



San Francisco Municipal Transportation Agency

Budget Office

SEIU Local 1021 - Budget Impact Analysis

Bargaining 2027

Tentative Agreement (Total Cumulative Cost; SFMTA Only)

Last Updated on 09/28/26

Service Employees International Union (SEIU) Local 1021 - Additional Cost (Savings)

Subject	Proposed Change	FY 2028	FY 2029	FY 2030	FY 2031
Wages (Base)	Following the city's wage increase pattern, represented employees will receive base wage increases based on the following schedule:				
	First Year: 1% effective January 1, 2028				
	Second Year: 2% effective July 1, 2028 1% effective December 30, 2028	\$562,381	\$4,011,222	\$7,550,645	\$11,793,757
	Third Year: 2% effective July 1, 2029 1% effective December 29, 2029				
	Fourth Year: 2% effective July 1, 2030 1% effective December 28, 2030 2% effective April 5, 2031				
Total (\$)		\$562,381	\$4,011,222	\$7,550,645	\$11,793,757
Total (%)		0.5%	3.54%	6.66%	10.41%