

Effective June 14, 2018

PSA SALARY SCHEDULE	Step 1	Step 1 L	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	Step 4 L	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 6	Step 6 L	Step 6 LL
ASST SAFETY AND TRAINING COORDINATOR	30.29	31.80	33.31	31.79	33.38	34.97	33.38	35.05	36.72	35.04	36.79	38.54	36.80	38.64	40.48	38.64	40.57	42.50
FLT MAINT SUPERVISOR	31.13	32.69	34.25	32.68	34.31	35.94	34.31	36.03	37.75	36.01	37.81	39.61	37.80	39.69	41.58	39.67	41.65	43.63
SAFETY/TRAINING COORDINATOR	31.80	33.39	34.98	33.38	35.05	36.72	35.05	36.80	38.55	36.79	38.61	40.47	38.64	40.57	42.50	40.57	42.60	44.63
SERVICE PLANNING SUPERVISOR	33.50	35.18	36.86	35.20	36.96	38.72	36.99	38.84	40.69	38.85	40.79	42.73	40.78	42.82	44.86	42.83	44.97	47.11
SUPERVISOR OF PARTS & MATERIAL - RM	30.10	31.61	33.12	31.64	33.22	34.80	31.19	34.85	36.51	34.82	36.58	38.30	36.51	38.34	40.17	38.32	40.24	42.16
SUPERVISING ACCOUNTANT	35.97	37.77	39.57	37.77	39.66	41.55	39.66	41.64	43.62	41.64	43.72	45.80	43.72	45.91	48.10	45.91	48.21	50.51
TRANSPORT PLAN SUPV	33.50	35.18	36.86	35.18	36.94	38.70	36.92	38.77	40.62	38.78	40.72	42.66	40.72	42.76	44.80	42.76	44.90	47.09
TRANSIT SUPERVISOR	28.80	30.03	31.46	30.03	31.53	33.03	31.52	33.10	34.68	33.10	34.76	36.42	34.77	36.51	38.25	36.50	38.33	40.15

L = 10 Year's Longevity (5%), LL = 15 Year's Longevity (35%+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 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 = \$38.64; 5% of the Base Rate = \$38.64 x 0.05 = \$1.93

Step 2: \$38.64 + \$1.93 = \$40.57 (L)

Step 3: \$38.64 + \$1.93 + \$1.93 = \$42.50 (LL)

Date 5/18/17

**Tentative Agreement**

**Article 10.1 Pay Rates**

Agree to pay scales as provided above.

Alex Clifford, CEO/General Manager, Santa Cruz METRO

Michael Rios, President, PSA Chapter