

File No. 151003

Committee Item No. 27

Board Item No. 19

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Budget & Finance Committee

Date November 18, 2015

Board of Supervisors Meeting

Date December 1, 2015

Cmte Board

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| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Legislative Digest |
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| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Introduction Form |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Department/Agency Cover Letter and/or Report |
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| <input type="checkbox"/> | <input type="checkbox"/> | Grant Information Form |
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Completed by: Linda Wong Date November 13, 2015
Completed by: Linda Wong Date 11/19/15

1 [Contract Requirements - SF Access Paratransit Program - Prevailing Wage and Worker
2 Retention Requirements]

3 **Ordinance authorizing the Municipal Transportation Agency to include, in the next**
4 **contract it executes for brokerage services for the SF Access Paratransit Program after**
5 **issuing a competitive solicitation, provisions that require the contractor and**
6 **subcontractors to pay prevailing wages to drivers, dispatchers and reservationists**
7 **providing services for the SF Access program, and to provide transitional employment**
8 **and retention to the prior contractor's employees performing such services; and**
9 **setting the prevailing wage rates for individuals providing services for the SF Access**
10 **program.**

11 NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.
12 **Additions to Codes** are in *single-underline italics Times New Roman font*.
13 **Deletions to Codes** are in ~~*italics Times New Roman font*~~.
14 **Board amendment additions** are in double-underlined Arial font.
15 **Board amendment deletions** are in ~~Arial font~~.
16 **Asterisks (* * * *)** indicate the omission of unchanged Code
17 subsections or parts of tables.

18 Be it ordained by the People of the City and County of San Francisco:

19 Section 1. Findings.

20 (a) San Francisco Administrative Code Section 21C.7 requires, for certain types of
21 City contracts, that contractors pay prevailing wages to individuals performing services under
22 the contract, and provide transitional employment and retention for the prior contractor's
23 employees.

24 (b) The requirement to pay prevailing wages includes wage rates for overtime and
25 holiday work and fringe benefits as paid for similar work performed in the City by private
employers.

1 (c) In adopting worker retention ordinances, the Board of Supervisors has
2 previously determined that the turnover of experienced workers resulting from a change in
3 City contractors for certain types of services jeopardizes the quality, efficiency and cost-
4 effectiveness provided under the successor contract.

5 (d) The Municipal Transportation Agency (SFMTA) intends to issue a request for
6 proposals (RFP) for paratransit brokerage services in the fall of 2015 because the existing
7 contract will expire on June 30, 2016.

8 (e) Under its contract with the SFMTA, the paratransit broker operates the SF
9 Access program, which provides door-to-door, shared-ride van services for people who,
10 because of a disability, are unable to use Muni's accessible buses, trains, and streetcars
11 some or all of the time. Because the possibility of turnover of experienced workers resulting
12 from a potential change in contractors will jeopardize the quality, efficiency and cost-
13 effectiveness of the SF Access program provided under a successor contract, the SFMTA is
14 seeking authorization from the Board of Supervisors to include, in any contract for paratransit
15 brokerage services the SFMTA executes in 2016 after issuing an RFP, provisions that would
16 require: (1) payment of prevailing wages by both the contractor and subcontractors to any
17 individual providing driving, dispatching, or reservation services for the SF Access program
18 under the contract; and (2) transitional employment and retention for the prior contractor's SF
19 Access employees performing such services.

20 (f) Similar to the requirements in Section 21.C.7 of the Administrative Code, the
21 SFMTA intends to include, in its new contract, requirements that the successor contractor:
22 (1) retain, for a six-month period, employees who have worked at least 15 hours per week and
23 have been employed by the prior contractor or its subcontractors, if applicable, for the
24 preceding 12 months; (2) retain employees of the prior contractor by seniority within job
25 classifications if fewer employees are required to perform the new contract; (3) maintain a

1 preferential hiring list of eligible employees that were not retained by the successor contractor;
2 (4) not discharge any retained employee without cause during the retention period; and (5)
3 offer continued employment to retained employees, if the employee's performance is
4 satisfactory, under the terms and conditions established by the successor contractor
5 (collectively, Retention Requirements).

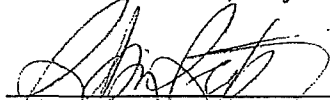
6 7. Based on information provided by the SFMTA, the Board of Supervisors finds that
7 the greatest number of workers providing the subject SF Access services in San Francisco
8 are paid prevailing wages at the rates set forth in the tables entitled "Summary of Wages and
9 Benefits for SF Paratransit -- SF Access Service" on file with the Clerk of the Board of
10 Supervisors in File No. 151003. Accordingly, the Board of Supervisors sets the prevailing
11 wage rates for the subject workers in accordance with the rates in the table.

