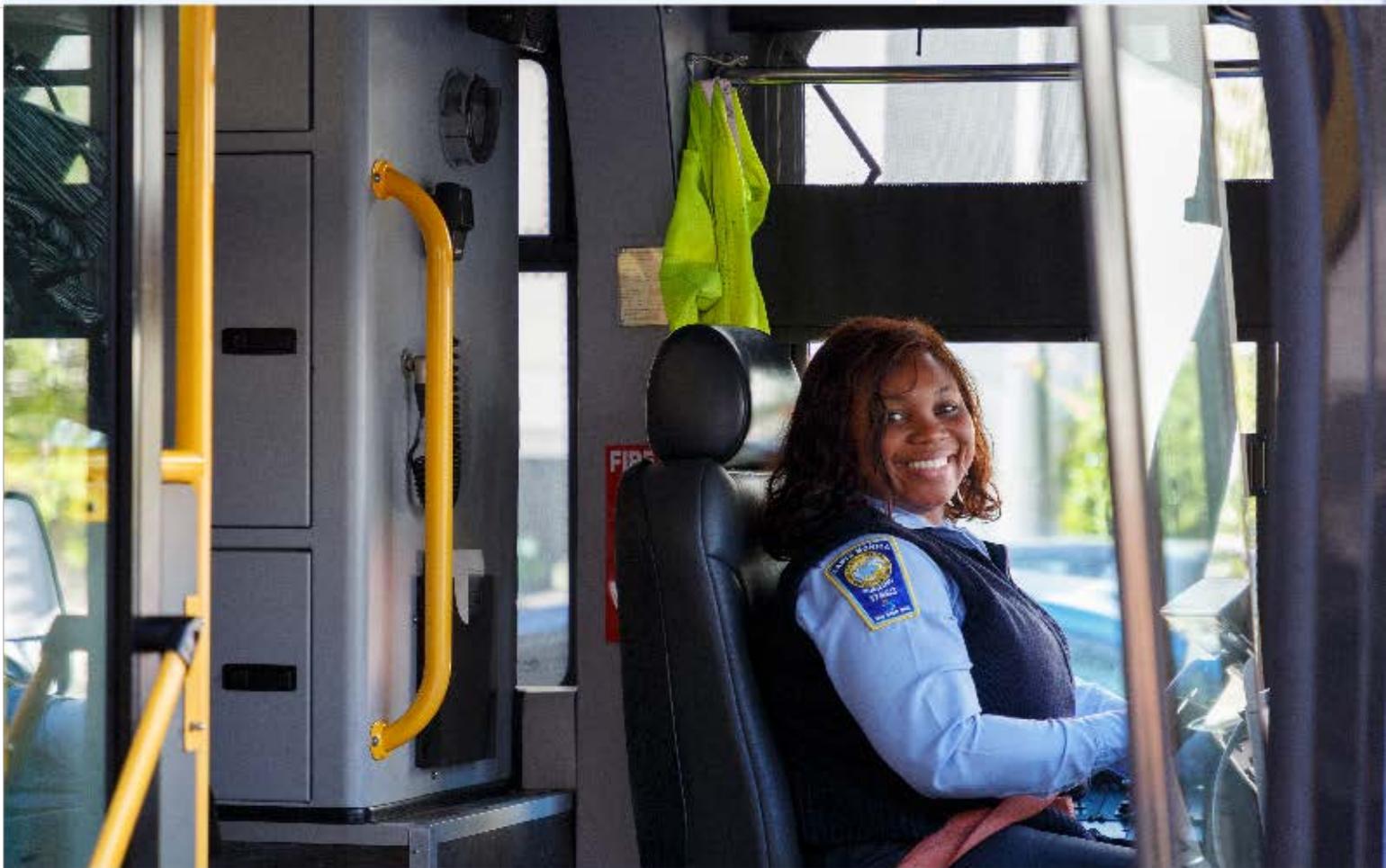


2019

**PUBLIC TRANSPORTATION**  
**WAGE RATE**  
**DATABASE**



AMERICAN  
PUBLIC  
TRANSPORTATION  
ASSOCIATION

# **2019 PUBLIC TRANSPORTATION WAGE RATE DATABASE**

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## **2019 PUBLIC TRANSPORTATION WAGE RATE REPORT**

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### **Purpose Statement**

APTA leads public transportation in a new mobility era, advocating to connect and build thriving communities.

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## INTRODUCTION

This report provides a listing of compensation for public transportation operators and mechanics, as of **June 2019**. This report does not include information for cleaners, helpers, conductors, etc. Transportation agencies that have contracts with private providers to operate service were not included in the data request. Agencies with information/plans that could not be summarized by the survey questions were asked to leave the question blank or enter "0".

## EXPLANATION OF DATA CATEGORIES

### Positions

Operator--an operating employee engaged in vehicle operations or a person providing support in vehicle operations activities.

Mechanic (Apprentice)--an unskilled operating employee under the direct supervision of a skilled operating employee engaged in vehicle maintenance, performing inspection and maintenance, vehicle maintenance of vehicles, performing servicing functions for revenue and service vehicles, and repairing damage to vehicles resulting from vandalism or accidents.

Mechanic (Journeyman)--a skilled operating employee engaged in vehicle maintenance, performing inspection and maintenance, vehicle maintenance of vehicles, performing servicing functions for revenue and service vehicles, and repairing damage to vehicles resulting from vandalism or accidents.

## **Definitions**

Lowest and Highest Hourly Wage (Dollars)—Minimum and maximum hourly pay rates.

Average Hourly Wage (Dollars)—The sum of all hourly wages for all employees for this position divided by the total number of employees in the position.

Annual Salary Increase—Whether or not the position receives an annual salary increase, and what form the increase takes (a percentage increase of base pay, or a fixed dollar amount increase (per hour).

Shift Differential—Whether or not the position receives shift differential compensation, and whether the shift differential method is a dollar amount or a percentage of the base pay.

Second Shift-- A work shift of eight hours usually running from late afternoon to early evening hours.

Third Shift-- A work shift of eight hours, also known as the 'night shift', usually running from late evening to early morning hours.

Contract Start/End Month/Year—the start and end date of the agencies current contract as of June 2019. Note that some agencies' contracts have lapsed and are currently negotiating new ones.

Employer/Employee Monthly Health Care Premium Payment—the monthly health care premium contribution made by employers and employees either as a percentage of pay, or as a dollar amount. Agencies typically have several plans available for hourly employees to enroll in. For this purpose, they were asked to provide details for the plan that the majority of employees are enrolled in, or information on the plan that covers a single employee, inclusive of all health benefits (medical, vision, dental).

Employer/Employee Pension Contribution as a Percent of Pay—the contribution that both employees and employers contribute to the employee's pension plan, as a percentage of pay. For the employers' contribution, agencies were asked to put in the maximum percentage that they could contribute. For example, if an agency contributes 2% and matches up to an additional 4%, the total would be a 6% contribution.

Union Representation—the union that represents the respective position.

# Table 1: Participating Agencies

State or Province	City	Transit Agency Name	Bus	Demand Response	Heavy Rail	Light Rail	Commuter Rail	Ferryboat	Number of Employees	Number of Vehicles
U.S.										
AR	Little Rock, AR	Central Arkansas Transit Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	205	88
AZ	Flagstaff, AZ	Northern Arizona Intergovernmental Public Transportation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	103	37
CA	Anaheim, CA	Anaheim Resort Transportation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	250	82
CA	Concord, CA	Central Contra Costa Transit Authority	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	250	188
CA	Davis, CA	Unitrans	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	250	45
CA	Lancaster, CA	Antelope Valley Transit Authority	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	189	90
CA	Los Angeles, CA	Los Angeles County Metropolitan Transportation Authority	<input checked="" type="checkbox"/>	<input type="checkbox"/>	11214	2308				
CA	Los Angeles, CA	Torrance Transit System	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	168	113
CA	Los Angeles, CA	City of Santa Monica's Big Blue Bus	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	510	214
CA	Los Angeles, CA	Access Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2500	1889
CA	Los Angeles, CA	Long Beach Transit	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	850	264
CA	Redding, CA	Redding Area Bus Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	70	38
CA	Riverside-San B	Riverside Transit Agency	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	860	334
CA	Sacramento, C	Sacramento Regional Transit District	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1122	327
CA	San Diego, CA	San Diego Metropolitan Transit System	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2550	997
CA	San Francisco,	San Mateo County Transit District	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1011	470
CA	San Francisco,	San Francisco Municipal Transportation Agency	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	6000	1100
CA	San Francisco,	Golden Gate Bridge, Highway & Transportation District	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	831	205
CA	San Francisco-	San Francisco Bay Area Rapid Transit District	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	3994	739
CA	San Francisco-	Alameda-Contra Costa Transit District	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2250	637

State or Province	City	Transit Agency Name	Bus	Demand Response	Heavy Rail	Light Rail	Commuter Rail	Ferryboat	Number of Employees	Number of Vehicles
CA	San Jose, CA	Santa Clara Valley Transportation Authority	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2154	884
CA	San Rafael, CA	Sonoma Marin Area Rail Transit District (SMART)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	152	18
CA	Santa Barbara, CA	Santa Barbara Metropolitan Transit District	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	235	106
CA	Santa Cruz, CA	Santa Cruz Metropolitan Transit District	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	304	126
CA	Seaside, CA	Monterey-Salinas Transit	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	354	162
CO	Aspen, CO	Roaring Fork Transportation Authority	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	350	122
CO	Denver, CO	Regional Transportation District	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	2930	1662
CT	Norwalk, CT	Norwalk Transit District (Wheels)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	158	91
DC	Washington, D	Washington Metropolitan Area Transit Authority	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	12080	3223
FL	Jacksonville, FL	Jacksonville Transportation Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	850	323
FL	Orlando, FL	Central Florida Regional Transportation Authority	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1095	695
FL	Sarasota, FL	Manatee County Area Transit	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	135	78
FL	Stuart, FL	Martin County Public Transit Service	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	33	9
FL	Tallahassee, FL	Starmetro	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	195	93
FL	Tampa-St. Pete	Hillsborough Area Regional Transit Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	795	258
FL	Tampa-St. Pete	Pinellas Suncoast Transit Authority	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	621	213
GA	Atlanta, GA	Metropolitan Atlanta Rapid Transit Authority	<input checked="" type="checkbox"/>	<input type="checkbox"/>	4471	1145				
GA	Macon, GA	Macon-Bibb County Transit Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	74	38
HI	Honolulu, HI	City & County of Honolulu Department of Transportation Se	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2008	724
IA	Des Moines, IA	Des Moines Area Regional Transit Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	300	150
IL	Bloomington, IL	Bloomington-Normal Public Transit System	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	132	59
IL	Chicago, IL	Chicago Transit Authority	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	11082	2981
IL	Chicago, IL	Metra	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	2591	1189
IL	Peoria, IL	Greater Peoria Mass Transit District	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	189	91

State or Province	City	Transit Agency Name	Bus	Demand Response	Heavy Rail	Light Rail	Commuter Rail	Ferryboat	Number of Employees	Number of Vehicles
IN	Chesterton, IN	Northern Indiana Commuter Transportation District	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	386	82
IN	Indianapolis, IN	Indianapolis Public Transportation Corporation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	713	225
IN	Lafayette, IN	Greater Lafayette Public Transportation Corporation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	132	72
IN	South Bend, IN	South Bend Public Transportation Corporation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	122	67
KY	Lexington, KY	Lexington Transit Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	250	110
KY	Louisville, KY	Transit Authority of River City	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	987	486
KY	Owensboro, KY	Owensboro Transit System	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	32	11
MD	Baltimore, MD	Maryland Transit Administration	<input checked="" type="checkbox"/>	<input type="checkbox"/>	3300	1350				
MD	Washington, D	Montgomery County Transit Services	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	800	375
MI	Ann Arbor, MI	Ann Arbor Transportation Authority	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	279	127
MI	Battle Creek, M	Battle Creek Transit	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	38	19
MI	Detroit, MI	Detroit Transportation Corporation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	110	12
MI	Detroit, MI	Detroit Department of Transportation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1300	550
MI	Flint, MI	Mass Transportation Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	600	323
MI	Muskegon, MI	Muskegon Area Transit System	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	66	33
MI	Port Huron, MI	Blue Water Area Transportation Commission	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	126	72
MN	Minneapolis-St.	Metro Transit	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2670	1024
MT	Missoula, MT	Missoula Urban Transportation District	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	70	36
NC	Charlotte, NC	Charlotte Area Transit System	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1322	600
NC	Durham, NC	GoDurham Transit	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	186	61
NC	Hillsborough, N	Orange County Public Transportation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	24	17
NC	Raleigh-Durha	Go Triangle	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	300	136
NJ	New York, NY	New Jersey Transit Corporation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	11000	5100
NM	Albuquerque,	City of Albuquerque Transit Department	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	611	235

