

Effective June 15, 2017

| | 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 | |
|-------------------------------------|--------|----------|-----------|--------|----------|-----------|--------|----------|-----------|--------|----------|-----------|--------|----------|-----------|--------|----------|-----------|--|
| SEA SALARY SCHEDULE | | | | | | | | | | | | | | | | | | | |
| ACCESS SERVICES COORDINATOR | 22.22 | 23.33 | 24.44 | 23.34 | 24.51 | 25.68 | 24.50 | 25.73 | 26.96 | 25.68 | 26.96 | 28.24 | 27.03 | 28.38 | 29.73 | 28.36 | 29.78 | 31.20 | |
| ACCOUNTANT I | 29.05 | 30.50 | 31.95 | 30.50 | 32.03 | 33.56 | 32.03 | 33.63 | 35.23 | 33.63 | 35.31 | 36.99 | 35.31 | 37.08 | 38.85 | 37.08 | 38.93 | 40.78 | |
| ACCOUNTANT II | 30.50 | 32.03 | 33.56 | 32.03 | 33.62 | 35.22 | 33.62 | 35.30 | 36.98 | 35.30 | 37.07 | 38.84 | 37.07 | 38.91 | 40.76 | 38.91 | 40.86 | 42.81 | |
| ACCOUNTING CLERK | 19.09 | 20.04 | 20.99 | 20.05 | 21.05 | 22.05 | 21.05 | 22.10 | 23.15 | 22.10 | 23.21 | 24.32 | 23.21 | 24.37 | 25.53 | 24.37 | 25.59 | 26.81 | |
| ACCOUNTING SPECIALIST | 27.91 | 29.31 | 30.71 | 29.30 | 30.77 | 32.24 | 30.77 | 32.31 | 33.85 | 32.31 | 33.93 | 35.55 | 33.93 | 35.63 | 37.33 | 35.62 | 37.40 | 39.18 | |
| ACCOUNTING TECH | 21.71 | 22.80 | 23.89 | 22.79 | 23.93 | 25.07 | 23.93 | 25.13 | 26.33 | 25.12 | 26.38 | 27.64 | 26.38 | 27.70 | 29.02 | 27.69 | 29.07 | 30.45 | |
| ADMIN ASSISTANT | 23.03 | 24.18 | 25.33 | 24.20 | 25.41 | 26.62 | 25.40 | 26.67 | 27.94 | 26.67 | 28.00 | 29.33 | 28.01 | 29.41 | 30.81 | 29.42 | 30.89 | 32.36 | |
| ADMIN ASSISTANT/SUPERVISOR | 24.19 | 25.40 | 26.61 | 25.39 | 26.66 | 27.93 | 26.66 | 27.99 | 29.32 | 28.00 | 29.40 | 30.80 | 29.41 | 30.88 | 32.35 | 30.87 | 32.41 | 33.95 | |
| ADMIN CLERK I | 17.85 | 18.74 | 19.63 | 18.75 | 19.69 | 20.63 | 19.68 | 20.66 | 21.64 | 20.67 | 21.70 | 22.73 | 21.71 | 22.80 | 23.89 | 22.79 | 23.93 | 25.07 | |
| ADMIN SPECIALIST | 24.19 | 25.40 | 26.61 | 25.37 | 26.64 | 27.91 | 26.66 | 27.99 | 29.32 | 28.01 | 29.41 | 30.81 | 29.37 | 30.84 | 32.31 | 30.84 | 32.38 | 33.92 | |
| BENEFITS ADMINISTRATOR | 24.46 | 25.68 | 26.90 | 25.67 | 26.95 | 28.23 | 26.95 | 28.30 | 29.65 | 28.33 | 29.75 | 31.17 | 29.73 | 31.22 | 32.71 | 31.24 | 32.80 | 34.36 | |
| CLAIMS INVESTIGATOR I | 24.24 | 25.45 | 26.66 | 25.41 | 26.68 | 27.95 | 26.71 | 28.05 | 29.39 | 28.03 | 29.43 | 30.83 | 29.49 | 30.96 | 32.43 | 30.96 | 32.51 | 34.06 | |
| CLAIMS INVESTIGATOR II | 26.91 | 28.26 | 29.61 | 28.24 | 29.65 | 31.06 | 29.66 | 31.14 | 32.62 | 31.16 | 32.72 | 34.28 | 32.76 | 34.40 | 36.04 | 34.40 | 36.12 | 37.84 | |
| CUSTODIAL SERVICE WORKER I | 16.97 | 17.82 | 18.67 | 17.79 | 18.68 | 19.57 | 18.65 | 19.58 | 20.51 | 19.57 | 20.55 | 21.53 | 20.53 | 21.56 | 22.59 | 21.56 | 22.64 | 23.72 | |
| CUSTODIAL SERVICE WORKER II | 18.48 | 19.40 | 20.32 | 19.42 | 20.39 | 21.36 | 20.39 | 21.41 | 22.43 | 21.39 | 22.46 | 23.53 | 22.42 | 23.54 | 24.66 | 23.54 | 24.72 | 25.90 | |
| CUSTOMER SERVICE COORDINATOR | 22.51 | 23.64 | 24.77 | 23.65 | 24.83 | 26.01 | 24.83 | 26.07 | 27.31 | 26.00 | 27.30 | 28.60 | 27.35 | 28.72 | 30.09 | 28.68 | 30.11 | 31.54 | |
| CUSTOMER SERVICE REP | 18.75 | 19.69 | 20.63 | 19.67 | 20.65 | 21.63 | 20.64 | 21.67 | 22.70 | 21.63 | 22.71 | 23.79 | 22.71 | 23.85 | 24.99 | 23.85 | 25.04 | 26.23 | |
| FAC 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 | |
| FAC MAINT WKR I | 19.01 | 19.96 | 20.91 | 19.97 | 20.97 | 21.97 | 20.92 | 21.97 | 23.02 | 21.94 | 23.04 | 24.14 | 23.02 | 24.17 | 25.32 | 24.16 | 25.37 | 26.58 | |
| FAC MAINT WKR II | 22.22 | 23.33 | 24.44 | 23.33 | 24.50 | 25.67 | 24.48 | 25.70 | 26.92 | 25.67 | 26.95 | 28.23 | 26.94 | 28.29 | 29.64 | 28.27 | 29.68 | 31.09 | |
| FINANCIAL ANALYST | 34.35 | 36.07 | 37.79 | 36.07 | 37.87 | 39.67 | 37.87 | 39.76 | 41.65 | 39.77 | 41.76 | 43.75 | 41.76 | 43.85 | 45.94 | 43.85 | 46.04 | 48.23 | |
| GRANTS/LEGISLATIVE ANALYST | 32.04 | 33.64 | 35.24 | 33.67 | 35.35 | 37.03 | 35.34 | 37.11 | 38.88 | 37.08 | 38.93 | 40.78 | 38.95 | 40.90 | 42.85 | 40.91 | 42.96 | 45.01 | |
| HR CLERK | 21.77 | 22.86 | 23.95 | 22.91 | 24.06 | 25.21 | 24.03 | 25.23 | 26.43 | 25.28 | 26.54 | 27.80 | 26.50 | 27.83 | 29.16 | 27.84 | 29.23 | 30.62 | |
| HR GENERALIST | 27.80 | 29.19 | 30.58 | 29.14 | 30.60 | 32.06 | 30.64 | 32.17 | 33.70 | 32.17 | 33.78 | 35.39 | 33.80 | 35.49 | 37.18 | 35.50 | 37.28 | 39.06 | |
| HR SPECIALIST | 23.34 | 24.51 | 25.68 | 24.50 | 25.73 | 26.96 | 25.68 | 26.96 | 28.24 | 27.03 | 28.38 | 29.73 | 28.36 | 29.78 | 31.20 | 29.79 | 31.28 | 32.77 | |
| IT TECH | 22.97 | 24.12 | 25.27 | 24.10 | 25.31 | 26.52 | 25.32 | 26.59 | 27.86 | 26.58 | 27.91 | 29.24 | 27.95 | 29.35 | 30.75 | 29.30 | 30.77 | 32.24 | |
| JR. TRANS PLANNER | 23.87 | 25.06 | 26.25 | 25.05 | 26.30 | 27.55 | 26.34 | 27.66 | 28.98 | 27.63 | 29.01 | 30.39 | 29.03 | 30.48 | 31.93 | 30.47 | 31.99 | 33.51 | |
| LEAD CUSTODIAN | 20.88 | 21.92 | 22.96 | 21.94 | 23.04 | 24.14 | 23.02 | 24.17 | 25.32 | 24.19 | 25.40 | 26.61 | 25.37 | 26.64 | 27.91 | 26.64 | 27.97 | 29.30 | |
| LEGAL SECRETARY | 21.77 | 22.86 | 23.95 | 22.91 | 24.06 | 25.21 | 24.03 | 25.23 | 26.43 | 25.28 | 26.54 | 27.80 | 26.50 | 27.83 | 29.16 | 27.84 | 29.23 | 30.62 | |
| PARALEGAL | 26.91 | 28.26 | 29.61 | 28.24 | 29.65 | 31.06 | 29.66 | 31.14 | 32.62 | 31.16 | 32.72 | 34.28 | 32.76 | 34.40 | 36.04 | 34.40 | 36.12 | 37.84 | |
| PARATRANSIT ELIGIBILITY COORDINATOR | 26.91 | 28.26 | 29.61 | 28.24 | 29.65 | 31.06 | 29.66 | 31.14 | 32.62 | 31.16 | 32.72 | 34.28 | 32.76 | 34.40 | 36.04 | 34.40 | 36.12 | 37.84 | |
| PAYROLL SPECIALIST | 24.04 | 25.24 | 26.44 | 25.25 | 26.51 | 27.77 | 26.51 | 27.84 | 29.17 | 27.84 | 29.23 | 30.62 | 29.22 | 30.68 | 32.14 | 30.68 | 32.21 | 33.74 | |
| PERSONNEL TECHNICIAN | 25.21 | 26.47 | 27.73 | 26.47 | 27.79 | 29.11 | 27.75 | 29.14 | 30.53 | 29.18 | 30.64 | 32.10 | 30.64 | 32.17 | 33.70 | 32.19 | 33.80 | 35.41 | |
| PURCHASING AGENT | 30.96 | 32.51 | 34.06 | 32.47 | 34.09 | 35.71 | 34.13 | 35.84 | 37.55 | 35.83 | 37.62 | 39.41 | 37.64 | 39.52 | 41.40 | 39.55 | 41.53 | 43.51 | |
| PURCHASING ASSISTANT | 22.91 | 24.06 | 25.21 | 24.03 | 25.23 | 26.43 | 25.28 | 26.54 | 27.80 | 26.52 | 27.85 | 29.18 | 27.84 | 29.23 | 30.62 | 29.22 | 30.68 | 32.14 | |
| REVENUE SPECIALIST | 18.54 | 19.47 | 20.40 | 19.46 | 20.43 | 21.40 | 20.44 | 21.46 | 22.48 | 21.43 | 22.50 | 23.57 | 22.50 | 23.63 | 24.76 | 23.64 | 24.82 | 26.00 | |
| SAFETY SPECIALIST | 33.18 | 34.84 | 36.50 | 34.81 | 36.55 | 38.29 | 36.58 | 38.41 | 40.24 | 38.39 | 40.31 | 42.23 | 40.29 | 42.30 | 44.31 | 42.32 | 44.44 | 46.56 | |
| SCHEDULE ANALYST | 29.71 | 31.20 | 32.69 | 31.19 | 32.75 | 34.31 | 32.78 | 34.42 | 36.06 | 34.40 | 36.12 | 37.84 | 36.11 | 37.92 | 39.73 | 37.90 | 39.80 | 41.70 | |

L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)

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| | 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 |
|-----------------------------------|--------|----------|-----------|--------|----------|-----------|--------|----------|-----------|--------|----------|-----------|--------|----------|-----------|--------|----------|-----------|
| SR ACCOUNTING TECHNICIAN | 24.65 | 25.88 | 27.11 | 25.89 | 27.18 | 28.47 | 27.18 | 28.54 | 29.90 | 28.54 | 29.97 | 31.40 | 29.97 | 31.47 | 32.97 | 31.47 | 33.04 | 34.61 |
| SR CUSTOMER SERVICE REP | 21.43 | 22.50 | 23.57 | 22.51 | 23.64 | 24.77 | 23.63 | 24.81 | 25.99 | 24.81 | 26.05 | 27.29 | 26.02 | 27.32 | 28.62 | 27.36 | 28.73 | 30.10 |
| SR FAC MAINT WKR | 24.24 | 25.45 | 26.66 | 25.41 | 26.68 | 27.95 | 26.66 | 27.99 | 29.32 | 27.97 | 29.37 | 30.77 | 29.31 | 30.78 | 32.25 | 30.78 | 32.32 | 33.86 |
| SR. FINANCIAL ANALYST | 38.18 | 40.09 | 42.00 | 40.09 | 42.09 | 44.09 | 42.10 | 44.21 | 46.32 | 44.20 | 46.41 | 48.62 | 46.41 | 48.73 | 51.05 | 48.73 | 51.17 | 53.61 |
| SR IT TECH | 26.58 | 27.91 | 29.24 | 27.95 | 29.35 | 30.75 | 29.29 | 30.75 | 32.21 | 30.76 | 32.30 | 33.84 | 32.33 | 33.95 | 35.57 | 33.94 | 35.64 | 37.34 |
| SR PAYROLL SPECIALIST | 26.92 | 28.27 | 29.62 | 28.26 | 29.67 | 31.08 | 29.68 | 31.16 | 32.64 | 31.16 | 32.72 | 34.28 | 32.72 | 34.36 | 36.00 | 34.35 | 36.07 | 37.79 |
| SR SYS ADMIN | 38.39 | 40.31 | 42.23 | 40.29 | 42.30 | 44.31 | 42.32 | 44.44 | 46.56 | 44.46 | 46.68 | 48.90 | 46.68 | 49.01 | 51.34 | 49.02 | 51.47 | 53.92 |
| SR SAFETY SPECIALIST | 38.39 | 40.31 | 42.23 | 40.29 | 42.30 | 44.31 | 42.32 | 44.44 | 46.56 | 44.46 | 46.68 | 48.90 | 46.68 | 49.01 | 51.34 | 49.02 | 51.47 | 53.92 |
| SR.TRANS PLANNER | 31.90 | 33.50 | 35.10 | 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 |
| SUPERVISOR OF REVENUE COLLECTIONS | 28.28 | 29.69 | 31.10 | 29.74 | 31.23 | 32.72 | 31.25 | 32.81 | 34.37 | 32.80 | 34.44 | 36.08 | 34.43 | 36.15 | 37.87 | 36.14 | 37.95 | 39.76 |
| SYS ADMIN | 33.18 | 34.84 | 36.50 | 34.81 | 36.55 | 38.29 | 36.58 | 38.41 | 40.24 | 38.39 | 40.31 | 42.23 | 40.29 | 42.30 | 44.31 | 42.32 | 44.44 | 46.56 |
| TICKET & PASS PROGRAM SPECIALIST | 20.03 | 21.03 | 22.03 | 21.05 | 22.10 | 23.15 | 22.09 | 23.19 | 24.29 | 23.23 | 24.39 | 25.55 | 24.37 | 25.59 | 26.81 | 25.58 | 26.86 | 28.14 |
| TRANSIT SURVEYOR | 17.00 | 17.85 | 18.70 | 17.91 | 18.81 | 19.71 | 18.79 | 19.73 | 20.67 | 19.70 | 20.69 | 21.68 | 20.72 | 21.76 | 22.80 | 21.75 | 22.84 | 23.93 |
| TRANSPORT PLAN AID | 22.74 | 23.88 | 25.02 | 23.87 | 25.06 | 26.25 | 25.05 | 26.30 | 27.55 | 26.34 | 27.66 | 28.98 | 27.63 | 29.01 | 30.39 | 29.03 | 30.48 | 31.93 |
| TRANSPORT PLANNER | 30.38 | 31.90 | 33.42 | 31.90 | 33.50 | 35.10 | 33.50 | 35.18 | 36.86 | 35.18 | 36.94 | 38.70 | 36.92 | 38.77 | 40.62 | 38.78 | 40.72 | 42.66 |
| VEH SERV DETAILER | 19.66 | 20.64 | 21.62 | 20.61 | 21.64 | 22.67 | 21.62 | 22.70 | 23.78 | 22.68 | 23.81 | 24.94 | 23.80 | 24.99 | 26.18 | 24.96 | 26.21 | 27.46 |
| VEH SERV TECHNICIAN | 21.62 | 22.70 | 23.78 | 22.68 | 23.81 | 24.94 | 23.80 | 24.99 | 26.18 | 24.96 | 26.21 | 27.46 | 26.15 | 27.46 | 28.77 | 27.48 | 28.85 | 30.22 |
| VEH SERV WKR I | 16.99 | 17.84 | 18.69 | 17.82 | 18.71 | 19.60 | 18.68 | 19.61 | 20.54 | 19.59 | 20.57 | 21.55 | 20.58 | 21.61 | 22.64 | 21.60 | 22.68 | 23.76 |
| VEH SERV WKR II | 18.71 | 19.65 | 20.59 | 19.66 | 20.64 | 21.62 | 20.61 | 21.64 | 22.67 | 21.62 | 22.70 | 23.78 | 22.68 | 23.81 | 24.94 | 23.80 | 24.99 | 26.18 |

L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+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 = \$28.36; 5% of the Base Rate = \$28.36 x 0.05 = \$1.42
- Step 2: \$28.36 + \$1.42 = \$29.78 (6L)
- Step 3: \$28.36 + \$1.42 + \$1.42 = \$31.20 (6LL)

Tentative Agreement

Article 10.1 Pay Rates

Agree to pay scales as provided above.

Date 10/28/16


 Alex Clifford, CEO/General Manager, Santa Cruz METRO


 Joan Jeffries, President, SEA Chapter


 Olivia Martinez, Lead Internal Organizer, SEIU Local 521