12 Section 2. The SFMTA is authorized to include, in any contract for paratransit
13 brokerage services it executes within the next year after issuing an RPF, provisions that would
14 require: (1) payment of prevailing wages by both the contractor and subcontractors to any
15 individual providing driving, dispatching, or reservation services for the SF Access program
16 under the contract; and (2) transitional employment and retention for the prior contractor's SF
17 Access employees performing such services, in accordance with the Retention Requirements
18 set forth above. Such provisions are subject to compliance with all applicable federal, state
19 and local laws and other requirements, including, but not limited to, State licensing
20 requirements, federal drug and alcohol testing rules, and SFMTA-required background
21 checks.

22 Section 3. Effective Date. This ordinance shall become effective 30 days after
23 enactment. Enactment occurs when the Mayor signs the ordinance, the Mayor returns the
24 ordinance unsigned or does not sign the ordinance within ten days of receiving it, or the Board
25 of Supervisors overrides the Mayor's veto of the ordinance.

1 APPROVED AS TO FORM:
2 DENNIS J. HERRERA, City Attorney

3 By:


4 ROBIN M. REITZES
5 Deputy City Attorney

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LEGISLATIVE DIGEST

[Contract Requirements – SF Access Paratransit Program - Prevailing Wage and Worker Retention Requirements]

Ordinance authorizing the Municipal Transportation Agency to include, in the next contract it executes for brokerage services for the SF Paratransit Program after issuing a competitive solicitation, provisions that require the contractor and subcontractors to pay prevailing wages to drivers, dispatchers and reservationists providing services for the SF Access program, and to provide transitional employment and retention to the prior contractor's employees performing such services; and setting the prevailing wage rates for individuals providing services for the SF Access program.

Existing Law

Existing law does not require that City contracts for paratransit broker services include requirements for either (1) the payment of prevailing wages by either the contractor or subcontractor to any individual providing such services, or (2) transitional employment or retention for the prior contractor's employees as required for certain types of contracts pursuant to S.F. Administrative Code section 21C.7.

Amendments to Current Law

This ordinance will require that the SFMTA include, in the next contract it executes for brokerage services for the paratransit program after issuing a competitive solicitation, provisions for (1) payment of prevailing wages by both the contractor and subcontractors to any individual providing driving, dispatching, or reservation services for the SF Access program under the contract; and (2) transitional employment and retention for the prior contractor's SF Access employees performing such services. Such provisions are subject to compliance with all applicable federal, state and local laws and other requirements, including, but not limited to, state licensing requirements, federal drug and alcohol testing rules, and SFMTA-required background checks.

Prevailing wages will be based on the tables entitled "Summary of Wages and Benefits for SF Paratransit -- SF Access Service" on file with the Clerk of the Board of Supervisors.

Background Information

Because the possibility of turnover of experienced workers resulting from a potential change in contractors will jeopardize the quality, efficiency and cost-effectiveness of paratransit services provided under a successor contract, the Municipal Transportation Agency is seeking authorization from the Board of Supervisors to include these requirements.

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Item 27 File 15-1003	Department: San Francisco Municipal Transportation Agency (SFMTA)
EXECUTIVE SUMMARY	
Legislative Objective	
<ul style="list-style-type: none"> • The proposed ordinance would authorize the SFMTA to include the following provisions in the next contract for SF Access paratransit program services requiring: (1) payment of prevailing wages by both the contractor and subcontractors to any individual providing driving, dispatching, or reservation services for the SF Access program under the contract, and (2) transitional employment and retention for the prior contractor's SF Access employees performing such services as set forth in Section 21C.7 of the San Francisco Administrative Code. 	
Key Points	
<ul style="list-style-type: none"> • Transdev currently provides SF Access paratransit services under an existing contract with SFMTA from April 1, 2010, which has been extended through June 30, 2016, for a total of \$118,599,710. Transdev currently pays prevailing wages under this contract as part of a collective bargaining agreement. • The SFMTA issued a Request for Proposals (RFP) on November 5, 2015 for paratransit brokerage services to replace the existing contract. • SFMTA is seeking authorization to include provisions requiring payment of prevailing wages and worker retention in the next contract for SF Access paratransit services. The prevailing wages will be consistent with the collective bargaining agreement. 	
Fiscal Impact	
<ul style="list-style-type: none"> • SFMTA is expected to pay an additional \$564,414 for SF Access employee wages and benefits in FY 2016-17, and an additional \$960,841 in FY 2017-18. 	
Policy Consideration	
<ul style="list-style-type: none"> • If the proposed ordinance is approved, it is likely to reduce the number of responses to the SFMTA's future solicitation, as the proposed language appears to significantly advantage the existing contractor, Transdev Services, Inc. because Transdev Services, Inc. has the advantage of providing the existing SFMTA paratransit services and employing the same employees who any new contractor would be required to retain under the new contract. 	
Recommendation	
<ul style="list-style-type: none"> • Approval of the proposed ordinance is a policy decision for the Board of Supervisors. 	

