



SEIU, Local 1021 - Budget Impact Analysis

Bargaining 2022

Tentative Agreement (Total Cumulative Cost; SFMTA Only)

Last Updated on 04/22/22

SEIU, Local 1021 - 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>	\$4,252,284	\$7,366,506
PCO Attendance Bonus	<p>A full-time 8214 Parking Control Officer or 8216 Senior Parking Control Officer shall receive an Attendance Bonus of \$2,500 per year if the Officer meets all of the following criteria:</p> <ul style="list-style-type: none"> -Officer was on duty in paid status for at least 1,850 hours in the previous fiscal year -Officer was not involved in any preventable collisions in the previous fiscal year -Officer has no sustained discipline in the previous fiscal year 	\$272,850	\$272,850
Parts Supervisor Adjustment	<p>On July 1, 2022, the SFMTA will increase the 1937 Supervising Parts Storekeeper classification pay scale to 15% above the top pay for the 1935 Principal Parts Storekeeper.</p>	\$12,814	\$12,941
PCO Appreciation Program	<p>The SFMTA shall provide monthly Recognition Allowance payments as follows:</p> <ul style="list-style-type: none"> -8214 and 8216 of the Month: \$400 -8214 Runner-Up: \$250 	\$13,752	\$13,752
Tuition Reimbursement	<p>The SFMTA agrees to allocate \$10,000 (previously \$7,500) per year to the Tuition Reimbursement Program.</p>	\$2,500	\$2,500
Station Opening and Closing Differential	<p>Addition of Central Subway stations to existing 2.5% per hour base rate premium for opening or closing stations.</p> <p>Furthermore, the SFMTA shall provide one designated parking spot for Station Agents who open or close Forest Hill Station.</p>	\$0	\$0



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Lead Person Premium	Employees shall be entitled to a \$15 (previously \$10) per day premium when designated by their supervisor as the lead person when required to take the lead on any job when at least two employees are working together and one acts as the lead person.	\$33,722	\$32,701
Transit Car Cleaner Uniforms	SFMTA shall provide an annual cash allowance of \$250 toward the cost of acquiring waterproof safety shoes. Each worker shall be provided every 12 months with one insulated coveralls, one set of rain gear, and two safety reflective sweaters. Rubber rain boots will be provided upon request.	\$46,728	\$46,950
Uniforms for Fare Collection Receivers	For 9110 Fare Collections Receiver, 9116 Senior Fare Collections Receiver, and 9117 Principal Fare Collections Receiver, the SFMTA shall provide a cash allowance of \$250 annually toward the cost of acquiring SFMTA approved safety shoes. The SFMTA shall provide protective clothing and equipment for the health and safety protection of employees on the job, including safety vests and safety goggles or prescription eyewear.	\$6,042	\$5,726
Expert Officer Premium	A 8214 Parking Control Officer or 8216 Sr. Parking Control Officer shall receive an Expert Officer Premium of \$0.50 per hour if the Officer meets all of the following conditions: -Officer has worked for the previous 10 consecutive calendar years as an 8214 or for the previous 10 consecutive calendar years as an 8216, with at least five of the 10 consecutive years as an 8216 in the Enforcement Division -Officer was on duty in paid status for at least 1,800 hours in the previous calendar year -Officer has not been involved in any preventable collisions in the previous calendar year -Officer has no sustained disciplinary findings in the previous calendar year	\$6,810	\$6,810



San Francisco Municipal Transportation Agency

Budget Office

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Subject	Proposed Change	FY 2023	FY 2024
Fixed Post Premium	Effective June 30, 2024 employees in the 8214 Parking Control Officer and 8216 Sr. Parking Control Officer classifications shall receive an increase of 3% to the base rate for engaging in intersection and/or traffic control duty.	\$0	\$0
Weekend Premium	On July 1, 2022, the SFMTA will increase the base wage rate for the 9102 Transit Car Cleaner, 9104 Transit Car Cleaner Assistant Supervisor, 9110 Fare Collections Receiver, 9116 Senior Fare Collections Receiver, 9117 Principal Fare Collections Receiver, 9126 Transit Checker, 9128 Senior Transit Traffic Checker, and 9131 Station Agent by 1%.	\$359,422	\$377,858
Step Equity Adjustments	Effective July 1, 2023, the salary steps for employees in the 8214 Parking Control Officer and 8216 Sr. Parking Control Officer classifications shall maintain at least a 5% difference between each step. To implement this, SFMTA shall lower the Step 1 salary by 2% for all employees hired after July 1, 2023 and raise the Step 7 salary by 2%.	\$0	\$412,584
Total (\$)		\$5,006,923	\$8,551,179
Total (%)		6.18%	10.56%