



# Local 250A 9163 - Budget Impact Analysis

*Bargaining 2024*

**Tentative Agreement (Total Cumulative Cost; SFMTA Only)**  
*Last Updated on 06/13/24*

**Local 250A 7410- 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>	\$7,155,841	\$18,612,153	\$31,300,808
Additional Wage Increases	<ul style="list-style-type: none"> <li>1% wage increase effective July 1, 2024.</li> <li>1% wage increase effective July 1, 2025.</li> </ul>	\$3,164,551	\$6,360,747	\$6,360,747
Salary Schedule	Effective July 1, 2024, adds a new lower salary step at 65% of the top step. Operators hired on or after July 1, 2024, will enter at the new step one, and advance to the next step (step two) after 6 months of service.	(\$508,253)	(\$1,015,623)	(\$2,031,246)
Uniforms	Changes uniform replacement schedule to every other year instead of every year.	(\$622,500)	(\$619,830)	(\$619,830)
High Volume Service Days	Provides that on any day SFMTA designates as a "High Volume Service Day," SFMTA may offer an incentive of up to an additional 8 hours pay for Operators who work on that day.	\$445,035	\$460,272	\$478,288
	<b>Total (\$)</b>	<b>\$9,634,674</b>	<b>\$23,797,719</b>	<b>\$35,488,767</b>
	Total (%)	3.04%	7.52%	11.21%