

APPENDIX 6: BCUEA Bus Driver Title
For Employees Hired on or after January 23, 2014
10 month, 193 days, 8 hours/day
Contract Period: July 1, 2018 through June 30, 2023

	Annual Salary	Hourly Rate		Annual Salary	Hourly Rate		Annual Salary	Hourly Rate		Annual Salary	Hourly Rate		Annual Salary	Hourly Rate
	2018-19			2019-20			2020-21			2021-22			2022-23	
1	27,571	17.86		27,847	18.04		28,125	18.22		28,406	18.40		28,690	18.58
2	28,191	18.26		28,473	18.44		28,758	18.63		29,045	18.81		29,336	19.00
3	28,826	18.67		29,114	18.86		29,405	19.04		29,699	19.24		29,996	19.43
4	29,474	19.09		29,769	19.28	1	30,067	19.47	1	30,367	19.67	1	30,671	19.86
5	30,137	19.52		30,439	19.71	2	30,743	19.91	2	31,050	20.11	2	31,361	20.31
6	30,815	19.96		31,124	20.16	3	31,435	20.36	3	31,749	20.56	3	32,067	20.77
7	31,509	20.41		31,824	20.61	4	32,142	20.82	4	32,463	21.03	4	32,788	21.24
8	32,218	20.87		32,540	21.08	5	32,865	21.29	5	33,194	21.50	5	33,526	21.71
9	32,943	21.34		33,272	21.55	6	33,605	21.76	6	33,941	21.98	6	34,280	22.20
10	33,684	21.82		34,021	22.03	7	34,361	22.25	7	34,704	22.48	7	35,051	22.70
11	34,442	22.31		34,786	22.53	8	35,134	22.76	8	35,485	22.98	8	35,840	23.21
12	35,217	22.81		35,569	23.04	9	35,924	23.27	9	36,284	23.50	9	36,647	23.73
13	36,009	23.32		36,369	23.56	10	36,733	23.79	10	37,100	24.03	10	37,471	24.27
14	36,819	23.85		37,187	24.09	11	37,559	24.33	11	37,935	24.57	11	38,314	24.81
15	37,648	24.38		38,024	24.63	12	38,404	24.87	12	38,788	25.12	12	39,176	25.37
						13	39,268	25.43	13	39,661	25.69	13	40,058	25.94
						14	40,152	26.01	14	40,553	26.27	14	40,959	26.53
						15	41,055	26.59	15	41,466	26.86	15	41,881	27.12

**APPENDIX 6: BCUEA Grade 11 Titles (Head Trainer, Dispatcher, Automotive Mechanic)
For Employees Hired on or after January 23, 2014
12 month, 260 days, 8 hours/day
Contract Period: July 1, 2018 through June 30, 2023**

	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate		Annual Salary	Hourly Rate		Annual Salary	Hourly Rate		Annual Salary	Hourly Rate
	2018-19		2019-20			2020-21			2021-22			2022-23	
1	46,764	22.48	47,231	22.71		47,704	22.93		48,181	23.16		48,663	23.40
2	47,816	22.99	48,294	23.22		48,777	23.45		49,265	23.69		49,758	23.92
3	48,892	23.51	49,381	23.74		49,875	23.98		50,373	24.22		50,877	24.46
4	49,992	24.03	50,492	24.27	1	50,997	24.52	1	51,507	24.76	1	52,022	25.01
5	51,117	24.58	51,628	24.82	2	52,144	25.07	2	52,666	25.32	2	53,192	25.57
6	52,267	25.13	52,790	25.38	3	53,317	25.63	3	53,851	25.89	3	54,389	26.15
7	53,443	25.69	53,977	25.95	4	54,517	26.21	4	55,062	26.47	4	55,613	26.74
8	54,645	26.27	55,192	26.53	5	55,744	26.80	5	56,301	27.07	5	56,864	27.34
9	55,875	26.86	56,434	27.13	6	56,998	27.40	6	57,568	27.68	6	58,144	27.95
10	57,132	27.47	57,703	27.74	7	58,280	28.02	7	58,863	28.30	7	59,452	28.58
11	58,418	28.09	59,002	28.37	8	59,592	28.65	8	60,188	28.94	8	60,789	29.23
12	59,732	28.72	60,329	29.00	9	60,933	29.29	9	61,542	29.59	9	62,157	29.88
13	61,076	29.36	61,687	29.66	10	62,303	29.95	10	62,927	30.25	10	63,556	30.56
14	62,450	30.02	63,075	30.32	11	63,705	30.63	11	64,342	30.93	11	64,986	31.24
15	63,855	30.70	64,494	31.01	12	65,139	31.32	12	65,790	31.63	12	66,448	31.95
					13	66,604	32.02	13	67,270	32.34	13	67,943	32.66
					14	68,103	32.74	14	68,784	33.07	14	69,472	33.40
					15	69,635	33.48	15	70,332	33.81	15	71,035	34.15

