



**AGENDA  
BOARD OF DIRECTORS  
SPECIAL MEETING OF  
DECEMBER 21, 2015 – 11:00 AM  
SANTA CRUZ METRO ADMIN OFFICES  
110 VERNON STREET  
SANTA CRUZ, CA 95060**

MISSION STATEMENT: “To provide a public transportation service that enhances personal mobility and creates a sustainable transportation option in Santa Cruz County through a cost-effective, reliable, accessible, safe, clean and courteous transit service.”

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**BOARD ROSTER**

Director Ed Bottorff	City of Capitola
Director Dene Bustichi, Chair	City of Scotts Valley
Director Karina Cervantez	City of Watsonville
Director Cynthia Chase	City of Santa Cruz
Director Jimmy Dutra	City of Watsonville
Director Zach Friend	County of Santa Cruz
Director Donald “Norm” Hagen	County of Santa Cruz
Director Don Lane	City of Santa Cruz
Director John Leopold	County of Santa Cruz
Director Bruce McPherson	County of Santa Cruz
Director Mike Rotkin, Vice Chair	County of Santa Cruz
Ex-Officio Director Donna Blitzer	UC Santa Cruz
Alex Clifford	METRO CEO/General Manager
Leslyn K. Syren	METRO District Counsel

**TITLE 6 - INTERPRETATION SERVICES / TÍTULO 6 - SERVICIOS DE TRADUCCIÓN**

Spanish language interpretation and Spanish language copies of the agenda packet are available on an as-needed basis. Please make advance arrangements with the Executive Assistant at 831-426-6080. Interpretación en español y traducciones en español del paquete de la agenda están disponibles sobre una base como-necesaria. Por favor, hacer arreglos por adelantado con Coordinador de Servicios Administrativos al numero 831-426-6080.

**AMERICANS WITH DISABILITIES ACT**

The Board of Directors meets in an accessible facility. Any person who requires an accommodation or an auxiliary aid or service to participate in the meeting, or to access the agenda and the agenda packet (including a Spanish language copy of the agenda packet),

should contact the Executive Assistant, at 831-426-6080 as soon as possible in advance of the Board of Directors meeting. Hearing impaired individuals should call 711 for assistance in contacting Santa Cruz METRO regarding special requirements to participate in the Board meeting. For information regarding this agenda or interpretation services, please call Santa Cruz METRO at 831-426-6080.

## **SECTION I: OPEN SESSION**

NOTE: THE BOARD CHAIR MAY TAKE ITEMS OUT OF ORDER

- 1 CALL TO ORDER**
- 2 ROLL CALL**
- 3 ANNOUNCEMENTS**

### **AGENDA**

- 4 CONSIDERATION OF APPROVAL OF SEIU, LOCAL 521, CONTRACT EXTENSION**  
[Alex Clifford, CEO/General Manager](#)
- 5 ANNOUNCEMENT OF NEXT MEETING: FRIDAY, JANUARY 22, 2016 AT 8:30 AM, SANTA CRUZ CITY COUNCIL CHAMBERS, 809 CENTER STREET, SANTA CRUZ, CA**  
[Chair Dene Bustichi](#)
- 6 ADJOURNMENT**  
[Chair Dene Bustichi](#)

Pursuant to Section 54954.2(a)(1) of the Government Code of the State of California, this agenda was posted at least 24 hours in advance of the scheduled meeting at a public place freely accessible to the public 24 hours a day. The agenda packet and materials related to an item on this Agenda submitted to the Board of Directors after distribution of the agenda packet are available for public inspection in the Santa Cruz METRO Administrative Office (110 Vernon Street, Santa Cruz) during normal business hours. Such documents are also available on the Santa Cruz METRO website at [www.scmttd.com](http://www.scmttd.com) subject to staff's ability to post the document before the meeting.



**DATE:** December 21, 2015  
**TO:** Board of Directors  
**FROM:** Alex Clifford, CEO/General Manager

**SUBJECT: CONSIDERATION OF A FORMAL RATIFICATION OF A LABOR AGREEMENT BETWEEN THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 521, FOR THE PERIOD DECEMBER 31, 2015 THROUGH JUNE 30, 2018, THAT CONTAINS A TWO AND ONE HALF YEAR CONTRACTUAL WAGE ADJUSTMENT**

**I. RECOMMENDED ACTION**

**That the Board of Directors approve a proposal for a two and one half year agreement between the Service Employees International Union, Local 521, and the Santa Cruz Metropolitan Transit District.**

**II. SUMMARY**

- Service Employees International Union, Local 521 (SEIU), asked Santa Cruz METRO to negotiate the terms of:
  - a. Article 10 - Pay Rates
  - b. Article 13 – Paid Leaves
  - c. Article 23 – Term
  
- SEIU and Santa Cruz METRO have reached a tentative agreement on a proposal for:
  - a. Article 10 - Pay Rates
    - i. 0% effective pay period beginning December 31, 2015
    - ii. 0% effective June 16, 2016
    - iii. 2% effective June 15, 2017
  
  - b. Article 13 – Paid Leaves
    - i. One additional annual leave day
  
  - c. Article 23 – Term
    - i. Extend contract with above changes through June 30, 2018

**III. DISCUSSION/BACKGROUND**

The existing Labor Agreement with SEIU will expire on June 30, 2016.

In December, Santa Cruz METRO received notice from SEIU that they wanted to open the contract, and asked Santa Cruz METRO to negotiate the terms of:

- a. Article 10 - Pay Rates
- b. Article 13 – Paid Leaves
- c. Article 23 – Term

Santa Cruz METRO and SEIU met and reached a tentative Labor Agreement proposing the following:

- a. Article 10 - Pay Rates
  - i. 0% effective pay period beginning December 31, 2015
  - ii. 0% effective June 16, 2016
  - iii. 2% effective June 15, 2017
- b. Article 13 – Paid Leaves
  - i. One additional annual leave day
- c. Article 23 – Term
  - i. Extend contract with above changes through June 30, 2018

The tentative Labor Agreement was voted on by members of SEIU in December, and passed with an agreement of the above negotiated conditions.

#### **IV. FINANCIAL CONSIDERATIONS/IMPACT**

Savings for the above actions related to the 0% effective pay period beginning December 31, 2015 for the remainder of FY16, all of FY17, as well as the 2% increase in FY18, are estimated to be \$272K.

One additional annual leave day for SEIU is estimated to add liability of \$68K over FY16, FY17 & FY18.

Net savings from these actions are estimated to be \$204K over FY16, FY17 & FY18.

#### **V. ALTERNATIVES CONSIDERED**

The Board may choose to reject the tentative Labor Agreement, and open full negotiations next year. This alternative is not recommended by staff.