MANDATE STATEMENT

Section 21C.7 of the City's Administrative Code currently requires (a) any individual performing services under specified covered contracts with the City and County of San Francisco be paid at least the prevailing rate of wages¹ and (b) successor contractors to provide transitional employment and retention of the prior contractors' employees. Such covered contracts currently include motor bus services, janitorial services, public off-street parking lots, garages or storage facilities for automobiles, theatrical services, solid waste generated by the City, moving services, and trade show and special event work, as specifically defined in the Code. In accordance with the Administrative Code, the Board of Supervisors must fix and determine the prevailing rate of wages for these covered contracts at least once a year. In addition, the requirement to retain the prior contractors' employees must be stated in all initial bid packages for the covered contract.

BACKGROUND

SFMTA administers San Francisco Paratransit, which is a van and taxi program for people unable to independently use or access public transit because of a disability or disabling health condition. There are three types of paratransit services in the program: (1) SF Access van service, (2) taxi service, and (3) group van service. SF Access is a shared-ride service that provides pre-scheduled, door-to-door accessible van rides for ambulatory persons and for persons who use wheelchairs.

Existing SF Access Paratransit Broker Agreement

In February 2010, the Board of Supervisors approved a five-year agreement between SFMTA and Veolia Transportation Services, Inc. (Contractor) to provide SF Access paratransit brokerage services, based on a competitive solicitation, with one five-year option to extend, for a not-to-exceed amount of \$118,599,710 (File No. 09-1439; Resolution No. 32-10). The term of the agreement extends from April 1, 2010 to March 30, 2015, with an option to extend the agreement through March 30, 2020.

To date, the agreement has been amended five times to provide for the City to (a) lease additional accessible vans to the Contractor, (b) expand the Contractor's scope of work to include direct paratransit and vehicle maintenance services previously performed by a subcontractor, MV Transportation, that requested to be released from its obligations under the subcontract, and (c) extend the term of the agreement to June 30, 2016. In August 2014, the Contractor changed its name from Veolia Transportation Services, Inc. to Transdev Services, Inc.

Under the current agreement, the Contractor is responsible for managing transportation service delivery and financial- and customer service-related activities.

¹ The requirement to pay prevailing wages includes the hourly wage rate and the hourly rate of each fringe benefit, which together equals the hourly prevailing rate of wages as well as wage rates for overtime and holiday pay.

Collective Bargaining Agreement

The Contractor currently pays prevailing wages under the agreement with SFMTA as part of collective bargaining agreement between the Contractor and Teamsters Local #853, Drivers and Aides and Non-Drivers.

Future Competitive Bid

On November 5, 2015, the SFMTA issued a Request for Proposals (RFP) in order to award a new contract for paratransit brokerage services to replace the existing contract with Transdev Services, Inc. that will expire on June 30, 2016. The paratransit broker operates the SF Access program, which provides door-to-door, shared-ride van services for people who are unable to use Muni's accessible buses, trains, and streetcars because of a disability.

SFMTA is opting not to exercise the existing five-year option to extend the current contract in light of the amendments to the scope of services performed by the prime contractor. SFMTA issued an RFP to evaluate if a different set of contractor and subcontractors may be able to provide brokerage and direct paratransit services more efficiently.

DETAILS OF PROPOSED LEGISLATION

The proposed ordinance would authorize the SFMTA to include the following provisions in the a new contract anticipated to take effect July 1, 2016 for providing SF Access paratransit program van services requiring:

- (1) Payment of prevailing wages by both the contractor and subcontractors to any contracted or subcontracted employee providing driving, dispatching, or reservation services for the SF Access program under the contract; and
- (2) Transitional employment and retention for the prior contractor's SF Access employees performing such services as set forth in Section 21C.7 of the San Francisco Administrative Code.

If the proposed ordinance is approved, in accordance with Section 21C.7 of the San Francisco Administrative Code, the SFMTA will include in the new contract to provide SF Access paratransit van services language that requires the successor contractor to:

- (1) Retain for at least six-months employees who have worked at least 15 hours per week and been employed by the prior contractor or its subcontractors, if applicable, for the preceding 12 months;
- (2) Retain employees of the prior contractor by seniority within job classifications if fewer employees are required to perform the new contract;
- (3) Maintain a preferential hiring list of eligible employees that were not retained by the successor contractor;
- (4) Not discharge any retained employee without cause during the retention period; and
- (5) Offer continued employment to retained employees, if the employee's performance is satisfactory, under the terms and conditions established by the successor contractor.

