

		Variable fringe		30.66%	28.92%	
LOCAL	Topic	Language Change	Ref	Additional Cost (Savings)		Comments/notes
			SFMTA	FY15	FY16	
MEA	Wages	Year 1, Effective 10/11/14 3%; year 2- Effective oct 10,2015 3.25% ; year 3- Effective 7/1/16 CPI-U celing is 3.25%	#1	\$412,980	\$601,573	This is exclusive of cost impact to OT or premium, & variable fringes
				\$126,620	\$173,975	Variable fringe
MEA	Management Flex Spending Plan	Management Flex Spending benefit at least equal to the benefit provided under the flat rate premium structure	#2	\$12,370	\$12,494	93/93/83 City wide model
MEA	Long Term Disability	Provide LTD disability	#2	\$19,800	\$19,800	\$600 annual premium per employee
MEA	Pay, Hours, Benefits	VDT examination/eyewear	#2	\$1,342	\$1,352	For costing . \$0.86/month for VDT
MEA	Training, Career Development	Increase MTA management training funds from \$25,000 to \$30,000		\$5,000	\$5,000	
MEA	Training, Career Development	\$75k for the Leadership development program		\$0	\$0	no costing required
MEA	Supervisory Differential Adjustment	Extra pay for supervisors (ensuring that supervisors make more than subordinates)		\$0	\$0	no costing required
MEA	Administrative Leave	Effective 6/30/17, reduce Carryover of comp time from other units from 240 to 160		\$0	\$0	no effect in FY15/FY16/FY17
MEA	Administrative Leave	Increase carryforward of Adm leave from 100 to 120. Increase maximum in-year balances of administrative leave from 120 to 160.		\$352,974	\$355,689	without base increase
MEA	Classification and Compensation Protocol	Suspension of MCCP/MTAAM b & C Program for FY15 Re-launchin FY16 . 1% (.25 -ongoing .75 one time)	#1	\$0	\$194,963	salary cost is FY16 with proposed base increases
		Total MEA		\$931,086	\$1,364,847	