State or Province	City	Transit Agency Name	Bus	Demand Response	Heavy Rail	Light Rail	Commuter Rail	Ferryboat	Number of Employees	Number of Vehicles
NM	Española, NM	North Central Regional Transit District	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	78	57
NM	Las Cruces, NM	City of Las Cruces-RoadRUNNER Transit	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	86	39
NM	Los Alamos, N	Los Alamos County Public Works Department	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	37	29
NY	Albany, NY	Capital District Transportation Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	700	275
NY	New York, NY	MTA Bus Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3963	1298
NY	New York, NY	MTA New York City Transit	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	47854	10921
NY	New York, NY	Port Authority Trans-Hudson Corporation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1278	350
NY	Syracuse-Utica,	Central New York Regional Transportation Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	673	250
OH	Cleveland, OH	Laketran	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	210	131
OH	Cleveland, OH	Greater Cleveland Regional Transit Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2119	634
OH	Delaware, OH	Delaware Area Transit Agency	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	41	21
OH	Lima, OH	Allen County Regional Transit Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	37	29
OK	Lawton, OK	Lawton Transit Management	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	43	18
OK	Oklahoma City,	Central Oklahoma Transportation & Parking Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	290	101
OR	Eugene, OR	Lane Transit District	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	341	197
OR	Portland, OR	Tri-County Metropolitan Transportation District of Oregon	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	3417	1159
PA	Harrisburg, PA	Cumberland-Dauphin-Harrisburg Transit Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	201	130
PA	Indiana, PA	Indiana County Transit Authority-IndiGO	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	57	17
PA	Johnsonburg, P	Area Transportation Authority of North Central Pennsylvani	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	160	125
PA	Johnstown, PA	Cambria County Transit Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	129	77
PA	Lancaster, PA	Red Rose Transit Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	400	205
PA	Philadelphia, P	Southeastern Pennsylvania Transportation Authority	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	9600	2899
PA	Pittsburgh, PA	Port Authority of Allegheny County	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2520	833
PA	Rochester, PA	Beaver County Transit Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	105	47

State or Province	City	Transit Agency Name	Bus	Demand Response	Heavy Rail	Light Rail	Commuter Rail	Ferryboat	Number of Employees	Number of Vehicles
PA	York, PA	York County Transportation Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	424	279
SC	Clemson, SC	Clemson Area Transit	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	75	31
TN	Knoxville, TN	Knoxville Area Transit	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	286	93
TN	Nashville, TN	Metropolitan Transit Authority	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	715	285
TX	Corpus Christi,	Corpus Christi Regional Transportation Authority	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	233	118
TX	Dallas-Ft. Wort	Dallas Area Rapid Transit Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	3571	1828
TX	Dallas-Ft. Wort	Fort Worth Transportation Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	623	253
TX	Denton-Lewisvi	Denton County Transportation Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	200	96
TX	Houston, TX	Metropolitan Transit Authority of Harris County	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	4121	1480
TX	San Antonio, T	VIA Metropolitan Transit	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2328	800
TX	Sugar Land, TX	Fort Bend Transit	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	26	41
VA	Virginia Beach,	Transportation District Commission of Hampton Roads	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	940	399
VA	Washington, D	Potomac & Rappahannock Transportation Commission	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	275	165
WA	Bremerton, WA	Kitsap Transit	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	360	359
WA	Olympia, WA	Intercity Transit	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	359	403
WA	Seattle, WA	Pierce County Public Transportation Benefit Area	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	950	621
WA	Seattle, WA	Snohomish County Public Transportation Benefit Area Corp	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1015	997
WA	Seattle, WA	Sound Transit	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	988	400
WA	Seattle, WA	King County Department of Transportation, Transit Division	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	5669	3733
WA	Spokane, WA	Spokane Transit Authority	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	601	202
WI	Green Bay, WI	Green Bay Metro Transit	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	71	47
WI	Madison, WI	Madison Metro	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	463	215
WV	Huntington, W	Tri-State Transit Authority	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	75	42
WV	Westover, WV	Mountain Line Transit Authority	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	69	30

State or Province	City	Transit Agency Name	Bus	Demand Response	Heavy Rail	Light Rail	Commuter Rail	Ferryboat	Number of Employees	Number of Vehicles
			109	67	9	24	17	4		
CANADA										
AB	Banff, AB	Bow Valley Regional Transit Services Commission	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	60	24
AB	Edmonton, AB	Edmonton Transit System (ETS)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2203	1155
AB	Sherwood Park	Strathcona County Transit	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	190	89
BC	Burnaby, BC	BC Rapid Transit Company	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1027	294
BC	Vancouver, BC	Coast Mountain Bus Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	5694	1572
ON	Brampton, ON	Brampton Transit	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1223	438
ON	Ottawa, ON	OC Transpo	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3028	986
ON	Toronto, ON	Toronto Transit Commission	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	15000	3240
QC	Montreal, QC	Societe De Transport De Montreal	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	10029	2698
			8	4	0	3	1	1		
			117	71	9	27	18	5		

# Table 2: Summary of Wages by Mode

U.S. agencies only

## Bus

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$12.85	\$37.40	\$20.93	\$14.00	\$44.65	\$26.04	\$14.00	\$37.40	\$23.84	73
Mechanic Journeyman	\$11.52	\$44.65	\$24.86	\$19.00	\$44.65	\$30.11	\$19.00	\$44.65	\$28.16	100
Operator	\$10.30	\$28.80	\$17.23	\$14.00	\$36.05	\$25.00	\$12.95	\$33.07	\$21.74	107

## Commuter Rail

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$17.97	\$33.37	\$22.90	\$22.12	\$38.27	\$29.71	\$21.99	\$34.07	\$27.90	7
Mechanic Journeyman	\$21.55	\$44.98	\$30.99	\$25.70	\$44.98	\$35.23	\$23.89	\$44.98	\$33.87	10
Operator	\$17.97	\$38.22	\$26.00	\$23.42	\$44.96	\$32.57	\$20.74	\$41.59	\$30.53	11

## Demand Response (paratransit)

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$13.77	\$30.44	\$20.61	\$14.88	\$32.41	\$23.86	\$14.88	\$30.44	\$22.25	25
Mechanic Journeyman	\$15.38	\$32.07	\$22.23	\$19.00	\$36.52	\$26.79	\$19.00	\$33.51	\$24.89	37
Operator	\$9.85	\$23.45	\$14.60	\$11.20	\$29.46	\$19.84	\$11.00	\$29.46	\$17.29	51

## Ferryboat

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$30.16	\$30.16	\$30.16	\$40.37	\$40.37	\$40.37	\$35.17	\$35.17	\$35.17	1
Mechanic Journeyman	\$40.51	\$44.36	\$42.44	\$44.36	\$54.49	\$49.43	\$43.65	\$44.36	\$44.01	2
Operator	\$43.63	\$49.87	\$46.75	\$49.87	\$58.67	\$54.27	\$47.01	\$49.87	\$48.44	2

## Heavy Rail

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$17.97	\$26.44	\$21.51	\$22.12	\$31.71	\$28.85	\$21.99	\$31.71	\$26.91	6
Mechanic Journeyman	\$21.55	\$35.97	\$28.52	\$25.70	\$44.11	\$35.13	\$23.89	\$40.92	\$34.00	8
Operator	\$15.82	\$37.28	\$23.94	\$23.42	\$38.55	\$32.27	\$20.74	\$37.28	\$30.64	8

## Light Rail

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$16.97	\$24.11	\$20.60	\$16.97	\$31.73	\$25.63	\$16.97	\$30.61	\$24.22	12
Mechanic Journeyman	\$18.52	\$39.11	\$28.08	\$20.86	\$44.44	\$32.15	\$20.25	\$44.27	\$31.07	18
Operator	\$15.00	\$30.96	\$20.74	\$16.38	\$35.05	\$27.99	\$16.38	\$34.17	\$25.56	21

# Table 3 - Summary of Wages by Mode and Size of Transit Agency

## Bus

### Number of employees: 2000+

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$17.97	\$37.40	\$23.10	\$19.73	\$37.40	\$29.74	\$19.73	\$37.40	\$27.19	20
Mechanic Journeyman	\$20.62	\$43.85	\$29.37	\$25.70	\$44.44	\$34.23	\$25.41	\$44.07	\$32.90	23
Operator	\$14.90	\$24.08	\$19.36	\$21.41	\$36.05	\$30.28	\$19.75	\$33.07	\$26.52	23

### Number of employees: 500 - 1,999

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$15.23	\$30.36	\$21.22	\$17.86	\$44.65	\$26.97	\$16.48	\$35.50	\$24.47	18
Mechanic Journeyman	\$11.52	\$44.65	\$25.45	\$20.89	\$44.65	\$29.91	\$20.22	\$44.65	\$28.18	24
Operator	\$12.99	\$28.80	\$18.02	\$18.93	\$34.68	\$25.71	\$15.07	\$32.82	\$22.26	25

### Number of employees: 200 - 499

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$12.85	\$28.00	\$20.08	\$15.25	\$33.61	\$24.70	\$14.00	\$29.98	\$22.44	17
Mechanic Journeyman	\$15.37	\$30.94	\$24.64	\$22.80	\$39.95	\$31.36	\$22.80	\$34.86	\$28.59	24
Operator	\$13.00	\$23.48	\$17.21	\$15.00	\$30.52	\$24.66	\$14.50	\$26.61	\$21.41	25

**Number of employees: 0 - 199**

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$13.77	\$30.44	\$19.04	\$14.00	\$31.52	\$22.25	\$14.00	\$30.44	\$20.80	18
Mechanic Journeyman	\$12.98	\$32.07	\$20.98	\$19.00	\$34.49	\$25.96	\$19.00	\$33.95	\$24.04	29
Operator	\$10.30	\$21.10	\$15.22	\$14.00	\$28.81	\$21.16	\$12.95	\$27.47	\$18.37	34

**Commuter Rail**

**Number of employees: 2000+**

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$17.97	\$33.37	\$23.42	\$22.12	\$38.27	\$30.49	\$21.99	\$34.07	\$28.82	6
Mechanic Journeyman	\$21.55	\$35.43	\$29.82	\$25.70	\$44.11	\$35.12	\$23.89	\$38.93	\$33.42	8
Operator	\$17.97	\$32.78	\$25.03	\$23.42	\$38.24	\$31.68	\$20.74	\$35.12	\$29.87	9

**Number of employees: 200 - 499**

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$19.78	\$19.78	\$19.78	\$25.05	\$25.05	\$25.05	\$22.41	\$22.41	\$22.41	1
Mechanic Journeyman	\$26.37	\$26.37	\$26.37	\$26.37	\$26.37	\$26.37	\$26.37	\$26.37	\$26.37	1
Operator	\$22.55	\$22.55	\$22.55	\$28.19	\$28.19	\$28.19	\$25.37	\$25.37	\$25.37	1

**Number of employees: 0 - 199**

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Journeyman	\$44.98	\$44.98	\$44.98	\$44.98	\$44.98	\$44.98	\$44.98	\$44.98	\$44.98	1
Operator	\$38.22	\$38.22	\$38.22	\$44.96	\$44.96	\$44.96	\$41.59	\$41.59	\$41.59	1

## Demand Response (paratransit)

### Number of employees: 2000+

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$17.97	\$26.50	\$22.36	\$22.12	\$29.46	\$26.89	\$21.99	\$27.50	\$24.41	6
Mechanic Journeyman	\$21.55	\$31.05	\$24.88	\$25.70	\$34.00	\$29.23	\$23.89	\$32.10	\$27.84	7
Operator	\$13.25	\$23.45	\$16.91	\$18.75	\$29.46	\$23.21	\$14.76	\$29.46	\$20.99	7

### Number of employees: 500 - 1,999

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$15.50	\$25.69	\$20.37	\$21.69	\$26.06	\$24.43	\$20.14	\$25.69	\$22.42	5
Mechanic Journeyman	\$22.25	\$25.97	\$23.56	\$25.97	\$30.72	\$27.74	\$24.07	\$26.34	\$25.38	5
Operator	\$9.85	\$20.12	\$15.43	\$11.20	\$25.06	\$20.70	\$11.00	\$22.36	\$17.84	8