The proposed ordinance would only be effective for any contract for SF Access paratransit van services which the SFMTA executes within the next year. Subsequently, the SFMTA would determine if the same or similar provisions are required in the future. As such, the proposed ordinance would be uncodified and not reflected in the City’s Administrative Code. On September 15, 2015, the SFMTA Board of Directors approved the language in the proposed ordinance (SFMTA Resolution No 15-133).

FISCAL IMPACT

Future prevailing wages for SF Access employees will be based on the wages set forth in the existing collective bargaining agreement. Wages and benefits are adjusted at the beginning of each fiscal year (July 1), and at six-month intervals (January 1) in some cases. The existing collective bargaining agreement is effective from January 1, 2015 to June 30, 2020.

The wage rates that will be in effect on July 1, 2016 and July 1, 2019 under the collective bargaining agreement, and required to be met in the new contract, are shown in Table 1 below. Over those three years, employee wages will increase between 7 and 21 percent depending on employee classification.

Table 1: Paratransit Wages per Collective Bargaining Agreement

Employment Level	Wage on July 1, 2016	Wage on July 1, 2019	Percent Change Over Three Years
<i>Drivers</i>			
New hire < 1 year	\$17.50	\$19.00	9%
1 – 2 years	\$18.65	\$21.10	13%
2 – 3 years	\$19.50	\$22.00	13%
3 – 4 years	\$20.10	\$22.60	12%
4 – 5 years	\$20.50	\$23.90	17%
5+ years	\$20.60	\$25.00	21%
<i>Bus Aides</i>			
New hire < 1 year	\$15.50	\$17.00	10%
1 – 2 years	\$16.75	\$18.10	8%
2 – 3 years		\$19.10	
3+ years		\$19.75	
<i>Reservations/Dispatch</i>			
Reservationists	\$15.35	\$17.00	11%
Dispatch Clerk	\$15.35	\$17.00	11%
Window Dispatch	\$16.75	\$18.75	12%
Dispatcher < 3 years	\$20.00	\$23.00	15%
Dispatcher 3 – 5 years	\$22.00	\$25.00	14%
Dispatcher 5+ years		\$26.60	
<i>Utility/Payroll</i>			
Utility	\$18.75	\$20.00	7%
Payroll	\$18.00	\$20.25	13%

The Collective Bargaining Agreement will annually adjust benefits for employees between July 1, 2016 and July 1, 2019, as shown in Table 2 below.

Table 2: Paratransit Benefits per Collective Bargaining Agreement

Benefit	As of July 1, 2016	As of July 1, 2019
<i>Paid Time Off (days)</i>		
New hire < 2 years	12	13
2 – 4 years	14	17
4+ years	18	25
Holidays (all employees)	3	5
Employer Monthly Health Insurance Contribution (all employees)	\$520	\$600

Based on the requirement to pay prevailing wages, the proposed ordinance is expected to result in wages that are significantly higher than the current budget. The current SFMTA budget for SF Access paratransit van service employee wages and benefits of \$5,760,112 will increase in FY 2016-17 by \$564,414 or 9.8 percent to \$6,324,526. In FY 2017-18, the budget will increase by \$960,840 or 16.7 percent over the current budget to \$6,720,952, as shown in Table 3 below.

Table 3: SF Access Budget for Employee Wages and Benefits

	Annual Budget	Difference from Current	% Difference from Current
FY 2015-16 (Current)	\$5,760,112	--	--
FY 2016-17	\$6,324,526	\$564,414	9.8%
FY 2017-18	\$6,720,952	\$960,840	16.7%

SF Access program contract costs are paid through SFMTA's operating budget, subject to appropriation approval by the Board of Supervisors.

POLICY CONSIDERATION

If the proposed ordinance is approved, it will significantly increase SFMTA's costs to provide ongoing paratransit services and is likely to reduce the number of responses to the SFMTA's solicitation, and therefore the competitiveness of the RFP process. The proposed language appears to significantly advantage the existing contractor, Transdev Services, Inc., because the existing contractor has the advantage of providing the existing SFMTA paratransit services and employing the same employees who any new contractor would be required to retain under the new contract.

According to Ms. Annette Williams, Manager of the Accessible Services Program at SFMTA, providing effective and efficient paratransit services to a population of people with disabilities requires specialized knowledge that increases over time through daily interaction with riders that have a broad range of disabilities. Ms. Williams advises that each rider has unique needs and drivers must attend to those as well as operate the vans, which includes finding safe and appropriate locations to drop off and pick up riders, assist riders to and from the door if

needed, and operate the Mobile Data Computers for accurate data collection and communications with dispatch. Ms. Williams advises that experienced drivers become adept at these tasks and form personal relationships with riders, which improves service overall.

