

SETTLEMENT - TWU-250A (9163)						
		MEDIATED AGREEMENT: ADDITIONAL COSTS/(SAVINGS)				
TOPIC	PROPOSED CHANGE	FY2015	FY2016	FY2017	COMMENTS	
1	Term	3 years – July 1, 2014 to June 30, 2017				no costing
	FY15 Wages	First Fiscal Year 2014-2015: Effective October 11, 2014, each represented employee will receive a base wage increase of one and three-quarters percent (1.75%).				See below comparative base salary increase, and salary increase and retirement pick-up swaps.
2		Salary (base salary increase only no swap)	\$1,246,680			
2		Fringe	\$481,967			
3		Retirement pick-up	\$0			
	FY16 Wages	Second Fiscal Year 2015-2016: Effective October 10, 2015, represented employees will receive a base wage increase of one and one-half percent (1.50%). Second Year - effective October 10, 2015 • 3.18% wage increase in place of EPMC pick-up by SFMTA				
2		Salary		\$6,276,761		
2		Fringe		\$2,317,380		
3		Retirement pick-up		(\$2,827,181)		
	FY17 Wages	• Third Year: 1.50%, effective July 1, 2016 Third Year - effective October 8, 2016 • 3.16% wage increase in place of EPMC pick-up by SFMTA Third Year - effective January 14, 2017 • 3.16% wage increase in place of EPMC pick-up by SFMTA				
2		Salary		\$9,761,458		
2		Fringe		\$3,603,930		
3		Retirement pick-up		(\$4,698,320)		
4	Health: Contribution Cap to City's 93/93/83 health contribution plan	<ul style="list-style-type: none"> <li>Employee Only: Employer contributes 93% of total premium, and not to exceed 93% of total premium of second highest-cost plan</li> <li>Employee Plus One: Employer contributes 93% of total premium, and not to exceed 93% of total premium of second highest-cost plan</li> <li>Employee Plus Two or More: Employer contributes 83% of total premium, and not to exceed 83% of total premium for second highest-cost plan</li> </ul>	(\$99,545)	(\$240,141)	(\$160,040)	
5a		<ul style="list-style-type: none"> <li>Range Limit: maximum from 12 hours to 13 hours (full-time stays at 12 hours)</li> </ul>	\$500,309	\$576,357	\$684,817	salary
5b	Part-Time Operators	<ul style="list-style-type: none"> <li>Daily Limit: maximum from 5 hours to 7 hours</li> <li>Weekly Limit: maximum from 25 hours to 28 hours</li> </ul>	\$193,419	\$212,791	\$252,834	variable fringe
6	Progression through Salary Schedule: from 19 months to 4 years	<ul style="list-style-type: none"> <li>Step 1: 63% of Top Rate, 1 year (first year)</li> <li>Step 2: 72.25% of Top Rate, 1 year (second year)</li> <li>Step 3: 81.5% of Top rate, 1 year (third year)</li> <li>Step 4: 90.75% of Top Rate, 1 year (fourth year)</li> <li>Step 5: 100% of Top Rate, thereafter (fifth year and thereafter)</li> </ul>				Calculation included under wages (in items 2&3)
7	Paperless Pay Policy	Employees will receive pay electronically				no costing
8	Disciplinary Suspension	Employees suspended for discipline may use option of reducing salary by 20% for a period of time in lieu of time off				no costing
9	Joint Labor Management Committee	Minor additions for discussion topics				no costing
	<b>TOTAL</b>		<b><u>\$2,322,830</u></b>	<b><u>\$6,315,967</u></b>	<b><u>\$9,444,680</u></b>	