### Number of employees: 200 - 499

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$17.67	\$27.30	\$20.84	\$19.58	\$32.41	\$23.87	\$19.58	\$28.05	\$22.09	6
Mechanic Journeyman	\$16.06	\$30.94	\$23.11	\$22.80	\$36.52	\$28.96	\$22.80	\$33.51	\$26.46	7
Operator	\$10.00	\$17.77	\$14.13	\$15.30	\$25.95	\$20.44	\$14.15	\$21.69	\$17.10	13

### Number of employees: 0 - 199

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$13.77	\$30.44	\$19.27	\$14.88	\$30.69	\$21.21	\$14.88	\$30.44	\$20.63	8
Mechanic Journeyman	\$15.38	\$32.07	\$20.49	\$19.00	\$32.07	\$24.73	\$19.00	\$32.07	\$22.99	18
Operator	\$10.51	\$21.10	\$13.87	\$12.00	\$27.78	\$18.19	\$11.26	\$25.80	\$16.07	23

## Ferryboat

### Number of employees: 500 - 1,999

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$30.16	\$30.16	\$30.16	\$40.37	\$40.37	\$40.37	\$35.17	\$35.17	\$35.17	1
Mechanic Journeyman	\$44.36	\$44.36	\$44.36	\$44.36	\$44.36	\$44.36	\$44.36	\$44.36	\$44.36	1
Operator	\$49.87	\$49.87	\$49.87	\$49.87	\$49.87	\$49.87	\$49.87	\$49.87	\$49.87	1

### Number of employees: 200 - 499

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Journeyman	\$40.51	\$40.51	\$40.51	\$54.49	\$54.49	\$54.49	\$43.65	\$43.65	\$43.65	1
Operator	\$43.63	\$43.63	\$43.63	\$58.67	\$58.67	\$58.67	\$47.01	\$47.01	\$47.01	1

## Heavy Rail

### Number of employees: 2000+

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$17.97	\$21.87	\$20.52	\$22.12	\$31.08	\$28.27	\$21.99	\$28.40	\$25.95	5
Mechanic Journeyman	\$21.55	\$33.75	\$27.45	\$25.70	\$44.11	\$34.63	\$23.89	\$40.92	\$33.38	7
Operator	\$15.82	\$32.45	\$22.03	\$23.42	\$38.55	\$31.56	\$20.74	\$35.50	\$29.69	7

### Number of employees: 500 - 1,999

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$26.44	\$26.44	\$26.44	\$31.71	\$31.71	\$31.71	\$31.71	\$31.71	\$31.71	1
Mechanic Journeyman	\$35.97	\$35.97	\$35.97	\$38.56	\$38.56	\$38.56	\$38.35	\$38.35	\$38.35	1
Operator	\$37.28	\$37.28	\$37.28	\$37.28	\$37.28	\$37.28	\$37.28	\$37.28	\$37.28	1

## Light Rail

### Number of employees: 2000+

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$16.97	\$24.11	\$20.82	\$16.97	\$31.73	\$26.98	\$16.97	\$30.61	\$25.21	8
Mechanic Journeyman	\$21.55	\$39.11	\$28.93	\$24.11	\$44.44	\$32.95	\$24.11	\$44.27	\$32.07	13
Operator	\$15.00	\$30.96	\$21.65	\$16.38	\$35.05	\$28.68	\$16.38	\$34.17	\$26.79	13

### Number of employees: 500 - 1,999

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$19.49	\$20.76	\$20.13	\$21.69	\$25.95	\$23.82	\$20.32	\$25.95	\$23.14	2
Mechanic Journeyman	\$23.20	\$34.65	\$27.71	\$26.58	\$39.45	\$32.36	\$25.40	\$36.37	\$30.55	4
Operator	\$15.48	\$23.27	\$19.35	\$22.43	\$33.58	\$27.87	\$17.58	\$28.77	\$24.31	6

### Number of employees: 200 - 499

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$19.84	\$19.84	\$19.84	\$21.83	\$21.83	\$21.83	\$20.84	\$20.84	\$20.84	1
Mechanic Journeyman	\$18.52	\$18.52	\$18.52	\$20.86	\$20.86	\$20.86	\$20.25	\$20.25	\$20.25	1
Operator	\$17.00	\$17.00	\$17.00	\$22.19	\$22.19	\$22.19	\$19.22	\$19.22	\$19.22	1

### Number of employees: 0 - 199

Position	Lowest Agency Wage			Highest Agency Wage			Average Agency Wage			Responses
	Min	Max	Avg	Min	Max	Avg	Min	Max	Avg	
Mechanic Apprentice	\$20.63	\$20.63	\$20.63	\$22.30	\$22.30	\$22.30	\$21.86	\$21.86	\$21.86	1
Operator	\$20.90	\$20.90	\$20.90	\$25.55	\$25.55	\$25.55	\$23.48	\$23.48	\$23.48	1

# Table 4: Percentage of Agencies that Provide Shift Differential Compensation

U.S. agencies only

## Bus

Position	Responses	No	Yes, as a dollar amount	Yes, as a percentage of base pay
Mechanic Apprentice	73	42%	45%	12%
Mechanic Journeyman	100	37%	48%	15%
Operator	107	72%	20%	8%

## Commuter Rail

Position	Responses	No	Yes, as a dollar amount	Yes, as a percentage of base pay
Mechanic Apprentice	7	57%	43%	0%
Mechanic Journeyman	10	50%	40%	10%
Operator	11	73%	18%	9%

## Demand Response (paratransit)

Position	Responses	No	Yes, as a dollar amount	Yes, as a percentage of base pay
Mechanic Apprentice	25	56%	40%	4%
Mechanic Journeyman	37	59%	38%	3%
Operator	51	88%	12%	0%

## Ferryboat

Position	Responses	No	Yes, as a dollar amount	Yes, as a percentage of base pay
Mechanic Apprentice	1	100%	0%	0%
Mechanic Journeyman	2	50%	0%	50%
Operator	2	100%	0%	0%

## Heavy Rail

Position	Responses	No	Yes, as a dollar amount	Yes, as a percentage of base pay
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Mechanic Apprentice	6	50%	50%	0%
Mechanic Journeyman	8	38%	38%	25%
Operator	8	38%	50%	13%

**Light Rail**

<b>Position</b>	<b>Responses</b>	<b>No</b>	<b>Yes, as a dollar amount</b>	<b>Yes, as a percentage of base pay</b>
Mechanic Apprentice	12	42%	42%	17%
Mechanic Journeyman	18	33%	39%	28%
Operator	21	71%	10%	19%

# Table 5: Summary - Shift Differential - Dollar Amount

## Bus

Position	Shift 2				Shift 3			
	Min	Max	Avg	Responses	Min	Max	Avg	Responses
Mechanic Apprentice	\$0.15	\$1.30	\$0.57	24	\$0.15	\$2.50	\$0.76	24
Mechanic Journeyman	\$0.15	\$1.30	\$0.57	24	\$0.15	\$2.50	\$0.76	24
Operator	\$0.10	\$1.30	\$0.42	11	\$0.10	\$1.51	\$0.51	11

## Commuter Rail

Position	Shift 2				Shift 3			
	Min	Max	Avg	Responses	Min	Max	Avg	Responses
Mechanic Apprentice	\$0.15	\$0.40	\$0.28	2	\$0.15	\$0.40	\$0.28	2
Mechanic Journeyman	\$0.15	\$0.40	\$0.28	2	\$0.15	\$0.40	\$0.28	2
Operator	\$0.15	\$0.40	\$0.28	2	\$0.15	\$0.40	\$0.28	2

## Demand Response (paratransit)

Position	Shift 2				Shift 3			
	Min	Max	Avg	Responses	Min	Max	Avg	Responses
Mechanic Apprentice	\$0.20	\$1.10	\$0.53	9	\$0.25	\$1.50	\$0.61	9
Mechanic Journeyman	\$0.20	\$1.10	\$0.53	9	\$0.25	\$1.50	\$0.61	9
Operator	\$0.20	\$0.40	\$0.32	3	\$0.20	\$0.50	\$0.37	3

## Heavy Rail

Position	Shift 2				Shift 3			
	Min	Max	Avg	Responses	Min	Max	Avg	Responses
Mechanic Apprentice	\$0.15	\$0.40	\$0.27	3	\$0.15	\$0.50	\$0.35	3
Mechanic Journeyman	\$0.15	\$0.40	\$0.27	3	\$0.15	\$0.50	\$0.35	3
Operator	\$0.15	\$0.40	\$0.26	4	\$0.15	\$0.50	\$0.33	4

## Light Rail

Position	Shift 2				Shift 3			
	Min	Max	Avg	Responses	Min	Max	Avg	Responses
Mechanic Apprentice	\$0.15	\$0.45	\$0.33	3	\$0.20	\$0.55	\$0.38	3
Mechanic Journeyman	\$0.15	\$0.40	\$0.28	2	\$0.20	\$0.40	\$0.30	2
Operator	\$0.40	\$0.45	\$0.43	2	\$0.40	\$0.55	\$0.48	2

# Table 6: Summary - Shift Differential - Percentages

## Bus

Position	Shift 2				Shift 3			
	Min	Max	Avg	Responses	Min	Max	Avg	Responses
Mechanic Apprentice	2.0%	10.0%	4.4%	8	3.0%	15.0%	7.5%	8
Mechanic Journeyman	2.0%	10.0%	4.4%	8	3.0%	15.0%	7.5%	8
Operator	2.0%	5.0%	3.0%	4	3.0%	10.0%	5.3%	4

## Commuter Rail

Position	Shift 2				Shift 3			
	Min	Max	Avg	Responses	Min	Max	Avg	Responses
Operator	7.0%	7.0%	7.0%	1	9.5%	9.5%	9.5%	1

## Demand Response (paratransit)

Position	Shift 2				Shift 3			
	Min	Max	Avg	Responses	Min	Max	Avg	Responses
Mechanic Apprentice	25.0%	25.0%	25.0%	1	25.0%	25.0%	25.0%	1
Mechanic Journeyman	25.0%	25.0%	25.0%	1	25.0%	25.0%	25.0%	1

## Heavy Rail

Position	Shift 2				Shift 3			
	Min	Max	Avg	Responses	Min	Max	Avg	Responses
Operator	7.0%	7.0%	7.0%	1	9.5%	9.5%	9.5%	1

## Light Rail

Position	Shift 2				Shift 3			
	Min	Max	Avg	Responses	Min	Max	Avg	Responses
Mechanic Apprentice	3.0%	3.0%	3.0%	1	3.0%	3.0%	3.0%	1
Mechanic Journeyman	3.0%	5.0%	4.0%	2	3.0%	10.0%	6.5%	2
Operator	2.0%	5.0%	3.3%	3	3.0%	10.0%	6.0%	3

# Table 7: Percentage of Agencies that Provide an Annual Salary Increase

U.S. agencies only

## Bus

Position	Responses	No	Yes, as a dollar amount	Yes, as a percentage of base pay
Mechanic Apprentice	73	25%	11%	63%
Mechanic Journeyman	100	22%	7%	70%
Operator	107	22%	13%	64%

## Commuter Rail

Position	Responses	No	Yes, as a dollar amount	Yes, as a percentage of base pay
Mechanic Apprentice	7	29%	14%	57%
Mechanic Journeyman	10	30%	10%	60%
Operator	11	27%	9%	64%

## Demand Response (paratransit)

Position	Responses	No	Yes, as a dollar amount	Yes, as a percentage of base pay
Mechanic Apprentice	25	32%	12%	56%
Mechanic Journeyman	37	35%	11%	54%
Operator	51	27%	12%	61%

## Ferryboat

Position	Responses	No	Yes, as a dollar amount	Yes, as a percentage of base pay
Mechanic Apprentice	1	0%	0%	100%
Mechanic Journeyman	2	50%	0%	50%
Operator	2	50%	0%	50%

## Heavy Rail

Position	Responses	No	Yes, as a dollar amount	Yes, as a percentage of base pay
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Mechanic Apprentice	6	33%	17%	50%
Mechanic Journeyman	8	25%	13%	63%
Operator	8	38%	13%	50%

**Light Rail**

<b>Position</b>	<b>Responses</b>	<b>No</b>	<b>Yes, as a dollar amount</b>	<b>Yes, as a percentage of base pay</b>
Mechanic Apprentice	12	25%	8%	67%
Mechanic Journeyman	18	28%	6%	67%
Operator	21	19%	5%	76%

