

**Side Letter to the Memorandum of Understanding  
between the City of Santa Rosa and the Service Employees International Union,  
Local 1021, for and on behalf of the Employees in the City’s Unit 8 - Transit  
Retroactive to April 1, 2022**

**Recruitment Strategy for Bus Operator Trainee**

In recognition that there is a dire need to hire and retain Bus Operators throughout the City, representatives from the City and SEIU Local 1021 met and conferred over the impact to eliminate the Bus Operator Trainee Classification and Pay Scale and start new employees on Step 1 of the Bus Operator Pay Scale. This agreement would be retroactive to April 1, 2022, to ensure that new hires do not come in at a higher rate than incumbents.

Current Pay Scales:

<b>Position</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Bus Operator Trainee	19.04	20.88			
Bus Operator	24.87	26.09	27.41	28.74	30.23

The City and Service Employees International Union (SEIU), representing Unit 8 – Transit, have met and conferred and have agreed to amend the existing Memorandum of Understanding to eliminate the Bus Operator Trainee Classification and corresponding pay range, so that new hires will be hired at Step One of the Bus Operator range during their training period. This would bring the starting salary for Bus Operators Trainees to \$24.87 per hour, instead of \$19.04 per hour in the existing Bus Operator Trainee pay scale. The probationary period will be in addition to the time it takes for a Bus Operator to obtain a license.

The current language in Section 66.7 of the Unit 8 Memorandum of Understanding states that “Bus Operators in training shall begin at a wage rate of Step 1 of the Bus Operator Trainee salary range and progress to a maximum of Step 2 of the Bus Operator Trainee salary range according to the terms of the CityBus Operating Procedures.” CityBus Standard Operating Procedures Section IX (Training) specifies that the training period will not exceed 90 days and that trainees deemed to be fully competent prior to conclusion of the 90-day period shall advance to the first step of the Bus Operator salary schedule.

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For the City

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For SEIU Local 1021

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Date

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Date