



SEIU 1021 Service Critical - Budget Impact Analysis

Bargaining 2024

Tentative Agreement (Total Cumulative Cost; SFMTA Only)
Last Updated on 06/03/24

SEIU 1021 Service Critical - Additional Cost (Savings)

Subject	Proposed Change	FY 2025	FY 2026	FY 2027
Wages (Base)	<p>Following the city's wage increase pattern, represented employees will receive base wage increases based on the following schedule:</p> <p>First Year: 1.5% effective July 1, 2024 1.5% effective January 4, 2025 1% effective close of business June 30, 2025</p> <p>Second Year: 1% effective July 1, 2025 1.5% effective January 3, 2026 2% effective close of business June 30, 2026</p> <p>Third Year: 2% effective January 2, 2027 2.5% effective close of business June 30, 2027</p>	\$2,164,034	\$4,900,074	\$8,737,315
Internal Adjustment: 8214 Parking Control Officer and 8216 Parking Control Supervisor	<p>Pursuant to an arbitration award:</p> <ul style="list-style-type: none"> Effective July 1, 2024, for 8214 Parking Control Officer and 8216 Parking Control Supervisor, increase top step by 3% and add a new entry step at 2% below the current first step. Effective July 1, 2025, for 8214 and 8216, increase top step by 1.5%. 	\$910,013	\$1,592,429	\$1,660,677
Station Agent, Transit Traffic Checker and Sr. Transit Traffic Checker Uniforms	Increases safety shoe allowance from \$175 to \$250 to provide consistency with other classifications, and adds 1 belt to annual uniform allotment for or 9131 Station Agent, 9126 Transit Traffic Checker and 9128 Senior Transit Checker.	\$7,944	\$7,989	\$8,036
Trauma Time	Establishes eligibility for trauma time for 8214 Parking Control Officer, 8216 Parking Control Supervisor, 9131 Station Agent, 9166 Transit Ambassador, 9167 Transit Ambassador Supervisor I, and 9168 Transit Ambassador Supervisor II. Employees may take 1 day of paid administrative leave following witnessing a human fatality or similar incident, or after being the victim of battery.	\$3,299	\$3,395	\$3,509
Station Agent Recognition	Provides Recognition Allowance award of \$400 for 9131 Station Agent of the Month, upon meeting certain criteria. Additional eligibility criteria may be set by mutual agreement.	\$5,235	\$5,235	\$5,235
8216 Parking Control Supervisor Training Premium	Creates a 10% training premium for 8216 Parking Control Supervisors who for all hours worked while actively providing field or classroom training for other 8216s.	\$311	\$320	\$331
Weekend Premium Pay	<p>Establishes weekend premiums for classifications 9110 Fare Collections Receiver, 9116 Senior Fare Collections Receiver, 9117 Principal Fare Collections Receiver, 9102 Transit Car Cleaner, 9104 Transit Car Cleaner Assistant Supervisor, 9131 Station Agent and 1937 Supervising Parts Storekeeper:</p> <ul style="list-style-type: none"> 4% for regularly scheduled hours worked on Saturday; and 6% for regularly scheduled hours worked on Sunday. 	\$285,740	\$295,867	\$291,60
Transit Ambassador Equity	Effective July 1, 2024, for 9166 Transit Ambassador, 9167 Transit Ambassador Supervisor I, and 9168 Transit Ambassador Supervisor II, increase by 0.25%.	\$8,337	\$8,813	\$9,110



San Francisco Municipal Transportation Agency
Budget Office

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	Total (\$)	\$3,384,913	\$6,814,121	\$10,715,822
	Total (%)	3.54%	2.00%	2.07%