Effective June 14, 2018

	Step 1	Step 1 L	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	Step 4 L	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 6	Step 6 L	Step 6 LL
VMU SALARY SCHEDULE																		
BODY REPAIR MECHANIC	25.29	26.55	27.81	26.55	27.88	29.21	27.88	29.27	30.66	29.27	30.73	32.19	30.73	32.27	33.81	32.27	33.88	35.49
ELECTRONIC TECHNICIAN	26.58	27.91	29.24	27.91	29.31	30.71	29.31	30.78	32.25	30.78	32.32	33.86	32.32	33.94	35.56	33.94	35.64	37.34
FM LEAD MECHANIC	27.91	29.31	30.71	29.31	30.76	32.25	30.78	32.32	33.86	32.32	33.94	35.56	33.94	35.64	37.34	35.64	37.42	39.20
FM MECHANIC I	24.10	25.31	26.52	25.31	26.58	27.85	26.58	27.91	29.24	27.91	29.31	30.71	29.31	30.78	32.25	30.78	32.32	33.86
FM MECHANIC II	25.31	26.58	27.85	26.58	27.91	29.24	27.91	29.31	30.71	29.31	30.78	32.25	30.78	32.32	33.86	32.32	33.94	35.56
FM MECHANIC III	26.58	27.91	29.24	27.91	29.31	30.71	29.31	30.78	32.25	30.78	32.32	33.86	32.32	33.94	35.56	33.94	35.64	37.34
LEAD PARTS CLERK-FM	25.04	26.29	27.54	26.29	27.60	28.91	27.60	28.98	30.36	28.98	30.43	31.88	30.43	31.95	33.47	31.95	33.55	35.15
PARTS CLERK	20.15	21.16	22.17	21.16	22.22	23.28	22.22	23.33	24.44	23.33	24.50	25.67	24.50	25.73	26.96	25.73	27.02	28.31
RECEIVING PARTS CLERK	20.15	21.16	22.17	21.16	22.22	23.28	22.22	23.33	24.44	23.33	24.50	25.67	24.50	25.73	26.96	25.73	27.02	28.31
UPHOLSTERER I	21.73	22.82	23.91	22.82	23.96	25.10	23.96	25.16	26.36	25.16	26.42	27.68	26.42	27.74	29.06	27.74	29.13	30.52
UPHOLSTERER II	22.82	23.96	25.10	23.96	25.16	26.36	25.16	26.42	27.68	26.42	27.74	29.05	27.74	29.13	30.52	29.13	30.59	32.05

L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)

Article 10.2 Longevity

"METRO shall compensate an employee with longevity increments as follows:

5% of the base salary after ten (10) years of continuous service.

An additional 5% of the base salary after fifteen (15) years of continuous service."

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 + 2 x 5% of the Base (as calculated in Step 1) to calculate LL (15 Years)

Example:

Step 1: Base Rate = $32.27; 5% of the Base Rate = $32.27 x 0.05 = $1.61

Step 2: $32.27 + $1.61 = $33.88 (6L)

Step 3: $32.27 + $1.61 + $1.61 = $35.49 (6LL)

Tentative Agreement

Date 5/19/17

Article 10.1 Pay Rates

Agree to pay scales as provided above.

Alex Clifford, CEO/General Manager, Santa Cruz METRO

Antonio Castillo, President, VMU Chapter