

SETTLEMENT - TWU-250A (9163)		MEDIATED AGREEMENT: ADDITIONAL COSTS/(SAVINGS)				
TOPIC	PROPOSED CHANGE	FY2015	FY2016	FY2017	COMMENTS	
1	Term 3 years – July 1, 2014 to June 30, 2017				no costing	
	FY15 Wages First Fiscal Year 2014-2015: Effective October 11, 2014, each represented employee will receive a base wage increase of one and three-quarters percent (1.75%).					
2	Salary (base salary increase only no swap)	\$1,246,680				
2	Fringe	\$481,967				
3	Retirement pick-up	\$0				
	FY16 Wages Second Fiscal Year 2015-2016: Effective October 10, 2015, represented employees will receive a base wage increase of one and one-half percent (1.50%). 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				See below comparative base salary increase, and salary increase and retirement pick-up swaps.	
2	Salary		\$5,824,742			
2	Fringe		\$2,150,495			
3	Retirement pick-up		(\$2,456,263)			
	FY17 Wages Third Fiscal Year 2016-2017: Effective July 1, 2016, each represented employee will receive a base wage increase of one and a half percent (1.50%). 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					
2	Salary			\$9,053,093		
2	Fringe			\$3,342,402		
3	Retirement pick-up			(\$5,204,250)		
	Health: Contribution Cap to City's 93/93/83 health contribution plan					
4	• 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	(\$99,545)	(\$240,141)	(\$160,040)		
5a	• Range Limit: maximum from 12 hours to 13 hours (full-time stays at 12 hours)	\$500,309	\$576,357	\$684,817		
5b	Part-Time Operators	\$193,419	\$212,791	\$252,834	salary variable fringe	
6	Progression through Salary Schedule: from 19 months to 4 years • Step 1: 63% of Top Rate, 1 year (first year) • Step 2: 72.25% of Top Rate, 1 year (second year) • Step 3: 81.5% of Top rate, 1 year (third year) • Step 4: 90.75% of Top Rate, 1 year (fourth year) • Step 5: 100% of Top Rate, thereafter (fifth year and thereafter)				Calculation included under wages (in items 2&3)	
7	Paperless Pay Policy Employees will receive pay electronically				no costing	
8	Disciplinary Suspension Employees suspended for discipline may use option of reducing salary by 20% for a period of time in lieu of time off				no costing	
9	Joint Labor Management Committee Minor additions for discussion topics				no costing	
		\$2,322,830	\$6,067,980	\$7,968,856		