

San Francisco Administrative Code Section 21C.1 - Motorbus Services

This chart is submitted as the prevailing hourly wage rate and fringe benefits for motor bus service rendered to the general public on any facility owned by the City or the transportation within the City boundaries of commodities owned or in the possession of the City.

Rates effective from 2/3/2023 until superseded.

| Journey Level | EMPLOYER PAYMENTS | | | | E Pension | F STRAIGHT-TIME | | G OVERTIME HOURLY RATE | |
|------------------------------------|------------------------|--------------------|--|--------|-----------|-------------------|---------|------------------------|--|
| | A, B Basic Hourly Rate | C Health & Welfare | D Vacation shown at 5 Years (varies, w/ increases at year 1, 2, 5, 10, and 15) | HOURS | | TOTAL HOURLY RATE | 1.5 X | 2 X | |
| Double Decker Bus | \$32.48 | \$4.70 | \$1.87 | \$4.00 | 8 | \$43.05 | \$59.29 | \$75.53 | |
| Single Decker (52+ passengers) | \$31.29 | \$4.70 | \$1.81 | \$4.00 | 8 | \$41.80 | \$57.45 | \$73.09 | |
| Min Bus (16-51 passengers) | \$27.72 | \$4.70 | \$1.60 | \$4.00 | 8 | \$38.02 | \$51.88 | \$65.74 | |
| Car/Van (15 passengers or smaller) | \$25.34 | \$4.70 | \$1.46 | \$4.00 | 8 | \$35.50 | \$48.17 | \$60.84 | |

21C.1 Table Footnotes

A. Split Shift Premium: For any employee working a split shift the basic hourly rate shall include a 15% premium above the rate shown. A split shift is defined as any shift with an unpaid period of greater than four hours. The basic hourly rate with the split shift premium are: Double Decker Bus - \$37.35; Single Decker - \$35.98; Mini Bus - \$31.88; Car/Van - \$29.14.

B. Holidays: New Years Day, Martin Luther King, Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving, Christmas Eve, Christmas Day, New Years Eve. Additionally, employees receive one floating holiday per year. Work performed on holidays is paid at 1.5 times rate unless the holiday falls on one of the driver's regular days off, in which case the employee, if working that day will be paid double time. Employees who work on a holiday are paid for 8 hours. Employees who don't work on the holiday are paid at straight time for 8 hours, whether or not they are scheduled to work that day. When any of the paid holidays listed fall on a Sunday, and the holiday is celebrated officially on the following Monday, all work performed in excess of eight(8) hours on the holiday shall be paid at the rate of double time and one-half the regular hourly rate of pay.

C. Full time employees (32 hours/week or more) are eligible for Health and Welfare contributions after 90 days of employment if that employee worked 80 hours or more in the prior month. Note that other San Francisco labor laws, such as the Health Care Security Ordinance may also apply. Single employee rate = \$4.70/hr capped at \$815 monthly; Employee +1 rate = \$9.11/hr capped at \$1,579 monthly; Employee +2 rate or more = \$9.71/hr capped at \$1,683 monthly. "Dependent" means dependent as defined in the Internal Revenue Code (26 U.S.C. sec. 152, as amended from time to time).

D. Vacation rates vary with seniority as follows:

| | 1 to 2 years | 2 to 5 years | 5 to 10 Years | 10 to 15 Years | 15 + Years |
|-------------------------|--------------|--------------|---------------|----------------|------------|
| Double Decker Bus | \$0.62 | \$1.25 | \$1.87 | \$2.50 | \$3.12 |
| Single Decker (52+) | \$0.60 | \$1.20 | \$1.81 | \$2.41 | \$3.01 |
| Min Bus (16-51) | \$0.53 | \$1.07 | \$1.60 | \$2.13 | \$2.67 |
| Car/Van (15 or smaller) | \$0.49 | \$0.97 | \$1.46 | \$1.95 | \$2.44 |

E. Contribution is capped at 2080 hours per year.

F. If, during the normal course of business, the employer requires the employees to utilize their personal cell phones for work, the employer shall reimburse \$25.00 per month to employees.

G. 1.5X Overtime = (1.5 * basic hourly rate) + health and welfare + vacation + 401k. 2X Overtime = (2 * basic hourly rate) + health and welfare + vacation + 401k.

The table is based on the Collective Bargaining Agreement between Bauer's Intelligent Transportation, Inc. and Teamsters Local Union No. 665 in effect for signatories through June 30, 2022