

**THIS PRINT COVERS CALENDAR ITEM NO. : 10.3**

**SAN FRANCISCO  
MUNICIPAL TRANSPORTATION AGENCY**

**DIVISION:** Transit

**BRIEF DESCRIPTION:**

Approve incentive pay for SFMTA service critical operators who begin work on New Year's Eve and continued into New Year's Day for 2017 (retroactive).

**SUMMARY:**

- SFMTA is a critical component of the City's annual New Year's celebration; Professionally managing transit and traffic operations during this holiday directly supports our Transit First Policy and Vision Zero program.
- Muni offers free fares, increases service levels on all Owl network routes, and keeps the subway open until 4:00am in order to encourage celebrators to take public transit rather than drive.
- Ensuring we have an adequate level service critical operators to work on this particular holiday is absolutely crucial to offering this public safety service and fulfilling our promise to residents and celebrants.
- Providing incentive pay to service critical operators who work on New Year's Eve through to New Year's Day helps to ensure we have adequate staffing to, in turn, ensure the safety and reliability of Muni service.

**ENCLOSURES:**

1. SFMTAB Resolution

**APPROVALS:**

**DATE**

DIRECTOR		1/11/17
SECRETARY		1/11/17

**ASSIGNED SFMTAB CALENDAR DATE:** January 17, 2017

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### **PURPOSE**

Approving incentive pay for SFMTA service critical operators who begin work on New Year's Eve 2016 and worked through New Year's Day 2017.

### **STRATEGIC PLAN GOALS AND TRANSIT FIRST POLICY PRINCIPLES**

#### Strategic Plan Goals:

1. Create a safer transportation experience for everyone in San Francisco on New Year's Eve. SFMTA transit services encourage celebrants to leave their cars at home keeping them and all transportation network users safe.
2. Make transit, walking, bicycling, taxi, ridesharing, and carsharing the preferred means of travel. By offering free fares and doubling service levels, SFMTA is encouraging people to use transit.
4. Create a workplace that delivers outstanding service. By offering incentive pay, we're guaranteeing that we can offer the promised, higher levels of expected service to our customers.

#### Transit First Policy Principles:

1. To ensure quality of life and economic health in San Francisco, the primary objective of the transportation system must be the safe and efficient movement of people and goods.
2. Public transit, including taxis and vanpools, is an economically and environmentally sound alternative to transportation by individual automobiles. Within San Francisco, travel by public transit, by bicycle and on foot must be an attractive alternative to travel by private automobile.
9. The ability of the City and County to reduce traffic congestion depends on the adequacy of regional public transportation. The City and County shall promote the use of regional mass transit and the continued development of an integrated, reliable, regional public transportation system.

### **DESCRIPTION**

New Year's Eve is an important citywide event that attracts hundreds of thousands of visitors and residents to the City and toward the downtown waterfront to see the fireworks display at midnight. New Year's Eve night is known for its' party atmosphere. In order to encourage safe celebrations and public safety across San Francisco, in support of Transit First and Vision Zero, the SFMTA increases service levels on the Owl bus network from 30 minute frequencies to 15 minute frequencies, keeps the subway open until 4am, and offers free fares to all customers after 8pm on New Year's Eve night through the early morning hours on New Year's Day.

SFMTA has had challenges filling operator runs on the New Year's Eve holiday in the past, and determined that an incentive pay was important to ensure we can provide the promised level of service that was advertised to the public.

In order to ensure that the promised service levels are provided, SFMTA offered New Year's Eve

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incentive pay to all operators who started their shift on New Year's Eve night and worked into New Year's Day. This incentive pay is for transit operators only and is one and a half times their regular hourly pay rate. The incentive started at 12:00am on New Year's Day. The incentive pay only covers time worked after midnight and only applies to operators who started their shift prior to midnight.

With the implementation of the incentive, we have been able to provide the service levels promised to our customers, visitors, and residents.

The City Attorney has reviewed this report.

## **STAKEHOLDER ENGAGEMENT**

None.

## **ALTERNATIVES CONSIDERED**

The alternative to the incentive would have been to not offer the incentive. We believe this would have resulted in more missed runs and not meeting the expected service levels that were advertised to the public.

## **FUNDING IMPACT**

The incentive pay cost was \$7518.87 for New Year's Day 2017. This pay was distributed to 225 operators.

## **ENVIRONMENTAL REVIEW**

On January 10, 2017, the SFMTA, under authority delegated by the Planning Department, determined that the incentive pay for SFMTA service critical operators who begin work on New Year's Eve is not defined as a "project" under the California Environmental Quality Act (CEQA) pursuant to Title 14 of the California Code of Regulations Sections 15060(c) and 15378(b).

A copy of the CEQA determination is on file with the Secretary to the SFMTA Board of Directors and is incorporated herein by reference.

## **OTHER APPROVALS RECEIVED OR STILL REQUIRED**

None.

## **RECOMMENDATION**

Approve incentive pay for SFMTA service critical workers who begin work on New Year's Eve 2016 and continued into New Year's Day for 2017 (retroactive).

SAN FRANCISCO  
MUNICIPAL TRANSPORTATION AGENCY  
BOARD OF DIRECTORS

RESOLUTION No. \_\_\_\_\_

WHEREAS, New Year's Eve is a celebratory night in San Francisco attracting residents and visitors from throughout the City and the region to come enjoy San Francisco and ensuring their safety and general public safety is a critical goal of our City and the SFMTA; and,

WHEREAS, In support of Transit First and Vision Zero, the SFMTA encourages celebrants to leave their cars at home and take public transportation by doubling Muni Owl service levels, keeping the subway open until 4am, and providing free fares to the public; and,

WHEREAS, Transit operators are critical to providing the promised transit service and ensuring their attendance on New Year's Eve is crucial to fulfilling SFMTA's public safety and service promise; and,

WHEREAS, Providing incentive pay to transit operators who start work on New Year's Eve and continue to work into New Year's Day maximizes attendance and the SFMTA's ability to provide the promised transit service; and,

WHEREAS, On January 10, 2017, the SFMTA, under authority delegated by the Planning Department, determined that the incentive pay for SFMTA service critical operators who begin work on New Year's Eve is not defined as a "project" under the California Environmental Quality Act (CEQA) pursuant Title 14 of the California Code of Regulations Sections 15060(c) and 15378(b); and,

WHEREAS, A copy of the CEQA determination is on file with the Secretary to the SFMTA Board of Directors, and is incorporated herein by reference; now, therefore, be it

RESOLVED, That the San Francisco Municipal Transportation Agency Board of Directors authorizes the Director of Transportation to provide incentive pay for SFMTA service critical operators who begin work on New Year's Eve 2016 and continued into New Year's Day for 2017 (retroactive).

I certify that the foregoing resolution was adopted by the San Francisco Municipal Transportation Agency Board of Directors at its meeting of January 17, 2017.

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Secretary to the Board of Directors  
San Francisco Municipal Transportation Agency