

Labor and Employment Code Article 102.7 - Motorbus Services (21C.1)

As of January 4, 2024, the San Francisco Administrative Code Section 21C will be known as the San Francisco Labor and Employment Code Article 102.

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 January 19, 2024 until June 30, 2024

Journey Level	EMPLOYER PAYMENTS				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)	E Pension	HOURS	TOTAL HOURLY RATE	1.5 X	2 X
Double Decker Bus	\$35.08	\$4.80	\$2.02	\$4.00	8	\$45.90	\$63.44	\$80.98
Single Decker (52+ passengers)	\$33.79	\$4.80	\$1.95	\$4.00	8	\$44.53	\$61.43	\$78.32
Min Bus (16-51 passengers)	\$29.94	\$4.80	\$1.73	\$4.00	8	\$40.46	\$55.43	\$70.40
Car/Van (15 passengers or smaller)	\$27.37	\$4.80	\$1.58	\$4.00	8	\$37.74	\$51.43	\$65.11

102.7 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 one hour. The basic hourly rate with the split shift premium are: Double Decker Bus - \$40.34; Single Decker - \$38.86; Mini Bus - \$34.43; Car/Van - \$31.47.

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. All employees shall be eligible for Health and Welfare contributions after working 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 = \$4.80/hr capped at \$831 monthly; Employee +1 rate = \$9.29/hr capped at \$1,610 monthly; Employee +2 rate or more = \$9.90/hr capped at \$1,715 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	\$0.67	\$1.35	\$2.02	\$2.70	\$3.37
Single Decker (52+)	\$0.65	\$1.30	\$1.95	\$2.60	\$3.25
Min Bus (16-51)	\$0.58	\$1.15	\$1.73	\$2.30	\$2.88
Car/Van (15 or smaller)	\$0.53	\$1.05	\$1.58	\$2.11	\$2.63

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. All work over 8 hours in one day or 40 hours in one week is paid at 1.5X rate. All work over 12 hours in one day is paid at 2X rate.

The table is based on the Collective Bargaining Agreement between LOOP TRANSPORTATION, INC.; WEDRIVEU, INC. ; STORER TRANSIT SYSTEMS, AND MOSAIC GLOBAL TRANSPORTATION and Teamsters Local Union No. 853 in effect for signatories through June 30, 2027

Labor and Employment Code Article 102.7 - 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 July 1, 2024 to June 30, 2025.

Journey Level	EMPLOYER PAYMENTS				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)	E Pension	HOURS	TOTAL HOURLY RATE	1.5 X	2 X
Double Decker Bus	\$36.22	\$4.80	\$2.09	\$4.00	8	\$47.10	\$65.21	\$83.32
Single Decker (52+ passengers)	\$34.89	\$4.80	\$2.01	\$4.00	8	\$45.70	\$63.15	\$80.59
Min Bus (16-51 passengers)	\$30.91	\$4.80	\$1.78	\$4.00	8	\$41.49	\$56.95	\$72.40
Car/Van (15 passengers or smaller)	\$28.26	\$4.80	\$1.63	\$4.00	8	\$38.69	\$52.82	\$66.95

102.7 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 one hour. The basic hourly rate with the split shift premium are: Double Decker Bus - \$41.65; Single Decker - \$40.13; Mini Bus - \$35.55; Car/Van - \$32.50.

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. Subject to change. All employees shall be eligible for Health and Welfare contributions after working 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 = \$4.80/hr capped at \$831 monthly; Employee +1 rate = \$9.29/hr capped at \$1,610 monthly; Employee +2 rate or more = \$9.90/hr capped at \$1,715 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	\$0.70	\$1.39	\$2.09	\$2.79	\$3.48
Single Decker (52+)	\$0.67	\$1.34	\$2.01	\$2.68	\$3.35
Min Bus (16-51)	\$0.59	\$1.19	\$1.78	\$2.38	\$2.97
Car/Van (15 or smaller)	\$0.54	\$1.09	\$1.63	\$2.17	\$2.72

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. All work over 8 hours in one day or 40 hours in one week is paid at 1.5X rate. All work over 12 hours in one day is paid at 2X rate.

