

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

- **COMPENSATION:** The following are the base wages for team members in each position. Team members are eligible for longevity bonuses after 5-years of employment through 20-years of employment.

	<u>2022 Wage</u>	
Fixed Route Bus Driver	\$23.71	Stay-On Bonus! New team members can earn up to a \$1,000 bonus. Team members earn \$250 upon obtaining their CDL and an additional \$750 for completing 1-year of service.
Demand-Response Bus Driver	\$16.75	
Transit Mechanic	\$28.14	
Maintenance Assistant	\$20.60	
Transit Utility Worker	\$20.00	

- **HEALTH & DENTAL INSURANCE:** Shoreline Metro offers a comprehensive high deductible wellness based health insurance plan to qualifying team members. All full-time team members are eligible for health and dental insurance at an affordable rate. Part-time team members may qualify for 50 percent insurance coverage after one year of service (or less based on the Affordable Care Act; minimum requirements apply).

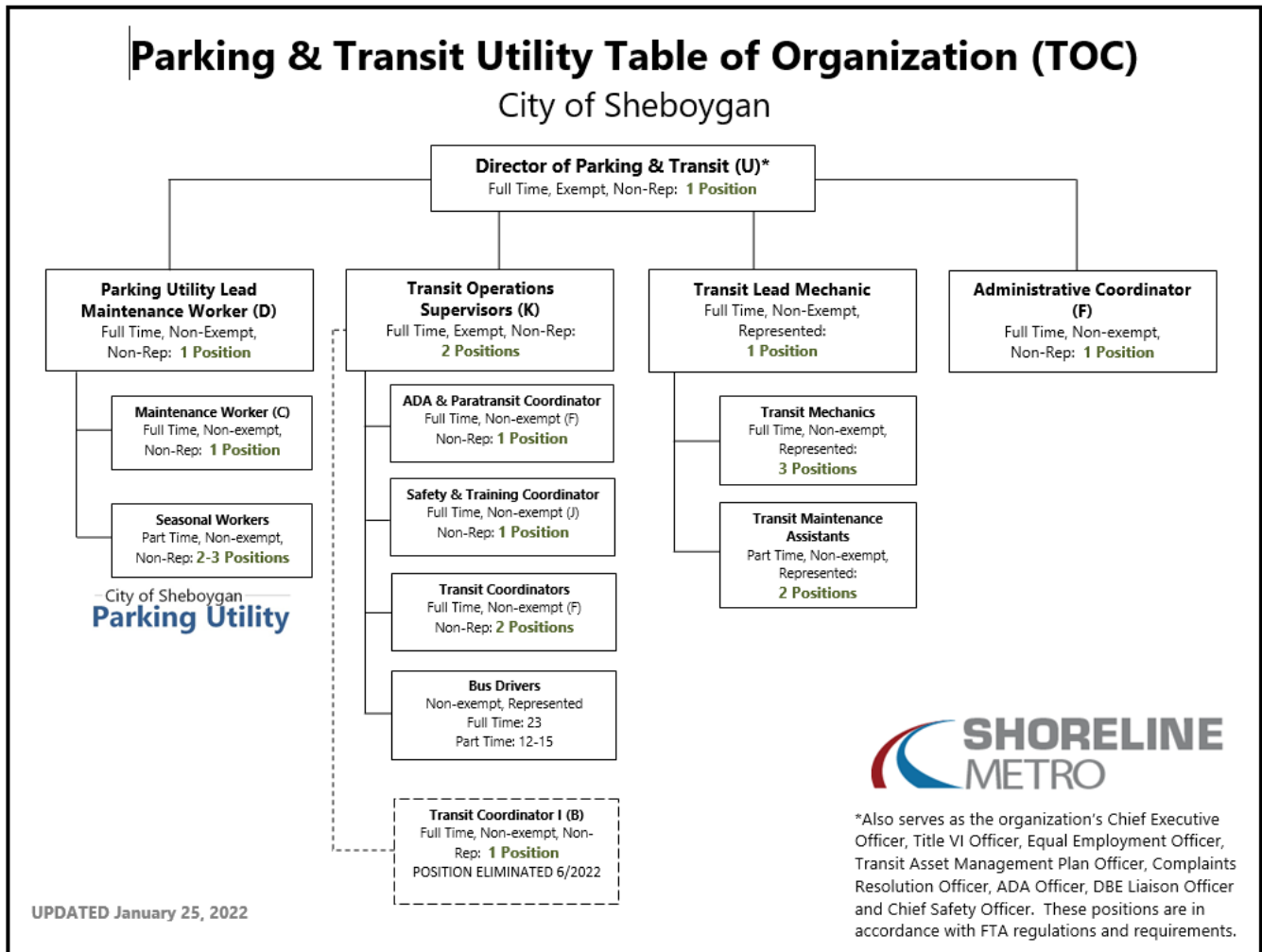
Additional benefits may also be available for team members including short-term and long-term disability insurance, Health Savings Account contribution, and Flexible Spending Accounts.

- **LIFE INSURANCE:** Shoreline Metro offers life insurance to its team members. Full-time team members are responsible for one month insurance premium while part-time team members may elect coverage at their own expense.
- **CLOTHING & TOOL ALLOWANCE:** Shoreline Metro offers an annual uniform allowance to fixed route bus drivers ranging from \$170 to \$260 per year. Mechanics receive an annual \$450 allowance for tool purchases. Mechanics, Maintenance Assistants and Utility Workers receive an annual \$100 allowance for safety shoes.
- **RETIREMENT:** Team members working over 1,200 hours per year are eligible for the Wisconsin Retirement System. Shoreline Metro contributes 50 percent to the pension fund while team members are responsible for the remaining 50 percent.
- **PAID-TIME-OFF:** Shoreline Metro offers its team members paid-time-off (PTO) to use at their discretion. Team members including part-time may be eligible for vacation, floating holidays and paid holidays. Benefits begin after one year of service. Some conditions and minimum requirements do apply.
- **TRANSPORTATION:** All team members and their immediate family are eligible for free fares on aboard Shoreline Metro.
- **UNION REPRESENTATION:** Team members may elect to join the Amalgamated Transit Union, Local 998. Membership is voluntary and at the discretion of the team member. Dues may apply.

- **FLEXIBILITY:** Team members have the opportunity to be “flexible” including:
 - Work as a fixed route driver OR paratransit driver
 - Work as a fixed route driver AND paratransit driver
 - Work as a fixed route driver AND paratransit driver AND maintenance assistant (Utility Worker)

Team members may work casual hours (up to 20) semi-casual hours (20-30) or regular hours (30+) based on the availability of hours each week.

- Team members are assigned to available routes and shifts during all hours of operation.
 - Weekday mornings start as early as 5:00 a.m. for all positions
 - Weekday evenings end as late as 8:30 p.m. for all positions
 - Team members should be available for both scheduled and call-in work.
 - Team members are eligible to move into other positions as they become available including full-time status or staff positions.
- **SAFETY FIRST:** As a team member of Shoreline Metro, you can be assured that the safety of our team members and customers come first. Shoreline Metro is dedicated to safe industrial practices and is a leader in safety.



The City of Sheboygan, Wisconsin is an Equal Opportunity Employer In compliance with the Americans with Disabilities Act, the City of Sheboygan will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.