**VI. ATTACHMENTS**

**Attachment A:** Signed Tentative Agreement – SEIU  
i. 0% effective pay period beginning December 31, 2015  
ii. 0% effective June 16, 2016  
iii. 2% effective June 15, 2017

**Exhibit 1:** Salary Schedule effective December 31, 2015

**Exhibit 2:** Salary Schedule effective June 16, 2016

**Exhibit 3:** Salary Schedule effective June 15, 2017

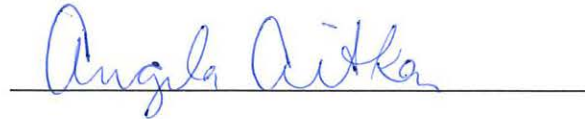
Prepared By: Angela Aitken, Finance Manager

**VII. APPROVALS:**

Approved as to form:  
Leslyn K. Syren, District Counsel



Approved as to fiscal impact:  
Angela Aitken, Finance Manager



Alex Clifford, CEO/General Manager



# Attachment A

**TENTATIVE AGREEMENT BETWEEN SEIU LOCAL 521 – SEA, PSA, VMU  
AND  
SANTA CRUZ METROPOLITAN TRANSIT DISTRICT  
CONTRACT EXTENSION AND MODIFICATION**

Except as specifically provided for below, all other remaining terms and conditions as provided in the Memorandum of Understanding between the above named parties shall remain in full effect. This tentative agreement is subject to ratification by the Union membership and approval of the Board of Directors of Santa Cruz METRO.

## ARTICLE 10 PAY RATES

### 10.1 Pay Rates (Effective December 31, 2015)

Pay rates for represented classes are shown in Appendix A - Salary Schedules, and are modified pursuant to the following:

**A decrease of 2% shall be effective December 31, 2015**

**An increase of 0% shall be effective June 16, 2016**

**An increase of 2% shall be effective June 15, 2017**

Note: It is the intent of the parties to rescind a 2% pay rate increase that was effective on June 18, 2015, effective December 31, 2015. See Salary Grade Tables attached hereto, as Exhibits 1, 2 and 3 to this Agreement.

## ARTICLE 13 PAID LEAVES

### 13.2 Annual Leave (Effective December 31, 2015)

13.2.1 An employee shall accrue paid annual leave in lieu of vacation leave or holiday with the exception of 13.3.1 based on the following hours of active service (defined in section 10.9).

Hours of Service	Hourly Accrual Rate	Approximate Days Annually
1-10,399	0.0885	23
10,400-20,799	0.1154	30
20,800-31,199	0.1269	33
31,200+	0.1346	35

Note: It is the intent of this modification to add one additional day annual leave to each member's accrual rate.

# Attachment A

## ARTICLE 23 TERM

This contract extension and modification shall commence on December 31, 2015, and shall expire June 30, 2018.

Note: It is the intent of the parties to modify the term of the current agreement to expire on June 30, 2018.

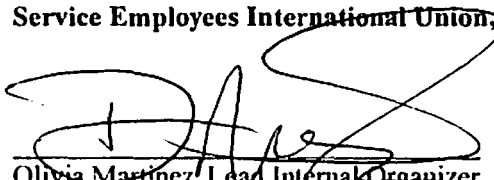
This agreement is entered into by the Service Employees International Union, Local 521, and the Santa Cruz Metropolitan Transit District on December 18, 2015, and is executed on behalf of the parties by the following signatories:

**Santa Cruz Metropolitan Transit District**


\_\_\_\_\_  
Alex Clifford, Chief Executive Officer


\_\_\_\_\_  
Robyn Slater, Human Resources Manager

**Service Employees International Union, Local 521**

  
\_\_\_\_\_  
Olivia Martinez, Lead Internal Organizer

  
\_\_\_\_\_  
Joan Jeffries, President, SEA Chapter

  
\_\_\_\_\_  
Manuel Martinez, President, PSA Chapter

  
\_\_\_\_\_  
Michael William Regan, President, VMU Chapter



# Exhibit 1

Effective December 31, 2015

SEA 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
ACCESS SERVICES COORDINATOR	21.78	22.87	23.96	22.88	24.02	25.16	24.02	25.22	26.42	25.18	26.44	27.70	26.50	27.83	29.16	27.80	29.19	30.58
ACCOUNTANT I	28.47	29.89	31.31	29.89	31.38	32.87	31.38	32.95	34.52	32.95	34.60	36.25	34.60	36.33	38.06	36.33	38.15	39.97
ACCOUNTANT II	29.89	31.38	32.87	31.38	32.95	34.52	32.95	34.60	36.25	34.60	36.33	38.06	36.33	38.15	39.97	38.15	40.06	41.97
ACCOUNTING CLERK	17.26	18.12	18.98	18.17	19.08	19.99	19.06	20.01	20.96	20.01	21.01	22.01	21.04	22.09	23.14	22.09	23.19	24.29
ACCOUNTING SPECIALIST	23.82	25.01	26.20	25.02	26.27	27.52	26.24	27.55	28.86	27.55	28.95	30.33	28.96	30.41	31.86	30.39	31.91	33.43
ACCOUNTING TECH	19.75	20.74	21.73	20.74	21.78	22.82	21.76	22.85	23.94	22.87	24.01	25.15	24.00	25.20	26.40	25.18	26.44	27.70
ADMIN ASSISTANT	22.58	23.71	24.84	23.73	24.92	26.11	24.90	26.15	27.40	26.15	27.46	28.77	27.46	28.83	30.20	28.84	30.28	31.72
ADMIN ASSISTANT/SUPERVISOR	23.72	24.91	26.10	24.89	26.13	27.37	26.14	27.45	28.76	27.45	28.82	30.19	28.83	30.27	31.71	30.26	31.77	33.28
ADMIN CLERK I	17.50	18.38	19.26	18.38	19.30	20.22	19.29	20.25	21.21	20.26	21.27	22.28	21.28	22.34	23.40	22.34	23.46	24.58
ADMIN SERVICES COORDINATOR	30.17	31.68	33.19	31.68	33.26	34.84	33.26	34.92	36.58	34.92	36.67	38.42	36.68	38.51	40.34	38.52	40.45	42.38
ADMIN SPECIALIST	23.72	24.91	26.10	24.87	26.11	27.35	26.14	27.45	28.76	27.46	28.83	30.20	28.79	30.23	31.67	30.24	31.75	33.26
BENEFITS ADMINISTRATOR	23.98	25.18	26.38	25.17	26.43	27.69	26.42	27.74	29.06	27.77	29.16	30.55	29.15	30.61	32.07	30.63	32.16	33.69
CLAIMS INVESTIGATOR I	23.76	24.95	26.14	24.91	26.16	27.41	26.19	27.50	28.81	27.48	28.85	30.22	28.91	30.36	31.81	30.35	31.87	33.39
CLAIMS INVESTIGATOR II	26.38	27.70	29.02	27.69	29.07	30.45	29.08	30.53	31.98	30.55	32.08	33.61	32.12	33.73	35.34	33.73	35.42	37.11
CUSTODIAL SERVICE WORKER I	16.64	17.47	18.30	17.44	18.31	19.18	18.28	19.19	20.10	19.19	20.15	21.11	20.13	21.14	22.15	21.14	22.20	23.26
CUSTODIAL SERVICE WORKER II	18.12	19.03	19.94	19.04	19.99	20.94	19.99	20.99	21.99	20.97	22.02	23.07	21.98	23.08	24.18	23.08	24.23	25.38
CUSTOMER SERVICE COORDINATOR	22.07	23.17	24.27	23.19	24.35	25.51	24.34	25.56	26.78	25.49	26.76	28.03	26.81	28.15	29.49	28.12	29.53	30.94
CUSTOMER SERVICE REP	18.18	19.09	20.00	19.08	20.03	20.98	20.04	21.04	22.04	21.01	22.06	23.11	22.06	23.16	24.26	23.18	24.34	25.50
FAC MAINT SUPERVISOR	30.52	32.05	33.58	32.04	33.64	35.24	33.64	35.32	37.00	35.30	37.07	38.84	37.06	38.91	40.76	38.89	40.83	42.77
FAC MAINT WKR I	18.64	19.57	20.50	19.58	20.51	21.54	20.51	21.54	22.57	21.51	22.59	23.67	22.57	23.70	24.83	23.69	24.87	26.05
FAC MAINT WKR II	21.78	22.87	23.96	22.87	24.01	25.15	24.00	25.20	26.40	25.17	26.43	27.69	26.41	27.73	29.05	27.72	29.11	30.50
FINANCIAL ANALYST	29.12	30.58	32.04	30.60	32.13	33.66	32.13	33.74	35.35	33.73	35.42	37.11	35.40	37.17	38.94	37.17	39.03	40.89
GRANTS/LEGISLATIVE ANALYST	31.41	32.98	34.55	33.01	34.65	36.31	34.65	36.38	38.11	36.35	38.17	39.99	38.19	40.10	42.01	40.11	42.12	44.13
HR CLERK	21.34	22.41	23.48	22.46	23.58	24.70	23.56	24.74	25.92	24.78	26.02	27.26	25.98	27.28	28.58	27.29	28.65	30.01
HR GENERALIST	27.25	28.61	29.97	28.57	30.00	31.43	30.04	31.54	33.04	31.54	33.12	34.70	33.14	34.80	36.46	34.80	36.54	38.28
HR SPECIALIST	22.88	24.02	25.16	24.02	25.22	26.42	25.18	26.44	27.70	26.50	27.83	29.16	27.80	29.19	30.58	29.21	30.67	32.13
IT TECH	22.52	23.65	24.78	23.63	24.81	25.99	24.82	26.06	27.30	26.06	27.36	28.66	27.40	28.77	30.14	28.73	30.17	31.61
JR. TRANS PLANNER	23.40	24.57	25.74	24.56	25.79	27.02	25.82	27.11	28.40	27.09	28.44	29.79	28.46	29.88	31.30	29.87	31.36	32.85
LEAD CUSTODIAN	20.47	21.49	22.51	21.51	22.59	23.67	22.57	23.70	24.83	23.72	24.91	26.10	24.87	26.11	27.35	26.12	27.43	28.74
LEGAL SECRETARY	21.34	22.41	23.48	22.46	23.58	24.70	23.56	24.74	25.92	24.78	26.02	27.26	25.98	27.28	28.58	27.29	28.65	30.01
PARALEGAL	26.38	27.70	29.02	27.69	29.07	30.45	29.08	30.53	31.98	30.55	32.08	33.61	32.12	33.73	35.34	33.73	35.42	37.11
PARATRANSIT ELIGIBILITY COORDINATOR	26.38	27.70	29.02	27.69	29.07	30.45	29.08	30.53	31.98	30.55	32.08	33.61	32.12	33.73	35.34	33.73	35.42	37.11
PAYROLL ACCT SP SPEC	23.58	24.76	25.94	24.74	25.98	27.22	26.02	27.32	28.62	27.30	28.67	30.04	28.65	30.08	31.51	30.08	31.58	33.08
PAYROLL SPECIALIST	22.41	23.53	24.65	23.58	24.76	25.94	24.74	25.98	27.22	26.02	27.32	28.62	27.28	28.64	30.00	28.65	30.08	31.51
PERSONNEL TECHNICIAN	24.72	25.96	27.20	25.95	27.25	28.55	27.21	28.57	29.93	28.61	30.04	31.47	30.04	31.54	33.04	31.56	33.14	34.72
PURCHASING AGENT	30.35	31.87	33.39	31.83	33.42	35.01	33.46	35.13	36.80	35.13	36.89	38.65	36.90	38.75	40.60	38.77	40.71	42.65
PURCHASING ASSISTANT	22.46	23.58	24.70	23.56	24.74	25.92	24.78	26.02	27.26	26.00	27.30	28.60	27.29	28.65	30.01	28.65	30.08	31.51
REVENUE SPECIALIST	18.18	19.09	20.00	19.08	20.03	20.98	20.04	21.04	22.04	21.01	22.06	23.11	22.06	23.16	24.26	23.18	24.34	25.50
SAFETY SPECIALIST	32.53	34.16	35.79	34.13	35.84	37.55	35.86	37.65	39.44	37.64	39.52	41.40	39.50	41.48	43.46	41.49	43.56	45.63
SCHEDULE ANALYST	29.13	30.59	32.05	30.58	32.14	33.64	32.14	33.75	35.36	33.73	35.42	37.11	35.40	37.17	38.94	37.16	39.02	40.88

