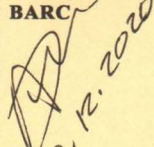
ALTERNATIVES: The alternatives are to decline to award the Contract or rebid. Not awarding the Contract would result in no vehicle storage yard and trackwork that would lead revenue and non- revenue vehicles from the existing BART mainline to the new HMC East Storage Yard and facilities, which would make the overall concept of the HMC Project unavailable for use by the new BART revenue vehicles and non-revenue vehicles. Rebidding the Contract would result in delays to execution of the work, potentially resulting in increased Project costs due to those delays. Additionally, rebidding the Contract would result in impacts to the testing and commissioning of the new BART revenue vehicles.

RECOMMENDATION: On the basis of analysis by staff and certification by the Controller-Treasurer that the funds are available for this purpose, it is recommended that the Board adopt the motion.

MOTION: The General Manager is authorized to award Contract No. 01RQ-101 for Hayward Maintenance Complex (phase 2) Trackwork Procurement to Voestapline Railway Systems Nortrak, Inc., for the total Bid Price of \$11,989,984, pursuant to notification to be issued by the General Manager, subject to the District's protest procedures and FTA requirements related to protests.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL:  DATE: 10/1/2020		GENERAL MANAGER ACTION REQ'D: Approve			
Originator/Prepared by: Linda Lee Dept: Strategic Engineering  Signature/Date: Oct 9, 2020		General Counsel  10/9/20 []	Controller/Treasurer  10/12/2020 []	District Secretary []	BARC  10.12.2020 []

Authorize the General Manager to Execute Change Order No. 26 to Contract No. 15CQ-110, C35 Interlocking Renewal

PURPOSE: To authorize the General Manager to execute Change Order No. 26 to Contract No. 15CQ-110, C35 Interlocking Replacement Project, in the amount of \$596,364 to compensate the Contractor for revisions to the proposed train control layout.

DISCUSSION:

In May 2018, the Board authorized the General Manager to award Contract No. 15CQ-110 to DMZ Builders, for the bid amount of \$13,271,300. The scope of this Contract is to provide all labor, equipment, materials and services necessary to replace six (6) mainline turnouts and to extend the pocket track to store and provide turnback capabilities for a ten (10) car train.

In June 2018, a survey of existing utilities noted discrepancies of existing field conditions compared to the record drawings and Bid Documents. The train control plans were redesigned to reflect the current layout of cables and to ensure new installation was proper and maintained functionality of the system. This redesign included additional material and labor associated with the new layout.

The forecast amount of Change Order No.26 is \$596,364:

Total Base Bid Amount	\$13,271,300
Change Order No. 26	\$596,364
Revised Contract Amount:	\$13,867,664

This contract is in the closeout stage and was successfully completed on time and with the elimination of two of the six planned weekend shutdowns. In addition, this project will be completed 4.84% above the original contract amount which is 5.16% under the 10% Board notification limit (contingency) for this construction contract.

Pursuant to Board Rule 5-2.3, Change Orders involving expenditures greater than \$200,000 require Board approval. The Procurement Department will review this Change Order prior to execution for compliance with procurement guidelines. The Office of General Counsel will approval the Change Order as to form prior to execution.

FISCAL IMPACT:

The total amount of \$596,364.00 for Change Order No. 26 will be funded from two projects. \$511,170.88 is included in the total budget for 15CQ005-C35 Interlocking Renewal, and \$85,193.12 is included in the total budget for 49GH002-Enabling Works.

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

Project	Fund Source	Fund code	Amount
15CQ005 Track Renewal C35	Measure RR GOB #1 & #2	802A/B	\$20,809,874
49GH002 Enabling Works	Measure RR GOB #1 & #2	802A/B	\$13,600,000
49GH002 Enabling Works	FY2017 Opertng Capital Alloc	8531	\$1,278,000
	Total Combined		\$35,687,874

As of 09/21/2020, \$20,809,874.44 is the total budget for project number 15CQ005. BART has expended \$18,046,161.41 and committed \$1,409,893.23 to date. This action in part will commit \$511,171 leaving an available fund balance of \$842,649 in the fund source for project 15CQ005.

As of 09/21/2020, \$14,878,000 is the total budget for project number 49GH002. BART has expended \$9,727,623 and committed \$2,581,574 to date. This action in part will commit \$85,193 leaving an available fund balance of \$2,483,610 in the fund source for project 49GH002.

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

This action is not anticipated to have any Fiscal Impact on unprogrammed District Reserves.

Obtain Board Authorization for the General Manager to execute Change Order No. 26 to Contract No. 15CQ-110, C-35 Interlocking Renewal

ALTERNATIVE: The Board may elect not to authorize the General Manager to execute Change Order No.26 Revisions to the Proposed Train Control Layout. Failure to issue this Change Order will likely lead to claims from DMZ and increase the final cost to the District.

RECOMMENDATION: That the Board adopt the following motion:

MOTION: The General Manager is authorized to execute Change Order No. 26 Revisions to the Proposed Train Control Layout for Contract No. 15CQ-110, C35 Interlocking Renewal, in the amount of \$596,364.00.

EXECUTIVE DECISION DOCUMENT

ATTACHMENT #1

CHANGE ORDER SUMMARY

BACKGROUND

Name of Contractor: DMZ Builders

Contract No./NTP: 15CQ-110 / June 25, 2018

Contract Description: C35 Interlocking Renewal

Percent Complete as 10/07/2020: 100%

<u>COST</u>	<u>% of Award</u>	<u>CO Totals</u>	<u>Contract Amount</u>
Original Contract Award Amount:			\$13,271,300.00
Change Orders:			
Other than Board Authorized COs:	0.35%	\$45,454.66	
Pending Change Order #26	4.49%	\$596,364.00	
Subtotal of all Change Orders:	4.84%	\$641,818.66	<u>\$641,818.66</u>
Revised Contract Amount:			\$13,913,118.66

SCHEDULE

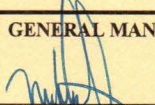
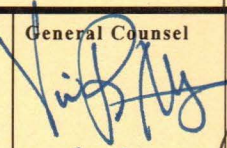
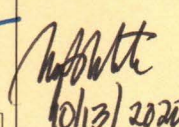
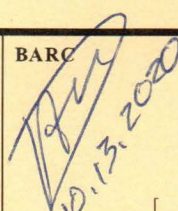
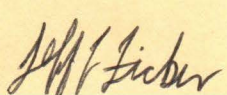
Original Contract Duration: 600 Days
Time Extension to Date: 0 Days
Time Extension Due to Approved COs: 0 Days
Revised Contract Duration: 600 Days

SUMMARY REASON FOR THIS CHANGE ORDER:

After receiving notice to proceed in June 2018, a survey of existing utilities noted discrepancies of existing field conditions compared to the record drawings and Bid Documents. The train control plans were redesigned to reflect the current layout of cables and ensure new installation was proper and maintained functionality of the system. This redesign included additional material and labor associated with the new layout that was not accounted for in the base bid.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL:  10/14/2020		GENERAL MANAGER ACTION REQ'D: Yes		
DATE: 9/18/2020		BOARD INITIATED ITEM: No		
Originator/Prepared by: Jeff Ficker Dept: Strategic Engineering	General Counsel  10/13/20 []	Controller/Treasurer  10/13/2020 []	District Secretary []	BARC  10.13.2020 []
Signature/Date: 10-13-20 				

Request Board Authorization for Change Order on Contract No. 20LT-110, Train Control Room Multiplex and Speed Encoding(NS MUX)

PURPOSE:

To authorize the General Manager to execute Change Order No. 8 for Contract No. 20LT-110, Train Control Room Multiplex & Speed Encoding - New Station MUX Project (NS MUX), in the amount of \$4,345,615.00 and a 905-calendar day Contract Time extension in full and final settlement of all claims and disputes and a general release from the Supplier for this Change Order.

