

WAGES AND FRINGE BENEFITS FOR San Benito County Express Employees

IMPORTANT NOTE AND DISCLAIMER

The wages and benefits paid to certain employees of the San Benito County Express are governed by a collective bargaining agreement with the SEUI Local 817. The County has released this agreement with the RFP.

BENEFITS

Physical and Drug Screens: The company pays for all physicals and drug screens and pays for lost time as a result of taking a physical or drug screen.

Medical and Dental Insurance: Employees receive group medical, vision and dental insurance (including prescriptions) after probation. Employee contribution for single health coverage is \$10 per month. Dental insurance is provided at no cost if the employee does not elect medical coverage. Vision coverage is provided 100% by the company for single coverage.

Life Insurance: Company maintains \$10,000 survivor benefit per employee.

Uniforms and Safety Equipment: The Company provides uniforms and safety equipment to employees at the company's sole cost.

Safety Bonus: Company works with union on a monthly safety program where cash equivalent prize are distributed up to \$300 per month.

401 (k) Plan: The Company provides a 401K program, and matches \$0.10 for every dollar an employee contributes to this plan, up to six (6) percent of an employee's annual salary.

Paid Holidays: Full Time Employees shall be eligible for six (6) paid holidays per year as defined in the labor contract.

Paid Time Off: employees shall be entitled to the following vacation (employees are allowed to cash out vacation in excess of 120 hours):

After 1 year of service: 3.33 hours accrued per month

After 3 years of service: 6.66 hours accrued per month

After 5 years of service: 10 hours accrued per month

Sick Leave: employees are eligible for four (4) hours of sick pay each month, with a maximum of six (6) days per year, as defined in the labor contract.

Funeral Leave: employees are granted up to three days with pay, to attend the funerals of a relative as defined in the union agreement.

WAGES- attached

MV Transportation – San Benito County Employee List – Non-Exempt

MV Transportation

San Benito County Employee Pay Rates as of 1/1/2011

Position	Pay Rate as of January 1st 2011
Dispatcher	\$ 21.31
Dispatcher	\$ 20.77
Dispatcher	\$ 12.60
Driver	\$ 18.85
Driver	\$ 18.07
Driver	\$ 17.16
Driver	\$ 15.97
Driver	\$ 14.46
Driver	\$ 14.46
Driver	\$ 13.89
Driver	\$ 13.81
Driver	\$ 13.64
Driver	\$ 13.64
Driver	\$ 13.42
Driver	\$ 12.60
Driver	\$ 12.60
Driver	\$ 12.60
Driver	\$ 10.58
Driver	\$ 10.58