

Effective June 13, 2019

UTU Fixed Route Class Title	Step 1	Step 1 LL	Step 2	Step 2 LL	Step 2 L	Step 2 LL	Step 3	Step 3 LL	Step 3 L	Step 3 LL	Step 4	Step 4 LL	Step 4 L	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 6	Step 6 LL	Step 6 L	Step 6 LL	Step 7	Step 7 L	Step 7 LL	Step 7 L	Step 7 LL	Step 8	Step 8 L	Step 8 LL	Step 8 L	Step 8 LL	Step 9	Step 9 L	Step 9 LL	Step 9 L	Step 9 LL	
Bus Operator (L = 10 Years Longevity (5%), LL = 15 Years Longevity (5%-15%))	15.98	16.78	17.58	18.44	19.36	20.28	21.93	23.03	24.13	25.66	26.77	28.01	29.25	30.39	31.97	33.52	35.05	36.52	38.08	39.63	41.18	42.73	44.28	45.83	47.38	48.93	50.48	52.03	53.58	55.13	56.68	58.23	59.78	61.33	62.88	64.43	65.98

**Article 5.04 Longevity Bonus**  
 Effective June 21, 2012, and thereafter, Metro shall compensate employees with ten (10) years of continuous service with an additional 5% of the base salary.  
 Effective December 20, 2012, and thereafter, Metro shall compensate employees with fifteen (15) years of continuous service with an additional 5% of the base salary."

**Calculation Method:**  
 Step 1: Calculate 5% of the Base (Base Step x 0.05)  
 Step 2: Base Step + 5% of the Base (as calculated in Step 1) to calculate L (10 Years)  
 Step 3: Base Step + 7 x 5% of the Base (as calculated in Step 1) to calculate LL (15 Years)  
**Example:**  
 Step 1: Base Rate = \$30.52 x 5% of the Base Rate = \$30.52 x 0.05 = \$1.53  
 Step 2: \$30.52 + \$1.53 = \$32.05 (L)  
 Step 3: \$30.52 + 7 x \$1.53 = \$33.58 (LL)

Article 5.02 Operator Base Wage Rate of Pay  
 Agree to pay scales as provided above.

Alex Cliford, CEO/General Manager, Santa Cruz METRO

Eduardo Montesino, UTU Fixed Route & Paratransit

Date 6/24/19

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