DISCUSSION:

In December of 2007, the Board of Directors authorized the General Manager to award Contract No. 20LT-110, NS MUX Project, to Alstom Signaling, Inc. The base contract amount was \$8,487,765.00, with three Options for an additional 14 Station locations for an added value of \$9,384,637.00. The scope of work under this Contract is to provide labor, equipment, tools, materials, services, and testing operations necessary for the development and installation of Multiplex and Speed Encoding hardware and software. This NS MUX technology upgrades the original analog system to a digital-based train control system.

The original Contract completion was scheduled 2010 for the base contract. In 2015 the Board of Directors authorized a 2300-day time extension, which moved the completion date to June of 2018. The Board also authorized the General Manager to exercise all the Contract Options. In October of 2016, the District met with Alstom to agree on terms for exercising Options A, B, and C. All Options were exercised on March 17, 2017.

In June 2018, Alstom submitted a Notice of Potential claim for \$9,806,355.75, including a request for time extension of 1455 days. Subsequently, under Alstom's protest the District provided two no-cost Change Orders for time extensions, Contract Change Order (CCO) 2 and CCO 6. Several workshops and a series of meetings were held to resolve Alstom's claim.

Following a series of meetings from June through August of 2020 both parties agreed to resolve the outstanding claims, providing compensation for escalation and a time extension allowing for the completion of the project. A comprehensive agreement was reached which addressed all components of Alstom's claims, and included Alstom's acceptance of a general release indemnifying the District from all claims and potential claims through December 1, 2020. As part of the settlement, the District has agreed to a partial descope of the Daly City Station, eliminating the commissioning portion of this work.

A CCO in the agreed amount of \$4,345,615.00 is required to resolve all outstanding claims and disputes involving additional compensation and/or time extension known or unknown arising from the Project through December 1, 2020 as noted above. This Change Order provides for the following components;

- **Full and Final Settlement** – This CCO provides for full and final settlement and total compensation for all costs for changes, protested Change Orders, protested Change Notices, claims, and Notices of Potential Claims related to the performance of the work up to December 1, 2020 with the exception noted below:
 - Additional Alstom scope is required as the result of track changes made by BART after the designs for C40, C50 and A90 were completed. A single crossover has been added at both C40 and C50 locations. The NS MUX at A90, which was previously in revenue service as a terminal station, was taken out of service during Warm Spring Station construction. The A90 design as a terminal station is no longer valid since A90 is now a through station and the track links to Warm Spring Station. Changes to the hardware, software and CDRL documents at these 3 locations must occur to allow the NS MUX to be put into revenue service.
- **Time Extension** – The District will grant a 905-calendar day-time extension and remove intermediate Milestones and associated potential Liquidated Damages.

- **General Release** – The Supplier has agreed to a general release which indemnifies, defends and holds the District harmless from any and all claims, losses, damages related to the changes, claims and potential claims it may have with the work related to the Contract and CCO 8.
- **Escalation** – This CCO provides for escalation costs associated with the approximately 15 years between NTP, the exercising of Options, and the proposed completion date in June 2023.

Pursuant to Board Rule 5-2.3, Change Orders involving expenditures greater than \$200,000 require Board approval. The Procurement Department will review this Change Order prior to execution for compliance with procurement guidelines. The Office of the General Counsel will approve this Change Order as to form prior to execution.

CAPITAL FISCAL IMPACT:

Funding in the amount of \$4,345,615 for the Change Order 8 for Contract No.20LT-110 is included in the total project budget for FMS# 20LT-000 – NS MUX Project. The total cost is broken down as follows:

COST	% of Award	CO Totals	Contract Amount
Original Contract Award Amount			\$8,487,765.00 .. A
Optional Contract Line			\$9,384,637.00 .. B
Other than Board Authorized C.O.'s	0.84%	\$71,681.00	
Board Authorized Change Orders	0.0%	\$9,384,637.00	
Requested Change Orders	51.25%	\$4,345,615.00	
Subtotal of all Change Orders (Optional	52.09%	\$4,417,296.00	C
Contract Line Number Not Included in this amount)			
Revised Contract Amount:			\$22,289,698.00 (A+B+C)

The table below lists funding assigned to the referenced project since 03/31/2006 and is included to track funding history against spending authority. Funds needed to meet this request will be expended from the following sources:

Fund Number	Fund Description	Category	Threshold
3015	FTA 5307 & 5337 CA-2019-126-00	Federal	\$ 1,600,000.01
3020	FTA 5307-5337 CA 2020-247-00	Federal	\$ 2,512,000.00
3602	FTA CA-54-0007-00 FY13 Cap Imp	Federal	\$ 10,757,483.73
3603	FTA 5337 CA-54-0023-00	Federal	\$ 5,213,100.68
3605	FTA 5337 CA-54-0041-00	Federal	\$ 1,080,000.01
3607	FTA 53307/5307 CA-2016-77-00	Federal	\$ 2,139,915.19
3609	FTA 5307/5337 CA-2017-029-00	Federal	\$ 1,876,322.84
347W	FTA GRANT NO CA03-0729	Federal	\$ 1,022,118.61
347X	FTA CA-05-0211-00 FY06	Federal	\$ 2,312,672.06
347Z	FTA CA-05-0216-00 FY07	Federal	\$ 859,049.19
352W	FY04 CAP ASST PGM CA-9	Federal	\$ 2,557,512.14
352X	FY05 CAP ASST PGM CA-9	Federal	\$ 1,216,128.00
353G	CA-05-0224-FY08 CAP IMPROVEMNT	Federal	\$ 5,121,447.02
353K	CA-05-0236 FG MOD-FY09	Federal	\$ 1,835,469.23
6015	BRIDGE TOLL ALLOC 09387201	Local	\$ 628,824.75
6213	REGIONAL MEAS 2 08382301	Local	\$ 903,075.94
6214	RM2 - Match to 53G, 54G & 54J	Local	\$ 1,058,410.29
6302	B-Toll AB664 FY12-13 13408004	Local	\$ 1,525,000.00
6303	MTC B-Toll AB664 FY 13-14	Local	\$ 524,137.59
8205	1995 SALES TAX REV BON	BART	\$ 9,838.40
8207	1999 SALES TAX REV BON	BART	\$ 65,616.90
8301	98 BOND INTEREST(06E-5	BART	\$ 162,290.41
8523	CAP SURCHRG-STATN 2 ST	BART	\$ 692,669.15
8524	FY2012 Operating Capital Alloc	BART	\$ 399,931.08
8525	FY 2013 Operating Cap Alloc	BART	\$ 379,137.59
8529	FY 2015 Operating Capital Allo	BART	\$ 1,350,136.42
8530	FY16 Operating Capital Alloc	BART	\$ 67,554.00
8532	FY2018 Operating Capital Alloc	BART	\$ 2,447,000.00
8534	FY2020 Operating Capital Alloc	BART	\$ 628,000.00
8801	CAP.INT.TRANSF&EQ SLS	BART	\$ 152,295.00
226D	1995 SALES TAX REVENUE	BART	\$ 218,801.00
226I	1999 S/T REV DEBT SERV2	BART	\$ 89,381.00
801C	INTEREST EARNING FM G.	BART	\$ 24,073.00
801E	INSTALLMENT RECEIVABLE	BART	\$ 30,903.00
850N	CAPITAL IMPROVEMENT AL	BART	\$ 104,357.00
850W	FY00-06 CAPITAL ALLOCA	BART	\$ 1,867.02
850Z	CAPITAL MAINTEN. ALLOC	BART	\$ 123.79
851M	W.DUBLIN/PLEAS.LAND SA	BART	\$ 936,978.71
851W	FY07-11 CAPITAL ALLOCA	BART	\$ 1,049,866.28
Grand Total:			\$ 53,553,487.03

As of 10/01/2020, \$53,533,487.03 is the total budget for this project. BART has expended \$42,462,370.72 committed \$6,268,537.36 and reserved \$39,904.00 to date. This action will commit \$4,345,615.00 leaving an available fund balance of \$437,059.95 in these fund sources for this project.

