

MINIMUM WAGES AND BENEFITS
Fixed Route and Paratransit Drivers
Fixed Route Dispatchers

The Cities of Fargo and Moorhead require a one-year probationary period for all employees hired under this contract. Performance reviews shall be given to each employee at 90-days, at the end of the probation period and no less than annually thereafter. Performance reviews shall be given to each employee after initial hire within 90-days and annually thereafter.

Existing seniority will be honored in length of service and wages. The incoming Contractor will be required to interview existing employees for this procurement. If hired, the Contractor may institute a new one-year probation period to determine satisfactory performance. For purposes of this RFP and the resulting contract, the anniversary date of the first year of service will be used as the permanent anniversary date regardless of who is awarded the contract, with regard to wages and accumulation of paid time off for existing transit employees. A current seniority list is included in the following table. The incoming Contractor will **not** be required to honor accumulated sick or vacation leave **balances** from employees hired from the existing Contractor as this is the responsibility of the previous employer. The incoming Contractor will honor the existing seniority in determining the rate at which paid time off will accumulate.

Bus operators working at least 32 hours per week shall be guaranteed, **at a minimum**, the **wages and benefits** listed below during the term of this contract.

*In year 2, and future years, the minimum wages for each year shall be no less than the previous year's wages plus the "Consumer Price Index (CPI) All Urban Consumers for Midwest Region Size Class B/C Services" for the percent change for the previous twelve months. If the CPI is less than zero, the minimum wages shall be the previous year's wages unless the Contractor and/or City demonstrate there are circumstances requiring a wage increase above the CPI, the Contractor or City may negotiate the rate.

MINIMUM WAGES IN CONTRACTOR'S PROPOSAL:

Year	Step	No. of Drivers as of 7/30/2020	Driver Minimum Wage Per Hour 2021
0	1	31	\$18.60
>1	2	52	\$18.96
>2	3	45	\$19.33
>3	4	36	\$19.70
>4	5	33	\$20.21
>5	6	29	\$20.80
>10	9	18	\$21.20
>15	10	10	\$21.61
>20	11	7	\$22.15
>25	12	1	\$22.69

Paid-time Off per Year (Earned prorata per month or pay period)

0-12 months	40 hours
1 year but less than 3 years	96 hours
3 years but less than 10 years	120 hours
10 years but less than 15 years	160 hours
15 years or more	200 hours

Paid time off can be accumulated up to 15 days.

Health / Welfare:

A group health-insurance plan shall be offered to employees working at least 32 hours per week. Health insurance is required to be provided to employees after completion of 90 days of employment. The employer shall pay a minimum of 70% of a single premium under this plan or, if the employee chooses not to enroll in the health insurance plan, shall pay the employee a stipend to spend elsewhere valued at 30% of the single premium.

Paid holidays: Employees shall be eligible for holiday pay immediately upon employment. Paid holidays are to include: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.