

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										
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	

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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.

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<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>									