The scale for the Automotive Mechanic was merged into the Head Trainer and Dispatcher scale.

APPENDIX 6: BCUEA Bus Attendant Title
For Employees Hired on or after January 23, 2014
10 month, 191 days, 7.5 hours per day
Contract Period: July 1, 2018 through June 30, 2023

	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate		Annual Salary	Hourly Rate		Annual Salary	Hourly Rate		Annual Salary	Hourly Rate
	2018-19		2019-20			2020-21			2021-22			2022-23	
1	21,993	15.35	22,213	15.51		22,435	15.66		22,660	15.82		22,886	15.98
2	22,488	15.70	22,713	15.86		22,940	16.01		23,170	16.17		23,401	16.34
3	22,994	16.05	23,224	16.21		23,456	16.37		23,691	16.54		23,928	16.70
4	23,511	16.41	23,747	16.58	1	23,984	16.74	1	24,224	16.91	1	24,466	17.08
5	24,040	16.78	24,281	16.95	2	24,524	17.12	2	24,769	17.29	2	25,017	17.46
6	24,581	17.16	24,827	17.33	3	25,075	17.50	3	25,326	17.68	3	25,580	17.86
7	25,134	17.55	25,386	17.72	4	25,640	17.90	4	25,896	18.08	4	26,155	18.26
8	25,700	17.94	25,957	18.12	5	26,217	18.30	5	26,479	18.48	5	26,744	18.67
9	26,278	18.34	26,541	18.53	6	26,806	18.71	6	27,075	18.90	6	27,345	19.09
10	26,870	18.76	27,138	18.94	7	27,410	19.13	7	27,684	19.33	7	27,961	19.52
11	27,474	19.18	27,749	19.37	8	28,026	19.56	8	28,307	19.76	8	28,590	19.96
12	28,092	19.61	28,373	19.81	9	28,657	20.00	9	28,943	20.20	9	29,233	20.41
13	28,724	20.05	29,012	20.25	10	29,302	20.45	10	29,595	20.66	10	29,891	20.87
14	29,371	20.50	29,664	20.71	11	29,961	20.92	11	30,261	21.12	11	30,563	21.34
15	30,031	20.96	30,332	21.17	12	30,635	21.39	12	30,941	21.60	12	31,251	21.82
					13	31,324	21.87	13	31,638	22.09	13	31,954	22.31
					14	32,029	22.36	14	32,349	22.58	14	32,673	22.81
					15	32,750	22.86	15	33,077	23.09	15	33,408	23.32

**Appendix 5: BCUEA Bus Attendant Titles
For Employees Hired Prior to January 23, 2014
10 month, 191 days, 7.5 hours/day
Contract Period: July 1, 2018 through June 30, 2023**

Bus Attendant (grandfathered, Grade A)

