

Effective June 15, 2017

	Step 1	Step 1 LL	Step 2	Step 2 LL	Step 3	Step 3 LL	Step 4	Step 4 LL	Step 5	Step 5 LL	Step 6	Step 6 LL
VMU SALARY SCHEDULE												
BODY REPAIR MECHANIC	25.29	26.55	27.81	26.55	27.88	29.27	30.66	32.19	30.73	32.27	33.81	35.49
ELECTRONIC TECHNICIAN	31.06	32.61	34.16	32.61	34.24	35.87	37.66	39.55	37.75	39.64	41.53	43.60
FM LEAD MECHANIC	29.46	30.93	32.40	30.93	32.48	34.03	35.72	37.52	35.81	37.60	39.39	41.36
FM MECHANIC I	24.10	25.31	26.52	25.31	26.58	27.85	29.24	30.71	29.31	30.78	32.25	33.86
FM MECHANIC II	26.34	27.66	28.98	27.66	29.04	30.42	31.94	33.53	32.01	33.61	35.21	36.97
FM MECHANIC III	28.31	29.73	31.15	29.73	31.22	32.78	34.34	36.06	34.42	36.14	37.86	39.76
LEAD PARTS CLERK-FM	25.04	26.29	27.54	26.29	27.60	28.91	30.36	31.88	30.43	31.95	33.47	35.15
PARTS CLERK	20.15	21.16	22.17	21.16	22.22	23.28	24.44	25.67	24.50	25.73	26.96	28.31
RECEIVING PARTS CLERK	20.15	21.16	22.17	21.16	22.22	23.33	24.44	25.67	24.50	25.73	26.96	28.31
UPHOLSTERER I	21.73	22.82	23.91	22.82	23.96	25.10	26.36	27.68	26.42	27.74	29.06	30.52
UPHOLSTERER II	22.82	23.96	25.10	23.96	25.16	26.36	27.68	29.06	27.74	29.13	30.52	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 LL (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)



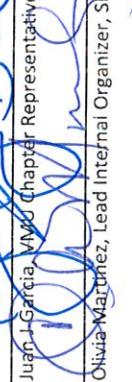
(Updated as of 01/10/2018)

Attachment B

Agreement

Article 10.1 Pay Rates

Agree to pay scales as provided above

Alex Clifford, CEO/General Manager, Santa Cruz METRO

 Juan L Garcia, VMU Chapter Representative

 Olivia Martinez, Lead Internal Organizer, SEIU Local 521


Date 1/26/18

Effective June 14, 2018

	Step 1	Step 1 LL	Step 2	Step 2 L	Step 3	Step 3 LL	Step 4	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	27.88	29.21	27.88	29.27	30.73	32.19	30.73	32.27	33.81	32.27	33.88
ELECTRONIC TECHNICIAN	31.06	32.61	34.16	34.24	35.87	34.24	35.95	37.75	39.55	37.75	39.64	41.53	39.64	43.60
FM LEAD MECHANIC	29.46	30.93	32.40	32.48	34.03	32.48	34.10	35.72	37.52	35.81	37.60	39.39	37.60	41.36
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FM MECHANIC II	26.34	27.66	28.98	29.04	30.42	30.42	30.49	31.94	33.53	32.01	33.61	35.21	33.61	35.29
FM MECHANIC III	28.31	29.73	31.15	31.22	32.71	31.22	32.78	34.34	36.06	34.42	36.14	37.86	36.14	39.76
LEAD PARTS CLERK-FM	25.04	26.29	27.54	26.29	27.60	28.91	27.60	28.98	30.36	30.43	31.88	33.47	31.95	33.55
PARTS CLERK	20.15	21.16	22.17	21.16	22.22	23.28	22.22	23.33	24.44	24.50	25.67	26.96	25.73	27.02
RECEIVING PARTS CLERK	20.15	21.16	22.17	22.22	23.28	23.33	24.44	25.67	26.96	24.50	25.73	26.96	25.73	27.02
UPHOLSTERER I	21.73	22.82	23.91	22.82	23.96	25.10	23.96	25.16	26.36	26.42	27.68	29.06	27.74	29.13
UPHOLSTERER II	22.82	23.96	25.10	23.96	25.16	26.36	25.16	26.42	27.68	27.74	29.06	29.13	30.52	32.05

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- 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)

(Updated as of 01/10/2018)

Attachment C

Agreement

Article 10.1 Pay Rates

Agree to pay scales as provided above.

Date 1/26/18

Alex Clifford, CEO/General Manager, Santa Cruz METRO

Juan J Garcia, VMU Chapter Representative

Olivia Martinez, Lead Internal Organizer, SEIU Local 521