In summary, the proposed ordinance could significantly increase SFMTA's costs and impact the competitiveness of SFMTA's RFP process and resulting award of a new contract for providing the SF Access paratransit van services. At the same time, SFMTA asserts that retention of experienced workers is important for providing effective and efficient paratransit service to a population of riders with unique needs. Therefore, approval of the proposed ordinance is considered to be a policy decision for the Board of Supervisors.

RECOMMENDATION

Approval of the proposed ordinance is a policy decision for the Board of Supervisors.



SFMTA
Municipal
Transportation
Agency

Edwin M. Lee, *Mayor*

Tom Nolan, *Chairman*

Cheryl Brinkman, *Vice-Chairman*

Gwyneth Borden, *Director*

Edward D. Reiskin, *Director of Transportation*

Malcolm Heinicke, *Director*

Joél Ramos, *Director*

Cristina Rubke, *Director*

October 2, 2015

**The Honorable Members of the Board of Supervisors
City and County of San Francisco
1 Dr. Carlton Goodlett Place, Room 244
San Francisco, CA 94102**

Subject: Request for Approval – Prevailing Wage Ordinance for SF Access Employees

Honorable Members of the Board of Supervisors:

The San Francisco Municipal Transportation Agency (SFMTA) requests that the San Francisco Board of Supervisors approve an uncodified ordinance authorizing the SFMTA, following the issuance of a competitive solicitation, to include provisions in the next contract it executes for brokerage services for the SF Paratransit Program that require payment of prevailing wages by the contractor and subcontractors for drivers, dispatchers and reservationists providing services for the SF Access Program, and transitional employment and retention for the prior contractor's employees performing such services.

Background

The SFMTA provides approximately 800,000 Paratransit trips per year to persons with disabilities in San Francisco. The SFMTA contracts with a paratransit broker (currently Transdev Services, Inc.) to provide these services. Under its contract with the SFMTA, the paratransit broker operates the SF Access program, which provides door-to-door, shared-ride van services for people who are unable to use Muni's accessible buses, trains, and streetcars some or all of the time due to their disability.

The current Paratransit Broker Contract with Transdev will expire on June 30, 2016. The SFMTA is preparing a request for proposals (RFP) for a new paratransit broker contract, and will seek authorization to issue it from the SFMTA Board of Directors in the near future. The SFMTA Board must approve issuance of the RFP because the value of the final contract will be over \$10 million and the therefore must also be approved by the Board of Supervisors. The turnover of experienced operations staff resulting from a potential change in contractors could jeopardize the quality, efficiency, safety and cost-effectiveness of SF Access Paratransit services.

The City and County of San Francisco has a prevailing wage ordinance that applies to some contracts with outside vendors; however, it does not currently apply to the contract with the vendor that operates the SF Access paratransit service. Following research of salaries and benefits from comparable paratransit systems and discussions with the SF Access employees, including drivers, bus aides, dispatchers, reservations and clerical staff the current paratransit Broker, Transdev,

developed a comprehensive wage and benefit package with the union representing the SF Access employees that features a progressive pay scale as well as increased salaries, additional paid time off, and increases to the employer contribution for health care. During these discussions, SF Access employees expressed a desire for assurance that any future contractor will provide SF Access paratransit employees with a comparable wage and benefits package. The SFMTA wishes to be pro-active regarding a possible transition in contractors and is requesting that the Board of Supervisors approve an uncodified ordinance to authorize the SFMTA to include a requirement that the contractor and/or subcontractors that provide SF Access services pay prevailing wages, and retain the prior contractor's drivers, dispatchers, and reservationists providing such services for at least six months. Such provisions are subject to compliance with all applicable federal, state and local laws and other requirements, including, but not limited to, State licensing requirements, federal drug and alcohol testing rules, and SFMTA-required background checks.

Description of Work

This uncodified ordinance would ensure that the selected contractor provides a comparable wage and benefit package as SFMTA is committed to retaining the most experienced and skilled employees for the SF Paratransit program.

This uncodified ordinance exceeds the requirements of the California Labor Code. Under California Labor Code Section 1070, if a new contractor is awarded a contract from a public transit agency to provide transportation services, the new contractor is encouraged to retain these qualified employees of the existing contractor for at least 90 days by receiving a preference of 10 percent in the evaluation of its proposal. However, should the selected contractor choose to hire these employees, there is no requirement that this offer provide the same wages or benefits as their existing contractor. With this ordinance, we would require that all proposers offer an equivalent wage and benefit package to the current SF Access employees and retain them for at least six months.

Alternatives Considered

The alternative would be to not include a prevailing wage and retention requirement in the Paratransit Broker RFP, which could result in current, experienced, employees not being hired by a new contractor and wages proposed by a new contractor that may not be comparable to current rates. If that were the case, it would have a detrimental effect on the ability of a new contractor to attract these experienced employees. Failure to include the requirements of the ordinance would have consequences for disabled customers using the Paratransit Services, most of whom are low income and dependent on SF Access service for regular transportation to life support services such as kidney dialysis, other medical appointments and to meet needs of daily living.

