

Effective June 14, 2018

UTU Fixed Route	Step 1	Step 1 I	Step 1 II	Step 2	Step 2 I	Step 2 II	Step 3	Step 3 I	Step 3 II	Step 4	Step 4 I	Step 4 II	Step 5	Step 5 I	Step 5 II	Step 6	Step 6 I	Step 6 II	Step 7	Step 7 I	Step 7 II	Step 8	Step 8 I	Step 8 II	Step 9	Step 9 I	Step 9 II	
Class Title																												
Bus Operator	15.67	16.65	17.23	18.08	18.98	19.88	21.50	22.58	23.66	22.86	24.00	25.14	24.28	25.49	26.70	25.67	26.95	28.23	27.09	28.44	29.79	28.50	29.93	31.36	29.92	31.42	32.92	

L = 10 Years Longevity (5%), II = 15 Years Longevity (5%-5%)

Article 5.01 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 + 2 x 5% of the Base (as calculated in Step 1) to calculate II (15 Years)

Example:

Step 1: Base Rate = \$29.92; 5% of the Base Rate = \$29.92 x 0.05 = \$1.50
 Step 2: \$29.92 + \$1.50 = \$31.42 (9I)
 Step 3: \$29.92 + 2 x \$1.50 = \$32.92 (9II)

Date 6/24/18

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


 Eduardo Montesino, CEO/General Manager, Santa Cruz METRO

Eduardo Montesino, UTU Fixed Route & Paracruz