



Costing Analysis and Executive Summary of Side Letter Proposal

The proposal included in this side-letter reflects a program that is not included in the current [Memorandum of Understanding \(MOU\)](#) covering the period of July 1, 2024 to June 30, 2027, between the San Francisco Municipal Transportation Agency (SFMTA) and the Transport Workers’ Union (TWU), Local 250A (9163 Transit Operators).

Comparison of proposed changes to the current MOU

The proposed side letter would amend the current MOU to add an Inconvenience Pay provision that will become effective on June 19, 2027, which is the start of the last pay period of the current MOU term. This Side Letter is entered into pursuant to an agreement between SFMTA and TWU 250A to settle PERB Case No. SF-CE-1932-M.

Cost Analysis

TOPIC	PROPOSED CHANGE	FY2024-25	FY2025-26	FY2026-27
General Inconvenience Pay	Effective June 19, 2027, Operators required to pull in or out of a foreign Division will be paid 30 minutes or 1 hour of straight time, depending on location.	\$0	\$0	\$1,188.07
Green/MME Inconvenience Pay	Effective June 19, 2027, Green Division Operators who start or end their shift at a different location within Green Division will be paid 1 hour of straight time.	\$0	\$0	\$19,913.34
Total (\$)		\$0	\$0	\$21,101.40

The proposal included in this Side Letter reflects no cost to SFMTA in FY 2024-25 or FY2025-26, and estimated \$21,101.40 in FY2026-27. This program will be funded by the FY2026-27 SFMTA operating budget and will not require a supplemental appropriation.

The cost analysis above for General Inconvenience Pay is based on the average amount of General Inconvenience Pay earned over the past three (3) years for June 19 – June 30 of each year. This timeframe has consistently included Pride festivities and an unexpected road closure over the past 3 years. The cost analysis above for Green/MME Inconvenience Pay is based on the schedule that was in place in June 2024. The cost analysis was calculated at the Operator top step rate that will be in effect on June 19, 2027.