SETTLEMENT - TWU-250A (9132)

			Variable Fringe	31.55%	29.81%	
				ADDITIONAL COSTS/(SAVINGS)		
	TOPIC	**PROPOSED CHANGE**		**FY2015**	**FY2016**	**COMMENTS**
1	Term	2 years – July 1, 2014 to June 30, 2016				no costing
2	Wages	• First Year: 3%, effective July 1, 2014 • Second Year: CPI-U (February – February) minimum of 2.25%, maximum of 3.25%; effective July 1, 2015		$107,013 $33,763	$155,079 $46,229	salary - includes item# 3 retirement swap variable fringe
3	Retirement Pension Swap	• Employees hired before July 1, 2011, 5.53% wage increase in place of 7.5% EPMC pick-up by SFMTA • Employees hired on or after July 1, 2011, 1.84% wage increase in place of 2.5% EPMC pick-up by SFMTA		$247,991 $78,241 ($302,433)	$11,005 $3,280 ($312,260)	salary variable fringe savings in retirement costs only, salary & fringe increase included in item# 2
4	Health: Contribution Cap to City's 93/93/83 health contribution plan	• 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)	
5	Progression through Salary Schedule: from 42 months to 48 months	• Step 1: from 6 months to 1 year (first year) - negotiated • Step 2: 1 year (second year) - existing • Step 3: 1 year (third year) - existing • Step 4: 1 year (fourth year) - existing • Step 5: thereafter (fifth year and thereafter) - existing		($19,890) ($6,275)	($20,865) ($6,220)	salary variable fringe
6	Floating Holidays	• From 2 floating holidays to 3 floating holidays		$23,695 $7,476	$21,586 $6,435	salary variable fringe
7	Tuition Reimbursement	• 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	
8	Uniform and Equipment	• 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	
9	Acting Assignment Pay	• One step above 9132 current base salary (not at top step) • 5% more than their base rate (at top step)		($3,000) ($947)	($3,000) ($894)	salary 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%		$2,697 $851	$2,784 $830	salary - Assuming 1 Ee, 16 hours per pay period variable fringe
12	Compensatory Time	• 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	• Extended processing timelines; • Eliminated a step in the process, Arbitration is now Step 3				no costing
14	Discipline Process	griefance 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;				no costing
15	Personnel Files	Eliminates discipline retention timelines				no costing
16	Other Working Conditions/Work Rule Improvements	• Reasonable union access; • Limited shift bid guidelines; • Clarifies administration of legal holidays and holiday pay; • Call-in timelines if unalbe to attend work; • Alternate work schedule pilot program; • Access to use fitness equipment in SFMTA facilities				no costing
				$202,191	**($77,552)**	