

SETTLEMENT - TWU-250A (9132)			MEDIATED AGREEMENT: ADDITIONAL COSTS/(SAVINGS)			COMMENTS	
TOPIC	PROPOSED CHANGE	FY2015	FY2016	FY2017			
1	Term	3 years – July 1, 2014 to June 30, 2017				no costing	
	FY15: Wages	<ul style="list-style-type: none"> First Year: 1.75%, effective October 11, 2014 				See below comparative base salary increase, and salary increase and retirement pick-up swaps.	
2		Salary	\$59,612				
2		Fringes	\$18,808				
3		Retirement pick-up	\$0				
	FY16: Wages	<ul style="list-style-type: none"> Second Year: 1.50%, effective October 10, 2015 Second Year - effective October 10, 2015 Employees hired before July 1, 2011, 3.18% wage increase in place of 2.5% EPMC pick-up by SFMTA Employees hired on or after July 1, 2011, 1.06% wage increase in place of 0.84% EPMC pick-up by SFMTA 					
2		Salary		\$164,349			
2		Fringes		\$48,992			
3		Retirement pick-up		(\$97,804)			
	FY17: Wages	<ul style="list-style-type: none"> Third Year: 1.50%, effective July 1, 2016 Third Year - effective October 8, 2016 Employees hired before July 1, 2011, 3.16% wage increase in place of 2.5% EPMC pick-up by SFMTA Employees hired on or after July 1, 2011, 1.05% wage increase in place of 0.83% EPMC pick-up by SFMTA Third Year - effective January 14, 2017 Employees hired before July 1, 2011, 3.16% wage increase in place of 2.5% EPMC pick-up by SFMTA Employees hired on or after July 1, 2011, 1.05% wage increase in place of 0.83% EPMC pick-up by SFMTA 					
2		Salary			\$282,325		
2		Fringes			\$84,161		
3		Retirement pick-up			(\$229,661)		
4	Health: Contribution Cap to City's 93/93/83 health contribution plan	<ul style="list-style-type: none"> Employee Only: Employer contributes 93% of total premium, and not to exceed 93% of total premium of second highest-cost plan Employee Plus One: Employer contributes 93% of total premium, and not to exceed 93% of total premium of second highest-cost plan Employee Plus Two or More: Employer contributes 83% of total premium, and not to exceed 83% of total premium for second highest-cost plan 	(\$13,239)	(\$29,041)	(\$32,374)		
5	Progression through Salary Schedule: from 42 months to	<ul style="list-style-type: none"> Step 1: from 6 months to 1 year (first year) - negotiated Step 2: 1 year (second year) - existing 	(\$16,723)	(\$19,130)	(\$23,595)		salary
			(\$5,276)	(\$5,703)	(\$7,034)		variable fringe
6	Floating Holidays	From 2 floating holidays to 3 floating holidays	\$19,247	\$21,500	\$25,342	salary	
			\$6,073	\$6,409	\$7,555	variable fringe	
7	Tuition Reimbursement	<ul style="list-style-type: none"> Allocate the remaining balance only during the term of the agreement to the program Employees may not receive more than \$500 (from \$250) per FY from allocation 	\$0	\$1,250	\$1,250		
8	Uniform and Equipment	<ul style="list-style-type: none"> Uniform maintenance allowance of \$25 per month Add to part of required uniform: one pair of gloves and one sweater Cash allowance of \$250 per year to buy 2 pairs of approve safety shoes 	\$46,250	\$46,250	\$46,250		
9	Acting Assignment Pay	<ul style="list-style-type: none"> One step above 9132 current base salary (not at top step) 5% more than their base rate (at top step) 	(\$3,959)	(\$3,024)	\$267	salary	
			(\$1,249)	(\$901)	\$79	variable fringe	
10	Paperless Pay Policy: Employees will receive pay electronically	Employees will receive pay and pay advices electronically				no costing	
11	Peer Assistance	Provide Standby Pay of 10%	\$2,616	\$2,739	\$2,959	salary - Assuming 1 Ee, 16 hours per pay period	
			\$825	\$817	\$882	variable fringe	
12	Compensatory Time	<ul style="list-style-type: none"> Accrual cap of 120 from 240 and fiscal year carryover limited to 40 hours; Balances paid out if appointed to a new position in another department; Balances paid out if appointed to higher, non-"Z", or to "Z" designated classifications 				savings due to change in CTO capping is offset by cost of payout of CTO balance, therefore, no cost/savings (washout)	
13	Grievance Procedure	<ul style="list-style-type: none"> Extended processing timelines; Eliminated a step in the process, Arbitration is now Step 3 				no costing	
14	Discipline Process	<ul style="list-style-type: none"> Excludes oral or written warnings and written reprimands from grievance procedure; Disciplinary suspensions can be served through a temporary reduction in pay; Extended timeline for issuing discipline letters and provides conditions on which timeline can be extended for adequate investigation; Clarifies purpose of skelly meeting; Establishes timeline for implementing disciplinary suspensions 				no costing	
15	Personnel Files	Eliminates discipline retention timelines				no costing	
16	Other Working Conditions/Work Rule Improvements	<ul style="list-style-type: none"> Reasonable union access; Limited shift bid guidelines; Clarifies administration of legal holidays and holiday pay; Call-in timelines if unable to attend work; Alternate work schedule pilot program; Access to use fitness equipment in SFMTA facilities 				no costing	
			\$112,986	\$136,704	\$158,407		