



London Breed, Mayor

Gwyneth Borden, Chair  
Amanda Eaken, Vice Chair  
Cheryl Brinkman, Director

Steve Heminger, Director  
Sharon Lai, Director

Jeffrey Tumlin, Director of Transportation

## IMPLEMENTATION AGREEMENT TIMELINE Expert Operator Premium Pay For Payment in 2022

1. The “look back” period for determining the five (5) consecutive fiscal years working in the division will be July 1, 2016, through June 30, 2021.
2. The “look back” period for determining the 1600 hours (revenue service) of driving will be July 1, 2020, through June 30, 2021.
3. The “look back” period for determining the major/minor collisions or incidents will be July 1, 2020, through June 30, 2021.
4. The “look back” period for determining the disciplinary suspensions will be July 1, 2020, through June 30, 2021.
5. Expert Operator Pay will be paid beginning January 22, 2022. Anyone who qualifies after this date will receive retro pay to January 22, 2022.
6. During the period February 22, 2022, through March 22, 2022, Operators who feel they should qualify for Expert Operator Premium Pay but were not on the tentative list will be provided with an online form for the Request to Reconsider from the Union.
7. By March 31, 2022, SFMTA will respond through the Union, to each of the Request to Reconsider Forms that have been completed by the Operators, advising the Operator why their request to reconsider has been granted or denied.
8. If an Operator disagrees with the response from SFMTA regarding to reconsider their qualifying for Expert Operator Pay, the Operator may then discuss the appropriate next step with the Union.
9. ***No Request to Reconsider Forms will be accepted past the March 22, 2022, deadline and there will be no further access to the online Request to Reconsider form. There is no paper form and there will be no substitutes accepted for the 2022 pay year. If an Operator contacts SFMTA after the deadline inquiring about their Expert Operator Pay, they will be referred back to the Union.***
10. If the Request to Reconsider process has not been resolved by March 31, 2022, the SFMTA will continue to work on resolving the issue past the March 31, 2022, deadline.



11. The timeline for implementing the Expert Operator Pay will be as follows:

- January 20, 2022: Employee & Labor Relations provided the Union with a final list of Operators who qualify for Expert Operator Premium Pay.
- January 27, 2022: Employee & Labor Relations recalculated the Expert Operator Premium Pay and provided the Union with additional list of Operators who qualified for the Expert Operator Premium Pay.
- February 22, 2022, through March 22, 2022: Operators will submit an online Request for Reconsideration Form that they complete challenging their status on the Expert Operator Premium Pay list.
- March 22, 2022: No online submissions forms will be accepted by the SFMTA after the March 21, 2022, deadline. The online link will no longer be accessible. Any inquiries to the SFMTA regarding the Expert Operator Premium Pay will be referred to the Union.
- March 31, 2022: This is the last day for resolving Expert Operator Pay issues.
- April 8, 2022: Responses to the Request for Reconsideration will be emailed to the Union by this due date.

For San Francisco Municipal  
Transportation Agency:

for Transport Workers' Union  
Local 250-A (9163)

Romika Williams February 22, 2022  
Romika Williams on behalf of  
Kimberly Ackerman Date  
HR Chief of Staff

Roger Marengo February 23, 2022  
Roger Marengo Date  
President

Christine Cayabyab February 22, 2022  
Christine Cayabyab Date  
Acting Labor Relations Manager, ELR

Michael Dennis February 23, 2022  
Michael Dennis Date  
Secretary Treasurer