

Attachment C

Effective June 1st, 2018

Class Title	New Hire		Fully Qualified		After 6 Months		Year 1		Year 2		Year 3		Year 4		Year 5		Year 6		L	U	
	Step 1	Step 2	Step 1	Step 2	Step 1	Step 2	Step 1	Step 2	Step 1	Step 2	Step 1	Step 2	Step 1	Step 2	Step 1	Step 2	Step 1	Step 2			
CLERK I	14.26	14.94	14.25	14.96	15.67	14.96	15.71	16.46	15.72	16.51	17.40	16.50	17.43	18.20	19.07	18.20	19.11	20.02	21.03	21.07	22.07
CLERK II	13.87	14.56	15.25	16.56	15.29	16.02	15.29	16.81	16.05	16.85	17.65	16.86	17.70	18.54	19.48	18.54	19.51	20.44	21.48	21.53	22.53
CLERK III	14.35	15.07	15.79	16.57	15.82	16.57	16.51	17.40	16.62	17.65	18.28	17.45	18.32	19.23	20.16	19.23	20.19	21.15	22.12	22.17	23.13
DISPATCHER/CDOR	14.96	15.71	16.46	17.30	16.50	17.33	18.20	19.07	18.20	19.11	20.02	19.19	20.02	21.03	20.07	21.03	21.07	22.07	23.08	23.13	24.13
DISPATCHER	14.35	15.07	15.79	16.57	15.82	16.57	16.51	17.40	16.62	17.65	18.28	17.45	18.32	19.23	20.16	19.23	20.19	21.15	22.12	22.17	23.13
MECHANIC I	14.24	14.95	15.66	16.45	15.70	16.45	16.49	17.28	16.48	17.30	18.12	17.31	18.18	19.09	20.00	19.09	20.04	20.99	21.95	21.99	22.99
MECHANIC II	14.35	15.07	15.79	16.57	15.82	16.57	16.51	17.40	16.62	17.65	18.28	17.45	18.32	19.23	20.16	19.23	20.19	21.15	22.12	22.17	23.13
RESERVATIONIST	13.58	14.26	14.94	15.67	14.96	15.71	16.45	15.72	16.51	17.30	16.50	17.33	18.16	19.07	18.20	19.07	19.11	20.02	21.03	21.07	22.07
RESERVATIONIST/SCHED COOR	17.38	18.25	19.12	19.16	20.07	19.17	20.13	21.09	20.12	21.13	22.14	21.13	22.19	23.25	22.20	23.31	24.48	25.65	26.81	26.86	27.94
SAFETY/ID RSP COOR	14.24	14.95	15.66	16.45	15.70	16.45	16.49	17.28	16.48	17.30	18.12	17.31	18.18	19.09	20.00	19.09	20.04	20.99	21.95	21.99	22.99
VAN OPERATOR	14.24	14.95	15.66	16.45	15.70	16.45	16.49	17.28	16.48	17.30	18.12	17.31	18.18	19.09	20.00	19.09	20.04	20.99	21.95	21.99	22.99
PAMATHANIST SUPERVISOR	19.17	20.13	21.09	20.12	21.13	22.14	23.25	22.20	23.31	24.42	25.65	24.42	25.65	26.81	28.24	26.81	28.24	29.68	31.05	31.05	32.42
L = 10 Years Longevity (5%); U = 15 Years Longevity (5%+5%)																					

Article 5.04 Longevity Bonus

Effective June 21, 2012, and thereafter, Metro shall compensate employees with ten (10) years of continuous service with a 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 + 2 x 5% of the Base (as calculated in Step 1) to calculate U (15 Years)

Example:

- Step 1: Base Rate = \$20.07; 5% of the Base Rate = \$21.06 x 0.05 = \$1.00
- Step 2: \$20.07 + \$1.00 = \$21.07 (9L)
- Step 3: \$20.07 + 2 x \$1.00 = \$22.07 (9U)

Date 6/24/18

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


Alex Clifford, CEO/General Manager, Santa Cruz METRO

Eduardo Montessino, UTU Fixed Route & Paratransit