



# 2019 SUMMARY OF BENEFITS

## UNION/REPRESENTED COMPENSATION PACKAGE

Shoreline Metro, a department of the City of Sheboygan, offers a competitive compensation and benefits package for employees including part-time employees. The following is a summary of benefits and eligibility:

### COMPENSATION

	<u>UNDER 5 YR</u>	<u>5 YRS</u>	<u>10 YRS</u>	<u>15 YRS</u>	<u>20 YRS</u>
FIXED ROUTE DRIVER	22.34*	22.90**	23.46**	24.02**	24.35**
PARATRANSIT DRIVER	13.50*	15.00	-	-	-
MECHANIC	25.77*	26.41	27.06	27.70	28.09
HOSTLER	19.41*	19.90	20.38	20.87	21.16
SERVICE PERSONNEL	16.79*	17.21	17.63	18.05	18.30

\*All employees start at 75% of base wage through training and probationary then 100% upon completion of 90-day probationary period.

\*\* Employees hired prior to 2014. All new hires receive lump sum bonuses at these levels.

### HEALTH & DENTAL INSURANCE

Shoreline Metro offers a comprehensive high deductible wellness based health insurance plan to qualifying employees. All full-time employees are eligible for health and dental insurance at an affordable rate. Part-time employees may qualify for insurance based on the number of hours worked during a calendar year.

Part-time employees who work between 20-39 hours per week are eligible for health and dental insurance at 50% of the rate of coverage. All part-time employees are eligible for coverage after one year of service (min. requirements apply).

Additional benefits such as short-term and long-term disability insurance and Flexible Spending Accounts are also available.

### LIFE INSURANCE

Employees working in a full-time position will have their share of the group life insurance premium paid for by Shoreline Metro for eleven of twelve months. Employees are responsible for the twelfth monthly payment.

### CLOTHING & TOOL ALLOWANCE

Shoreline Metro offers clothing allowance to fixed route drivers based on their classification ranging from \$170 to \$260 per year. Mechanics are eligible for up to \$450 allowance for tool purchases. Mechanics and Hostlers are eligible annually for a \$100 allowance for safety shoes and jackets.

### RETIREMENT

Employees working over 1,200 hours per year are eligible for the Wisconsin Retirement System.

### VACATION/PTO/HOLIDAYS

Employees of Shoreline Metro are eligible for vacation and/or floating holiday paid-time-off (PTO) according to years of service. Full-time employees start with 2 weeks of vacation after one year of continuous service. Part-time employees (except for Paratransit drivers) are eligible for 1 week of vacation after one year of continuous service on a prorated basis. Paratransit drivers may also be eligible for vacation.

All employees are eligible for floating holiday PTO. Full-time employees earn forty (40) hours per week (based on years of service) while part-time employees may earn a prorated amount based on hours worked the previous year. All employees are eligible for holiday pay. Exclusions may apply.

### TRANSPORTATION

All employees and their immediate family are eligible for free fares on aboard Shoreline Metro.

Employees of Shoreline Metro work for a great organization that is dedicated to safety, customer service and fair treatment of employees and customers alike. Shoreline Metro provides public transportation for the citizens of Sheboygan, Sheboygan Falls and Kohler. As an employee of Shoreline Metro, you can expect to work in an environment that is team-oriented, cultured, and dedicated to your success.

Here's an overview of the expectations of being a bus driver for Shoreline Metro:

- **Work Shifts**

- Drivers are assigned to open routes/shifts during all hours of operation;
- Drivers may be assigned to a morning, evening or Saturday run under normal circumstances;
  - Mornings start at as early as 5:00 a.m. on fixed route, 5:30 a.m. on paratransit
  - Evenings end as late 9:30 p.m. on fixed route and paratransit
- Drivers are expected to be available for both scheduled and call-in work;
- Drivers move up on the seniority list as drivers retire/resign from Shoreline Metro;

- **Hours of Work**

- Drivers are hired as Part-Time with the opportunity to advance as positions come available;
- Drivers may work as many hours as available by both the employer and employee;
- Drivers are not assigned a minimal amount of hours each week;

- **Attendance**

- Drivers are expected to be regular in their attendance;
- Drivers are expected to report to work at or before the scheduled report-in time;
- Drivers may have time off approved by a supervisor on a first come, first serve basis and/or by seniority;

- **Training/Probationary Period**

- Drivers pay is set at 75% of the base wage during training and probationary;
- The training period is based on the ability of the employee and is scheduled at the mutual discretion of the employee and Shoreline Metro;
- Probationary is 90-days;

- **Representation**

- Employees may elect to pay labor union dues (Amalgamated Transit Union Local 998) through voluntary payment after completion of the 90-day probationary period;

I hereby acknowledge the requirements and expectations of the bus driver position with Shoreline Metro and if offered employment, will meet these requirements to the best of my ability with or without reasonable accommodations by Shoreline Metro:

Signature: \_\_\_\_\_

Date: \_\_\_\_\_