

# Attachment B

Effective June 15, 2017

Class Title	New Hire		Fully Qualified		After 6 Months		Year 1		Year 2		Year 3		Year 4		Year 5		Year 6		L	
	Step 1 L	Step 1 U	Step 2 L	Step 2 U	Step 3 L	Step 3 U	Step 4 L	Step 4 U	Step 5 L	Step 5 U	Step 6 L	Step 6 U	Step 7 L	Step 7 U	Step 8 L	Step 8 U	Step 9 L	Step 9 U		
CLERK I	13.58	14.26	14.96	15.67	14.96	15.71	16.46	17.20	16.50	17.33	18.20	19.07	18.20	19.11	20.07	19.11	20.07	21.03	20.07	22.07
CLERK II	13.87	14.56	15.25	15.96	15.29	16.02	16.75	17.48	16.86	17.70	18.59	19.48	18.58	19.51	20.44	19.52	20.46	21.48	20.46	21.51
CLERK III	14.35	15.07	15.79	16.52	15.82	16.61	17.40	18.28	17.65	18.52	19.44	20.35	19.23	20.19	21.15	20.20	21.21	22.27	21.21	22.33
DISPATCHER/SCHEDLER	14.96	15.71	16.46	17.23	16.50	17.33	18.16	19.07	18.20	19.11	20.07	21.03	20.07	21.07	22.07	21.08	22.13	23.18	22.13	23.24
DISPATCHER	14.35	15.07	15.79	16.52	15.82	16.61	17.40	18.28	17.65	18.52	19.44	20.35	19.23	20.19	21.15	20.20	21.21	22.27	21.21	23.33
MECHANIC I	14.24	14.95	15.66	16.45	15.70	16.49	17.28	18.12	17.31	18.18	19.09	20.00	19.09	20.04	20.99	20.05	21.05	22.05	21.04	22.09
MECHANIC II	14.35	15.07	15.79	16.52	15.82	16.61	17.40	18.28	17.65	18.52	19.44	20.35	19.23	20.19	21.15	20.20	21.21	22.27	21.21	23.33
RESERVATIONIST	13.58	14.26	14.96	15.67	14.96	15.71	16.46	17.20	16.50	17.33	18.20	19.07	18.20	19.11	20.07	19.11	20.07	21.03	20.07	21.07
RESERVATIONIST/SCHED COOR	17.38	18.25	19.12	20.07	19.17	20.33	21.09	22.14	21.13	22.19	23.25	22.20	23.31	24.48	25.65	24.47	25.69	26.91	25.68	28.24
SAFETY/HD RSP COOR	17.38	18.25	19.12	20.07	19.17	20.33	21.09	22.14	21.13	22.19	23.25	22.20	23.31	24.48	25.65	24.47	25.69	26.91	25.68	28.24
VAN OPERATOR	14.24	14.95	15.66	16.45	15.70	16.49	17.28	18.12	17.31	18.18	19.09	20.00	19.09	20.04	20.99	20.05	21.05	22.05	21.04	22.09
PAMA TRANSIT SUPERVISOR	19.17	20.13	21.09	22.14	21.13	22.19	23.25	24.42	23.31	24.48	25.69	26.91	25.68	26.96	28.24	26.98	28.33	29.68	28.32	29.74
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 = \$21.46 x 0.05 = \$1.00
- Step 2: \$20.07 + \$1.00 = \$21.07 (91)
- Step 3: \$20.07 + 2 x \$1.00 = \$22.07 (91)

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

Alex Bradford, CO/General Manager, Spectrum METRO

Eduardo Montesino, UTU Fixed Route & Paratour

DATE 6/24/16

# 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	21.43	21.48	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	23.33
DISPATCHER/CDOR	14.96	15.71	16.46	17.30	16.50	17.33	18.20	19.07	18.20	19.11	20.02	19.11	20.02	21.03	20.07	21.03	21.07	22.07	23.08	23.13	24.35
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	23.33
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	23.14
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	23.33
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	18.25	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	28.07
SAFETY/ID RSP COOR	17.38	18.25	19.12	18.25	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	28.07
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	23.14
PARAMANUSI SUPERVISOR	19.17	20.13	21.09	20.12	21.13	22.14	21.13	22.15	23.25	22.20	23.31	24.42	23.31	24.48	25.69	26.91	25.68	26.96	28.24	28.24	29.51
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