# Table 8: Summary - Annual Salary Increase - Dollar Amount

## Bus

Position	Annual Increase (\$/hr.)			Responses
	Min	Max	Avg	
Mechanic Apprentice	\$0.70	\$1.00	\$0.94	6
Mechanic Journeyman	\$0.70	\$1.00	\$0.90	5
Operator	\$0.70	\$1.74	\$1.05	8

## Commuter Rail

Position	Annual Increase (\$/hr.)			Responses
	Min	Max	Avg	
Mechanic Apprentice	\$0.92	\$0.92	\$0.92	1
Mechanic Journeyman	\$0.79	\$0.79	\$0.79	1
Operator	\$0.92	\$0.92	\$0.92	1

## Demand Response (paratransit)

Position	Annual Increase (\$/hr.)			Responses
	Min	Max	Avg	
Mechanic Apprentice	\$0.92	\$0.92	\$0.92	1
Mechanic Journeyman	\$0.79	\$1.00	\$0.90	2
Operator	\$0.92	\$1.00	\$0.97	3

## Heavy Rail

Position	Annual Increase (\$/hr.)			Responses
	Min	Max	Avg	
Mechanic Apprentice	\$0.92	\$0.92	\$0.92	1
Mechanic Journeyman	\$0.92	\$0.92	\$0.92	1
Operator	\$0.92	\$0.92	\$0.92	1

## Light Rail

Position	Annual Increase (\$/hr.)			Responses
	Min	Max	Avg	
Mechanic Apprentice	\$0.92	\$0.92	\$0.92	1
Mechanic Journeyman	\$0.92	\$0.92	\$0.92	1
Operator	\$0.92	\$0.92	\$0.92	1

# Table 9: Summary - Annual Salary Increase - Percentages

## Bus

Position	<u>Annual Increase (%)</u>			Responses
	Min	Max	Avg	
Mechanic Apprentice	1	5.75	2.57	41
Mechanic Journeyman	1	5.75	2.68	62
Operator	1	6	2.68	59

## Commuter Rail

Position	<u>Annual Increase (%)</u>			Responses
	Min	Max	Avg	
Mechanic Apprentice	2	4	3.00	3
Mechanic Journeyman	2	4	2.80	5
Operator	2	4	2.83	6

## Demand Response (paratransit)

Position	<u>Annual Increase (%)</u>			Responses
	Min	Max	Avg	
Mechanic Apprentice	1.33	3	2.35	14
Mechanic Journeyman	1.33	3	2.47	20
Operator	1	3	2.38	28

## Ferryboat

Position	<u>Annual Increase (%)</u>			Responses
	Min	Max	Avg	
Mechanic Apprentice	3	3	3.00	1
Mechanic Journeyman	3	3	3.00	1
Operator	3	3	3.00	1

## Heavy Rail

Position	<u>Annual Increase (%)</u>			Responses
	Min	Max	Avg	
Mechanic Apprentice	2	3	2.67	3
Mechanic Journeyman	2	4	3.00	5
Operator	2	3	2.75	4

## Light Rail

Position	<u>Annual Increase (%)</u>			Responses
	Min	Max	Avg	
Mechanic Apprentice	2	3	2.78	8
Mechanic Journeyman	2	4	3.02	11
Operator	2	4	2.88	14

Table 10: Summary of Pension Contributions by Mode and Size of Transit Agency

**Bus**

**Number of employees: 2000+**

Position	Employer Contribution (%)			Eligible Employee Contribution (%)		
	Min	Max	Avg	Min	Max	Avg
Mechanic Apprentice	4	98	21.46	2	15	7.15
Mechanic Journeyman	4	98	20.38	2	15	7.13
Operator	4	98	19.94	2	15	7.38

**Number of employees: 500 - 1,999**

Position	Employer Contribution (%)			Eligible Employee Contribution (%)		
	Min	Max	Avg	Min	Max	Avg
Mechanic Apprentice	3	82	15.19	3	18	6.44
Mechanic Journeyman	3	82	12.91	3	18	6.00
Operator	3	97	16.04	3	18	5.92

**Number of employees: 200 - 499**

Position	Employer Contribution (%)			Eligible Employee Contribution (%)		
	Min	Max	Avg	Min	Max	Avg
Mechanic Apprentice	3	56	13.63	2	44	10.13
Mechanic Journeyman	3	56	11.54	2	44	9.15
Operator	2	56	10.92	1	44	8.62

**Number of employees: 0 - 199**

Position	<u>Employer Contribution (%)</u>			<u>Eligible Employee Contribution (%)</u>		
	Min	Max	Avg	Min	Max	Avg
Mechanic Apprentice	5	98	23.55	2	32	7.82
Mechanic Journeyman	3	98	19.65	2	32	7.41
Operator	3	98	17.43	2	32	7.19

## Commuter Rail

### Number of employees: 2000+

Position	Employer Contribution (%)			Eligible Employee Contribution (%)		
	Min	Max	Avg	Min	Max	Avg
Mechanic Apprentice	4	98	32.00	2	15	7.25
Mechanic Journeyman	4	98	26.83	2	15	7.17
Operator	4	98	24.71	2	15	6.71

### Number of employees: 500 - 1,999

Position	Employer Contribution (%)			Eligible Employee Contribution (%)		
	Min	Max	Avg	Min	Max	Avg
Mechanic Apprentice	12	12	12.00	10	10	10.00
Mechanic Journeyman	12	12	12.00	10	10	10.00
Operator	12	12	12.00	10	10	10.00

### Number of employees: 200 - 499

Position	Employer Contribution (%)			Eligible Employee Contribution (%)		
	Min	Max	Avg	Min	Max	Avg
Mechanic Apprentice	5	5	5.00	13	13	13.00
Mechanic Journeyman	5	5	5.00	13	13	13.00
Operator	5	5	5.00	13	13	13.00

### Number of employees: 0 - 199

Position	Employer Contribution (%)			Eligible Employee Contribution (%)		
	Min	Max	Avg	Min	Max	Avg
Mechanic Journeyman	7	7	7.00	6	6	6.00
Operator	7	7	7.00	6	6	6.00

## Demand Response (paratransit)

### Number of employees: 2000+

Position	Employer Contribution (%)			Eligible Employee Contribution (%)		
	Min	Max	Avg	Min	Max	Avg
Mechanic Apprentice	4	98	30.50	2	10	6.50
Mechanic Journeyman	4	98	30.50	2	10	6.50
Operator	4	98	30.50	2	10	6.50

### Number of employees: 500 - 1,999

Position	Employer Contribution (%)			Eligible Employee Contribution (%)		
	Min	Max	Avg	Min	Max	Avg
Mechanic Apprentice	5	13	8.33	3	7	5.00
Mechanic Journeyman	5	13	8.33	3	7	5.00
Operator	3	13	7.83	3	7	4.50

### Number of employees: 200 - 499

Position	Employer Contribution (%)			Eligible Employee Contribution (%)		
	Min	Max	Avg	Min	Max	Avg
Mechanic Apprentice	4	56	19.75	2	44	14.00
Mechanic Journeyman	4	56	19.75	2	44	14.00
Operator	2	56	14.00	1	44	9.75

### Number of employees: 0 - 199

Position	Employer Contribution (%)			Eligible Employee Contribution (%)		
	Min	Max	Avg	Min	Max	Avg
Mechanic Apprentice	5	98	23.17	2	10	3.83
Mechanic Journeyman	3	98	17.30	2	12	5.40
Operator	3	98	15.00	2	12	5.92

## Ferryboat

Number of employees: 500 - 1,999

Position	Employer Contribution (%)			Eligible Employee Contribution (%)		
	Min	Max	Avg	Min	Max	Avg
Mechanic Apprentice	31	31	31.00	7	7	7.00
Mechanic Journeyman	31	31	31.00	7	7	7.00
Operator	31	31	31.00	7	7	7.00

Number of employees: 200 - 499

Position	Employer Contribution (%)			Eligible Employee Contribution (%)		
	Min	Max	Avg	Min	Max	Avg
Mechanic Journeyman	13	13	13.00	7	7	7.00
Operator	13	13	13.00	7	7	7.00

## Heavy Rail

Number of employees: 2000+

Position	Employer Contribution (%)			Eligible Employee Contribution (%)		
	Min	Max	Avg	Min	Max	Avg
Mechanic Apprentice	4	98	35.00	2	12	8.00
Mechanic Journeyman	4	98	29.67	2	12	7.50
Operator	4	98	28.50	2	12	8.00

# Light Rail

## Number of employees: 2000+

Position	Employer Contribution (%)			Eligible Employee Contribution (%)		
	Min	Max	Avg	Min	Max	Avg
Mechanic Apprentice	4	98	22.88	2	15	7.13
Mechanic Journeyman	4	98	20.27	2	15	6.82
Operator	4	98	20.27	2	15	6.82

## Number of employees: 500 - 1,999

Position	Employer Contribution (%)			Eligible Employee Contribution (%)		
	Min	Max	Avg	Min	Max	Avg
Mechanic Apprentice	3	12	7.50	5	10	7.50
Mechanic Journeyman	3	12	7.67	3	10	6.00
Operator	3	97	21.83	3	10	5.17

## Number of employees: 200 - 499

Position	Employer Contribution (%)			Eligible Employee Contribution (%)		
	Min	Max	Avg	Min	Max	Avg
Mechanic Apprentice	6	6	6.00	2	2	2.00
Mechanic Journeyman	6	6	6.00	2	2	2.00
Operator	6	6	6.00	4	4	4.00

# Table 11: Summary - Monthly Healthcare Premium Payments - Dollar Amounts

For a single employee, inclusive of dental, vision, etc.

## Bus

Position	<u>Employer</u>				<u>Employee</u>			
	Min	Max	Avg	Responses	Min	Max	Avg	Responses
Mechanic Apprentice	\$177.00	\$3,812.00	\$1,161.00	17	\$19.00	\$845.00	\$189.82	17
Mechanic Journeyman	\$177.00	\$3,812.00	\$1,025.63	27	\$5.00	\$845.00	\$184.48	27
Operator	\$65.00	\$3,880.00	\$933.60	30	\$5.00	\$845.00	\$172.53	30

## Commuter Rail

Position	<u>Employer</u>				<u>Employee</u>			
	Min	Max	Avg	Responses	Min	Max	Avg	Responses
Mechanic Apprentice	\$177.00	\$1,877.00	\$1,219.80	5	\$79.00	\$692.00	\$318.20	5
Mechanic Journeyman	\$177.00	\$1,877.00	\$1,126.17	6	\$88.00	\$692.00	\$285.00	6
Operator	\$177.00	\$1,877.00	\$1,090.57	7	\$78.00	\$692.00	\$257.14	7

## Demand Response (paratransit)

Position	<u>Employer</u>				<u>Employee</u>			
	Min	Max	Avg	Responses	Min	Max	Avg	Responses
Mechanic Apprentice	\$177.00	\$986.00	\$615.25	4	\$27.00	\$692.00	\$236.75	4
Mechanic Journeyman	\$177.00	\$986.00	\$492.11	9	\$27.00	\$692.00	\$253.22	9
Operator	\$177.00	\$1,018.00	\$550.88	16	\$19.00	\$692.00	\$160.06	16

## Ferryboat

Position	<u>Employer</u>				<u>Employee</u>			
	Min	Max	Avg	Responses	Min	Max	Avg	Responses
Mechanic Apprentice	\$3,812.00	\$3,812.00	\$3,812.00	1	\$75.00	\$75.00	\$75.00	1
Mechanic Journeyman	\$3,812.00	\$3,812.00	\$3,812.00	1	\$75.00	\$75.00	\$75.00	1
Operator	\$3,812.00	\$3,812.00	\$3,812.00	1	\$75.00	\$75.00	\$75.00	1

## Heavy Rail

Position	<u>Employer</u>				<u>Employee</u>			
	Min	Max	Avg	Responses	Min	Max	Avg	Responses
Mechanic Apprentice	\$177.00	\$1,188.00	\$682.50	2	\$72.00	\$692.00	\$382.00	2
Mechanic Journeyman	\$177.00	\$1,734.00	\$939.25	4	\$80.00	\$692.00	\$242.00	4
Operator	\$177.00	\$1,188.00	\$674.33	3	\$89.00	\$692.00	\$297.00	3

## Light Rail

Position	<u>Employer</u>				<u>Employee</u>			
	Min	Max	Avg	Responses	Min	Max	Avg	Responses
Mechanic Apprentice	\$177.00	\$1,478.00	\$883.00	3	\$110.00	\$692.00	\$349.33	3
Mechanic Journeyman	\$177.00	\$2,097.00	\$1,124.60	5	\$100.00	\$845.00	\$398.60	5
Operator	\$177.00	\$2,097.00	\$943.57	7	\$19.00	\$845.00	\$294.86	7

# Table 12: Summary - Healthcare Premium Contributions - Percentages

## Bus

Position	<u>Employer (%)</u>				<u>Employee (%)</u>			
	Min	Max	Avg	Responses	Min	Max	Avg	Responses
Mechanic Apprentice	10	98	79.73	37	2	85	15.62	37
Mechanic Journeyman	10	98	81.23	47	2	85	15.02	47
Operator	10	98	79.55	51	2	85	17.02	51

## Commuter Rail

Position	<u>Employer (%)</u>				<u>Employee (%)</u>			
	Min	Max	Avg	Responses	Min	Max	Avg	Responses
Mechanic Apprentice	15	95	55.00	2	5	85	45.00	2
Mechanic Journeyman	15	95	65.00	3	5	85	35.00	3
Operator	15	95	65.00	3	5	85	35.00	3

## Demand Response (paratransit)

Position	<u>Employer (%)</u>				<u>Employee (%)</u>			
	Min	Max	Avg	Responses	Min	Max	Avg	Responses
Mechanic Apprentice	10	92	73.65	17	8	85	21.65	17
Mechanic Journeyman	10	95	75.89	19	5	85	19.89	19
Operator	10	95	75.30	23	5	85	21.22	23

## Ferryboat

Position	<u>Employer (%)</u>				<u>Employee (%)</u>			
	Min	Max	Avg	Responses	Min	Max	Avg	Responses
Mechanic Journeyman	92	92	92.00	1	8	8	8.00	1
Operator	92	92	92.00	1	8	8	8.00	1

## Heavy Rail

Position	Min	<u>Employer (%)</u>			Responses	Min	<u>Employee (%)</u>		
		Max	Avg	Responses			Max	Avg	Responses
Mechanic Apprentice	15	86	50.50	2	14	85	49.50	2	
Mechanic Journeyman	15	86	50.50	2	14	85	49.50	2	
Operator	15	86	50.50	2	14	85	49.50	2	

## Light Rail

Position	Min	<u>Employer (%)</u>			Responses	Min	<u>Employee (%)</u>		
		Max	Avg	Responses			Max	Avg	Responses
Mechanic Apprentice	15	95	76.86	7	5	85	23.14	7	
Mechanic Journeyman	15	95	78.38	8	5	85	21.63	8	
Operator	15	95	79.70	10	5	85	20.30	10	

# Table 13: Data by Agency

Country U.S.

Mode: Bus

## Central Arkansas Transit Authority, Little Rock, AR, AR

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$19.84	\$21.83	\$20.84	Jul 2018	Jun 2021	Yes, as a dollar amount	\$0.20	\$0.00
Mechanic Journeyman	\$22.75	\$25.47	\$24.75	Jul 2018	Jun 2021	Yes, as a dollar amount	\$0.20	\$0.00
Operator	\$15.47	\$22.28	\$20.18	Jul 2018	Jun 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	80.00	Percent	20.00	Percent	6	2	Jul 2018	Jun 2021	ATU
Mechanic Journeyman	80.00	Percent	20.00	Percent	6	2	Jul 2018	Jun 2021	ATU
Operator	80.00	Percent	20.00	Percent	6	2	Jul 2018	Jun 2021	ATU

Country U.S.

Mode: Bus

Northern Arizona Intergovernmental Public Transportation Authority, Flagstaff, AZ, AZ

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$18.96	\$28.44	\$23.70			No	-	-
Operator	\$16.42	\$25.12	\$21.58			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	588.00 Dollars	0.00 Dollars	12	12			None
Operator	588.00 Dollars	0.00 Dollars	12	12			None

Country U.S.

Mode: Bus

**Anaheim Resort Transportation, Anaheim, CA, CA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$17.00	\$19.00	\$18.00			No	-	-
Mechanic Journeyman	\$27.30	\$30.00	\$28.40			No	-	-
Operator	\$15.00	\$15.00	\$15.00			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	15.00	Percent	0.00	Percent			None
Mechanic Journeyman	15.00	Percent	0.00	Percent			None
Operator	15.00	Percent	0.00	Percent			Other

Country U.S.

Mode: Bus

Central Contra Costa Transit Authority, Concord, CA, CA

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$25.55	\$39.87	\$34.86	Feb 2019	Jan	Yes, as a dollar amount	\$0.00	\$1.05
Operator	\$17.80	\$27.38	\$26.61	Feb 2019	Jan 2022	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Journeyman	97.00	Percent	3.00	Percent	4	4	Feb 2019	Jan	Other
Operator	68.00	Percent	32.00	Percent	4	4	Feb 2019	Jan 2022	ATU

Country U.S.

Mode: Bus

Unitrans, Davis, CA, CA

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$13.75	\$15.25	\$14.00			Yes, as a dollar amount	\$1.50	\$0.00
Mechanic Journeyman	\$30.26	\$39.95	\$34.10			Yes, as a dollar amount	\$1.50	\$0.00
Operator	\$14.25	\$15.75	\$14.50			Yes, as a dollar amount	\$1.50	\$0.00

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	0.00	0.00	0	0			None
Mechanic Journeyman	500.00	125.00	10	8			AFSCME
Operator	0.00	0.00	0	0			None

Country U.S.

Mode: Bus

**Antelope Valley Transit Authority, Lancaster, CA, CA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$19.00	\$21.00	\$20.00			No	-	-
Mechanic Journeyman	\$26.00	\$31.00	\$28.50			No	-	-
Operator	\$12.85	\$21.97	\$15.65	Jun 2006	Dec 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	80.00	Percent	20.00	Percent			None		
Mechanic Journeyman	80.00	Percent	20.00	Percent			None		
Operator	80.00	Percent	20.00	Percent	1	0	Jun 2006	Dec 2020	IBT

Country U.S.

Mode: Bus

City of Santa Monica's Big Blue Bus, Los Angeles, CA, CA

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$28.40	\$35.07	\$31.74			Yes, as a dollar amount	\$1.00	\$1.25
Mechanic Journeyman	\$31.56	\$38.96	\$35.26	Jul 2017	Jun	Yes, as a dollar amount	\$1.00	\$1.25
Operator	\$21.18	\$30.25	\$25.72	Jul 2017	Jun 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	93.00	Percent	7.00	Percent			IBT
Mechanic Journeyman	93.00	Percent	7.00	Percent	Jul 2017	Jun	IBT
Operator	93.00	Percent	7.00	Percent	Jul 2017	Jun 2020	Other

Country U.S.

Mode: Bus

Long Beach Transit, Los Angeles, CA, CA

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$25.19	\$32.24	\$29.63	Jul 2017	Jun	Yes, as a percentage of base pay	0.00%	4.00%
Operator	\$15.87	\$28.86	\$21.44	Jul 2017	Jun 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Journeyman	90.00	Percent	10.00	Percent	13	8	Jul 2017	Jun	ATU
Operator	90.00	Percent	10.00	Percent	13	8	Jul 2017	Jun 2021	ATU

Country U.S.

Mode: Bus

**Los Angeles County Metropolitan Transportation Authority, Los Angeles, CA, CA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$28.50	\$35.52	\$34.17	Jul 2017	Jun 2022	Yes, as a percentage of base pay	3.00%	5.00%
Mechanic Journeyman	\$30.23	\$37.67	\$37.67	Jul 2017	Jun 2022	Yes, as a percentage of base pay	3.00%	5.00%
Operator	\$15.82	\$29.60	\$25.60	Jul 2017	Jun 2022	Yes, as a dollar amount	\$0.25	\$0.25

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	1,734.00 Dollars	80.00 Dollars	18	7	Jul 2017	Jun 2022	ATU
Mechanic Journeyman	1,734.00 Dollars	80.00 Dollars	18	7	Jul 2017	Jun 2022	ATU
Operator	0.00 Dollars	0.00 Dollars	11	10	Jul 2017	Jun 2022	Other

Country U.S.

Mode: Bus

**Torrance Transit System, Los Angeles, CA, CA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Journeyman	\$31.24	\$34.49	\$33.95	Apr 2019	Jun	Yes, as a percentage of base pay	0.00%	0.00%
Operator	\$20.80	\$25.31	\$23.92	Apr 2019	Jun 2020	Yes, as a percentage of base pay	5.00%	0.00%

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Journeyman	1,550.00	Dollars	199.00	Dollars	20	7	Apr 2019	Jun	AFSCME
Operator	1,550.00	Dollars	199.00	Dollars	20	7	Apr 2019	Jun 2020	AFSCME

Country U.S.

Mode: Bus

**Redding Area Bus Authority, Redding, CA, CA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$17.00	\$20.00	\$17.00	Jul 2018	Jul	No	-	-
Mechanic Journeyman	\$19.00	\$20.00	\$19.66	Jul 2018	Jul	No	-	-
Operator	\$12.00	\$18.50	\$17.67	Aug 2018	Jul	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	0.00	Percent	0.00	Percent	0	0	Jul 2018	Jul	Other
Mechanic Journeyman	0.00	Percent	0.00	Percent	0	0	Jul 2018	Jul	Other
Operator	0.00	Percent	0.00	Percent	0	0	Aug 2018	Jul	Other

Country U.S.

Mode: Bus

**Riverside Transit Agency, Riverside-San Bernardi, CA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$32.02	\$32.02	\$32.02	Sep	Aug	Yes, as a percentage of base pay	0.00%	2.38%
Operator	\$17.14	\$26.37	\$23.32	Sep 2018	Aug 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	710.00 Dollars	5.00 Dollars	8	7	Sep	Aug	ATU
Operator	710.00 Dollars	5.00 Dollars	8	7	Sep 2018	Aug 2021	ATU

Country U.S.

Mode: Bus

**Sacramento Regional Transit District, Sacramento, CA, CA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$20.76	\$29.22	\$26.73	Apr 2018	Mar 2020	Yes, as a percentage of base pay	5.00%	0.00%
Mechanic Journeyman	\$27.70	\$34.62	\$33.31	Apr 2018	Mar 2020	Yes, as a percentage of base pay	5.00%	0.00%
Operator	\$14.94	\$28.46	\$25.42	Apr 2014	Mar 2019	Yes, as a percentage of base pay	50.00%	0.00%

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>	<b>Employee Monthly Health Care Premium Payment</b>	<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>		
Mechanic Apprentice	90.00	Percent	10.00	Percent	3	5	Apr 2018	Mar 2020	Other
Mechanic Journeyman	90.00	Percent	10.00	Percent	3	5	Apr 2018	Mar 2020	Other
Operator	90.00	Percent	10.00	Percent	3	6	Apr 2014	Mar 2019	ATU

Country U.S.

Mode: Bus

**San Diego Metropolitan Transit System, San Diego, CA, CA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$23.19	\$32.88	\$25.00	Jan 2017	Dec 2019	No	-	-
Mechanic Journeyman	\$34.61	\$34.61	\$34.61	Jan 2017	Dec 2019	No	-	-
Operator	\$17.83	\$28.11	\$21.00	Jan 2018	Dec 2021	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	1,052.00	Dollars	271.00	Dollars	30	8	Jan 2017	Dec 2019	Other
Mechanic Journeyman	1,052.00	Dollars	271.00	Dollars	30	8	Jan 2017	Dec 2019	Other
Operator	1,019.00	Dollars	271.00	Dollars	30	8	Jan 2018	Dec 2021	ATU

Country U.S.

Mode: Bus

**Golden Gate Bridge, Highway & Transportation District, San Francisco, CA, CA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$30.36	\$44.65	\$35.50	Jul 2017	Jun 2020	No	-	-
Mechanic Journeyman	\$44.65	\$44.65	\$44.65	Jul 2017	Jun 2020	Yes, as a percentage of base pay	0.00%	15.00%
Operator	\$28.80	\$28.80	\$28.80	Mar 2015	Aug	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	3,812.00	Dollars	75.00	Dollars	31	7	Jul 2017	Jun 2020	Other
Mechanic Journeyman	3,812.00	Dollars	75.00	Dollars	31	7	Jul 2017	Jun 2020	Other
Operator	3,880.00	Dollars	125.00	Dollars	22	7	Mar 2015	Aug	ATU

Country U.S.

Mode: Bus

San Francisco Municipal Transportation Agency, San Francisco, CA, CA

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$19.73	\$19.73	\$19.73	Jul 2018	Jun 2019	Yes, as a percentage of base pay	10.00%	15.00%
Mechanic Journeyman	\$43.85	\$43.85	\$43.85	Jul 2018	Jun 2019	Yes, as a percentage of base pay	10.00%	15.00%
Operator	\$22.71	\$36.05	\$29.37	Jul 2018	Jun 2019	Yes, as a percentage of base pay	8.00%	0.00%

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	0.00	Percent	0.00	Percent	0	0	Jul 2018	Jun 2019	Other
Mechanic Journeyman	695.00	Dollars	52.00	Dollars	20	11	Jul 2018	Jun 2019	Other
Operator	695.00	Dollars	52.00	Dollars	20	11	Jul 2018	Jun 2019	TWU

Country U.S.

Mode: Bus

San Mateo County Transit District, San Francisco, CA, CA

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$24.27	\$32.37	\$32.37	Sep 2017	Jun 2020	Yes, as a percentage of base pay	5.00%	10.00%
Mechanic Journeyman	\$31.62	\$44.27	\$41.42	Sep 2017	Jun 2020	Yes, as a percentage of base pay	5.00%	10.00%
Operator	\$26.01	\$34.68	\$32.82	Sep 2017	Jun 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	90.00	Percent	10.00	Percent	8	7	Sep 2017	Jun 2020	ATU
Mechanic Journeyman	90.00	Percent	10.00	Percent	8	7	Sep 2017	Jun 2020	ATU
Operator	90.00	Percent	10.00	Percent	8	7	Sep 2017	Jun 2020	ATU

Country U.S.

Mode: Bus

**Alameda-Contra Costa Transit District, San Francisco-Oakland,, CA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$22.56	\$35.16	\$28.86	Jul 2016	Jun 2019	Yes, as a percentage of base pay	5.00%	10.00%
Mechanic Journeyman	\$34.26	\$38.07	\$36.17	Jul	Jun 2019	Yes, as a percentage of base pay	5.00%	10.00%
Operator	\$20.28	\$31.57	\$25.45	Jul 2016	Jun 2019	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>	<b>Employee Monthly Health Care Premium Payment</b>	<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	1,957.00 Dollars	216.00 Dollars	13	0	Jul 2016	Jun 2019	ATU
Mechanic Journeyman	1,957.00 Dollars	216.00 Dollars	13	0	Jul	Jun 2019	ATU
Operator	1,958.00 Dollars	216.00 Dollars	13	0	Jul 2016	Jun 2019	ATU

Country U.S.

Mode: Bus

**Santa Clara Valley Transportation Authority, San Jose, CA, CA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$31.23	\$35.49	\$35.49	Oct 2015	Sep	Yes, as a percentage of base pay	5.00%	10.00%
Mechanic Journeyman	\$39.11	\$44.44	\$44.07	Oct 2015	Sep	Yes, as a percentage of base pay	5.00%	10.00%
Operator	\$21.03	\$35.05	\$33.07	Oct 2015	Sep	Yes, as a percentage of base pay	5.00%	10.00%

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	2,097.00	Dollars	845.00	Dollars	23	2	Oct 2015	Sep	ATU
Mechanic Journeyman	2,097.00	Dollars	845.00	Dollars	23	2	Oct 2015	Sep	ATU
Operator	2,097.00	Dollars	845.00	Dollars	23	2	Oct 2015	Sep	ATU

Country U.S.

Mode: Bus

**Santa Barbara Metropolitan Transit District, Santa Barbara, CA, CA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$28.00	\$29.20	\$28.75	Jul 2016	Jun 2019	Yes, as a dollar amount	\$1.25	\$1.25
Mechanic Journeyman	\$28.95	\$30.19	\$29.28	Jul 2016	Jun 2019	Yes, as a dollar amount	\$1.25	\$1.25
Operator	\$17.00	\$27.18	\$17.11	Jul 2016	Jun 2019	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>	<b>Employee Monthly Health Care Premium Payment</b>	<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>		
Mechanic Apprentice	91.00	Percent	8.00	Percent	6	0	Jul 2016	Jun 2019	Other
Mechanic Journeyman	91.00	Percent	8.00	Percent	6	0	Jul 2016	Jun 2019	Other
Operator	91.00	Percent	8.00	Percent	6	0	Jul 2016	Jun 2019	Other

Country U.S.

Mode: Bus

**Santa Cruz Metropolitan Transit District, Santa Cruz, CA, CA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$26.34	\$33.61	\$29.98	Jul 2012	Jun 2019	Yes, as a dollar amount	\$0.70	\$1.50
Mechanic Journeyman	\$29.46	\$37.60	\$33.53	Jul 2012	Jun 2019	Yes, as a dollar amount	\$0.70	\$1.50
Operator	\$15.98	\$30.52	\$23.25	Jul 2012	Jun 2019	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	922.00	Dollars	0.00	Dollars	9	8	Jul 2012	Jun 2019	SEIU
Mechanic Journeyman	922.00	Dollars	0.00	Dollars	9	8	Jul 2012	Jun 2019	SEIU
Operator	922.00	Dollars	0.00	Dollars	9	8	Jul 2012	Jun 2019	Other

Country U.S.

Mode: Bus

**Monterey-Salinas Transit, Seaside, CA, CA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Journeyman	\$27.20	\$33.06	\$30.01	Oct 2016	Sep	No	-	-
Operator	\$23.48	\$28.59	\$24.66	Oct 2016	Sep 2019	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>	<b>Employee Monthly Health Care Premium Payment</b>	<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>		
Mechanic Journeyman	92.00	Percent	8.00	Percent	7	12	Oct 2016	Sep	ATU
Operator	92.00	Percent	8.00	Percent	7	12	Oct 2016	Sep 2019	ATU

Country U.S.

Mode: Bus

**Roaring Fork Transportation Authority, Aspen, CO, CO**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$20.02	\$28.02	\$24.02			Yes, as a dollar amount	\$0.00	\$5.00
Mechanic Journeyman	\$25.56	\$39.87	\$32.72			Yes, as a dollar amount	\$0.00	\$5.00
Operator	\$19.85	\$28.18	\$23.18	Jan 2019		No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	669.00 Dollars	30.00 Dollars	13	0			None
Mechanic Journeyman	669.00 Dollars	30.00 Dollars	13	0			None
Operator	669.00 Dollars	30.00 Dollars	13	0	Jan 2019		ATU

Country U.S.

Mode: Bus

**Regional Transportation District, Denver, CO, CO**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$25.32	\$30.55	\$28.11	Mar	Feb	Yes, as a dollar amount	\$0.00	\$2.25
Operator	\$19.98	\$25.31	\$22.94	Mar 2018	Feb 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	877.00 Dollars	100.00 Dollars	12	4	Mar	Feb	ATU
Operator	877.00 Dollars	100.00 Dollars	12	4	Mar 2018	Feb 2021	ATU

Country U.S.

Mode: Bus

**Norwalk Transit District (Wheels), Norwalk, CT, CT**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$30.44	\$30.44	\$30.44	Jul 2016	Jun 2020	No	-	-
Mechanic Journeyman	\$32.07	\$32.07	\$32.07	Jul	Jun 2020	No	-	-
Operator	\$21.10	\$27.41	\$24.06	Jul 2016	Jun 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	847.00 Dollars	27.00 Dollars	6	2	Jul 2016	Jun 2020	AFSCME
Mechanic Journeyman	847.00 Dollars	27.00 Dollars	6	2	Jul	Jun 2020	AFSCME
Operator	847.00 Dollars	27.00 Dollars	6	2	Jul 2016	Jun 2020	AFSCME

Country U.S.

Mode: Bus

**Washington Metropolitan Area Transit Authority, Washington, DC, DC**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$26.24	\$33.04	\$28.99	Jul 2018	Jun 2019	Yes, as a percentage of base pay	2.00%	3.00%
Mechanic Journeyman	\$27.88	\$36.93	\$33.56	Jul 2018	Jun 2019	Yes, as a percentage of base pay	2.00%	3.00%
Operator	\$19.68	\$35.52	\$29.56	Jul 2018	Jun 2019	Yes, as a percentage of base pay	2.00%	3.00%

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	90.00	Percent	10.00	Percent	0	0	Jul 2018	Jun 2019	ATU
Mechanic Journeyman	90.00	Percent	10.00	Percent	0	0	Jul 2018	Jun 2019	ATU
Operator	90.00	Percent	10.00	Percent	0	0	Jul 2018	Jun 2019	ATU

Country U.S.

Mode: Bus

**Jacksonville Transportation Authority, Jacksonville, FL, FL**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$19.49	\$21.69	\$20.32	Nov 2018	Nov 2020	No	-	-
Mechanic Journeyman	\$23.20	\$27.75	\$25.40	Nov 2018	Nov 2020	No	-	-
Operator	\$14.75	\$22.00	\$16.50	Oct 2017	Sep 2019	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>	<b>Employee Monthly Health Care Premium Payment</b>	<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	750.00 Dollars	80.00 Percent	100	0	Nov 2018	Nov 2020	Other
Mechanic Journeyman	750.00 Dollars	80.00 Percent	100	0	Nov 2018	Nov 2020	Other
Operator	816.00 Dollars	80.00 Percent	97	3	Oct 2017	Sep 2019	ATU

Country U.S.

Mode: Bus

**Central Florida Regional Transportation Authority, Orlando, FL, FL**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$19.63	\$23.09	\$22.61	Oct 2017	Sep	Yes, as a dollar amount	\$0.00	\$0.50
Operator	\$15.69	\$22.42	\$19.96	Oct 2017	Sep 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	857.00 Dollars	0.00 Dollars	10	5	Oct 2017	Sep	ATU
Operator	857.00 Dollars	0.00 Dollars	10	5	Oct 2017	Sep 2020	ATU

**Manatee County Area Transit, Sarasota, FL, FL**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$13.81	\$21.08	\$16.23			Yes, as a dollar amount	\$0.35	\$0.50

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Operator	585.00 Dollars	75.00 Dollars	3	3			None

Country U.S.

Mode: Bus

**Martin County Public Transit Service, Stuart, FL, FL**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$14.00	\$14.00	\$14.00	Jan 2017	Dec 2020	No	-	-
Mechanic Journeyman	\$31.00	\$31.00	\$31.00	Jan 2017	Dec 2020	No	-	-
Operator	\$12.00	\$14.00	\$13.00	Jan 2017	Dec 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	0.00 Percent	0.00 Percent	0	0	Jan 2017	Dec 2020	None
Mechanic Journeyman	0.00 Percent	0.00 Percent	0	0	Jan 2017	Dec 2020	None
Operator	0.00 Percent	0.00 Percent	0	0	Jan 2017	Dec 2020	None

Country U.S.

Mode: Bus

**Starmetro, Tallahassee, FL, FL**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Journeyman	\$16.50	\$22.44	\$20.06			No	-	-
Operator	\$10.55	\$23.33	\$12.95			No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Journeyman	592.00	Dollars	106.00	Dollars	5	5			None
Operator	592.00	Dollars	106.00	Dollars	5	5			None

Country U.S.

Mode: Bus

**Hillsborough Area Regional Transit Authority, Tampa-St. Petersburg,, FL**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$15.23	\$20.36	\$16.48	Oct 2015	Jun 2019	No	-	-
Mechanic Journeyman	\$21.89	\$24.49	\$22.24	Oct 2015	Jun 2019	No	-	-
Operator	\$13.27	\$22.90	\$15.07	Oct 2015	Jun 2019	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	666.00	Dollars	19.00	Dollars	3	3	Oct 2015	Jun 2019	ATU
Mechanic Journeyman	666.00	Dollars	19.00	Dollars	3	3	Oct 2015	Jun 2019	ATU
Operator	666.00	Dollars	19.00	Dollars	3	3	Oct 2015	Jun 2019	ATU

Country U.S.

Mode: Bus

**Pinellas Suncoast Transit Authority, Tampa-St. Petersburg,, FL**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$17.00	\$21.54	\$19.16	Oct 2018	Sep 2021	No	-	-
Mechanic Journeyman	\$20.00	\$25.35	\$24.38	Oct 2018	Sep 2021	No	-	-
Operator	\$15.00	\$23.59	\$21.13	Oct 2018	Sep 2021	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	1,068.00	Dollars	68.00	Dollars	8	3	Oct 2018	Sep 2021	SEIU
Mechanic Journeyman	1,068.00	Dollars	68.00	Dollars	8	3	Oct 2018	Sep 2021	SEIU
Operator	1,068.00	Dollars	68.00	Dollars	8	3	Oct 2018	Sep 2021	SEIU

Country U.S.