Funding Impact

These wages will result in a \$564,414 increase in Fiscal Year 2017 (FY17) and \$960,841 increase in FY18 from the current budget. Please see the attached wage and benefits chart which outlines

the wage and monetary value of the benefits for FY17.

SFMTA Board Action

On September 15, 2015, the SFMTA Board of Directors approved a Resolution authorizing the Director of Transportation to urge the Board of Supervisors to approve an uncodified ordinance authorizing the SFMTA to include provisions that require payment of prevailing wages by the contractor and subcontractors for drivers, dispatchers and reservationists providing services for the San Francisco Access Program, and transitional employment and retention for the prior contractor's employees performing such service, in the next contract it executes for brokerage services for the San Francisco Paratransit Program.

Recommendation

The SFMTA urges the Board of Supervisors to approve an uncodified ordinance authorizing the SFMTA to include provisions that require payment of prevailing wages by the contractor and subcontractors for drivers, dispatchers and reservationists providing services for the SF Access Program, and transitional employment and retention for the prior contractor's employees performing such service, in the next contract it executes for brokerage services for the SF Paratransit Program

Sincerely,



Edward D. Reiskin
Director of Transportation

Summary of : San Francisco SF Access Paratransit Service

Level	Basic Hourly Rate	Health and Welfare	401 K Contrib.	Paid Time Off (Includes Sick Leave Accrual)	Holidays	Hours	Wage and Benefit Hourly Rate Estimate	1.5 X	2x
Category	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME	
Operations Division									
By Classification									
Drivers, Hire up to 1 yr.	A \$ 17.50	B \$ 3.000	C \$ 0.525	D \$ 0.808	E \$ 0.135	8.00	F \$ 21.97	\$ 26.25	\$ 35.00
Drivers, 1 to 2 yrs.	A \$ 18.65	B \$ 3.000	C \$ 0.560	D \$ 0.861	E \$ 0.143	8.00	F \$ 23.21	\$ 27.98	\$ 37.30
Drivers, 2 to 3 yrs.	A \$ 19.50	B \$ 3.000	C \$ 0.585	D \$ 1.050	E \$ 0.150	8.00	F \$ 24.29	\$ 29.25	\$ 39.00
Drivers, 3 to 4 yrs.	A \$ 20.10	B \$ 3.000	C \$ 0.603	D \$ 1.082	E \$ 0.155	8.00	F \$ 24.94	\$ 30.15	\$ 40.20
Drivers, 4 to 5	A \$ 20.50	B \$ 3.000	C \$ 0.615	D \$ 1.419	E \$ 0.158	8.00	F \$ 25.69	\$ 30.75	\$ 41.00
Drivers, 5 yrs. +	A \$ 20.60	B \$ 3.000	C \$ 0.618	D \$ 1.426	E \$ 0.158	8.00	F \$ 25.80	\$ 30.90	\$ 41.20
Bus Aides, Hire up to 2 yrs.	A \$ 15.50	B \$ 3.000	C \$ 0.465	D \$ 0.715	E \$ 0.119	8.00	F \$ 19.80	\$ 23.25	\$ 31.00
Bus Aides, 2 yrs. +	A \$ 16.75	B \$ 3.000	C \$ 0.503	D \$ 0.902	E \$ 0.129	8.00	F \$ 21.28	\$ 25.13	\$ 33.50
Bus Aides, 4 yrs. +	A \$ 16.75	B \$ 3.000	C \$ 0.503	D \$ 1.160	E \$ 0.129	8.00	F \$ 21.54	\$ 25.13	\$ 33.50
Reservationists	A \$ 15.15	B \$ 3.000	C \$ 0.455	D \$ 0.699	E \$ 0.117	8.00	F \$ 19.42	\$ 22.73	\$ 30.30
Reservationists, 2 yrs. +	A \$ 15.15	B \$ 3.000	C \$ 0.455	D \$ 0.816	E \$ 0.117	8.00	F \$ 19.54	\$ 22.73	\$ 30.30
Reservationists, 4 yrs. +	A \$ 15.15	B \$ 3.000	C \$ 0.455	D \$ 1.049	E \$ 0.117	8.00	F \$ 19.77	\$ 22.73	\$ 30.30
Dispatch Clerks	A \$ 15.15	B \$ 3.000	C \$ 0.455	D \$ 0.699	E \$ 0.117	8.00	F \$ 19.42	\$ 22.73	\$ 30.30
Dispatch Clerks, 2 yrs. +	A \$ 15.15	B \$ 3.000	C \$ 0.455	D \$ 0.816	E \$ 0.117	8.00	F \$ 19.54	\$ 22.73	\$ 30.30
Dispatch Clerks, 4 yrs. +	A \$ 15.15	B \$ 3.000	C \$ 0.455	D \$ 1.049	E \$ 0.117	8.00	F \$ 19.77	\$ 22.73	\$ 30.30
Window Dispatch	A \$ 16.75	B \$ 3.000	C \$ 0.503	D \$ 0.773	E \$ 0.129	8.00	F \$ 21.15	\$ 25.13	\$ 33.50
Window Dispatch, 2 yrs. +	A \$ 16.75	B \$ 3.000	C \$ 0.503	D \$ 0.902	E \$ 0.129	8.00	F \$ 21.28	\$ 25.13	\$ 33.50
Window Dispatch, 4 yrs. +	A \$ 16.75	B \$ 3.000	C \$ 0.503	D \$ 1.160	E \$ 0.129	8.00	F \$ 21.54	\$ 25.13	\$ 33.50
Dispatch, up to 2 yrs.	A \$ 20.00	B \$ 3.000	C \$ 0.600	D \$ 0.923	E \$ 0.154	8.00	F \$ 24.68	\$ 30.00	\$ 40.00
Dispatch, 2 - 3 yrs.	A \$ 20.00	B \$ 3.000	C \$ 0.600	D \$ 1.077	E \$ 0.154	8.00	F \$ 24.83	\$ 30.00	\$ 40.00

