

THIS PRINT COVERS CALENDAR ITEM NO.: 10.9

**SAN FRANCISCO
MUNICIPAL TRANSPORTATION AGENCY**

DIVISION: Transit

BRIEF DESCRIPTION:

Approve incentive pay for SFMTA service critical operators who begin work on New Year's Eve and continue into New Year's Day for 2019.



SUMMARY:

- SFMTA is a critical component of the City's annual New Year's celebration and SFMTA's ability to professionally manage transit and traffic operation during this holiday directly supports our Transit First Policy and Vision Zero program.
- Muni offers free fares, doubles service levels on all Owl services, and keeps the subway open until 4:00am in order to discourage celebrators from driving.
- Providing incentive pay to service critical operators arriving on New Year's Eve and working through to New Year's Day encourages our operators to come to work in order to ensure the safety and reliability of our services for residents and celebrants.

ENCLOSURES:

1. SFMTAB Resolution

APPROVALS:

| | DATE |
|---|-------------|
| DIRECTOR  | 12/11/2018 |
| SECRETARY  | 12/11/2018 |

ASSIGNED SFMTAB CALENDAR DATE: December 18, 2018

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PURPOSE

Approve incentive pay for SFMTA service critical operators who begin work on New Year's Eve and continue into New Year's Day for 2019.

STRATEGIC PLAN GOALS AND TRANSIT FIRST POLICY PRINCIPLES

The item will support the following goals and objectives of the SFMTA Strategic Plan:

1. Create a safer transportation experience for everyone. SFMTA transit services encourage celebrants to leave their cars at home keeping them and all transportation network users safe.
2. Make transit, walking, bicycling, taxi, ridesharing, and carsharing the preferred means of travel. By offering free fares and doubling service levels, SFMTA is encouraging people to use transit.
4. Create a workplace that delivers outstanding service. By offering incentive pay, we're guaranteeing that we can offer the promised, higher levels of expected service to our customers.

This item will support the following Transit First Policy Principles:

1. To ensure quality of life and economic health in San Francisco, the primary objective of the transportation system must be the safe and efficient movement of people and goods.
2. Public transit, including taxis and vanpools, is an economically and environmentally sound alternative to transportation by individual automobiles. Within San Francisco, travel by public transit, by bicycle and on foot must be an attractive alternative to travel by private automobile.
9. The ability of the City and County to reduce traffic congestion depends on the adequacy of regional public transportation. The City and County shall promote the use of regional mass transit and the continued development of an integrated, reliable, regional public transportation system.

DESCRIPTION

New Year's Eve is an important Citywide event that attracts hundreds of thousands of visitors and residents to the City and toward the downtown waterfront to see the fireworks display at midnight. New Year's Eve night is also known for a party atmosphere. In order to encourage safe celebrations and public safety across San Francisco, in support of Transit First and Vision Zero, the SFMTA doubles service levels on the Owl bus network from 30 minute frequencies to 15 minute frequencies, keeps the subway open until 4am, and offers free fares to all customers after 8pm on New Year's Eve night through the early morning hours on New Year's Day. In order to maximize attendance to ensure that the promised service levels are provided to the public, SFMTA proposes to offer New Year's Eve incentive pay to all operators who started their shift on New Year's Eve night and worked into New Year's Day. This incentive pay is for transit operators only and is one and a half times their

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regular hourly pay rate. The incentive would start at 12:00am on New Year's Day. The incentive pay only covers time worked after midnight and only applies to operators who started their shift prior to midnight.

Prior to implementing this incentive, SFMTA was not able to provide the promised level of service that was advertised to the public. With the implementation of the incentive, we have been able to provide the service levels promised to our customers, visitors, and residents.

The City Attorney has reviewed this report.

STAKEHOLDER ENGAGEMENT

None.

ALTERNATIVES CONSIDERED

The alternative is to not offer the incentive. We believe this would result in not meeting the expected service levels that will be advertised to the public.

FUNDING IMPACT

The incentive pay cost was approximately \$37,340.58 for New Year's Day 2018. This pay was distributed to 269 operators. For 2019, we are requesting \$40,000 to offer this incentive again. This amount is the base pay plus the additional half pay. The net incremental cost to the agency is \$13,320. The funds are included in the SFMTA's Fiscal Year 2019 operating budget.

ENVIRONMENTAL REVIEW

On October 19, 2018, the SFMTA, under authority delegated by the Planning Department, determined that the New Year's Eve Incentive Pay for Muni Operators is not defined as a "project" under the California Environmental Quality Act (CEQA) pursuant to Title 14 of the California Code of Regulations Sections 15060(c) and 15378(b).

A copy of the CEQA determination is on file with the Secretary to the SFMTA Board of Directors and is incorporated herein by reference.

OTHER APPROVALS RECEIVED OR STILL REQUIRED

None.

RECOMMENDATION

Staff recommends approving incentive pay for SFMTA service critical operators who begin work on New Year's Eve and continue into New Year's Day for 2019.

SAN FRANCISCO
MUNICIPAL TRANSPORTATION AGENCY
BOARD OF DIRECTORS

RESOLUTION No. _____

WHEREAS, New Year's Eve is a celebratory night in San Francisco attracting residents and visitors from throughout the City and the region to come enjoy San Francisco and ensuring their safety and general public safety is a critical goal of our City and the SFMTA; and,

WHEREAS, In support of Transit First and Vision Zero, the SFMTA encourages celebrants to leave their cars at home and take public transportation by doubling Muni Owl service levels, keeping the subway open until 4am, and providing free fares to the public; and,

WHEREAS, Transit operators are critical to providing the promised transit service and ensuring their attendance on New Year's Eve is crucial to fulfilling SFMTA's public safety and service promise; and,

WHEREAS, Providing incentive pay to transit operators who start work on New Year's Eve and continue to work into New Year's Day maximizes attendance and the SFMTA's ability to provide the promised transit service; and,

WHEREAS, On December 4, 2018, the SFMTA, under authority delegated by the Planning Department, determined that the incentive pay for SFMTA service critical operators who begin work on New Year's Eve is not defined as a "project" under the California Environmental Quality Act (CEQA) pursuant Title 14 of the California Code of Regulations Sections 15060(c) and 15378(b); and,

WHEREAS, A copy of the CEQA determination is on file with the Secretary to the SFMTA Board of Directors, and is incorporated herein by reference; now, therefore, be it

RESOLVED, That the San Francisco Municipal Transportation Agency Board of Directors approve incentive pay for SFMTA service critical operators who begin work on New Year's Eve and continue into New Year's Day for 2019.

I certify that the foregoing resolution was adopted by the San Francisco Municipal Transportation Agency Board of Directors at its meeting of December 4, 2018.

Secretary to the Board of Directors
San Francisco Municipal Transportation Agency