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

# Exhibit 1

Effective December 31, 2015

	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	22.46	23.58	24.70	23.56	24.74	25.92	24.78	26.02	26.00	27.30	28.60	27.29	28.65	30.01	28.65	30.08	31.51
SR CUSTOMER SERVICE REP	21.01	22.06	23.11	22.07	23.17	24.27	23.17	24.33	24.32	25.54	26.76	25.51	26.79	28.07	26.82	28.16	29.50
SR FAC MAINT WKR	23.76	24.95	26.14	24.91	26.16	27.41	26.14	27.41	27.42	28.76	30.16	28.74	30.18	31.62	30.18	31.69	33.20
SR FINANCIAL ANALYST	32.32	33.94	35.56	33.96	35.66	37.44	35.66	37.44	37.44	39.31	41.18	39.30	41.27	43.24	41.26	43.32	45.38
SR IT TECH	26.06	27.36	28.66	27.40	28.77	30.14	28.72	30.16	30.16	31.67	33.18	31.70	33.29	34.88	33.27	34.93	36.59
SR SYS ADMIN	37.64	39.52	41.40	39.50	41.48	43.46	41.49	43.56	43.59	45.77	47.95	45.76	48.05	50.34	48.06	50.46	52.86
SR SAFETY SPECIALIST	37.64	39.52	41.40	39.50	41.48	43.46	41.49	43.56	43.59	45.77	47.95	45.76	48.05	50.34	48.06	50.46	52.86
SR TRANS PLANNER	31.27	32.83	34.39	32.84	34.48	36.12	34.49	36.21	36.20	38.01	39.82	38.02	39.92	41.82	39.92	41.92	43.92
SUPERVISOR OF REVENUE COLLECTIONS	27.73	29.12	30.51	29.16	30.62	32.08	30.64	32.17	32.16	33.77	35.38	33.75	35.44	37.13	35.43	37.20	38.97
SYS ADMIN	32.53	34.16	35.79	34.13	35.84	37.55	35.86	37.65	37.64	39.52	41.40	39.50	41.48	43.46	41.49	43.56	45.63
TICKET & PASS PROGRAM SPECIALIST	19.64	20.62	21.60	20.64	21.67	22.70	21.66	22.74	22.77	23.91	25.05	23.89	25.08	26.27	25.08	26.33	27.58
TRANSIT SURVEYOR	16.67	17.50	18.33	17.56	18.44	19.32	18.42	19.34	19.32	20.28	21.25	20.31	21.32	22.35	21.32	22.39	23.46
TRANSPORT PLAN AID	22.29	23.40	24.51	23.40	24.57	25.74	24.56	25.79	25.82	27.02	28.40	27.09	28.44	29.79	28.46	29.88	31.30
TRANSPORT PLANNER	29.78	31.27	32.76	31.27	32.83	34.39	32.84	34.48	34.49	36.21	37.93	36.20	38.01	39.82	38.02	39.92	41.82
VEH SERV DETAILER	19.27	20.23	21.19	20.21	21.22	22.23	21.20	22.26	22.24	23.35	24.46	23.33	24.50	25.67	24.47	25.69	26.91
VEH SERV TECHNICIAN	21.20	22.26	23.32	22.24	23.35	24.46	23.33	24.50	25.67	26.84	28.01	26.84	28.20	29.54	28.29	29.64	
VEH SERV WKR I	16.66	17.49	18.32	17.47	18.34	19.21	18.31	19.23	20.15	21.07	21.13	20.18	21.19	22.20	21.18	22.24	23.30
VEH SERV WKR II	18.34	19.26	20.18	19.27	20.23	21.19	20.21	21.22	22.23	23.24	24.26	23.24	24.26	25.27	24.26	25.27	26.33

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 = \$27.80; 5% of the Base Rate = \$27.80 x 0.05 = \$1.39

Step 2: \$27.80 + \$1.39 = \$29.19 (6L)

Step 3: \$27.80 + 2 x \$1.39 = \$30.58 (6LL)

### Tentative Agreement

#### Article 10.1 Pay Rates

Agree to pay scales as provided above.

Alex Clifford, CEO/General Manager, Santa Cruz METRO

Joan Jeffries, President, SEA Chapter

12/18/2015

Date

12/18/15

# Exhibit 1

Effective December 31, 2015

	Step 1	Step 1 LL	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	
PSA SALARY SCHEDULE																			
ASST SAFETY AND TRAINING COORDINATOR	29.70	31.19	32.68	31.17	32.73	34.29	32.72	34.36	36.00	34.35	36.07	37.79	36.08	37.88	39.68	37.88	39.77	41.66	
FILT MAINT SUPERVISOR	30.52	32.05	33.58	32.04	33.64	35.24	33.64	35.32	37.00	35.30	37.07	38.84	37.06	38.91	40.76	38.89	40.83	42.77	
SAFETY & TRAINING COORDINATOR	31.18	32.74	34.30	32.73	34.37	36.01	34.36	36.08	37.80	36.07	37.87	39.67	37.88	39.77	41.66	39.77	41.76	43.75	
SERVICE PLANNING SUPERVISOR	32.84	34.48	36.12	34.51	36.24	37.97	36.26	38.07	39.88	38.09	39.99	41.89	39.98	41.98	43.98	41.99	44.09	46.19	
SUPERVISOR OF PARTS & MATERIAL - FM	29.51	30.99	32.47	32.11	33.72	35.33	32.54	34.17	35.80	34.14	35.85	37.56	35.79	37.58	39.37	37.57	39.45	41.33	
SUPERVISING ACCOUNTANT	35.29	37.05	38.81	37.05	38.90	40.75	38.90	40.85	42.80	40.84	42.88	44.92	42.88	45.02	47.16	45.02	47.27	49.52	
TRANSPORT PLAN SUPV	32.84	34.48	36.12	34.49	36.21	37.93	36.20	38.01	39.82	38.02	39.92	41.82	39.92	41.92	43.92	41.92	44.02	46.12	
TRANSIT SUPERVISOR	28.04	29.44	30.84	29.44	30.91	32.38	30.90	32.45	34.00	32.45	34.07	35.69	34.09	35.79	37.49	35.78	37.57	39.36	

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)

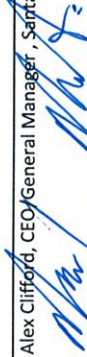
**Example:**

Step 1: Base Rate = \$37.88; 5% of the Base Rate = \$37.88 x 0.05 = \$1.89  
 Step 2: \$37.88 + \$1.89 = \$39.77 (6L)  
 Step 3: \$37.88 + 2 x \$1.89 = \$41.66 (6LL)

**Tentative Agreement**

Article 10.1 Pay Rates  
 Agree to pay scales as provided above.

Alex Clifford, CEO/General Manager, Santa Cruz METRO



Manuel Martinez, President, PSA Chapter

Date 12/18/15

# Exhibit 1

Effective December 31, 2015

	Step 1	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
VMU SALARY SCHEDULE																	
BODY REPAIR MECHANIC	24.79	26.03	27.27	26.03	27.33	28.63	27.33	28.70	28.70	30.14	31.58	30.14	31.65	33.16	31.65	33.23	34.81
ELECTRONIC TECHNICIAN	26.05	27.35	28.65	27.35	28.72	30.09	30.16	31.60	30.16	31.67	33.18	31.67	33.25	34.83	33.25	34.91	36.57
FM LEAD MECHANIC	27.35	28.72	30.09	28.72	30.16	31.60	31.67	33.18	31.67	33.25	34.83	33.25	34.91	36.57	34.91	36.66	38.41
FM MECHANIC I	23.63	24.81	25.99	24.81	26.05	27.29	26.05	27.35	26.05	27.35	28.72	28.72	30.16	31.60	30.16	31.67	33.18
FM MECHANIC II	24.81	26.05	27.29	26.05	27.35	28.65	27.35	28.72	27.35	28.72	30.16	30.16	31.67	33.18	31.67	33.25	34.83
FM MECHANIC III	26.05	27.35	28.65	27.35	28.72	30.09	30.16	31.60	30.16	31.67	33.18	31.67	33.25	34.83	33.25	34.91	36.57
LEAD PARTS CLERK-FM	24.55	25.78	27.01	25.78	27.07	28.36	27.07	28.42	27.07	28.42	29.84	29.84	31.33	32.82	31.33	32.90	34.47
PARTS CLERK	19.75	20.74	21.73	20.74	21.78	22.82	21.78	22.87	22.87	24.01	25.15	24.01	25.21	26.41	25.21	26.47	27.73
RECEIVING PARTS CLERK	21.30	22.37	23.44	22.37	23.49	24.61	23.49	24.66	23.49	24.66	25.89	25.89	27.12	28.47	27.12	28.54	29.90
UPHOLSTERER I	22.37	23.49	24.61	23.49	24.66	25.83	24.66	25.89	24.66	25.89	27.12	27.12	28.54	29.90	28.54	29.97	31.40
UPHOLSTERER II																	

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 = \$31.65; 5% of the Base Rate = \$31.65 x 0.05 = \$1.58
- Step 2: \$31.65 + \$1.58 = \$33.23 (6L)
- Step 3: \$31.65 + 2 x \$1.58 = \$34.81 (6LL)

### Tentative Agreement

#### Article 10.1 Pay Rates

Agree to pay scales as provided above.