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

This action is not anticipated to have any Fiscal Impact on unprogrammed District reserves.

ALTERNATIVES:

The Board may elect not to authorize the General Manager to execute this Change Order. Failure to issue this Change Order would lead to claims, potential legal action, significant additional cost, and further delays to the project.

RECOMMENDATION:

Recommend that the Board approve the following motion:

MOTION:

The General Manager is authorized to execute Change Order No. 8 for Contract No. 20LT-110, NS MUX Project, in the amount of \$4,345,615.00.

EXECUTIVE DECISION DOCUMENT

ATTACHMENT #1

CHANGE ORDER SUMMARY

BACKGROUND

Name of Contractor: Alstom Signaling, Inc.
Contract No./NTP: 20LT-110 / March 21, 2008
Contract Description: Procurement of Train Control Multiplex (MUX) and Speed Encoding System
Percent Complete as of 10/08/2020: 42% Installed (11 out of 26)

<u>COST</u>	<u>% of Award</u>	<u>CO Totals</u>	<u>Contract Amount</u>
Original Contract Award Amount			\$8,487,765.00 (A)
Optional Contract Line			\$9,384,637.00 (B)
Other than Board Authorized C.O.s	0.84%	\$71,681.00	
Board Authorized C.O.s	<u>0.0%</u>	<u>\$0.00</u>	
Requested C.O.s	51.25%	\$4,345,615.00	
Subtotal of all Change Orders	52.09%	\$4,417,296.00 (C)	
<u>Revised Contract Amount:</u>			\$22,289,698.00 (A)+(B)+(C)

SCHEDULE

Original Contract Duration: 1,525 CD (1,063 WD)
Time Extension Due to Approved COs: 4,645 CD
Revised Contract Duration: 5,550 CD

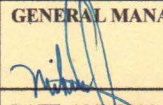
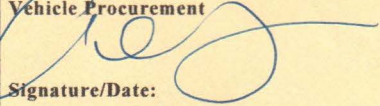
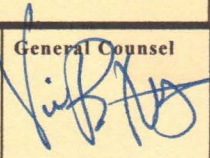
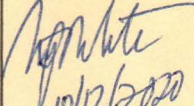
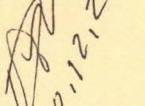
SMMARY REASON FOR THESE CHANGE ORDER(S)

This CCO provides for full and final settlement and total compensation for all costs for changes, protested Change Orders, protested Change Notices, claims, and Notices of Potential Claims related to the performance of the work up to December 1, 2020 with the exception noted below and including a time extension of 905 Calendar Days:

Additional Alstom scope is required as the result of track changes made by BART after the designs for C40, C50 and A90 were complete. A single crossover has been added at both C40 and C50 locations. The NS MUX at A90, which was previously in revenue service as a terminal station, was taken out of service during Warm Spring Station construction. The A90 design as a terminal station is no longer valid since A90 is now a through station and the track links to Warm Spring Station. Changes to the hardware, software and CDRL documents at these 3 locations must occur to allow the NS MUX to be put into revenue service.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL:  10/14/2020		GENERAL MANAGER ACTION REQ'D: Approve and Forward to Board of Directors		
DATE: 10/2/2020		BOARD INITIATED ITEM: No		
Originator/Prepared by: Ana Maria Maxey Dept: Rolling Stocks and Shops - New Vehicle Procurement  Signature/Date: 10/8/2020	General Counsel  10/12/20 []	Controller/Treasurer  10/12/2020 []	District Secretary []	BARC  10-12-2020 []

Authorization for Change Order No.047 - Changes to the Bicycle and Luggage Area under Contract No. 40FA-110, Procurement of Transit Vehicles

PURPOSE:

To obtain Board authorization for the General Manager to execute Change Order No. 047, Change to the Bicycle and Luggage Area in the amount of \$1,366,851.78 plus applicable escalation and sales tax, to Contract No. 40FA-110, Procurement of Transit Vehicles.

DISCUSSION:

On May 10, 2012, the Board authorized award of the Contract to Bombardier Transit Corporation (Bombardier) for the Base Contract of 260 vehicles at the price of \$630,502,694, and Option 1 for 150 vehicles at a price of \$265,832,100, plus applicable tax and escalation. Staff returned to the Board on October 24, 2013 to request Board authorization for the General Manager to execute a change order to Contract No. 40FA-110, Procurement of Transit Vehicles with Bombardier, to exercise Options 2, 3 and 4 totaling 365 vehicles, for a total price of \$638,983,330, plus applicable tax and escalation.

The District conducted a survey concerning the bike space provided on the FOTF trains, 40,000 riders participated in this survey between the months of January 2018 and January 2019. Based on customer feedback and direction from BART's Board of Directors, the project has worked on a solution to replace the three-bicycle rack with a horizontal bar bike rack and add a second bicycle priority area to all FOTF cab and non-cab cars.

Modification of the Bicycle and Luggage area will include the removal of the bike rack and 4 seats, which will be replaced by 2 Bike Bars mounted on the side wall with straps to tie bicycles.

Change Order No. 047 will compensate Bombardier in the amount of \$1,366,851.78 plus escalation and sales tax.

Pursuant to Board Rule 5-2.3, any Change Order involving an expenditure greater than \$500,000 requires Board approval.

The Office of the General Counsel will approve this Change Order as to form prior to execution.

The Procurement Department will review this Change Order for conformance with its Procedures prior to execution.

FISCAL IMPACT:

Funding in the amount of \$1,500,120 (\$1,366,852 plus 9.75% of sales tax) for Change Order No. 47 is included in the total Project budget for FMS #40FA001 – Rail Car Procurement.

The table below lists funding assigned to the referenced project and is included to track funding history against spending authority. As of October 2, 2020, the following fund sources have been secured out of the total project budget of \$2.470 billion:

Source	Funding
BART	261,319,016
Federal	266,913,455
State	160,173,570
Regional	275,704,979
VTA	189,829,768
Total	1,153,940,788

The following is the project expenditures summary as of October 2, 2020, for the Rail Car Procurement project:

Total Project Estimate	2,469,793,374
------------------------	---------------

Change to the Bicycle and Luggage Area on FOTF Vehicles

Expenses To-Date	758,077,104
Encumbrances	1,204,137,359
Reserved	-
This Action	1,500,120
Remaining Balance	506,078,792

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

This action is not anticipated to have any Fiscal Impact on unprogrammed District Reserves.

ALTERNATIVES:

Decline to approve the Change Order. The work will have to be performed at a later date under a separate advertised contract.

RECOMMENDATION:

It is recommended that the Board adopt the following motion.

MOTION:

The General Manager is authorized to execute Change Order No. 047 for changes to the FOTF' Bicycle and Luggage Areas under Contract No. 40FA-110, Procurement of Transit Vehicles, in the not-to-exceed amount of \$1,366,852, plus applicable escalation and sales tax.

