

Memorandum of Understanding (MOU)
Between Intercity Transit and IAM, Lodge 160
Creation of Technician I Pay Schedule – Appendix A

Intercity Transit and the Union agree to the following:

APPENDIX A - WAGE SCHEDULES

July Wage Increases:

Employees who are not at their top wage step as of July 1 of the applicable Contract year, shall receive a one step increase effective the first full pay period after July 1 of said year.

Apprentice Wage Schedule:

~~Apprentice wage rates shall be in accordance with the following schedule (all rates are calculated as a percentage of the third step from the top of the Mechanic wage schedule, above):~~

- ~~—— 1st 6 months – 60% of Journeyman Scale~~
- ~~—— 2nd 6 months – 65% of Journeyman Scale~~
- ~~—— 3rd 6 months – 70% of Journeyman Scale~~
- ~~—— 4th 6 months – 75% of Journeyman Scale~~
- ~~—— 5th 6 months – 80% of Journeyman Scale~~
- ~~—— 6th 6 months – 85% of Journeyman Scale~~
- ~~—— 7th 6 months – 90% of Journeyman Scale~~
- ~~—— 8th 6 months – 95% of Journeyman Scale~~
- ~~—— Thereafter, Mechanic wage schedule beginning at third step from the top~~

~~Apprentice wage rates for each employee will be adjusted to be effective in the first full pay period after completion of each six months of service.~~

Technician 1 Wage Schedule:

Technician 1 wage rates shall be in accordance with the following schedule (all rates are calculated as a percentage of the applicable step of the Technician 2 wage schedule, listed below):

- Modules 0-1 – 80% of Technician 2
- Modules 2-4 – 85% of Technician 2
- Modules 5-7 – 90% of Technician 2
- Modules 8-9 – 95% of Technician 2

After Module 9 – 100% of Technician 2

Technician 1 wage rate will be adjusted after successfully completing all tasks within the groups of modules. Adjustments will occur on the next full pay period after completion. Technician 1 employees will be eligible for July Wage Increases and General Wage Increases.

WAGE TABLES

2024					2025	2026
	4.30%	4.50%			3.50%	3.00%
	GWI	Market Adjustment			GWI	GWI
Technician			3.50%	6.00%		
A	\$ 35.86	\$ 37.47	\$ 38.78	\$ 39.72	\$ 38.78	\$ 39.94
B	\$ 37.67	\$ 39.37	\$ 40.75	\$ 41.73	\$ 40.75	\$ 41.97
C	\$ 39.54	\$ 41.32	\$ 42.77	\$ 43.80	\$ 42.77	\$ 44.05
D	\$ 41.61	\$ 43.48	\$ 45.00	\$ 46.09	\$ 45.00	\$ 46.35
E - 10 yrs (+2%)		\$ 44.35	\$ 45.90	\$ 47.01	\$ 45.90	\$ 47.28
F - 15 yrs (+3%)		\$ 45.68	\$ 47.28	\$ 48.42	\$ 47.28	\$ 48.70

2024					2025	2026
(80% of Technician)	4.30%	4.50%			3.50%	3.00%
	GWI	Market Adjustment			GWI	GWI
Technician I			3.50%	6.00%		
A	\$ 28.69	\$ 29.98	\$ 31.03	\$ 31.78	\$ 31.03	\$ 31.96
B	\$ 30.14	\$ 31.49	\$ 32.59	\$ 33.38	\$ 32.59	\$ 33.57
C	\$ 31.63	\$ 33.06	\$ 34.22	\$ 35.04	\$ 34.22	\$ 35.25
D	\$ 33.29	\$ 34.79	\$ 36.01	\$ 36.88	\$ 36.01	\$ 37.09
E - 10 yrs (+2%)		\$ 35.49	\$ 36.73	\$ 37.61	\$ 36.73	\$ 37.83
F - 15 yrs (+3%)		\$ 36.55	\$ 37.83	\$ 38.74	\$ 37.83	\$ 38.96

(85% of Technician)	4.30% GWI	4.50% Market Adjustment		
Technician I			3.50%	6.00%
A	\$ 30.48	\$ 31.85	\$ 32.96	\$ 33.76
B	\$ 32.02	\$ 33.46	\$ 34.63	\$ 35.47
C	\$ 33.61	\$ 35.12	\$ 36.35	\$ 37.23
D	\$ 35.37	\$ 36.96	\$ 38.25	\$ 39.18
E - 10 yrs (+2%)		\$ 37.70	\$ 39.02	\$ 39.96
F - 15 yrs (+3%)		\$ 38.83	\$ 40.19	\$ 41.16

3.50%
GWI

3.00%
GWI

\$ 32.96

\$ 33.95

\$ 34.63

\$ 35.67

\$ 36.35

\$ 37.44

\$ 38.25

\$ 39.40

\$ 39.02

\$ 40.19

\$ 40.19

\$ 41.40

(90% of Technician)	4.30% GWI	4.50% Market Adjustment		
Technician I			3.50%	6.00%
A	\$ 32.27	\$ 33.73	\$ 34.91	\$ 35.75
B	\$ 33.90	\$ 35.43	\$ 36.67	\$ 37.56
C	\$ 35.59	\$ 37.19	\$ 38.49	\$ 39.42
D	\$ 37.45	\$ 39.13	\$ 40.50	\$ 41.48
E - 10 yrs (+2%)		\$ 39.91	\$ 41.31	\$ 42.31
F - 15 yrs (+3%)		\$ 41.11	\$ 42.55	\$ 43.58

3.50%
GWI

3.00%
GWI

\$ 34.91

\$ 35.96

\$ 36.67

\$ 37.77

\$ 38.49

\$ 39.64

\$ 40.50

\$ 41.72

\$ 41.31

\$ 42.55

\$ 42.55

\$ 43.83

(95% of Technician)	4.30% GWI	4.50% Market Adjustment		
Technician I			3.50%	6.00%
A	\$ 34.07	\$ 35.60	\$ 36.85	\$ 37.74
B	\$ 35.79	\$ 37.40	\$ 38.71	\$ 39.64
C	\$ 37.56	\$ 39.25	\$ 40.62	\$ 41.61
D	\$ 39.53	\$ 41.31	\$ 42.76	\$ 43.79
E - 10 yrs (+2%)		\$ 42.14	\$ 43.61	\$ 44.66
F - 15 yrs (+3%)		\$ 43.40	\$ 44.92	\$ 46.00

3.50%
GWI

3.00%
GWI

\$ 36.85

\$ 37.96

\$ 38.71

\$ 39.87

\$ 40.62

\$ 41.84

\$ 42.76

\$ 44.04

\$ 43.61

\$ 44.92

\$ 44.92

\$ 46.27

Date: 8/8/2024

Signed by:

Emily Bergkamp

57818902E02D402...

For Intercity Transit

DocuSigned by:

Zac Collins

2D47D34D7F3143F...

For IAM, Lodge 160