The table is based on the Collective Bargaining Agreement between LOOP TRANSPORTATION, INC.; WEDRIVEU, INC. ; STORER TRANSIT SYSTEMS, AND MOSAIC GLOBAL TRANSPORTATION and Teamsters Local Union No. 853 in effect for signatories through June 30, 2027

Labor and Employment Code Article 102.7 - 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 July 1, 2025 to June 30, 2026

Journey Level	EMPLOYER PAYMENTS				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)	E Pension	HOURS	TOTAL HOURLY RATE	1.5 X	2 X
Double Decker Bus	\$37.40	\$4.80	\$2.16	\$4.00	8	\$48.35	\$67.05	\$85.75
Single Decker (52+ passengers)	\$36.03	\$4.80	\$2.08	\$4.00	8	\$46.90	\$64.92	\$82.93
Min Bus (16-51 passengers)	\$31.92	\$4.80	\$1.84	\$4.00	8	\$42.56	\$58.52	\$74.48
Car/Van (15 passengers or smaller)	\$29.17	\$4.80	\$1.68	\$4.00	8	\$39.65	\$54.24	\$68.82

102.7 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 one hour. The basic hourly rate with the split shift premium are: Double Decker Bus - \$43.00; Single Decker - \$41.43; Mini Bus - \$36.70; Car/Van - \$33.55.

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. Subject to change. All employees shall be eligible for Health and Welfare contributions after working 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 = \$4.80/hr capped at \$831 monthly; Employee +1 rate = \$9.29/hr capped at \$1,610 monthly; Employee +2 rate or more = \$9.90/hr capped at \$1,715 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	\$0.72	\$1.44	\$2.16	\$2.88	\$3.60
Single Decker (52+)	\$0.69	\$1.39	\$2.08	\$2.77	\$3.46
Min Bus (16-51)	\$0.61	\$1.23	\$1.84	\$2.46	\$3.07
Car/Van (15 or smaller)	\$0.56	\$1.12	\$1.68	\$2.24	\$2.80

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. All work over 8 hours in one day or 40 hours in one week is paid at 1.5X rate. All work over 12 hours in one day is paid at 2X rate.

The table is based on the Collective Bargaining Agreement between LOOP TRANSPORTATION, INC.; WEDRIVEU, INC. ; STORER TRANSIT SYSTEMS, AND MOSAIC GLOBAL TRANSPORATION and Teamsters Local Union No. 853 in effect for signatories through June 30, 2027

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Rates effective from July 1, 2026 until superseded.

Journey Level	A, B Basic Hourly Rate	EMPLOYER PAYMENTS			E Pension	F STRAIGHT-TIME		G OVERTIME HOURLY RATE	
		C Health & Welfare	D (varies, w/ increases at year 1, 2, 5, 10, and 15)	Vacation shown at 5 Years		HOURS	TOTAL HOURLY RATE	1.5 X	2 X
Double Decker Bus	\$38.61	\$4.80	\$2.23	\$4.00	8	\$49.63	\$68.94	\$88.24	
Single Decker (52+ passengers)	\$37.20	\$4.80	\$2.15	\$4.00	8	\$48.14	\$66.74	\$85.34	
Min Bus (16-51 passengers)	\$32.95	\$4.80	\$1.90	\$4.00	8	\$43.65	\$60.13	\$76.60	
Car/Van (15 passengers or smaller)	\$30.12	\$4.80	\$1.74	\$4.00	8	\$40.65	\$55.71	\$70.77	

102.7 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 one hour. The basic hourly rate with the split shift premium are: Double Decker Bus - \$44.40; Single Decker - \$42.78; Mini Bus - \$37.90; Car/Van - \$34.64.

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.

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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	\$0.74	\$1.49	\$2.23	\$2.97	\$3.71
Single Decker (52+)	\$0.72	\$1.43	\$2.15	\$2.86	\$3.58
Min Bus (16-51)	\$0.63	\$1.27	\$1.90	\$2.53	\$3.17
Car/Van (15 or smaller)	\$0.58	\$1.16	\$1.74	\$2.32	\$2.90

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. All work over 8 hours in one day or 40 hours in one week is paid at 1.5X rate. All work over 12 hours in one day is paid at 2X rate.

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