2372

Summary of : San Francisco SF Access Paratransit Service

Level	Basic Hourly Rate	Health and Welfare	401 K Contrib.	D Paid Time Off (Includes Sick Leave/Accrual)	E Holidays	Hours	F Wage and Benefit Hourly Rate Estimate	1.5 X	2x
Category	EMPLOYER PAYMENTS						STRAIGHT-TIME	OVERTIME	
Operations Division By Classification									
Dispatch, 3 - 4 yrs.	A \$ 22.00	B \$ 3.000	C \$ 0.660	D \$ 1.185	E \$ 0.169	8.00	F \$ 27.01	\$ 33.00	\$ 44.00
Dispatch, 4 yrs. +	A \$ 22.00	B \$ 3.000	C \$ 0.660	D \$ 1.523	E \$ 0.169	8.00	F \$ 27.35	\$ 33.00	\$ 44.00
Utility, up to 2 yrs.	A \$ 18.75	B \$ 3.000	C \$ 0.563	D \$ 0.865	E \$ 0.144	8.00	F \$ 23.32	\$ 28.13	\$ 37.50
Utility 2 - 4 yrs.	A \$ 18.75	B \$ 3.000	C \$ 0.563	D \$ 1.010	E \$ 0.144	8.00	F \$ 23.47	\$ 28.13	\$ 37.50
Utility, 4 yrs. +	A \$ 18.75	B \$ 3.000	C \$ 0.563	D \$ 1.298	E \$ 0.144	8.00	F \$ 23.75	\$ 28.13	\$ 37.50
Payroll, up to 2 yrs.	A \$ 18.00	B \$ 3.000	C \$ 0.540	D \$ 0.831	E \$ 0.138	8.00	F \$ 22.51	\$ 27.00	\$ 36.00
Payroll, 2 - 4 yrs.	A \$ 18.00	B \$ 3.000	C \$ 0.540	D \$ 0.969	E \$ 0.138	8.00	F \$ 22.65	\$ 27.00	\$ 36.00
Payroll, 4 yrs. +	A \$ 18.00	B \$ 3.000	C \$ 0.540	D \$ 1.246	E \$ 0.138	8.00	F \$ 22.92	\$ 27.00	\$ 36.00

This chart is a summary of the hourly wage rate and fringe benefits, effective July 1, 2016, required by the Collective Bargaining Agreements between Transdev, the San Francisco Paratransit operations provider prior to this date and Teamsters Local # 853, Drivers and Aides and Non-Drivers. **The chart does NOT include all the information contained in the Collective Bargaining Agreement.** Please refer to the **Paratransit SF Access Wage and Benefits Final** for complete information on wages and fringe benefits.

A. The hourly amounts reflect the July 1, 2016 rates per the CBAs. The CBAs include periodic increases in the hourly wage amounts and several positions include additional seniority progression through the remaining period of the CBA. See the Wage sections of the individual CBAs for details.

B. The Health and Welfare amounts listed is the maximum hourly value of the employer contribution specified in the CBAs for the effective date. The CBAs include increased employer contribution through the remainder of the agreements. This is paid directly toward benefits and is not paid as additional wages. For those not electing benefits a monthly contribution, a contribution, per the Healthy San Francisco provisions, is made. See appropriate Health and Benefit sections of the individual CBAs for details.

C. The 401 K contribution reflects the hourly value of the maximum employer match based upon full-time wages. The employer match is a .5% contribution up to a 3% match to an employee's 6% contribution. The amount of actual contribution will fluctuate. The contribution is not paid as additional wages. See 401 K Section of the individual CBAs for details.

