

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>SEA SALARY SCHEDULE</b>																			
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	
PARALEGAL WITH HR DUTIES	31.93	33.53	35.13	33.53	35.21	36.89	35.21	36.97	38.73	36.97	38.82	40.67	38.82	40.76	42.70	40.76	42.80	44.84	
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	
PLANNING ANALYST	30.37	31.89	33.41	31.89	33.48	35.07	33.48	35.15	36.82	35.15	36.91	38.67	36.90	38.75	40.60	38.75	40.69	42.63	
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%)

(Updated as of 07/17/2017)

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
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%)

(Updated as of 07/17/2017)

**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**

Date 8/25/17

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

\_\_\_\_\_  
 Alex Clifford, CEO/General Manager, Santa Cruz METRO 9/5/17

\_\_\_\_\_  
 Joan Jeffries, President, SEA Chapter 9/1/17

\_\_\_\_\_  
 Olivia Martinez, Lead Internal Organizer, SEIU Local 521 9/1/17