	2018-19		2019-20		2020-21		2021-22		2022-23	
	Scale up 2.50%		Scale up 2.50%		Scale up 2.50%		Scale up 2.50%		Scale up 2.50%	
	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary
1	21.80	31,235	22.35	32,016	22.91	32,817	23.48	33,637	24.07	34,478
2	22.36	32,033	22.92	32,834	23.49	33,655	24.08	34,496	24.68	35,359
3	22.92	32,831	23.49	33,652	24.08	34,493	24.68	35,356	25.30	36,239
4	23.48	33,629	24.06	34,470	24.66	35,332	25.28	36,215	25.91	37,120
5	24.03	34,427	24.63	35,288	25.25	36,170	25.88	37,074	26.53	38,001
6	24.59	35,225	25.20	36,106	25.83	37,008	26.48	37,933	27.14	38,882
7	25.15	36,023	25.78	36,923	26.42	37,846	27.08	38,793	27.76	39,762
8	25.15	36,023	25.78	36,923	26.42	37,846	27.08	38,793	27.76	39,762
9	25.15	36,023	25.78	36,923	26.42	37,846	27.08	38,793	27.76	39,762
10	25.15	36,023	25.78	36,923	26.42	37,846	27.08	38,793	27.76	39,762
11	25.70	36,821	26.35	37,741	27.01	38,685	27.68	39,652	28.37	40,643
12	25.70	36,821	26.35	37,741	27.01	38,685	27.68	39,652	28.37	40,643
13	25.70	36,821	26.35	37,741	27.01	38,685	27.68	39,652	28.37	40,643
14	25.70	36,821	26.35	37,741	27.01	38,685	27.68	39,652	28.37	40,643
15	25.70	36,821	26.35	37,741	27.01	38,685	27.68	39,652	28.37	40,643
16	26.26	37,619	26.92	38,559	27.59	39,523	28.28	40,511	28.99	41,524
17	26.26	37,619	26.92	38,559	27.59	39,523	28.28	40,511	28.99	41,524
18	26.26	37,619	26.92	38,559	27.59	39,523	28.28	40,511	28.99	41,524
19	26.26	37,619	26.92	38,559	27.59	39,523	28.28	40,511	28.99	41,524
20	26.82	38,417	27.49	39,377	28.18	40,361	28.88	41,370	29.60	42,405

Employees at or above step 20 will receive the percent increases noted above for each year.

Appendix 5: BCUEA Bus Attendant Titles
For Employees Hired Prior to January 23, 2014
10 month, 191 days, 7.5 hours/day
Contract Period: July 1, 2018 through June 30, 2023

Bus Attendant (grade 3/1)

	2018-19		2019-20		2020-21		2021-22		2022-23	
	Scale up 2.50%		Scale up 2.50%		Scale up 2.50%		Scale up 2.50%		Scale up 2.50%	
	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary
1	16.79	24,048	17.21	24,649	17.64	25,265	18.08	25,897	18.53	26,544
2	17.55	25,147	17.99	25,776	18.44	26,420	18.90	27,081	19.38	27,758
3	18.32	26,247	18.78	26,903	19.25	27,576	19.73	28,265	20.22	28,972
4	19.09	27,346	19.57	28,030	20.06	28,731	20.56	29,449	21.07	30,185
5	19.86	28,446	20.35	29,157	20.86	29,886	21.38	30,633	21.92	31,399
6	20.63	29,545	21.14	30,284	21.67	31,041	22.21	31,817	22.77	32,613
7	21.39	30,645	21.93	31,411	22.48	32,196	23.04	33,001	23.61	33,826
8	21.39	30,645	21.93	31,411	22.48	32,196	23.04	33,001	23.61	33,826
9	21.39	30,645	21.93	31,411	22.48	32,196	23.04	33,001	23.61	33,826
10	21.39	30,645	21.93	31,411	22.48	32,196	23.04	33,001	23.61	33,826
11	22.16	31,745	22.71	32,538	23.28	33,352	23.86	34,185	24.46	35,040
12	22.16	31,745	22.71	32,538	23.28	33,352	23.86	34,185	24.46	35,040
13	22.16	31,745	22.71	32,538	23.28	33,352	23.86	34,185	24.46	35,040
14	22.16	31,745	22.71	32,538	23.28	33,352	23.86	34,185	24.46	35,040
15	22.16	31,745	22.71	32,538	23.28	33,352	23.86	34,185	24.46	35,040
16	22.93	32,844	23.50	33,665	24.09	34,507	24.69	35,370	25.31	36,254
17	22.93	32,844	23.50	33,665	24.09	34,507	24.69	35,370	25.31	36,254
18	22.93	32,844	23.50	33,665	24.09	34,507	24.69	35,370	25.31	36,254
19	22.93	32,844	23.50	33,665	24.09	34,507	24.69	35,370	25.31	36,254
20	23.70	33,944	24.29	34,792	24.90	35,662	25.52	36,554	26.16	37,468

Employees at or above step 20 will receive the percent increases noted above for each year.

Appendix 5: BCUEA Bus Driver Title
For Employees Hired Prior to January 23, 2014
10 month, 193 days, 8 hours/day
Contract Period: July 1, 2018 through June 30, 2023

Bus Driver										
	2018-19		2019-20		2020-21		2021-22		2022-23	
	Scale up 2.50%		Scale up 2.50%		Scale up 2.50%		Scale up 2.50%		Scale up 2.50%	
	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary
1	24.58	37,946	25.19	38,894	25.82	39,867	26.47	40,863	27.13	41,885
2	25.69	39,658	26.33	40,650	26.99	41,666	27.66	42,707	28.35	43,775
3	26.79	41,371	27.46	42,405	28.15	43,465	28.85	44,552	29.58	45,666
4	27.90	43,083	28.60	44,160	29.32	45,264	30.05	46,396	30.80	47,556
5	29.01	44,796	29.74	45,916	30.48	47,064	31.24	48,240	32.02	49,446
6	30.12	46,509	30.88	47,671	31.65	48,863	32.44	50,085	33.25	51,337
7	31.23	48,221	32.01	49,427	32.81	50,662	33.63	51,929	34.47	53,227
8	31.23	48,221	32.01	49,427	32.81	50,662	33.63	51,929	34.47	53,227
9	31.23	48,221	32.01	49,427	32.81	50,662	33.63	51,929	34.47	53,227
10	31.23	48,221	32.01	49,427	32.81	50,662	33.63	51,929	34.47	53,227
11	32.34	49,934	33.15	51,182	33.98	52,462	34.83	53,773	35.70	55,117
12	32.34	49,934	33.15	51,182	33.98	52,462	34.83	53,773	35.70	55,117
13	32.34	49,934	33.15	51,182	33.98	52,462	34.83	53,773	35.70	55,117
14	32.34	49,934	33.15	51,182	33.98	52,462	34.83	53,773	35.70	55,117
15	32.34	49,934	33.15	51,182	33.98	52,462	34.83	53,773	35.70	55,117
16	33.45	51,646	34.29	52,937	35.14	54,261	36.02	55,617	36.92	57,008
17	33.45	51,646	34.29	52,937	35.14	54,261	36.02	55,617	36.92	57,008
18	33.45	51,646	34.29	52,937	35.14	54,261	36.02	55,617	36.92	57,008
19	33.45	51,646	34.29	52,937	35.14	54,261	36.02	55,617	36.92	57,008
20	34.56	53,359	35.42	54,693	36.31	56,060	37.22	57,462	38.15	58,898

Employees at or above step 20 will receive the percent increases noted above for each year.

**Appendix 5: BCUEA Head Trainer/Dispatcher Titles
For Employees Hired Prior to January 23, 2014
12 month, 260 days, 8 hours/day
Contract Period: July 1, 2018 through June 30, 2023**