EXECUTIVE DECISION DOCUMENT

ATTACHMENT #1

CHANGE ORDER SUMMARY

BACKGROUND

Name of Contractor: Bombardier Transportation Inc
Contract No./NTP: 40FA110
Contract Description: Procurement of 775 new transit vehicles
Percent Complete as of 10/22/2020 33%

<u>COST</u>	<u>% of Award</u>	<u>CO Totals</u>	<u>Contract Amount</u>
Original Contract Award Amount:	100%	N/A	\$1,535,318,124.00
Change Orders:	0.42%	\$6,469,056.00	\$1,541,787,180.00
Other than Board Authorized COs:	0.10%	\$1,525,756.31	\$1,543,312,936.31
Pending Change Order #47	0.09%	\$1,366,851.78	\$1,544,679,788.09
Subtotal of all Change Orders:	0.61%	\$9,361,664.09	N/A
Revised Contract Amount:	100.61%	N/A	\$1,544,679,788.09

SCHEDULE

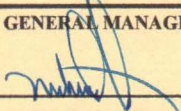
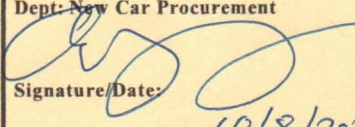
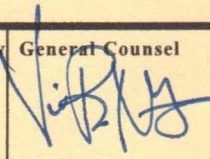

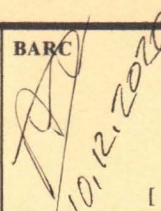
Original Contract Duration: 10/27/2025
Time Extension to Date:0
Time Extension Due to Approved COs: 0
Revised Contract Duration:10/27/2025

SUMMARY REASON FOR THIS CHANGE ORDER:

Replace the Bike rack and four seats with bike bars and straps to hold bikes in place. There will be two spaces per car at opposite ends of each car.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL:  DATE: 10/6/2020		GENERAL MANAGER ACTION REQ'D: Approve and Forward to Board of Directors		
DATE: 10/6/2020		BOARD INITIATED ITEM: Yes		
Originator/Prepared by: Ana Maria Maxey Dept: New Car Procurement Signature/Date:  10/8/2020	General Counsel  10/12/20 []	Controller/Treasurer  10/12/2020 []	District Secretary []	BARC  10.12.2020 []

Authorization for Change Order No. 048 - Side to Side Emergency Plank under Contract No. 40FA-110, Procurement of Transit Vehicles

PURPOSE:

To obtain Board authorization for the General Manager to execute Change Order No.048 - Side to Side Emergency Plank in the amount of \$846,231.74 plus applicable escalation and sales tax, to Contract No. 40FA-110, Procurement of Transit Vehicles.

DISCUSSION:

On May 10, 2012, the Board authorized award of the Contract to Bombardier Transit Corporation (Bombardier) for the Base Contract of 260 vehicles at the price of \$630,502,694, and Option 1 for 150 vehicles at a price of \$265,832,100, plus applicable tax and escalation. Staff returned to the Board on October 24, 2013 to request Board authorization for the General Manager to execute a change order to Contract No. 40FA-110, Procurement of Transit Vehicles with Bombardier, to exercise Options 2, 3 and 4 totaling 365 vehicles, for a total price of \$638,983,330, plus applicable tax and escalation.

On 8/01/2019, a Request for Engineering Information (REI 19-232) was submitted by the Deputy Director for Fire Life & Safety to the RSS Engineering Department requesting the proper procedures for the use of the Emergency Plank between two side by side trains. It was determined that the current design of the Side to Side Plank cannot be used on the FOTF cars due to their Micro Plug Door design. The plank

currently cannot rest on the door threshold. It was decided that the plank would be redesigned. The change ensures that the emergency plank is safe and has ease of access for BART employees and its customers. For these reasons, it was determined that the Technical Specification and the side to side plank would need to be modified.

Change Order No. 048 will compensate Bombardier in the amount of \$846,231.74 plus escalation and sales tax.

Pursuant to Board Rule 5-2.3, any Change Order involving an expenditure greater than \$500,000 requires Board approval.

The Office of the General Counsel will approve this Change Order as to form prior to execution.

The Procurement Department will review this Change Order for conformance with its Procedures prior to execution.

FISCAL IMPACT:

Funding in the amount of \$928,739 (\$846,232 plus 9.75% of sales tax) for Change Order No. 48 is included in the total Project budget for FMS #40FA001 – Rail Car Procurement.

The table below lists funding assigned to the referenced project and is included to track funding history against spending authority. As of October 6, 2020, the following fund sources have been secured out of the total project budget of \$2.470 billion:

Source	Funding
BART	261,319,016
Federal	266,913,455
State	160,173,570

Regional	275,704,979
VTA	189,829,768
Total	1,153,940,788

The following is the project expenditures summary as of October 6, 2020, for the Rail Car Procurement project:

Total Project Estimate	2,469,793,374
Expenses To-Date	758,077,104
Encumbrances	1,204,137,359
Reserved	1,500,120
This Action	928,739
Remaining Balance	505,150,053

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

This action is not anticipated to have any Fiscal Impact on unprogrammed District Reserves.

ALTERNATIVES:

None. The current design creates a safety risk.

RECOMMENDATION:

It is recommended that the Board adopt the following motion.

MOTION:

The General Manager is authorized to execute Change Order No. 048 for changes to

Change to TS 3.14.2.2 Side to Side Emergency Plank

the Vehicles' Side to Side Plank. under Contract No. 40FA-110 Procurement of Transit Vehicles, in the not-to-exceed amount of \$846,232, plus applicable escalation and sales tax.

EXECUTIVE DECISION DOCUMENT

ATTACHMENT #1

CHANGE ORDER SUMMARY

BACKGROUND

Name of Contractor: Bombardier Transportation Inc
Contract No./NTP: 40FA110
Contract Description: Procurement of 775 new transit vehicles
Percent Complete as of 10/22/2020 33%

<u>COST</u>	<u>% of Award</u>	<u>CO Totals</u>	<u>Contract Amount</u>
Original Contract Award Amount:	100%	N/A	\$1,535,318,124.00
Change Orders:	0.50%	\$7,835,907.78	\$1,543,154,031.78
Other than Board Authorized COs:	0.10%	\$1,525,756.31	\$1,544,679,788.09
Pending Change Order #48	0.06%	\$846,321.74	\$1,545,526,019.83
Subtotal of all Change Orders:	0.66%	\$10,207,985.83	N/A
Revised Contract Amount:	100.66%	N/A	\$1,545,526,019.83

SCHEDULE

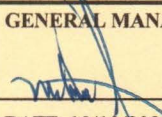
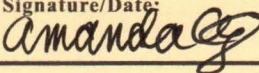
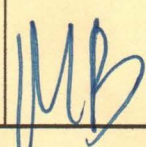
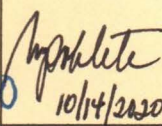
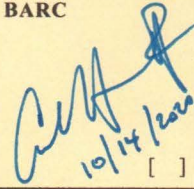
Original Contract Duration: 10/27/2025
Time Extension to Date:0
Time Extension Due to Approved COs:0
Revised Contract Duration:0

SUMMARY REASON FOR THIS CHANGE ORDER:

Modify the side to side plank that is used by Bart and first responders for emergency evacuation.



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL:  10/14/2020		GENERAL MANAGER ACTION REQ'D:		
DATE: 10/13/2020		BOARD INITIATED ITEM: No		
Originator/Prepared by: Amanda Cruz Dept: Gov't & Community Relations	General Counsel	Controller/Treasurer	District Secretary	BARC
Signature/Date:  10/14/20	 10/14/20	 10/14/2020 []	[]	 10/14/2020 []
Status: Routed		Date Created: 10/13/2020		

Award of Agreement No. 6M7297 to CJ Lake, LLC for Federal Legislative Advocacy Services and Agreement No. 6M7299 to California Strategies & Advocacy, LLC for State Legislative Advocacy Services

PURPOSE:

To obtain Board authorization for the General Manager to award Agreement No. 6M7297 to CJ Lake, LLC (CJ Lake) to provide federal legislative advocacy services and Agreement No. 6M7299 to California Strategies & Advocacy, LLC (CSA) to provide state legislative advocacy services for the District. The term of each Agreement is three years with two option years for a total of five years.

DISCUSSION:

The Government and Community Relations Department has for decades contracted the services of external advocacy firms to assist with the creation and management of the District's Federal and State Advocacy Program. The District currently has agreements for federal and state advocacy services with CJ Lake and CSA. These agreements are set to expire on October 31, 2020.

Request for Proposals (RFP) No. 6M7297 to provide legislative advocacy services for the District was issued on August 24, 2020. An "Advance Notice to Proposers" was emailed to 59 prospective proposers and firms that contacted the District with an expressed interest in participating in the RFP process. Additionally, the RFP was advertised in the Bay Area

Reporter, Contra Costa Times, El Mundo, Inter-City Express, Oakland Post, Oakland Tribune, San Francisco Chronicle, Sing Tao, Sun Reporter, and World Journal. Fourteen prospective consultants downloaded the RFP from the District's procurement portal. Four firms participated in a pre-proposal meeting on September 1, 2020.

