



Local 250A 9163 - Budget Impact Analysis

Bargaining 2022

Tentative Agreement (Total Cumulative Cost; SFMTA Only)

Last Updated on 04/22/22

Local 250A 9163 - 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>	\$15,837,039	\$27,435,525
Expert Operator Pay/Performance Incentive	<p>Operators will be paid a Tier 1 Premium of 3% 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"> -Worked for a total of five years in the previous six year period (previously had to be consecutive) -Driven at least 1600 hours, or 1100 hours for part-time employees, in revenue service in the previous 12 months (previously fiscal year) -Been involved in no preventable collisions in the previous 12 months (previously fiscal year) -Served no disciplinary suspensions in the previous 12 months (previously fiscal year) <p>Operators will be paid a Tier 2 Premium of 5% 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"> -All requirements of Tier 1 -No more than 13 unscheduled absences in the previous 12 months -No more than two Working Miss-Out Occurrences in the previous 12 months -No AWOL occurrences in the previous 12 months -Upon implementation of a Performance Plan Program, a minimum score of 2.0 in the previous year <p>Operators will be paid a tier 3 Premium of 7.5% 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"> -All requirements of Tiers 1 and 2 -No Passenger Service Reports or Customer Service Complaints with merit in the previous 12 months -No schedule violations with merit in the previous 12 months -Upon implementation of a Performance Plan Program, a minimum score of 2.5 in the previous year 	\$1,180,228	\$1,227,107
Additional Union Chair for Muni Metro East	<p>SFMTA shall assign up to nine (previously eight) TWU L250A Chairpersons representing Transit Operations Division to an 11 hour run including operating up to five hours of morning rush trippers. SFMTA shall pay each of the nine (previously eight) TWU L250A Chairperson for eleven hours at straight time.</p>	\$129,121	\$131,034



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Subject	Proposed Change	FY 2023	FY 2024
9163 Insurance Plan	<p>A life insurance policy of \$50,000 (previously \$14,000) with a permanent total disability benefit provision shall be provided for all operators (previously required five years of service), the full premium cost of which shall be paid for by SFMTA.</p> <p>SFMTA shall provide \$500,000 (previously \$175,000) accidental death, dismemberment and loss of sight coverage for each Operator from the first date of employment. This policy shall be limited to injuries sustained during the course of an assault (previously felonious assault) on the Operator provided the injuries arise while the Operator is performing the duties of the Operator's occupation, or occurring during direct commutation to and from work.</p>	\$72,460	\$74,564
Uniform Allowance	<p>For each member required to wear a uniform, SFMTA shall pay unit members a uniform maintenance allowance in an amount equivalent to one hour of pay at the top step (previously \$25) per month.</p>	\$601,051	\$656,361
Operator of the Month Allowance	<p>The SFMTA shall provide an Operator Recognition Allowance payment as follows: Systemwide Operator of the Month - an amount equivalent to thirteen hours of pay at the top step (previously \$500) Operator of the Month - an amount equivalent to ten hours of pay at the top step (previously \$400) Runner-Up - an amount equivalent to seven hours of pay at the top step (previously \$250).</p>	\$7,254	\$9,294
Total (\$)		\$17,827,153	\$29,533,885
Total (%)		5.91%	9.79%