Alex Clifford, CEO/General Manager, Santa Cruz METRO

  
 Michael William Regan, President, VMU Chapter

Date 12/18/2015

12/15/2015

G:\kmihaylo\PAY RATES\JUST IN CASE SEIU 12-31-2015\12-31-2015 Give Back 2% - 0% COLA\Pay Rates effective 12-31-2015 SEIU with 0%

# Exhibit 2

Effective June 16, 2016

SEA 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
ACCESS SERVICES COORDINATOR	21.78	22.87	23.96	22.88	24.02	25.16	24.02	25.22	26.42	25.18	26.44	27.70	26.50	27.83	29.16	27.80	29.19	30.58
ACCOUNTANT I	28.47	29.89	31.31	29.89	31.38	32.87	31.38	32.95	34.52	32.95	34.60	36.25	34.60	36.33	38.06	36.33	38.15	39.97
ACCOUNTANT II	29.89	31.38	32.87	31.38	32.95	34.52	32.95	34.60	36.25	34.60	36.33	38.06	36.33	38.15	39.97	38.15	40.06	41.97
ACCOUNTING CLERK	17.26	18.12	18.98	18.17	19.08	19.99	19.06	20.01	20.96	20.01	21.01	22.01	21.04	22.09	23.14	22.09	23.19	24.29
ACCOUNTING SPECIALIST	23.82	25.01	26.20	25.02	26.27	27.52	26.24	27.55	28.86	27.57	28.95	30.33	28.96	30.41	31.86	30.39	31.91	33.43
ACCOUNTING TECH	19.75	20.74	21.73	20.74	21.78	22.82	21.76	22.85	23.94	22.87	24.01	25.15	24.00	25.20	26.40	25.18	26.44	27.70
ADMIN ASSISTANT	22.58	23.71	24.84	23.73	24.92	26.11	24.90	26.15	27.40	26.15	27.46	28.77	27.46	28.83	30.20	28.84	30.28	31.72
ADMIN ASSISTANT/SUPERVISOR	23.72	24.91	26.10	24.89	26.13	27.37	26.14	27.45	28.76	27.45	28.82	30.19	28.83	30.27	31.71	30.26	31.77	33.28
ADMIN CLERK I	17.50	18.38	19.26	18.38	19.30	20.22	19.29	20.25	21.21	20.26	21.27	22.28	21.28	22.34	23.40	22.34	23.46	24.58
ADMIN SERVICES COORDINATOR	30.17	31.68	33.19	31.68	33.26	34.84	33.26	34.92	36.58	34.92	36.67	38.42	36.68	38.51	40.34	38.52	40.45	42.38
ADMIN SPECIALIST	23.72	24.91	26.10	24.87	26.11	27.35	26.14	27.45	28.76	27.46	28.83	30.20	28.79	30.23	31.67	30.24	31.75	33.26
BENEFITS ADMINISTRATOR	23.98	25.18	26.38	25.17	26.43	27.69	26.42	27.74	29.06	27.77	29.16	30.55	29.15	30.61	32.07	30.63	32.16	33.69
CLAIMS INVESTIGATOR I	23.76	24.95	26.14	24.91	26.16	27.41	26.19	27.50	28.81	27.48	28.85	30.22	28.91	30.36	31.81	30.35	31.87	33.39
CLAIMS INVESTIGATOR II	26.38	27.70	29.02	27.69	29.07	30.45	29.08	30.53	31.98	30.55	32.08	33.61	32.12	33.73	35.34	33.73	35.42	37.11
CUSTODIAL SERVICE WORKER I	16.64	17.47	18.30	17.44	18.31	19.18	18.28	19.19	20.10	19.19	20.15	21.11	20.13	21.14	22.15	21.14	22.20	23.26
CUSTODIAL SERVICE WORKER II	18.12	19.03	19.94	19.04	19.99	20.94	19.99	20.99	21.99	20.97	22.02	23.07	21.98	23.08	24.18	23.08	24.23	25.38
CUSTOMER SERVICE COORDINATOR	22.07	23.17	24.27	23.19	24.35	25.51	24.34	25.56	26.78	25.49	26.76	28.03	26.81	28.15	29.49	28.12	29.53	30.94
CUSTOMER SERVICE REP	18.18	19.09	20.00	19.08	20.03	20.98	20.04	21.04	22.04	21.01	22.06	23.11	22.06	23.16	24.26	23.18	24.34	25.50
FAC MAINT SUPERVISOR	30.52	32.05	33.58	32.04	33.64	35.24	33.64	35.32	37.00	35.30	37.07	38.84	37.06	38.91	40.76	38.89	40.83	42.77
FAC MAINT WKR I	18.64	19.57	20.50	19.58	20.56	21.54	20.51	21.54	22.57	21.51	22.59	23.67	22.57	23.70	24.83	23.69	24.87	26.05
FAC MAINT WKR II	21.78	22.87	23.96	22.87	24.01	25.15	24.00	25.20	26.40	25.17	26.43	27.69	26.41	27.73	29.05	27.72	29.11	30.50
FINANCIAL ANALYST	29.12	30.58	32.04	30.60	32.13	33.66	32.13	33.74	35.35	33.73	35.42	37.11	35.40	37.17	38.94	37.17	39.03	40.89
GRANTS/LEGISLATIVE ANALYST	31.41	32.98	34.55	33.01	34.65	36.31	34.65	36.38	38.11	36.35	38.17	39.99	38.19	40.10	42.01	40.11	42.12	44.13
HR CLERK	21.34	22.41	23.48	22.46	23.58	24.70	23.56	24.74	25.92	24.78	26.02	27.26	25.98	27.28	28.58	27.29	28.65	30.01
HR GENERALIST	27.25	28.61	29.97	28.57	30.00	31.43	30.04	31.54	33.04	31.54	33.12	34.70	33.14	34.80	36.46	34.80	36.54	38.28
HR SPECIALIST	22.88	24.02	25.16	24.02	25.22	26.42	25.18	26.44	27.70	26.50	27.83	29.16	27.80	29.19	30.58	29.21	30.67	32.13
IT TECH	22.52	23.65	24.78	23.63	24.81	25.99	23.62	24.82	26.06	24.82	26.06	27.36	26.06	27.36	28.77	27.36	28.77	30.17
JR. TRANS PLANNER	23.40	24.57	25.74	24.56	25.79	27.02	25.82	27.11	28.40	27.09	28.44	29.79	28.46	29.88	31.30	29.87	31.36	32.85
LEAD CUSTODIAN	20.47	21.49	22.51	21.51	22.59	23.67	22.57	23.70	24.83	23.72	24.91	26.10	24.87	26.11	27.35	26.12	27.43	28.74
LEGAL SECRETARY	21.34	22.41	23.48	22.46	23.58	24.70	23.56	24.74	25.92	24.78	26.02	27.26	25.98	27.28	28.58	27.29	28.65	30.01
PARALEGAL	26.38	27.70	29.02	27.69	29.07	30.45	29.08	30.53	31.98	30.55	32.08	33.61	32.12	33.73	35.34	33.73	35.42	37.11
PARATRANSIT ELIGIBILITY COORDINATOR	26.38	27.70	29.02	27.69	29.07	30.45	29.08	30.53	31.98	30.55	32.08	33.61	32.12	33.73	35.34	33.73	35.42	37.11
PAYROLL ACCT SP SPEC	23.58	24.76	25.94	24.74	25.98	27.22	26.02	27.32	28.62	27.30	28.67	30.04	28.65	30.08	31.51	30.08	31.58	33.08
PAYROLL SPECIALIST	22.41	23.53	24.65	23.58	24.74	25.94	24.74	25.98	27.22	26.02	27.32	28.62	27.28	28.64	30.00	28.65	30.08	31.51
PERSONNEL TECHNICIAN	24.72	25.96	27.20	25.95	27.25	28.55	27.21	28.57	29.93	28.61	30.04	31.47	30.04	31.54	33.04	31.56	33.14	34.72
PURCHASING AGENT	30.35	31.87	33.39	31.83	33.42	35.01	33.46	35.13	36.80	35.13	36.89	38.65	36.90	38.75	40.60	38.77	40.71	42.65
PURCHASING ASSISTANT	22.46	23.58	24.70	23.56	24.74	25.92	24.78	26.02	27.26	26.00	27.30	28.60	27.29	28.65	30.01	28.65	30.08	31.51
REVENUE SPECIALIST	18.18	19.09	20.00	19.08	20.03	20.98	20.04	21.04	22.04	21.01	22.06	23.11	22.06	23.16	24.26	23.18	24.34	25.50
SAFETY SPECIALIST	32.53	34.16	35.79	34.13	35.84	37.55	35.86	37.65	39.44	37.64	39.52	41.40	39.50	41.48	43.46	41.49	43.56	45.63
SCHEDULE ANALYST	29.13	30.59	32.05	30.58	32.11	33.64	32.14	33.75	35.36	33.73	35.42	37.11	35.40	37.17	38.94	37.16	39.02	40.88