Proposals were due on September 29, 2020, and the District received one proposal to provide federal advocacy services from CJ Lake, one proposal to provide state advocacy services from CSA, and one proposal to provide both federal and state advocacy services from Clark Hill.

A Selection Committee (Committee), chaired by the Procurement Department and composed of District staff and representatives from Capitol Corridor and the Alameda-Contra Costa Transit District, participated in the source selection process. The Committee utilized the Best Value Method to assess the proposals and determine which proposals would offer the most effective pairing of service capacity and cost. Initially, the Committee evaluated all proposals to determine if each met the minimum technical requirements established in the RFP. On the basis of this analysis, the Committee determined that all of the proposals were responsive.

Each proposal was evaluated, scored, and ranked based on experience/approach related to the proposed scope of services, qualifications of firm and proposed team, and past performance. For state advocacy services, the Committee analyzed proposals from CSA and Clark Hill. For federal legislative services, the Committee analyzed proposals from CJ Lake and Clark Hill. All three proposals were in the competitive range and invited to oral interviews.

The oral interviews were held on October 8 and 9, 2020. At the conclusion of interviews, the Committee combined scores for technical qualifications, cost, and oral interviews.

The Committee determined the proposal from CJ Lake presented the best value to the District for federal legislative advocacy services. Emily Bacque, the proposed Project Manager, has worked with the District since 2005 and has managed BART's federal legislative efforts since 2010. The project team for CJ Lake possess historic knowledge of the District's top priorities, has skillfully represented BART before members of Congress and the Administration, and is well positioned to continue to assist BART in recovery efforts related to COVID-19. CJ Lake earned the highest scores in both the technical review and oral interview. The firm's total proposed cost to provide federal legislative advocacy services for the base three-year term of the Agreement is \$756,000. The Agreement provides for two option years under the same compensation as year three of the Agreement.

The Committee further determined the proposal from CSA presented the best value to the District for state legislative advocacy services. Jim Lites, the proposed Project Manager, has over two decades of experience serving the District and will provide advocacy

continuity. The overall project team demonstrated broad and current experience, knowledge, and expertise to serve as the District’s state advocates. CSA earned the highest scores in both the technical review and oral interview. The firm’s total proposed cost to provide state legislative advocacy services for the base three-year term of the Agreement is \$486,000. The Agreement provides for two option years under the same compensation as year three of the Agreement.

Pursuant to the District’s Non-Federal Small Business Program, the Office of Civil Rights set a 5% Small Business Prime Preference for this Agreement for Small Businesses certified by the California Department of General Services (DGS). It was determined that there were no certified Small Businesses certified by the DGS among the responsive bidders and, therefore, the Small Business Prime Preference is not applicable.

Pursuant to the District’s Non-Discrimination Program for Subcontracting, the Availability Percentages for this Agreement are 5.5% for Minority Business Enterprises (MBEs) and 2.8% for Women Business Enterprises (WBEs). CSA and CJ Lake will not be subcontracting any portion of the work and, therefore, the provisions of the District’s Non-Discrimination Program for Subcontracting do not apply.

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

FISCAL IMPACT:

Legislative advocacy services are covered under the Government and Community Relations Department (Department 0604366) Fiscal Year (FY) 2021 operating budget for professional and technical services (Account 681300). Funding for subsequent years of the Agreements will be requested in the proposed annual operating budget, which is subject to Board approval.

The maximum compensation for the five-year Agreements is not to exceed \$2,106,000. The maximum compensation for both Agreements by fiscal year is as follows:

	State Advocacy	Federal Advocacy	Total Services
FY 2021*	\$100,000	\$168,000	\$268,000
FY 2022	\$154,000	\$252,000	\$406,000
FY 2023	\$172,000	\$252,000	\$424,000
FY 2024	\$180,000	\$252,000	\$432,000
FY 2025	\$180,000	\$252,000	\$432,000
FY 2026 **	\$60,000	\$84,000	\$144,000
Total	\$846,000	\$1,260,000	\$2,106,000

* FY21 funding is not a full fiscal year. Agreements are expected to begin November 1, 2020.

** FY26 funding is a not a full fiscal year. Agreements are expected to end November 1, 2025.

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

ALTERNATIVES:

Not to award the Agreements and re-advertise the RFP. It is staff's opinion that not awarding the Agreements would diminish the District's prospects for successfully accomplishing its federal and state advocacy program as well as adversely impact the District's ability to secure future federal or state funding.

RECOMMENDATION:

That the Board approve the following motions:

MOTIONS:

1. The General Manager is authorized to award Agreement No. 6M7297 to CJ Lake, LLC to provide federal legislative advocacy services under a three-year agreement with two option years in an amount not to exceed \$1,260,000, pursuant to notification to be issued by the General Manager and subject to compliance with the District's protest procedures.
2. The General Manager is authorized to award Agreement No. 6M7299 to California Strategies & Advocacy, LLC to provide state legislative advocacy services under a three-year agreement with two option years in an amount not to exceed \$846,000, pursuant to notification to be issued by the General Manager and subject to compliance with the District's protest procedures.

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors

DATE: October 16, 2020

FROM: District Secretary

SUBJECT: RCI 20-834, Continuing Virtual Public Participation for Board Meetings

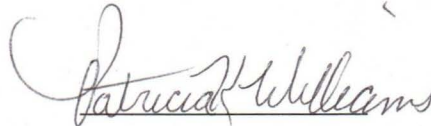
At the July 23, 2020, Board Meeting, Director Saltzman introduced RCI 20-834:

During the COVID-19 pandemic, as the BART Board has been meeting virtually, the public has had much greater ability and access to speak on important issues during our meetings. To encourage continued public participation once it is safe to meet in person again, the District Secretary's Office should explore ways for the public to comment via phone and/or internet during in person meetings. The District Secretary should present this research to the Board no later than the second meeting in October and agendize the item as an action item so that the Board can consider taking action.

Our initial assessment indicates that there is potential for limited virtual public participation with existing Board Room equipment and technology. We are actively testing to ensure that the identified strategy produces consistent satisfactory results.

The attached slides provide background information on our proposed short- and long-term solutions.

Thank you.



cc: Board Appointed Officers
Deputy General Manager
Information Technology
Communications



Virtual Public Participation for In-Person Board Meetings

Roll Call for Introductions #20-834



Background

- ▶ The COVID-19 pandemic resulted in in-person meetings being prohibited
- ▶ The District immediately implemented virtual meetings, using Microsoft Teams, WebEx, and Zoom
- ▶ Zoom Webinars have emerged as the preferred platform for Board Meetings
- ▶ Zoom Webinars allow two levels of participation, “panelist” and “attendee”
- ▶ Panelists can mute and unmute their own audio and video controls
- ▶ Attendees’ audio and video capabilities are controlled by the “host”



Background - Granicus

- ▶ For several years the District has used Granicus to live-stream Board Meetings on bart.gov
- ▶ We have continued to utilize this service for virtual meetings
- ▶ Conducting virtual meetings while live-streaming involves coordination between the District Secretary's Office, Information Technology, and Communications staff
- ▶ Granicus is also the platform that enables integration between electronic agenda packets (Legistar and iLegislate) and meeting video
- ▶ Granicus provides a real-time email solution, which is used by other agencies, but it is email only, not oral comments