Head Trainer/Dispatcher										
	2018-19		2019-20		2020-21		2021-22		2022-23	
	Scale up 2.50%		Scale up 2.50%		Scale up 2.50%		Scale up 2.50%		Scale up 2.50%	
	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary
1	24.58	51,118	25.19	52,396	25.82	53,706	26.47	55,049	27.13	56,425
2	25.69	53,425	26.33	54,761	26.99	56,130	27.66	57,533	28.35	58,972
3	26.79	55,733	27.46	57,126	28.15	58,554	28.85	60,018	29.58	61,518
4	27.90	58,040	28.60	59,491	29.32	60,978	30.05	62,502	30.80	64,065
5	29.01	60,347	29.74	61,856	30.48	63,402	31.24	64,987	32.02	66,612
6	30.12	62,654	30.88	64,220	31.65	65,826	32.44	67,471	33.25	69,158
7	31.23	64,961	32.01	66,585	32.81	68,250	33.63	69,956	34.47	71,705
8	31.23	64,961	32.01	66,585	32.81	68,250	33.63	69,956	34.47	71,705
9	31.23	64,961	32.01	66,585	32.81	68,250	33.63	69,956	34.47	71,705
10	31.23	64,961	32.01	66,585	32.81	68,250	33.63	69,956	34.47	71,705
11	32.34	67,268	33.15	68,950	33.98	70,674	34.83	72,440	35.70	74,252
12	32.34	67,268	33.15	68,950	33.98	70,674	34.83	72,440	35.70	74,252
13	32.34	67,268	33.15	68,950	33.98	70,674	34.83	72,440	35.70	74,252
14	32.34	67,268	33.15	68,950	33.98	70,674	34.83	72,440	35.70	74,252
15	32.34	67,268	33.15	68,950	33.98	70,674	34.83	72,440	35.70	74,252
16	33.45	69,575	34.29	71,315	35.14	73,098	36.02	74,925	36.92	76,798
17	33.45	69,575	34.29	71,315	35.14	73,098	36.02	74,925	36.92	76,798
18	33.45	69,575	34.29	71,315	35.14	73,098	36.02	74,925	36.92	76,798
19	33.45	69,575	34.29	71,315	35.14	73,098	36.02	74,925	36.92	76,798
20	34.56	71,882	35.42	73,679	36.31	75,521	37.22	77,410	38.15	79,345

Employees at or above step 20 will receive the percent increases noted above for each year.

**Appendix 5: BCUEA Automotive Mechanic Title
For Employees Hired Prior to January 23, 2014
12 month,260 days, 8 hours/day
Contract Period: July 1, 2018 through June 30, 2023**

Appendix 5: Automotive Mechanic: 12 month, 260 days, 8 hours/day

	2018-19		2019-20		2020-21		2021-22		2022-23	
	Scale up 2.50%		Scale up 2.50%		Scale up 2.50%		Scale up 2.50%		Scale up 2.50%	
	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary
1	24.15	50,232	24.75	51,488	25.37	52,775	26.01	54,094	26.66	55,447
2	25.16	52,343	25.79	53,652	26.44	54,993	27.10	56,368	27.78	57,777
3	26.18	54,454	26.83	55,815	27.51	57,211	28.19	58,641	28.90	60,107
4	27.19	56,565	27.87	57,979	28.57	59,428	29.29	60,914	30.02	62,437
5	28.21	58,676	28.91	60,143	29.64	61,646	30.38	63,187	31.14	64,767
6	29.22	60,787	29.95	62,306	30.70	63,864	31.47	65,461	32.26	67,097
7	30.24	62,897	31.00	64,470	31.77	66,082	32.56	67,734	33.38	69,427
8	30.24	62,897	31.00	64,470	31.77	66,082	32.56	67,734	33.38	69,427
9	30.24	62,897	31.00	64,470	31.77	66,082	32.56	67,734	33.38	69,427
10	30.24	62,897	31.00	64,470	31.77	66,082	32.56	67,734	33.38	69,427
11	31.25	65,008	32.04	66,634	32.84	68,299	33.66	70,007	34.50	71,757
12	31.25	65,008	32.04	66,634	32.84	68,299	33.66	70,007	34.50	71,757
13	31.25	65,008	32.04	66,634	32.84	68,299	33.66	70,007	34.50	71,757
14	31.25	65,008	32.04	66,634	32.84	68,299	33.66	70,007	34.50	71,757
15	31.25	65,008	32.04	66,634	32.84	68,299	33.66	70,007	34.50	71,757
16	32.27	67,119	33.08	68,797	33.90	70,517	34.75	72,280	35.62	74,087
17	32.27	67,119	33.08	68,797	33.90	70,517	34.75	72,280	35.62	74,087
18	32.27	67,119	33.08	68,797	33.90	70,517	34.75	72,280	35.62	74,087
19	32.27	67,119	33.08	68,797	33.90	70,517	34.75	72,280	35.62	74,087
20	33.28	69,230	34.12	70,961	34.97	72,735	35.84	74,553	36.74	76,417

Employees at or above step 20 will receive the percent increases noted above for each year.