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

# Exhibit 2

Effective June 16, 2016

	Step 1	Step 1 LL	Step 1 LL	Step 2	Step 2 LL	Step 2 LL	Step 3	Step 3 LL	Step 3 LL	Step 4	Step 4 LL	Step 4 LL	Step 5	Step 5 LL	Step 5 LL	Step 6	Step 6 LL	Step 6 LL
SR ACCOUNTING TECHNICIAN	22.46	23.58	24.70	23.56	24.74	25.92	24.78	26.02	27.26	26.00	27.30	28.60	27.29	28.65	30.01	28.65	30.08	31.51
SR CUSTOMER SERVICE REP	21.01	22.06	23.11	22.07	23.17	24.27	23.17	24.33	25.49	24.32	25.54	26.76	25.51	26.79	28.07	26.82	28.16	29.50
SR FAC MAINT WKR	23.76	24.95	26.14	24.91	26.16	27.41	26.14	27.45	28.76	27.42	28.79	30.16	28.74	30.18	31.62	30.18	31.69	33.20
SR FINANCIAL ANALYST	32.32	33.94	35.56	33.96	35.66	37.36	35.66	37.44	39.22	37.44	39.31	41.18	39.30	41.27	43.24	41.26	43.32	45.38
SR IT TECH	26.06	27.36	28.66	27.40	28.77	30.14	28.72	30.16	31.60	30.16	31.67	33.18	31.70	33.29	34.88	33.27	34.93	36.59
SR SYS ADMIN	37.64	39.52	41.40	39.50	41.48	43.46	41.49	43.56	45.63	43.59	45.77	47.95	45.76	48.05	50.34	48.06	50.46	52.86
SR SAFETY SPECIALIST	37.64	39.52	41.40	39.50	41.48	43.46	41.49	43.56	45.63	43.59	45.77	47.95	45.76	48.05	50.34	48.06	50.46	52.86
SR TRANS PLANNER	31.27	32.83	34.39	32.84	34.48	36.12	34.49	36.21	37.93	36.20	38.01	39.82	38.02	39.92	41.82	39.92	41.92	43.92
SUPERVISOR OF REVENUE COLLECTIONS	27.73	29.12	30.51	29.16	30.62	32.08	30.64	32.17	33.70	32.16	33.77	35.38	33.75	35.44	37.13	35.43	37.20	38.97
SYS ADMIN	32.53	34.16	35.79	34.13	35.84	37.55	35.86	37.65	39.44	37.64	39.52	41.40	39.50	41.48	43.46	41.49	43.56	45.63
TICKET & PASS PROGRAM SPECIALIST	19.64	20.62	21.60	20.64	21.67	22.70	21.66	22.74	23.82	22.77	23.91	25.05	23.89	25.08	26.27	25.08	26.33	27.58
TRANSIT SURVEYOR	16.67	17.50	18.33	17.56	18.44	19.32	18.42	19.34	20.26	19.31	20.28	21.25	20.31	21.33	22.35	21.32	22.39	23.46
TRANSPORT PLAN AID	22.29	23.40	24.51	23.40	24.57	25.74	24.56	25.79	27.02	25.82	27.11	28.40	27.09	28.44	29.79	28.46	29.88	31.30
TRANSPORT PLANNER	29.78	31.27	32.76	31.27	32.83	34.39	32.84	34.48	36.12	34.49	36.21	37.93	36.20	38.01	39.82	38.02	39.92	41.82
VEH SERV DETAILER	19.27	20.23	21.19	20.21	21.22	22.23	21.20	22.26	23.32	22.24	23.35	24.46	23.33	24.50	25.67	24.47	25.69	26.91
VEH SERV TECHNICIAN	21.20	22.26	23.32	22.24	23.35	24.46	23.33	24.50	25.67	24.47	25.69	26.91	25.64	26.92	28.20	26.94	28.29	29.64
VEH SERV WKR I	16.66	17.49	18.32	17.47	18.34	19.21	18.31	19.23	20.15	19.21	20.17	21.13	20.18	21.19	22.20	21.18	22.24	23.30
VEH SERV WKR II	18.34	19.26	20.18	19.27	20.23	21.19	20.21	21.22	22.23	21.20	22.26	23.32	22.24	23.35	24.46	23.33	24.50	25.67

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 = \$27.80; 5% of the Base Rate = \$27.80 x 0.05 = \$1.39  
Step 2: \$27.80 + \$1.39 = \$29.19 (6L)  
Step 3: \$27.80 + 2 x \$1.39 = \$30.58 (6LL)

**Tentative Agreement**

Article 10.1 Pay Rates  
Agree to pay scales as provided above.

Alex Clifford, CEO, General Manager, Santa Cruz METRO

Joan Jeffries, President, SEA Chapter

Date 12/18/15

12/18/2015

G:\kmihayio\PAY RATES\UUST IN CASE SEIU 12-31-2015\6-16-2016 0% COLA\Pay Rates effective 6-16-2016 SEIU with 0%

# Exhibit 2

Effective June 16, 2016

	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	
PSA SALARY SCHEDULE																			
ASST SAFETY AND TRAINING COORDINATOR	29.70	31.19	32.68	31.17	32.73	34.29	32.72	34.36	36.00	34.35	36.07	37.79	36.08	37.88	39.68	37.88	39.77	41.66	43.55
FLT MAINT SUPERVISOR	30.52	32.05	33.58	32.04	33.64	35.24	33.64	35.32	37.00	35.30	37.07	38.84	37.06	38.91	40.76	38.89	40.83	42.77	44.71
SAFETY & TRAINING COORDINATOR	31.18	32.74	34.30	32.73	34.37	36.01	34.36	36.08	37.80	36.07	37.87	39.67	37.88	39.77	41.66	39.77	41.76	43.75	45.74
SERVICE PLANNING SUPERVISOR	32.84	34.48	36.12	34.51	36.24	37.97	36.26	38.07	39.88	38.09	39.99	41.89	39.98	41.98	43.98	41.99	44.09	46.19	48.19
SUPERVISOR OF PARTS & MATERIAL - FM	29.51	30.99	32.47	32.11	33.72	35.33	32.54	34.17	35.80	34.14	35.85	37.56	35.79	37.58	39.37	37.57	39.45	41.33	43.22
SUPERVISING ACCOUNTANT	35.29	37.05	38.81	37.05	38.90	40.75	38.90	40.85	42.80	40.84	42.88	44.92	42.88	45.02	47.16	45.02	47.27	49.52	51.77
TRANSPORT PLAN SUPV	32.84	34.48	36.12	34.49	36.21	37.93	36.20	38.01	39.82	38.02	39.92	41.82	39.92	41.92	43.92	41.92	44.02	46.12	48.12
TRANSIT SUPERVISOR	28.04	29.44	30.84	29.44	30.91	32.38	30.90	32.45	34.00	32.45	34.07	35.69	34.09	35.79	37.49	35.78	37.57	39.36	41.15

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 = \$37.88; 5% of the Base Rate = \$37.88 x 0.05 = \$1.89

Step 2: \$37.88 + \$1.89 = \$39.77 (6L)

Step 3: \$37.88 + 2 x \$1.89 = \$41.66 (6LL)

### Tentative Agreement

Article 10.1 Pay Rates

Agree to pay scales as provided above.

Alex Clifford, CEO/General Manager, Santa Cruz METRO

Manuel Martinez, President, PSA Chapter

Date

12/18/15

12/18/2015

G:\krmhayio\PAY RATES\JUST IN CASE SEIU 12-31-2015\6-16-2016 0% COLA\Pay Rates effective 6-16-2016 SEIU with 0%

# Exhibit 2

Effective June 16, 2016

	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	
VMU SALARY SCHEDULE																			
BODY REPAIR MECHANIC	24.79	26.03	27.27	26.03	27.33	28.63	27.33	28.70	30.07	28.70	30.14	31.58	30.14	31.65	33.16	31.65	33.23	34.81	
ELECTRONIC TECHNICIAN	26.05	27.35	28.65	27.35	28.72	30.09	28.72	30.16	31.60	30.16	31.67	33.18	31.67	33.25	34.83	33.25	34.91	36.57	
FM LEAD MECHANIC	27.35	28.72	30.09	28.72	30.16	31.60	30.16	31.67	33.18	31.67	33.25	34.83	33.25	34.91	36.57	34.91	36.66	38.41	
FM MECHANIC I	23.63	24.81	25.99	24.81	26.05	27.29	26.05	27.35	28.65	27.35	28.72	30.09	28.72	30.16	31.60	30.16	31.67	33.18	
FM MECHANIC II	24.81	26.05	27.29	26.05	27.35	28.65	27.35	28.72	30.09	28.72	30.16	31.60	30.16	31.67	33.18	31.67	33.25	34.83	
FM MECHANIC III	26.05	27.35	28.65	27.35	28.72	30.09	28.72	30.16	31.60	30.16	31.67	33.18	31.67	33.25	34.83	33.25	34.91	36.57	
LEAD PARTS CLERK-FM	24.55	25.78	27.01	25.78	27.07	28.36	27.07	28.42	29.77	28.42	29.84	31.26	29.84	31.33	32.82	31.33	32.90	34.47	
PARTS CLERK	19.75	20.74	21.73	20.74	21.78	22.82	21.78	22.87	23.96	22.87	24.01	25.15	24.01	25.21	26.41	25.21	26.47	27.73	
RECEIVING PARTS CLERK	19.75	20.74	21.73	20.74	21.78	22.82	21.78	22.87	23.96	22.87	24.01	25.15	24.01	25.21	26.41	25.21	26.47	27.73	
UPHOLSTERER I	21.30	22.37	23.44	22.37	23.49	24.61	23.49	24.66	25.83	24.66	25.89	27.12	25.89	27.18	28.47	27.18	28.54	29.90	
UPHOLSTERER II	22.37	23.49	24.61	23.49	24.66	25.83	24.66	25.89	27.12	25.89	27.18	28.47	27.18	28.54	29.90	28.54	29.97	31.40	

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 = \$31.65; 5% of the Base Rate = \$31.65 x 0.05 = \$1.58  
 Step 2: \$31.65 + \$1.58 = \$33.23 (6L)  
 Step 3: \$31.65 + 2 x \$1.58 = \$34.81 (6LL)

**Tentative Agreement**

Article 10.1 Pay Rates

Agree to pay scales as provided above.

Alex Clifford, CEO/General Manager, Santa Cruz METRO

*Michael William Regan*  
 Michael William Regan, President, VMU Chapter

Date 12/18/2015

12/15/2015

G:\mihaylo\PAY RATES\JUST IN CASE SEIU 12-31-2015\6-16-2016 0% COLA\Pay Rates effective 6-16-2016 SEIU with 0%



# Exhibit 3

Effective June 15, 2017

SEA 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
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	17.61	18.49	19.37	18.53	19.46	20.39	19.44	20.41	21.38	20.41	21.43	22.45	21.46	22.53	23.60	22.53	23.66	24.79
ACCOUNTING SPECIALIST	24.30	25.52	26.74	25.52	26.80	28.08	26.76	28.10	29.44	28.12	29.53	30.94	29.54	31.02	32.50	31.00	32.55	34.10
ACCOUNTING TECH	20.15	21.16	22.17	21.15	22.21	23.27	22.20	23.31	24.42	23.33	24.50	25.67	24.48	25.70	26.92	25.68	26.96	28.24
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 SERVICES COORDINATOR	30.77	32.31	33.85	32.31	33.93	35.55	33.93	35.63	37.33	35.62	37.40	39.18	37.41	39.28	41.15	39.29	41.25	43.21
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	26.66	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
CLAIMS 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	18.54	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
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	29.70	31.19	32.68	31.21	32.77	34.33	32.77	34.41	36.05	34.40	36.12	37.84	36.11	37.92	39.73	37.91	39.81	41.71
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 ACCT SP SPEC	24.06	25.26	26.46	25.23	26.49	27.75	26.54	27.87	29.20	27.85	29.24	30.63	29.23	30.69	32.15	30.68	32.21	33.74
PAYROLL SPECIALIST	22.86	24.00	25.14	24.06	25.26	26.46	25.23	26.49	27.75	26.54	27.87	29.20	27.83	29.22	30.61	29.23	30.69	32.15
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%)

# Exhibit 3

Effective June 15, 2017

	Step 1	Step 1 LL	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 2 LL	Step 3	Step 3 L	Step 3 LL	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	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	30.68	32.14
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	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	32.32	33.86
SR FINANCIAL ANALYST	32.97	34.62	36.27	34.64	36.37	38.10	36.37	38.19	40.01	38.19	40.10	42.01	40.09	42.09	44.09	42.09	44.19	46.29	44.19	46.29
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	35.64	37.34
SR SYS ADMIN	36.39	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	51.47	53.92
SR SAFETY SPECIALIST	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	42.76	44.80
SR TRANS PLANNER	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	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	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	26.86	28.14
SUPERVISOR OF REVENUE COLLECTIONS	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	22.84	23.93
TRANSPORT SURVEYOR	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	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	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	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	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	22.68	23.76
VEH SERV WKR II	18.71	19.65	20.59	19.66	20.64	21.62	20.61	21.62	22.67	21.62	22.70	23.78	22.68	23.81	24.94	23.80	24.99	26.18	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.

Alex Clifford, CEO/General Manager, Santa Cruz METRO

Joan Jeffries, President SEA Chapter

12/18/2015

Date 12/18/15

# Exhibit 3

Effective June 15, 2017

PSA SALARY SCHEDULE	Step 1	Step 1 LL	Step 1 LL	Step 2	Step 2 LL	Step 2 LL	Step 3	Step 3 LL	Step 4	Step 4 LL	Step 5	Step 5 LL	Step 6	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
FELT 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	39.67
SAFETY & TRAINING COORDINATOR	31.80	33.39	34.98	33.38	35.05	36.72	35.05	36.80	38.55	36.79	38.63	40.47	38.64	40.57
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	42.83
SUPERVISOR OF PARTS & MATERIAL - FM	30.10	31.61	33.12	31.64	33.22	34.80	33.19	34.85	36.51	34.82	36.56	38.30	36.51	38.34
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
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
TRANSIT SUPERVISOR	28.60	30.03	31.46	30.03	31.53	33.03	31.52	33.10	34.68	33.10	34.76	36.42	34.77	36.50

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 = \$38.64; 5% of the Base Rate = \$38.64 x 0.05 = \$1.93  
 Step 2: \$38.64 + \$1.93 = \$40.57 (6L)  
 Step 3: \$38.64 + \$1.93 + \$1.93 = \$42.50 (6LL)

### Tentative Agreement

#### Article 10.1 Pay Rates

Agree to pay scales as provided above.

Alex Clifford, CEO/General Manager, Santa Cruz METRO

Manuel Martinez, President, PSA Chapter

Date

12/18/15

12/18/2015

G:\krmhaylo\PAY RATES\JUST IN CASE SEIU 12-31-2015\6-15-2017 2% COLA\Pay Rates effective 06-15-2017 SEIU\_PSA\_VMU + 5% L + 5% LL

# Exhibit 3

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	
<b>VMU SALARY SCHEDULE</b>																			
BODY REPAIR MECHANIC	25.29	26.55	27.81	26.55	27.88	29.21	27.88	29.27	30.66	29.27	30.73	32.19	30.73	32.27	33.81	32.27	33.88	35.49	
ELECTRONIC TECHNICIAN	26.58	27.91	29.24	27.91	29.31	30.71	29.31	30.78	32.25	30.78	32.32	33.86	32.32	33.94	35.56	33.94	35.64	37.34	
FM LEAD MECHANIC	27.91	29.31	30.71	29.31	30.78	32.25	30.78	32.32	33.86	32.32	33.94	35.56	33.94	35.64	37.34	35.64	37.42	39.20	
FM MECHANIC I	24.10	25.31	26.52	25.31	26.58	27.85	26.58	27.91	29.24	27.91	29.31	30.71	29.31	30.78	32.25	30.78	32.32	33.86	
FM MECHANIC II	25.31	26.58	27.85	26.58	27.91	29.24	27.91	29.31	30.71	29.31	30.78	32.25	30.78	32.32	33.86	32.32	33.94	35.56	
FM MECHANIC III	26.58	27.91	29.24	27.91	29.31	30.71	29.31	30.78	32.25	30.78	32.32	33.86	32.32	33.94	35.56	33.94	35.64	37.34	
LEAD PARTS CLERK FM	25.04	26.29	27.54	26.29	27.60	28.91	27.60	28.98	30.36	28.98	30.43	31.88	30.43	31.95	33.47	31.95	33.55	35.15	
PARTS CLERK	20.15	21.16	22.17	21.16	22.22	23.28	22.22	23.33	24.44	23.33	24.50	25.67	24.50	25.73	26.96	25.73	27.02	28.31	
RECEIVING PARTS CLERK	20.15	21.16	22.17	21.16	22.22	23.28	22.22	23.33	24.44	23.33	24.50	25.67	24.50	25.73	26.96	25.73	27.02	28.31	
UPHOLSTERER I	21.73	22.82	23.91	22.82	23.96	25.10	23.96	25.16	26.36	25.16	26.42	27.68	26.42	27.74	29.06	27.74	29.13	30.52	
UPHOLSTERER II	22.82	23.96	25.10	23.96	25.16	26.36	25.16	26.42	27.68	26.42	27.74	29.06	27.74	29.13	30.52	29.13	30.59	32.05	

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)

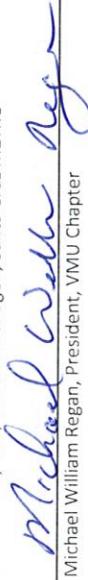
**Example:**

Step 1: Base Rate = \$32.27; 5% of the Base Rate = \$32.27 x 0.05 = \$1.61  
 Step 2: \$32.27 + \$1.61 = \$33.88 (6L)  
 Step 3: \$32.27 + \$1.61 + \$1.61 = \$35.49 (6LL)

**Tentative Agreement**

Article 10.1 Pay Rates  
 Agree to pay scales as provided above.

Alex Clifford, CEO/General Manager, Santa Cruz METRO

  
 Michael William Regan, President, VMU Chapter

Date 12/18/2015