



Local 200 - Budget Impact Analysis

Bargaining 2022

Tentative Agreement (Total Cumulative Cost: SFMTA Only)

Last Updated on 04/22/22

Local 200 - Additional Cost (Savings)

Subject	Proposed Change	FY 2023	FY 2024
Wages (Base)	<p>Following the city's wage increase pattern, represented employees will receive base wage increases based on the following schedule:</p> <p>Year 1 July 1, 2022 - 5.25%</p> <p>Year 2 July 1, 2023 - 2.5%</p> <p>January 6, 2024 - 2.25%</p> <p>If the citywide budget deficit projection exceeds \$300M in Year 2, each affected base wage increase will be delayed 6 months.</p>	\$2,994,077	\$5,186,833
Specialist Premium	<p>9153 Transportation Controller, and 9160 Transit Operations Specialist classifications who meet the criteria below shall be paid an Expert Premium as follows:</p> <p>1) Tier 1: Employees will be paid a Premium of two percent (2%) of the hourly rate of pay per hour for all pay periods in which they meet all of the following conditions:</p> <ul style="list-style-type: none"> a. Worked at least 1776 regular hours in the previous twelve (12) months; b. No AWOL occurrences in the previous twelve (12) month period; c. Served no disciplinary suspensions in the previous twelve (12) month period; d. Employees in classification 9139 who have not voluntarily transferred out of a VTP assignment in the previous three(3) years and who meet all the rest of the qualifications for this premium will receive an additional zero point five percent (0.5%). <p>2) Tier 2: Employees will be paid a Tier 2 Premium of four percent (4%) of the hourly rate of pay per hour for all pay periods in which they meet all of the following conditions:</p> <ul style="list-style-type: none"> a. All requirements of Tier 1; b. No more than one hundred four (104) hours of unscheduled absences (excluding bereavement leave and jury duty) in the previous twelve (12) month period; c. No substantiated violations of safety rules in the previous twelve (12) month period; d. Employees in classification 9139 who have not voluntarily transferred out of a VTP assignment in the previous six (6) years and who meet all the rest of the qualifications for this premium will receive an additional one percent (1%). <p>3) Tier 3: Employees will be paid a Tier 3 Premium of six percent (6%) of the hourly rate of pay per hour for all pay periods in which they meet all of the following conditions:</p> <ul style="list-style-type: none"> a. All requirements of Tiers 1 and 2; b. No fit for duty infractions as defined in sections 2.6 and 2.28 of the SFMTA Rules and Instructions Handbook, as may be amended from time to time, in the previous twelve (12) month period; c. Employees in classification 9139 who have not voluntarily transferred out of a VTP assignment in the previous nine (9) years and who meet all the rest of the qualifications for this premium will receive an additional one point five percent (1.5%). <p>No later than September 1, 2022, the parties will begin meeting and conferring over the eligibility of additional classifications and inclusion of Performance Appraisal Ratings in the criteria for the Expert Premium. Upon successful completion of negotiations over inclusion of Performance Appraisal Ratings and implementation of new criteria, the rate for each premium tier will be as follows:</p> <p>Tier 1: Three percent (3%) Tier 2: Five percent (5%) Tier 3: Seven and a half percent (7.5%)</p>	\$455,652	\$472,096
Recognition Program	<p>The SFMTA shall provide Local 200 Employee Recognition Allowances as follows:</p> <ul style="list-style-type: none"> -9136 Training Specialist of the Quarter - \$750 per quarter -9139 Inspector of the Quarter - \$750 per quarter -9139 Dispatcher of the Quarter - \$750 per quarter -9139 TMC Supervisor of the Quarter - \$750 per quarter -9139 Scheduler of the Year - \$750 per year -9153 Controller of the Quarter - \$1,000 per quarter -9160 Field Manager of the Year - \$1,500 per year -9160 Specialist of the Year - \$1,500 per year 	\$25,555	\$25,555
Total (\$)		\$3,475,285	\$5,684,484
Total (%)		6.09%	9.97%