Mode: Bus

**Metropolitan Atlanta Rapid Transit Authority, Atlanta, GA, GA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$21.87	\$22.12	\$21.99	Dec 2016	Dec 2021	No	-	-
Mechanic Journeyman	\$25.45	\$25.70	\$25.57	Dec 2016	Dec 2021	No	-	-
Operator	\$16.38	\$23.17	\$19.75	Dec 2016	Dec 2021	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>	<b>Employee Monthly Health Care Premium Payment</b>	<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>		
Mechanic Apprentice	15.00	Percent	85.00	Percent	4	8	Dec 2016	Dec 2021	Other
Mechanic Journeyman	15.00	Percent	85.00	Percent	4	8	Dec 2016	Dec 2021	Other
Operator	15.00	Percent	85.00	Percent	4	8	Dec 2016	Dec 2021	Other

Country U.S.

Mode: Bus

**Macon-Bibb County Transit Authority, Macon, GA, GA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$17.00	\$26.06	\$22.50			No	-	-
Operator	\$10.30	\$18.20	\$14.25			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	533.00 Dollars	170.00 Dollars	4	0			None
Operator	533.00 Dollars	170.00 Dollars	4	0			None

Country U.S.

Mode: Bus

City & County of Honolulu Department of Transportation Services, Honolulu, HI, HI

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$21.38	\$28.12	\$27.65	Jul 2018	Jun 2025	No	-	-
Mechanic Journeyman	\$26.22	\$31.35	\$30.50	Jul 2018	Jun 2025	No	-	-
Operator	\$23.10	\$30.38	\$28.40	Jul 2018	Jun 2025	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	1,249.00 Dollars	0.00 Dollars	20	0	Jul 2018	Jun 2025	IBT
Mechanic Journeyman	1,249.00 Dollars	0.00 Dollars	20	0	Jul 2018	Jun 2025	IBT
Operator	1,249.00 Dollars	0.00 Dollars	20	0	Jul 2018	Jun 2025	IBT

Country U.S.

Mode: Bus

**Des Moines Area Regional Transit Authority, Des Moines, IA, IA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$21.11	\$25.58	\$24.51	Jul 2016	Jun 2019	Yes, as a dollar amount	\$0.60	\$0.60
Mechanic Journeyman	\$27.10	\$27.85	\$27.73	Jul	Jun 2019	Yes, as a dollar amount	\$0.60	\$0.60
Operator	\$14.62	\$23.67	\$23.62	Jul 2016	Jun 2019	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>	<b>Employee Monthly Health Care Premium Payment</b>	<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>		
Mechanic Apprentice	91.00	Percent	9.00	Percent	9	6	Jul 2016	Jun 2019	ATU
Mechanic Journeyman	91.00	Percent	9.00	Percent	9	6	Jul	Jun 2019	ATU
Operator	91.00	Percent	9.00	Percent	9	6	Jul 2016	Jun 2019	ATU

Country U.S.

Mode: Bus

**Bloomington-Normal Public Transit System, Bloomington, IL, IL**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$18.68	\$30.69	\$27.26	Jul 2017	Jun 2020	No	-	-
Mechanic Journeyman	\$18.68	\$30.69	\$27.26	Jul	Jun 2020	No	-	-
Operator	\$17.03	\$28.78	\$25.80	Jul 2017	Jun 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	89.00	Percent	11.00	Percent	5	3	Jul 2017	Jun 2020	ATU
Mechanic Journeyman	89.00	Percent	11.00	Percent	5	3	Jul	Jun 2020	ATU
Operator	89.00	Percent	11.00	Percent	5	3	Jul 2017	Jun 2020	ATU

Country U.S.

Mode: Bus

**Chicago Transit Authority, Chicago, IL, IL**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$19.53	\$30.05	\$28.38	Jan 2016	Dec 2019	Yes, as a dollar amount	\$0.25	\$0.50
Mechanic Journeyman	\$29.23	\$36.55	\$35.92	Jan 2016	Dec 2019	Yes, as a dollar amount	\$0.25	\$0.50
Operator	\$22.98	\$35.36	\$31.80	Jan 2016	Dec 2019	Yes, as a dollar amount	\$0.25	\$0.50

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	786.00	Dollars	159.00	Dollars	24	12	Jan 2016	Dec 2019	ATU
Mechanic Journeyman	786.00	Dollars	159.00	Dollars	24	12	Jan 2016	Dec 2019	ATU
Operator	786.00	Dollars	159.00	Dollars	24	12	Jan 2016	Dec 2019	ATU

Country U.S.

Mode: Bus

**Greater Peoria Mass Transit District, Peoria, IL, IL**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$22.28	\$22.28	\$22.28			No	-	-
Mechanic Journeyman	\$22.28	\$31.82	\$30.09	Dec	Nov	No	-	-
Operator	\$20.17	\$28.81	\$27.47	Dec 2018	Nov 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	0.00	Percent	0.00	Percent			None
Mechanic Journeyman	88.00	Percent	12.00	Percent	Dec	Nov	ATU
Operator	88.00	Percent	12.00	Percent	Dec 2018	Nov 2021	ATU

Country U.S.

Mode: Bus

**Indianapolis Public Transportation Corporation, Indianapolis, IN, IN**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Journeyman	\$25.37	\$25.37	\$25.37	Jan 2015	Dec	Yes, as a dollar amount	\$0.00	\$0.15
Operator	\$13.98	\$23.75	\$19.88	Jan 2015	Dec	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>	<b>Employee Monthly Health Care Premium Payment</b>	<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Journeyman	597.00 Dollars	105.00 Dollars	4	4	Jan 2015	Dec	ATU
Operator	597.00 Dollars	105.00 Dollars	4	4	Jan 2015	Dec	ATU

Country U.S.

Mode: Bus

**Greater Lafayette Public Transportation Corporation, Lafayette, IN, IN**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$22.47	\$22.47	\$22.47	Jun 2017	May 2020	Yes, as a dollar amount	\$0.25	\$0.25
Mechanic Journeyman	\$23.31	\$24.79	\$24.01	Jun 2017	May 2020	Yes, as a dollar amount	\$0.25	\$0.25
Operator	\$16.37	\$23.39	\$18.83	Jun 2017	May 2020	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	85.00	Percent	15.00	Percent	11	3	Jun 2017	May 2020	ATU
Mechanic Journeyman	85.00	Percent	15.00	Percent	11	3	Jun 2017	May 2020	ATU
Operator	85.00	Percent	15.00	Percent	11	3	Jun 2017	May 2020	ATU

Country U.S.

Mode: Bus

**South Bend Public Transportation Corporation, South Bend, IN, IN**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$21.81	\$24.24	\$24.24	Nov 2017	Oct 2019	Yes, as a dollar amount	\$0.25	\$0.00
Mechanic Journeyman	\$23.88	\$27.02	\$26.94	Nov 2017	Oct 2019	Yes, as a dollar amount	\$0.25	\$0.00
Operator	\$14.42	\$26.23	\$23.85	Nov 2017	Oct 2019	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>	<b>Employee Monthly Health Care Premium Payment</b>	<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>		
Mechanic Apprentice	98.00	Percent	2.00	Percent	68	32	Nov 2017	Oct 2019	ATU
Mechanic Journeyman	98.00	Percent	2.00	Percent	68	32	Nov 2017	Oct 2019	ATU
Operator	98.00	Percent	2.00	Percent	68	32	Nov 2017	Oct 2019	ATU

Country U.S.

Mode: Bus

**Lexington Transit Authority, Lexington, KY, KY**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$22.11	\$22.61	\$22.36	Jul 2017	Jun 2020	Yes, as a dollar amount	\$0.25	\$0.50
Mechanic Journeyman	\$24.29	\$24.83	\$24.56	Jul	Jun 2020	Yes, as a dollar amount	\$0.25	\$0.50
Operator	\$14.65	\$22.54	\$18.60	Jul 2017	Jun 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	726.00 Dollars	67.00 Dollars	0	0	Jul 2017	Jun 2020	ATU
Mechanic Journeyman	726.00 Dollars	67.00 Dollars	0	0	Jul	Jun 2020	ATU
Operator	726.00 Dollars	67.00 Dollars	0	0	Jul 2017	Jun 2020	ATU

Country U.S.

Mode: Bus

**Transit Authority of River City, Louisville, KY, KY**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$21.92	\$23.21	\$22.57	Sep 2016	Aug 2019	No	-	-
Mechanic Journeyman	\$24.51	\$25.03	\$24.58	Sep 2016	Aug 2019	No	-	-
Operator	\$17.07	\$24.38	\$22.64	Sep 2016	Aug 2019	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>	<b>Employee Monthly Health Care Premium Payment</b>	<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>		
Mechanic Apprentice	95.00	Percent	5.00	Percent	21	5	Sep 2016	Aug 2019	ATU
Mechanic Journeyman	95.00	Percent	5.00	Percent	21	5	Sep 2016	Aug 2019	ATU
Operator	95.00	Percent	5.00	Percent	21	5	Sep 2016	Aug 2019	ATU

Country U.S.

Mode: Bus

**Owensboro Transit System, Owensboro, KY, KY**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$20.12	\$20.38	\$20.20	Jul 2018	Jun	No	-	-
Operator	\$15.00	\$18.50	\$16.75	Jul 2018	Jun	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Journeyman	80.00	Percent	20.00	Percent	18	5	Jul 2018	Jun	None
Operator	80.00	Percent	20.00	Percent	18	5	Jul 2018	Jun	None

Country U.S.

Mode: Bus

**Maryland Transit Administration, Baltimore, MD, MD**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$17.97	\$29.46	\$24.83	Jul 2014	Jul 2019	Yes, as a dollar amount	\$0.40	\$0.40
Mechanic Journeyman	\$21.55	\$30.79	\$29.06	Jul 2014	Jul 2019	Yes, as a dollar amount	\$0.40	\$0.40
Operator	\$17.97	\$29.46	\$26.16	Jul 2014	Jul 2019	Yes, as a dollar amount	\$0.40	\$0.40

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	177.00 Dollars	692.00 Dollars	98	2	Jul 2014	Jul 2019	ATU
Mechanic Journeyman	177.00 Dollars	692.00 Dollars	98	2	Jul 2014	Jul 2019	ATU
Operator	177.00 Dollars	692.00 Dollars	98	2	Jul 2014	Jul 2019	ATU

Country U.S.

Mode: Bus

**Montgomery County Transit Services, Washington, DC, MD**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$17.47	\$28.05	\$21.04	Jul 2018	Jun 2020	Yes, as a dollar amount	\$1.30	\$1.45
Mechanic Journeyman	\$20.57	\$33.78	\$27.50	Jul 2018	Jun 2020	Yes, as a dollar amount	\$1.30	\$1.45
Operator	\$19.73	\$32.24	\$26.08	Jul 2018	Jun 2020	Yes, as a dollar amount	\$1.30	\$1.45

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	22.00	Percent	7.00	Percent	8	8	Jul 2018	Jun 2020	Other
Mechanic Journeyman	19.00	Percent	6.00	Percent	8	8	Jul 2018	Jun 2020	Other
Operator	20.00	Percent	6.00	Percent	8	8	Jul 2018	Jun 2020	Other

Country U.S.

Mode: Bus

**Ann Arbor Transportation Authority, Ann Arbor, MI, MI**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$16.43	\$25.30	\$22.50	Jul 2017	Mar 2022	Yes, as a dollar amount	\$0.00	\$0.50
Mechanic Journeyman	\$24.50	\$30.15	\$28.07	Jul 2017	Mar 2022	Yes, as a dollar amount	\$0.00	\$0.50
Operator	\$21.90	\$27.65	\$24.11	Jul 2017	Mar 2022	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>	<b>Employee Monthly Health Care Premium Payment</b>	<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>		
Mechanic Apprentice	20.00	Percent	80.00	Percent	9	5	Jul 2017	Mar 2022	TWU
Mechanic Journeyman	20.00	Percent	80.00	Percent	9	5	Jul 2017	Mar 2022	TWU
Operator	20.00	Percent	80.00	Percent	9	5	Jul 2017	Mar 2022	TWU

Country U.S.

Mode: Bus

**Battle Creek Transit, Battle Creek, MI, MI**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$13.77	\$14.88	\$14.88	Nov 2017	Oct	No	-	-
Mechanic Journeyman	\$20.45	\$22.05	\$22.05	Nov 2017	Oct	No	-	-
Operator	\$16.40	\$18.37	\$18.37	Nov 2017	Oct	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	80.00	Percent	20.00	Percent	98	2	Nov 2017	Oct	ATU
Mechanic Journeyman	80.00	Percent	20.00	Percent	98	2	Nov 2017	Oct	ATU
Operator	80.00	Percent	20.00	Percent	98	2	Nov 2017	Oct	ATU

Country U.S.