D. Paid Time Off amounts reflect the hourly value based upon the number of hours/days provided per the CBAs. The CBAs include periodic increases in the number of days paid as time off through the remaining term. See the Paid Time Off sections of the individual CBAs for details. Paid Time Off is not paid as additional hourly wages, and varies from 12 days annually up to 25 days annually at the end of the CBA term for employees of designated seniority.

E. The Holidays amounts reflect the hourly value of the paid holiday provisions. The CBAs include periodic increases in the annual holiday allotment through the remainder of its term. See the Holiday sections of the individual CBAs. Holiday pay is not added to hourly wages.

2373

Summary of : San Francisco SF Access Paratransit Service

Level	Basic Hourly Rate	Health and Welfare	401 K Contrib.	D Paid Time Off (Includes Sick Leave Accrual)	E Holidays	Hours	F Wage and Benefit Hourly Rate Estimate	1.5 X	2x
Category	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME	
Operations Division									
By Classification									
<p>F. Full time shifts are either 8 hour shifts or 10 hour shifts, at the discretion of the Employer and overtime is based upon working over 8 hours daily for those with 8 hour shifts or over 10 hours daily for those working four 10 hour shifts (or over 40 hours in any given work week). Double-time is paid for hours worked over 12 in any given day.</p>									

SAN FRANCISCO
MUNICIPAL TRANSPORTATION AGENCY
BOARD OF DIRECTORS

RESOLUTION No. 15-133

WHEREAS, The SFMTA provides approximately 800,000 paratransit trips per year to persons with disabilities in San Francisco through its contract with a paratransit broker; and,

WHEREAS, Under its contract with the SFMTA, the paratransit broker operates the SF Access program, which provides door-to-door, shared-ride van services for people who are unable to use Muni's accessible buses, trains, and streetcars some or all of the time due to their disability; and,

WHEREAS, The driver, dispatchers and reservationists providing services for the SF Access program are integral to the day-to-day lives and the quality of life of paratransit customers, and the experience and expertise of these employees are invaluable to the program; and,

WHEREAS, Since the current Paratransit Broker Contract will expire on June 30, 2016, the SFMTA is preparing a request for proposals for a new paratransit broker contract; and,

WHEREAS, The SFMTA has prepared an uncodified ordinance, which, if approved by the Board of Supervisors, will authorize the SFMTA to include provisions in a new paratransit broker contract that would require the payment of prevailing wages by the contractor and subcontractors to any driver, dispatcher or reservationist providing SF Access Service, as well as transitional employment and retention for the prior contractor's employees; now, therefore, be it

RESOLVED, That the SFMTA Board of Directors urges the Board of Supervisors to approve an uncodified ordinance authorizing the SFMTA to include provisions that require payment of prevailing wages by the contractor and subcontractors for drivers, dispatchers and reservationists providing services for the San Francisco Access Program, and transitional employment and retention for the prior contractor's employees performing such service, in the next contract it executes for brokerage services for the San Francisco Paratransit Program.

I certify that the foregoing resolution was adopted by the San Francisco Municipal Transportation Agency Board of Directors at its meeting of September 15, 2015.

R. Boomer

Secretary to the Board of Directors
San Francisco Municipal Transportation Agency

Print Form

Introduction Form

By a Member of the Board of Supervisors or the Mayor

Time stamp
or meeting date

I hereby submit the following item for introduction (select only one):

- 1. For reference to Committee. (An Ordinance, Resolution, Motion, or Charter Amendment)
- 2. Request for next printed agenda Without Reference to Committee.
- 3. Request for hearing on a subject matter at Committee.
- 4. Request for letter beginning "Supervisor" inquires"
- 5. City Attorney request.
- 6. Call File No. from Committee.
- 7. Budget Analyst request (attach written motion).
- 8. Substitute Legislation File No.
- 9. Reactivate File No.
- 10. Question(s) submitted for Mayoral Appearance before the BOS on

Please check the appropriate boxes. The proposed legislation should be forwarded to the following:

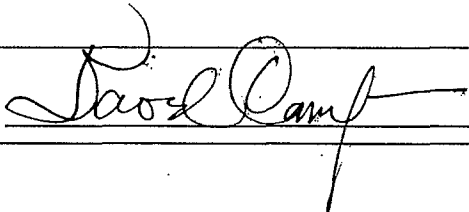
- Small Business Commission Youth Commission Ethics Commission
- Planning Commission Building Inspection Commission

Note: For the Imperative Agenda (a resolution not on the printed agenda), use a Imperative Form.

Sponsor(s):

Subject:

The text is listed below or attached:

Signature of Sponsoring Supervisor: 

For Clerk's Use Only: