

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. It is based on the Collective Bargaining Agreement between Bauer's Intelligent Transportation, Inc. and Teamsters Local Union No. 665 in effect from October 1, 2016 to September 30, 2019.

		EMPLOYER PAYMENTS					STRAIGHT-TIME		G OVERTIME HOURLY RATE				
Journey Level	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)	E	Pension	F	HOURS	TOTAL HOURLY RATE	1.5 X	2 X
Double Decker Bus		\$ 27.25		\$ 4.08		\$ 1.57	\$	1.00	8		\$ 33.90	\$ 47.53	\$ 61.15
Single Decker		\$ 26.25		\$ 4.08		\$ 1.51	\$	1.00	8		\$ 32.85	\$ 45.98	\$ 59.10
Min Bus		\$ 23.25		\$ 4.08		\$ 1.34	\$	1.00	8		\$ 29.67	\$ 41.30	\$ 52.92
Van (15 Pax or Smaller)		\$ 19.25		\$ 4.08		\$ 1.11	\$	1.00	8		\$ 25.44	\$ 35.07	\$ 44.69

Footnotes

A. Newly hired drivers are paid 80% of top rate for 180 days and then 90% until one year of employment; then full rate.

B. All worked performed on holidays up to 8 hours paid at 1.5 times rate; over 8 hours performed on a holiday at 2 times rate. No worked performed on a holiday is paid at straight time. 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.

C. Eligibility begins at 100 hours of service for those that work regular shifts. Single employee rate = \$4.08/hr capped at \$706 monthly; Employee +1 rate = \$7.92/hr capped at \$1,370 monthly; Employee +2 rate or more = \$8.50/hr capped at \$1,471 monthly.

D. Vacation	1 to 2 years	2 to 5 years	5 to 10 Years	10 to 15 Years	15 + Years
Double Decker Bus	\$0.52	\$1.05	\$1.57	\$2.10	\$2.62
Single Decker	\$0.50	\$1.01	\$1.51	\$2.02	\$2.52
Min Bus	\$0.45	\$0.89	\$1.34	\$1.79	\$2.24
Van (15 Pax or Smaller)	\$0.37	\$0.74	\$1.11	\$1.48	\$1.85

E. 401K contribution is capped at 2080 hours per year.

F. If 30 minute lunch break is missed, employee is paid 1 hour straight time. Minimum call of 4 hours unless employee leaves work ill.

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.