**INCREASED WAGES:**
Base wages increase 15-20% for bus drivers over the life of the proposed agreement, through June 15, 2025.

- **Retroactive increases** dating back to October 2020
- **Longevity pay** with an increased salary range for employees with 20,000 hours of driving time

**VIDEO:**
- New management limitations on review of video for disciplinary purposes
- Specifically, management limited to review of thirty minutes before and after a defined triggering incident

**NO CHANGE IN OVERTIME RULES FOR CURRENT DRIVERS**
Drivers hired after July 1, 2022, will be eligible for overtime after working 40 hours in a workweek.

**INCREASED BENEFITS:**
- Holiday Leave increased by 8 hours
- Health Reimbursement Account (HRA) expanded to:
  - Provide employees with a one-time deposit of 32 hours in an HRA bank
  - Value increased from 40% to 80%
  - Qualified medical expenses included
- Driver Rest Period increased from 8 hours to 9 hours

**TIME OFF PROGRAM:**
Employee Incentive Time Off Program Discontinued

**SUMMARY OF CITY'S OFFER ATU/FAX BUS DRIVERS**

<table>
<thead>
<tr>
<th>A-E Steps (Hourly)</th>
<th>Current</th>
<th>Effective Upon Approval***</th>
<th>Effective June 2023</th>
<th>Effective June 2024</th>
</tr>
</thead>
<tbody>
<tr>
<td>Longevity Pay*</td>
<td>n/a</td>
<td>$32.07</td>
<td>$33.03</td>
<td>$34.03</td>
</tr>
</tbody>
</table>

**FAX bus drivers would have the highest base wages throughout the Central Valley, from Stockton to Bakersfield as well as San Diego, Santa Ana and Santa Monica.**

**Based on salary information available on public websites**

***Retroactively effective June 2022, upon adoption by Council**