Effective June 13, 2019

UTU Paracruz	New Hire	Fully Qualified		After 6 Months		Year 1		Year 2		Year 3		Year 4		Year 5		Year 6		Year 7		Year 8		Year 9		Year 10	
		Step 1 L	Step 1 U	Step 2 L	Step 2 U	Step 3 L	Step 3 U	Step 4 L	Step 4 U	Step 5 L	Step 5 U	Step 6 L	Step 6 U	Step 7 L	Step 7 U	Step 8 L	Step 8 U	Step 9 L	Step 9 U	Step 10 L	Step 10 U	Step 11 L	Step 11 U	Step 12 L	Step 12 U
CLERK I	13.85	14.54	15.23	14.54	15.27	16.00	16.78	16.83	17.63	16.83	17.67	18.51	18.56	19.49	19.49	20.46	21.43	20.47	21.49	22.51	23.51	24.51	25.51	26.51	27.51
CLERK II	14.15	14.85	15.57	14.85	15.59	16.33	17.15	17.19	18.01	17.20	18.05	18.97	19.05	19.95	19.95	20.91	21.91	20.90	21.95	23.00	24.00	25.00	26.00	27.00	28.00
CLERK III	14.64	15.37	16.10	15.37	16.14	16.91	17.76	17.80	18.65	17.80	18.69	19.58	19.61	20.58	20.58	21.63	22.66	21.63	22.71	23.79	24.83	25.87	26.90	27.91	28.91
DISPATCHER/SCHOLAR	15.26	16.02	16.78	16.09	16.83	17.63	18.51	18.56	19.44	18.56	19.49	20.42	20.46	21.43	21.43	22.48	23.56	22.48	23.57	24.68	25.79	26.88	27.95	29.00	30.03
DISPATCHER	14.64	15.37	16.10	15.37	16.14	16.91	17.76	17.80	18.65	17.80	18.69	19.58	19.61	20.58	20.58	21.63	22.66	21.63	22.71	23.79	24.83	25.87	26.90	27.91	28.91
MECHANIC I	14.64	15.37	16.10	15.37	16.14	16.91	17.76	17.80	18.65	17.80	18.69	19.58	19.61	20.58	20.58	21.63	22.66	21.63	22.71	23.79	24.83	25.87	26.90	27.91	28.91
MECHANIC II	14.64	15.37	16.10	15.37	16.14	16.91	17.76	17.80	18.65	17.80	18.69	19.58	19.61	20.58	20.58	21.63	22.66	21.63	22.71	23.79	24.83	25.87	26.90	27.91	28.91
RESERVATIONIST	13.85	14.54	15.23	14.54	15.27	16.00	16.78	16.83	17.63	16.83	17.67	18.51	18.56	19.49	19.49	20.46	21.43	20.47	21.49	22.51	23.51	24.51	25.51	26.51	27.51
RESERVATIONIST / SCHED COOR	17.73	18.62	19.51	18.62	19.55	20.48	21.51	21.55	22.58	21.55	22.63	23.71	23.78	24.97	24.97	26.16	27.36	26.16	27.36	28.61	29.81	31.00	32.20	33.40	34.60
SAFETY/ROD ASP COOR	14.52	15.25	15.98	15.25	16.01	16.77	17.61	17.65	18.49	17.65	18.54	19.42	19.47	20.40	20.44	21.41	22.40	21.41	22.41	23.41	24.41	25.41	26.41	27.41	28.41
VAN OPERATOR	14.52	15.25	15.98	15.25	16.01	16.77	17.61	17.65	18.49	17.65	18.54	19.42	19.47	20.40	20.44	21.41	22.40	21.41	22.41	23.41	24.41	25.41	26.41	27.41	28.41
PARAMOUNT SUPERVISOR	19.55	20.33	21.51	20.32	21.55	22.58	23.71	23.77	24.90	23.78	24.97	26.16	26.21	27.46	27.50	28.81	29.95	28.81	29.95	31.20	32.45	33.70	34.95	36.20	37.45

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 = \$21,46. 5% of the Base Rate = \$21.46 x 0.05 = \$1.07

Step 2 \$21.46 + \$1.07 = \$22.53 (91)

Step 3 \$21.46 + 2 x \$1.07 = \$23.60 (91L)

Date 6/24/16

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

  
Amex Clifford, Chief General Manager, Santa Cruz METRO

Eduardo Montasino, UTU Fixed Route & Paracruz