



2021 SUMMARY OF BENEFITS

UNION/REPRESENTED COMPENSATION PACKAGE

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>Base Wage</u>	<u>Starting Wage*</u>	
Fixed Route Bus Driver	\$23.24	\$17.43	*Team members are at the starting wage through training and 90-day probationary period then move to the base wage. Typically, team members progress from starting wage to base wage in approximately 5 months.
Paratransit Bus Driver	\$14.87	\$10.94	
Mechanic	\$26.80	\$20.10	
Maintenance Assistant	\$19.80	\$14.85	

- **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 (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 and Maintenance Assistants 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.
- **FLEXIBILITY:** Team members have the opportunity to be “flexible” and work both as a fixed route driver and a paratransit driver. Shoreline Metro also hires team members that would like casual shifts on one or both services.
- **UNION REPRESENTATION:** Team members may elect union representation through the Amalgamated Transit Union, Local 998. Membership is voluntary and at the discretion of the team member.
- **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.