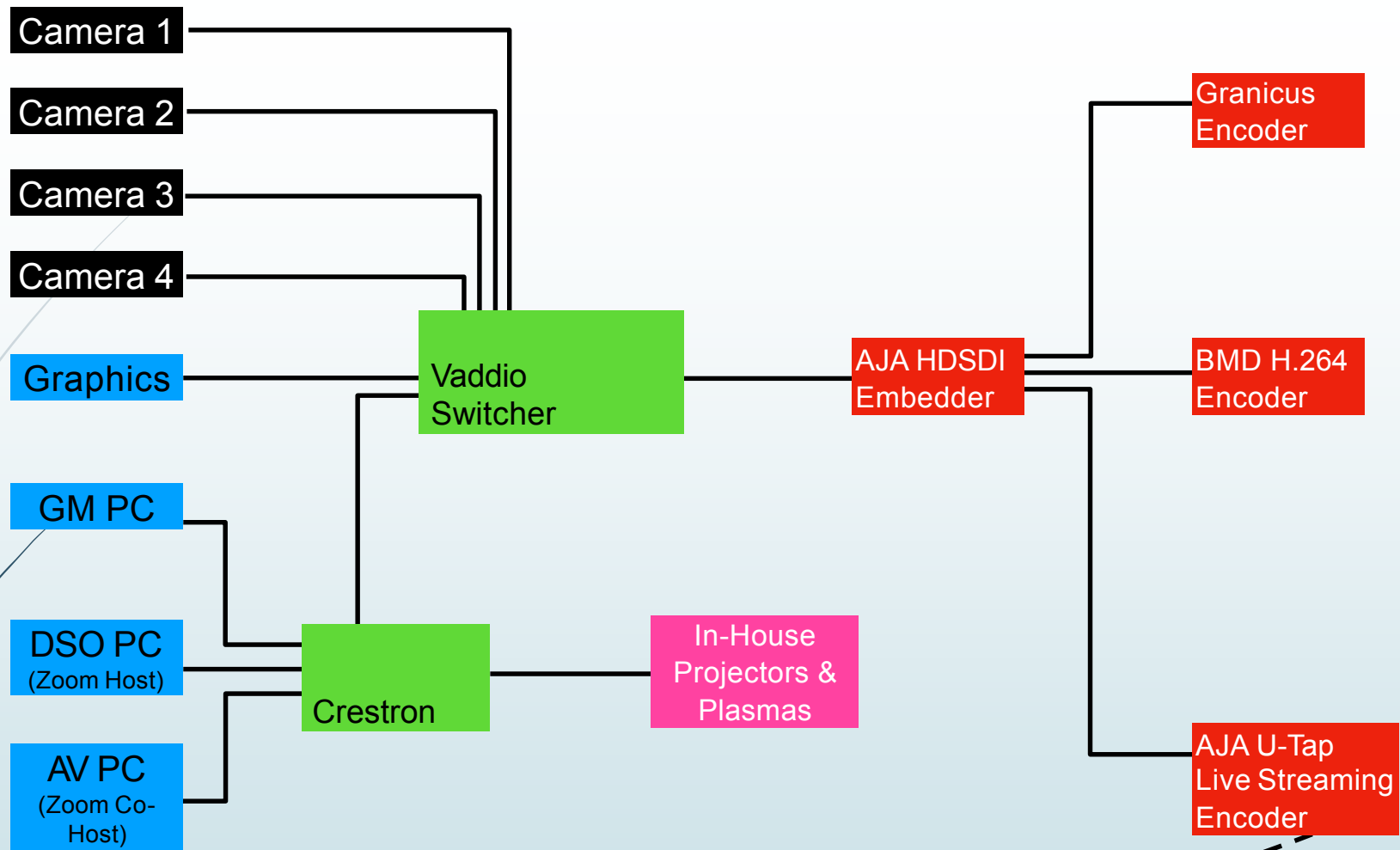
Issues

- Difficulties have been encountered during virtual meetings
 - The published toll-free call-in number was disabled by Zoom
 - The District has determined that enhanced Zoom Webinar licenses offer the greatest level of security and functionality for Public Meetings. However, a second Zoom Webinar license is required to administer closed session meetings during simultaneous public events. This is because traditional Zoom lobbies, normally used by the Zoom hosts to securely move attendees in and out of meetings, are not available under Webinar accounts, and a single Webinar account can only manage one meeting at a time
 - This means that once the Board goes into closed session and the webinar is “locked” to ensure confidentiality, there is currently no simple mechanism to allow public participation in any subsequent open session
 - There is a significant delay between the Zoom meeting and the live-stream, which can cause confusion and/or feedback if a person is watching the live-stream and wants to call in using Zoom
 - This happens because there is a delay between the signal being picked up, transmitted, and delivered to the receiving device



Potential Solution

- ▶ Communications and IT have coordinated to identify a solution
- ▶ The Board Room cameras and two computers will send a signal into a switcher, which in turn sends the signal out to the encoders that enable remote viewing
- ▶ Simultaneously, three computers running the Zoom meeting and the presentations send signals inside the Board Room for viewing on the screens
- ▶ The input sources must be set up to avoid feedback
- ▶ The next page shows the wiring path for the proposed solution in the existing Board Room
- ▶ Most of the equipment is currently in place; we will only need to add a few jacks to enable all the computers to run at the same time



- The U-Tap computer must be an input source to avoid audio feedback.
- To avoid video feedback, the U-Tap computer should be “video muted” whenever the a Zoom connected source is in punched up in Program on the Vaddio Switcher.
- In a new installation, dedicated video and audio mixes for Zoom will avoid audio and video feedback.



