

# Attachment B

Effective June 15, 2017

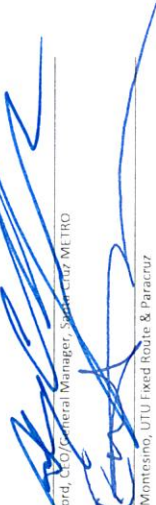
Class Title	New Hire		Fully Qualified		After 6 Months		Year 1		Year 2		Year 3		Year 4		Year 5		Year 6		IL		
	Step 1 U	Step 1 L	Step 2 U	Step 2 L	Step 3 U	Step 3 L	Step 4 U	Step 4 L	Step 5 U	Step 5 L	Step 6 U	Step 6 L	Step 7 U	Step 7 L	Step 8 U	Step 8 L	Step 9 U	Step 9 L	Step 10 U	Step 10 L	
CLERK I	13.58	14.26	14.96	15.67	16.46	17.30	18.16	19.07	19.99	20.94	21.91	22.90	23.91	24.94	25.99	27.07	28.17	29.29	30.43	31.59	32.77
CLERK II	13.87	14.56	15.29	16.02	16.81	17.65	18.52	19.42	20.34	21.29	22.26	23.25	24.26	25.29	26.34	27.41	28.50	29.61	30.74	31.89	33.06
CLERK III	14.35	15.07	15.79	16.57	17.40	18.28	19.19	20.12	21.07	22.04	23.03	24.04	25.07	26.12	27.19	28.28	29.39	30.51	31.65	32.81	33.98
DISPATCHER/SCHEDLER	14.96	15.71	16.46	17.26	18.10	18.97	19.87	20.79	21.73	22.69	23.67	24.67	25.69	26.73	27.79	28.87	29.97	31.09	32.23	33.39	34.56
DISPATCHER	14.35	15.07	15.79	16.57	17.40	18.28	19.19	20.12	21.07	22.04	23.03	24.04	25.07	26.12	27.19	28.28	29.39	30.51	31.65	32.81	33.98
MECHANIC I	14.24	14.95	15.66	16.45	17.28	18.12	18.98	19.87	20.78	21.71	22.66	23.63	24.62	25.63	26.65	27.69	28.75	29.83	30.92	32.03	33.15
MECHANIC II	14.35	15.07	15.79	16.57	17.40	18.28	19.19	20.12	21.07	22.04	23.03	24.04	25.07	26.12	27.19	28.28	29.39	30.51	31.65	32.81	33.98
RESERVATIONIST	13.58	14.26	14.96	15.67	16.46	17.30	18.16	19.07	19.99	20.94	21.91	22.90	23.91	24.94	25.99	27.07	28.17	29.29	30.43	31.59	32.77
RESERVATIONIST / SCHED COOR	17.38	18.25	19.12	19.99	20.87	21.76	22.66	23.57	24.49	25.42	26.37	27.33	28.31	29.30	30.30	31.31	32.33	33.36	34.40	35.45	36.51
SAFETY/HD RSP COOR	17.38	18.25	19.12	19.99	20.87	21.76	22.66	23.57	24.49	25.42	26.37	27.33	28.31	29.30	30.30	31.31	32.33	33.36	34.40	35.45	36.51
VAN OPERATOR	14.24	14.95	15.66	16.45	17.28	18.12	18.98	19.87	20.78	21.71	22.66	23.63	24.62	25.63	26.65	27.69	28.75	29.83	30.92	32.03	33.15
PAMA TRANSIT SUPERVISOR	19.17	20.13	21.09	22.14	23.25	24.42	25.65	26.94	28.28	29.67	31.11	32.60	34.14	35.73	37.37	39.06	40.80	42.59	44.43	46.32	48.26
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)

DATE 6/24/16

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

  
 Eduardo Montesino, UTU Fixed Route & Paratour

Alex Bradford, CO/General Manager, Spectrum METRO