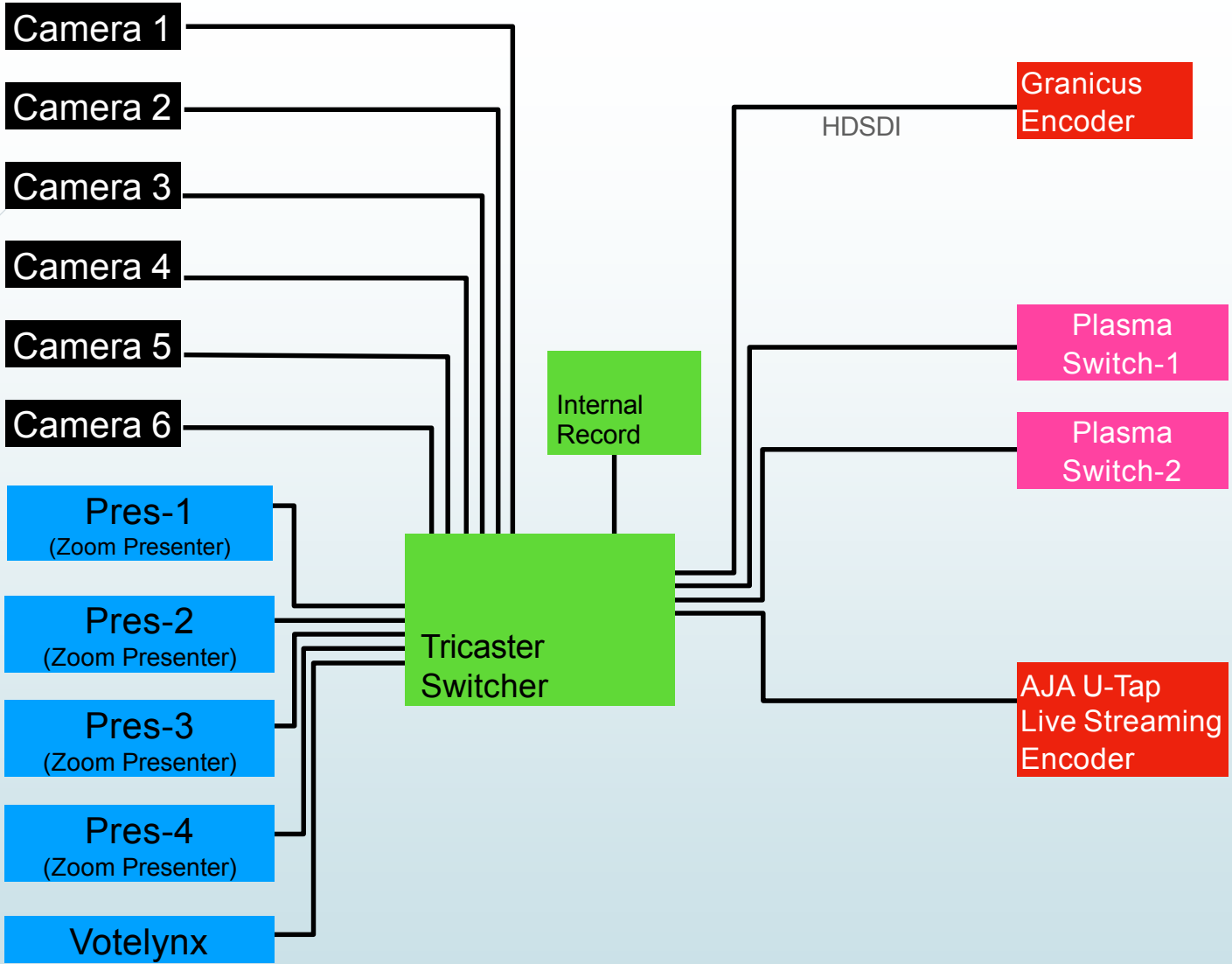
Recommended Solution – Short Term

- ▶ We are still testing, but it appears we have a workable short-term solution
- ▶ Existing Board Room technology allows participation via telephone –
- ▶ this is how Directors can participate in Board Meetings when they are away from the District
- ▶ We have afforded the public to observe live-streamed meetings for at least 10 years
- ▶ We can easily continue to provide a Zoom call-in number on the agenda, and the public (or Directors) can use this number to make comments during the Meetings
- ▶ It will be critical, to ensure that there is no feedback or audio delay, to advise remote callers to only use the audio on their phone when calling in
- ▶ It is also essential that the public be clearly advised that there can be a delay of up to 30 seconds between real time and the web stream so no one misses the opportunity to make public comment



Anticipated Long-term Solution

- ▶ The DSO, Communications, and IT staff are actively working to procure the most effective equipment for the new Board Room at 2150 Webster
- ▶ A schematic of the tentatively planned wiring and equipment is shown on the next slide
- ▶ This is still in the very early stages of development





Questions?



SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors

DATE: October 16, 2020

FROM: General Manager

SUBJECT: Resolution in Opposition to the MTC Plan Bay Area 2050 Final Blueprint Strategy EN7: Institute Telecommuting Mandates for Major Office-Based Employers

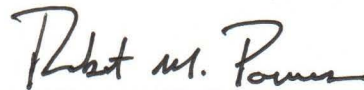
At the request of Directors Saltzman and Li, attached is a proposed resolution, In the Matter of Opposition to the MTC Plan Bay Area (PBA) 2050 Strategy EN7: "Institute Telecommuting Mandates for Major Office-Based Employers," is submitted for consideration at the October 22, 2020 BART Board meeting.

At the September 24, 2020 Board meeting, as part of the FY21 Budget item, directors discussed the Plan Bay Area 2050 Final Blueprint as adopted by the Metropolitan Transportation Commission (MTC) and Association of Bay Area Governments (ABAG) on September 23, 2020.

The attached resolution registers the BART Board's opposition to Strategy EN7 as currently written, while supporting the overall need to meet the region's GHG reduction target. It also encourages MTC to pursue strategies that achieve the needed GHG reduction target that is directly supported by increasing transit ridership.

For your reference, also attached is an October 13, 2020 letter on this matter from members of the Bay Area delegation of the California Legislature.

If you have any questions, please contact Val Menotti, Chief Planning & Development Officer, at (510) 287-4794.



Robert M. Powers

cc: Board Appointed Officers
Deputy General Manager
Executive Staff

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

In the Matter of Opposition to

Plan Bay Area (PBA) 2050 Strategy EN7: "Institute Telecommuting Mandates for Major Office-Based Employers"

Resolution No. _____

WHEREAS, The Metropolitan Transportation Commission (MTC), as the federally-designated Metropolitan Planning Organization (MPO) for the nine-county Bay Area (the Region), is required to develop in conjunction with the Association of Bay Area Governments (ABAG) a regional plan every four years in order to satisfy federal and state planning requirements; and

WHEREAS, MTC and ABAG are currently undertaking the process to develop and adopt the 2021 update to the plan, entitled Plan Bay Area 2050; and

WHEREAS, MTC is required by state law to include in this regional plan achievable strategies and investments to meet the Region's greenhouse gas (GHG) emissions reduction target (as defined by the California Air Resources Board) of 19% per-capita by 2035 relative to 2005 levels; and

WHEREAS, the Bay Area transit operators strongly believe that MTC (and the region) should continue to strive towards achieving our share of the state's GHG emission reduction targets; and

WHEREAS, on September 23, 2020 the Metropolitan Transportation Commission (MTC) voted to adopt MTC Resolution No.4437 and ABAG Resolution No.16-20 Plan Bay Area (PBA) 2050: Final Blueprint; and

WHEREAS, the Plan Bay Area 2050 Final Blueprint includes Strategy EN7: Institute Telecommuting Mandates for Major Office-Based Employers, which proposes to mandate that large employers have at least 60 percent of their employees telecommute on any given workday; and

WHEREAS, The Final Blueprint indicates that the inclusion of Strategy EN7 is necessary to achieve the required GHG emission targets, and Strategy EN7 includes as a primary objective the reduction of GHG emissions; and

WHEREAS, Strategy EN7 does not differentiate between the types of trips the strategy aims to reduce as a result of its proposed telecommute mandate, resulting in the suppression of both trips that contribute to regional GHG emissions, such as drive-alone, and trips that would be taken by zero-emission or low-emission modes, such as walking, cycling, and transit; and

WHEREAS, a possible geographic consequence of Strategy EN7 would be to encourage population shifts away from Priority Development Areas; and

WHEREAS, though the COVID-19 pandemic and subsequent Shelter-in-Place orders necessitated that employers and employees quickly transition to telecommuting where possible, the economic, environmental, equity, social, and health impacts of large amounts of telecommuting have yet to be fully understood; and

WHEREAS, the pandemic has revealed the economic and racial disparities in this country, and many low-income households and people of color do not have the facilities to enable them to conveniently work from home; and

WHEREAS, the Region's cities, counties and employment centers rely on the vibrancy and sales tax revenue from office workers, including small businesses; and

WHEREAS, sustainable reduction in GHG emissions in the Region requires fidelity to Plan Bay Area's goals to direct growth in population and employment to areas served by fast, frequent, and reliable transit; and

WHEREAS, the San Francisco Bay Area Rapid Transit District's (BART) work to increase housing and employment near BART has recently been acknowledged as effective at reducing GHG emissions by multiple Affordable Housing and Strategic Growth grants from the State of California; and

WHEREAS, the shift to telecommuting as a result of the COVID-19 pandemic response has resulted in significant ridership declines and budget shortfalls at all transit operators in the Region, necessitating the reduction of service frequency, capacity, hours, and coverage; and

WHEREAS, the San Francisco Bay Area Rapid Transit District (BART) relies heavily on farebox revenue to fund its operations; and

WHEREAS, on October 13, 2020, members of the Bay Area delegation of the California Legislature published a letter expressing concerns about the MTC Potential Work from Home Mandate.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the San Francisco Bay Area Rapid Transit District that it hereby opposes the inclusion of Strategy EN7: Institute Telecommuting Mandates for Major Office-Based Employers, as currently described, in the ultimate adoption of Plan Bay Area 2050; and

BE IT FURTHER RESOLVED, the Board of Directors of the San Francisco Bay Area Rapid Transit District reiterates its support for the Plan Bay Area 2050 Guiding Principles to ensure a more affordable, connected, diverse, healthy, and vibrant Bay Area, and the need to meet the Region's GHG emission reduction targets; and

BE IT FURTHER RESOLVED, the Board of Directors of the San Francisco Bay Area Rapid Transit District encourages MTC to pursue strategies that achieve the 19% GHG emission reduction target that is directly supported by increasing transit ridership.

Adopted on _____, 2020

California Legislature

October 13, 2020

The Honorable Scott Haggerty
Chair, Metropolitan Transportation Commission
375 Beale Street, #800
San Francisco, CA 94105

Re: Concerns about MTC Potential Work from Home Mandate

Dear Chair Haggerty:

We commend you and the Metropolitan Transportation Commission (MTC) staff for your work on Plan Bay Area 2050 (Plan) to make our region a more sustainable, prosperous and equitable place. We are writing to express our concern about the inclusion of a Work From Home Mandate in Plan Bay Area. While requiring or encouraging work from home during the pandemic makes sense, we do not agree that a Work From Home Mandate is a viable or appropriate long-term strategy for the Bay Area.

We understand that the Work From Home Mandate was included late in the process of developing the Plan, and is intended to help meet greenhouse gas emissions reduction goals set out by the State pursuant to SB 375 (Chapter 728, Statutes of 2008). We are concerned, however, that the Work From Home Mandate was not adequately vetted, may not achieve a reduction in transportation greenhouse gas emissions, and may have additional negative consequences for our constituents and our region as a whole.

In particular, we are deeply concerned about the inclusion of a blanket Work From Home Mandate because:

1. It is likely to meaningfully reduce fare revenue for our public transit systems — systems that are absolutely essential to the Bay Area's future prosperity — and further damage the financial health of these systems. As is clearly stated throughout the rest of the Plan, well-funded transit systems are of critical importance for equity, climate and our region's quality of life. Well-funded transit systems are particularly important for workers who cannot work from home, who are disproportionately low-income and people of color, as well as for seniors, the disabled, youth, and other transit-dependent groups. Draining funds from our transit systems will badly harm these low-wage workers, who simply cannot work from home.
2. A Work From Home Mandate is likely to dramatically reduce the number of office workers in our region's downtowns, threatening the livelihoods of non-

office downtown workers in service industries and causing severe impacts to local city budgets. In counties like San Francisco and Santa Clara, over 50% of workers are Work From Home-eligible. Additionally emphasizing working from home undermines other strategies in the Plan such as walkable urban neighborhoods and increased housing density near employment and transit centers, two data supported strategies proven to reduce transportation related GHG emissions.

3. This mandate doesn't acknowledge the difference between downtown offices in walkable neighborhoods near transit where the majority of workers commute by sustainable modes, and suburban office parks where almost everyone drives alone to work. In San Francisco, for instance, fewer than 30% of workers eligible to Work From Home drive to work. What would be the rationale for requiring office workers who walk to work to work from home?
4. The mandate fails to account for equity. Low wage and service workers are typically not able to work from home — their jobs simply don't allow it. Moreover, even for lower wage office workers whose job may allow work from home, they are more likely to live in smaller homes with large families or multiple roommates, and thus not be able, realistically, to work from home. They should not be required to do so.
5. This mandate would likely result in people leaving the region or moving further from their workplace or from transit that can transport them to their workplace. Such a mandate could also be used as a rationale for those who assert that building sufficient housing for all those who will live in our region is not necessary.
6. There is meaningful evidence that Work From Home mandates increase greenhouse gas emissions. While working from home may eliminate a commute trip, errands and other non-work trips can increase, increasing daily VMT. Additionally, teleworkers tend to live farther from job centers, in lower-density environments, leading to longer, more auto-dependent commutes when they do go into the office, and higher levels of greenhouse gas emissions from home energy usage. The region's efforts to avert deepening our climate crisis should not rely on a strategy that could actually worsen our climate crisis.

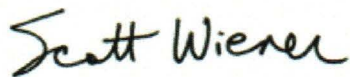
Instead of a blanket Work From Home mandate, we suggest MTC pursue efforts to reduce trips and VMT by adding to the existing PBA2050 strategies that:

- Locate more new housing near transit and jobs,
- Locate new office space near transit and housing,
- Invest more in transit rather than highway widening, and
- Implement aggressive but flexible policies that give Bay Area residents the option of shifting their commute and non-commute trips onto sustainable modes and reduce unnecessary commute and non-commute trips.

Policies that MTC pursues to enable employees to work from home must be designed to ensure that such policies do not result in an increase in GHG emissions, a decrease in transit ridership and transit funding, or inequitable outcomes.

We look forward to working together to move our region toward a more sustainable future. Thank you for your work, collaboration, and attention.

Sincerely,



Senator Scott Wiener



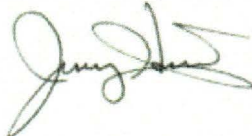
Assemblymember David Chiu



Senator Nancy Skinner



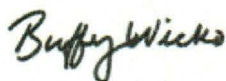
Senator Mike McGuire



Senator Jerry Hill



Assemblymember Philip Y. Ting



Assemblymember Buffy Wicks



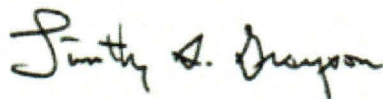
Assemblymember Marc Berman



Assemblymember Evan Low



Assemblymember Bill Quirk



Assemblymember Tim Grayson

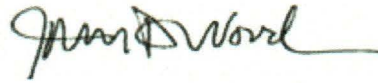


Assemblymember Cecilia Aguiar-Curry

The Honorable Scott Haggerty
October 13, 2020
Page 4



Assemblymember Kevin Mullin



Assemblymember Jim Wood



Assemblymember Kansen Chu



Assemblymember Rob Bonta

Cc: Therese McMillan, Executive Director, Metropolitan Transportation Commission

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors

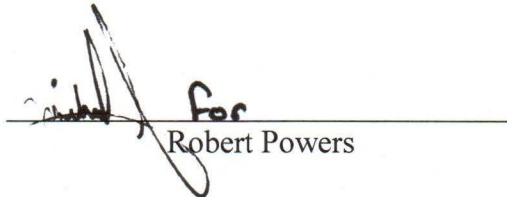
DATE: October 16, 2020

FROM: General Manager

SUBJECT: Update on Roll Call for Introduction 20-832

At the Board of Directors meeting on October 22, 2020, staff will provide an update on the District's progress on the Roll Call for Introduction item related to progressive policing.

If you have any questions, please contact Rodd Lee, Assistant General Manager, External Affairs at (510) 464-6235.


Robert Powers

cc: Board Appointed Officers
Deputy General Manager
Executive Staff



▶ Roll Call for Introduction Update

Progressive Policing



Roll Call for Introduction 20-832

In response to Black Lives Matter, the tragic murder of George Floyd by Minneapolis Police, Bay Area social justice protests and public demand, the Board of Directors requests that the General Manager works with the Board of Directors on an immediate stakeholder process to develop changes to the BART Police model that de-emphasize the use of sworn personnel to respond to homelessness, behavioral health and substance use, among other issues that do not need an armed police response. Recognizing that much has been done to implement progressive and equitable policing practices, we also need to consider a different model of public safety that is more effective and prevents racially biased policing. The goal is to have recommendations for consideration in October when the Board considers revisions to this year's budget.

Stakeholder Engagement Team

Angela Averiett, BART

Deputy Police Chief

Progressive Policing and Community Engagement Bureau

Rodd Lee, BART

Assistant General Manager, External Affairs

Clara Tsang, BART

Project Manager

Be the Change Consulting

Facilitators

Don Casimere

Facilitator

Completed Stakeholder Engagement

- BART Police Citizen Review Board
- BART Police Department (sworn, civilian and union leadership)
- BART Operations Frontline Staff and Union Leadership
- BART Riders Surveyed

Upcoming Stakeholder Engagement

District 6

Monday, October 19

District 3

Tuesday, October 20

District 4

Monday, October 26

District 5

Tuesday, October 27

District 2

Wednesday, October 28

District 7

Thursday, October 29

District 1

Date To Be Determined (TBD)

Districts 8 and 9

Joint Meeting - Date TBD

- * Affinity group discussions will also occur in October
- * Survey posted on bart.gov through November 9

Timeline

- **August** – Joint BART Board and BART Police Citizen Review Board Meeting
- **September** – Internal Stakeholder Engagement
- **October** – External Stakeholder Engagement
- **November** – Compilation of data and report development
- **December** – Present report with recommendations to BART Board