Mode: Bus

**Detroit Department of Transportation, Detroit, MI, MI**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$20.99	\$21.23	\$21.11	Jul 2008	Jun	Yes, as a dollar amount	\$0.00	\$0.01
Operator	\$12.99	\$18.93	\$15.96	Jul 2008	Dec	Yes, as a percentage of base pay	0.00%	4.00%

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Journeyman	80.00	Percent	20.00	Percent	4	4	Jul 2008	Jun	AFSCME
Operator	80.00	Percent	20.00	Percent	4	4	Jul 2008	Dec	ATU

Country U.S.

Mode: Bus

**Mass Transportation Authority, Flint, MI, MI**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$15.69	\$20.18	\$20.18			Yes, as a dollar amount	\$0.20	\$0.20
Mechanic Journeyman	\$22.42	\$24.66	\$23.58	Feb 2017	Jan	Yes, as a dollar amount	\$0.20	\$0.20
Operator	\$17.99	\$20.60	\$19.00	Jun 2016	May 2019	Yes, as a dollar amount	\$0.10	\$0.10

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation	
Mechanic Apprentice	90.00	Percent	10.00	Percent	0	0	None	
Mechanic Journeyman	89.00	Percent	11.00	Percent	4	4	Feb 2017 Jan	AFSCME
Operator	83.00	Percent	17.00	Percent	4	4	Jun 2016 May 2019	AFSCME

Country U.S.

Mode: Bus

**Muskegon Area Transit System, Muskegon, MI, MI**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$15.38	\$22.41	\$22.41	Oct 2018	Sep	Yes, as a dollar amount	\$0.00	\$0.20
Operator	\$14.57	\$17.97	\$16.27	Oct 2018	Sep 2023	Yes, as a dollar amount	\$0.20	\$0.20

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Journeyman	100.00	Percent	0.00	Percent	3	4	Oct 2018	Sep	IBT
Operator	100.00	Percent	0.00	Percent	3	4	Oct 2018	Sep 2023	IBT

Country U.S.

Mode: Bus

**Blue Water Area Transportation Commission, Port Huron, MI, MI**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$17.10	\$17.10	\$17.10	Oct 2018	Sep 2021	No	-	-
Mechanic Journeyman	\$20.46	\$20.46	\$20.46	Oct 2018	Sep 2021	No	-	-
Operator	\$16.77	\$16.77	\$16.77	Oct 2018	Sep 2021	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>	<b>Employee Monthly Health Care Premium Payment</b>	<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>		
Mechanic Apprentice	100.00	Percent	0.00	Percent	16	0	Oct 2018	Sep 2021	AFSCME
Mechanic Journeyman	100.00	Percent	0.00	Percent	16	0	Oct 2018	Sep 2021	AFSCME
Operator	1,018.00	Dollars	102.00	Dollars	16	0	Oct 2018	Sep 2021	AFSCME

Country U.S.

Mode: Bus

**Metro Transit, Minneapolis-St. Paul,, MN**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$21.91	\$21.91	\$21.91	Aug 2017	Jul 2020	Yes, as a percentage of base pay	3.00%	3.00%
Mechanic Journeyman	\$21.91	\$31.30	\$30.75	Aug 2017	Jul 2020	Yes, as a percentage of base pay	3.00%	3.00%
Operator	\$19.94	\$28.48	\$26.25	Aug 2017	Jul 2020	Yes, as a percentage of base pay	3.00%	3.00%

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	994.00	Dollars	110.00	Dollars	6	6	Aug 2017	Jul 2020	ATU
Mechanic Journeyman	994.00	Dollars	110.00	Dollars	6	6	Aug 2017	Jul 2020	ATU
Operator	994.00	Dollars	110.00	Dollars	6	6	Aug 2017	Jul 2020	ATU

Country U.S.

Mode: Bus

**Missoula Urban Transportation District, Missoula, MT, MT**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$24.65	\$29.49	\$27.07	Jul	Jun	Yes, as a dollar amount	\$0.00	\$0.00
Operator	\$12.00	\$23.52	\$17.76	Jul 2016	Jun 2020	Yes, as a dollar amount	\$0.40	\$0.00

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	602.00 Dollars	0.00 Dollars	11	0	Jul	Jun	Other
Operator	602.00 Dollars	0.00 Dollars	11	0	Jul 2016	Jun 2020	Other

**Charlotte Area Transit System, Charlotte, NC, NC**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$17.69	\$26.44	\$22.06	Jul 2018	Jun 2021	Yes, as a dollar amount	\$0.40	\$0.40

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Operator	65.00 Dollars	60.00 Dollars	0	1	Jul 2018	Jun 2021	Other

Country U.S.

Mode: Bus

**GoDurham Transit, Durham, NC, NC**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$12.98	\$31.49	\$22.24	Jul 2016	Jun	Yes, as a dollar amount	\$0.00	\$0.45
Operator	\$15.27	\$23.27	\$19.27	Jul 2016	Jun 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Journeyman	7,646.00	Percent	2,441.00	Dollars	100	0	Jul 2016	Jun	ATU
Operator	82,141.00	Dollars	14,303.00	Dollars	100	0	Jul 2016	Jun 2019	ATU

**Go Triangle, Raleigh-Durham, NC, NC**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$16.06	\$36.52	\$25.94			Yes, as a dollar amount	\$0.00	\$0.50
Operator	\$13.00	\$25.95	\$18.99			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	95.00	Percent	5.00	Percent	8	0	None
Operator	95.00	Percent	5.00	Percent	8	0	None

Country U.S.

Mode: Bus

**New Jersey Transit Corporation, New York, NY, NJ**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$24.65	\$24.65	\$24.65	Dec 2018	Dec 2021	No	-	-
Mechanic Journeyman	\$30.90	\$30.90	\$30.90	Dec 2018	Dec 2021	No	-	-
Operator	\$15.07	\$29.60	\$28.90	Dec 2018	Dec 2021	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>	<b>Employee Monthly Health Care Premium Payment</b>	<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	1,162.00 Dollars	15.00 Percent	16	5	Dec 2018	Dec 2021	ATU
Mechanic Journeyman	1,162.00 Dollars	15.00 Percent	16	5	Dec 2018	Dec 2021	ATU
Operator	1,162.00 Dollars	15.00 Percent	16	5	Dec 2018	Dec 2021	ATU

Country U.S.

Mode: Bus

City of Albuquerque Transit Department, Albuquerque, NM, NM

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$11.52	\$20.89	\$20.22	Dec 2018	Jun	Yes, as a dollar amount	\$0.00	\$0.60
Operator	\$14.00	\$19.73	\$16.00	Oct 2018	Jun 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Journeyman	80.00	Percent	20.00	Percent	11	3	Dec 2018	Jun	AFSCME
Operator	80.00	Percent	20.00	Percent	11	3	Oct 2018	Jun 2020	AFSCME

Country U.S.

Mode: Bus

**North Central Regional Transit District, Española, NM, NM**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$17.50	\$26.25	\$21.87			No	-	-
Mechanic Journeyman	\$19.05	\$28.58	\$23.82			No	-	-
Operator	\$15.01	\$21.01	\$18.01	Jun 2018	Jun 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	80.00	Percent	20.00	Percent			None
Mechanic Journeyman	80.00	Percent	20.00	Percent			None
Operator	80.00	Percent	20.00	Percent	Jun 2018	Jun 2019	Other

Country U.S.

Mode: Bus

**City of Las Cruces-RoadRUNNER Transit, Las Cruces, NM, NM**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$16.41	\$23.05	\$20.57			No	-	-
Operator	\$12.25	\$17.23	\$13.67			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	346.00	Percent	231.00	Dollars	14	10	Other
Operator	346.00	Dollars	231.00	Dollars	14	10	Other

**Los Alamos County Public Works Department, Los Alamos, NM, NM**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$13.28	\$24.28	\$16.97	Jan 2007	Dec > 2030	Yes, as a percentage of base pay	10.00%	0.00%

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Operator	80.00	Percent	20.00	Percent	15	10	Jan 2007	Dec > 2030	None

Country U.S.

Mode: Bus

**Capital District Transportation Authority, Albany, NY, NY**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$25.69	\$25.69	\$25.69	Jun 2018	Jun 2021	Yes, as a dollar amount	\$0.25	\$0.25
Mechanic Journeyman	\$25.97	\$25.97	\$25.97	Jun 2018	Jun 2021	Yes, as a dollar amount	\$0.25	\$0.25
Operator	\$17.82	\$25.45	\$21.63	Jun 2018	Jun 2021	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	85.00	Percent	15.00	Percent	7	3	Jun 2018	Jun 2021	ATU
Mechanic Journeyman	85.00	Percent	15.00	Percent	7	3	Jun 2018	Jun 2021	ATU
Operator	85.00	Percent	15.00	Percent	7	3	Jun 2018	Jun 2021	ATU

Country U.S.

Mode: Bus

**MTA Bus Company, New York, NY, NY**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$21.46	\$30.66	\$26.06	Jan 2017	May 2019	Yes, as a dollar amount	\$0.93	\$0.00
Mechanic Journeyman	\$30.81	\$36.24	\$33.53	Jan 2017	May 2019	Yes, as a dollar amount	\$0.93	\$0.00
Operator	\$23.84	\$34.06	\$28.95	Jan 2017	May 2019	Yes, as a dollar amount	\$1.03	\$0.00

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	0.00	Percent	0.00	Percent	0	0	Jan 2017	May 2019	TWU
Mechanic Journeyman	0.00	Percent	0.00	Percent	0	0	Jan 2017	May 2019	TWU
Operator	0.00	Percent	0.00	Percent	0	0	Jan 2017	May 2019	TWU

Country U.S.

Mode: Bus

MTA New York City Transit, New York, NY, NY

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$21.46	\$30.66	\$26.06	Jan 2017	May 2019	Yes, as a dollar amount	\$0.93	\$0.00
Mechanic Journeyman	\$30.81	\$36.24	\$33.53	Jan	May 2019	Yes, as a dollar amount	\$0.93	\$0.00
Operator	\$23.84	\$34.06	\$28.95	Jan 2017	May 2019	Yes, as a dollar amount	\$1.03	\$0.00

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	0.00	Percent	0.00	Percent	0	0	Jan 2017	May 2019	TWU
Mechanic Journeyman	0.00	Percent	0.00	Percent	0	0	Jan	May 2019	TWU
Operator	0.00	Percent	0.00	Percent	0	0	Jan 2017	May 2019	TWU

Country U.S.

Mode: Bus

**Central New York Regional Transportation Authority, Syracuse-Utica, NY, NY**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$22.32	\$24.93	\$23.63	Nov 2016	Oct 2021	Yes, as a dollar amount	\$0.50	\$0.50
Mechanic Journeyman	\$24.03	\$26.25	\$25.14	Nov 2016	Oct 2021	Yes, as a dollar amount	\$0.50	\$0.50
Operator	\$20.12	\$24.60	\$22.36	Nov 2016	Oct 2021	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	85.00	Percent	15.00	Percent	5	5	Nov 2016	Oct 2021	ATU
Mechanic Journeyman	85.00	Percent	15.00	Percent	5	5	Nov 2016	Oct 2021	ATU
Operator	85.00	Percent	15.00	Percent	5	5	Nov 2016	Oct 2021	ATU

Country U.S.

Mode: Bus

**Greater Cleveland Regional Transit Authority, Cleveland, OH, OH**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$21.49	\$28.65	\$23.59	Aug 2014	Jul	No	-	-
Mechanic Journeyman	\$22.91	\$30.54	\$30.51	Aug 2014	Jul	No	-	-
Operator	\$17.21	\$28.68	\$25.33	Aug 2014	Jul	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>	<b>Employee Monthly Health Care Premium Payment</b>	<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>		
Mechanic Apprentice	86.00	Percent	14.00	Percent	14	10	Aug 2014	Jul	ATU
Mechanic Journeyman	86.00	Percent	14.00	Percent	14	10	Aug 2014	Jul	ATU
Operator	86.00	Percent	14.00	Percent	14	10	Aug 2014	Jul	ATU

Country U.S.

Mode: Bus

**Laketran, Cleveland, OH, OH**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$17.67	\$22.28	\$20.31	Oct 2017	Sep 2020	No	-	-
Mechanic Journeyman	\$23.13	\$29.17	\$27.85	Oct 2017	Sep 2020	No	-	-
Operator	\$17.75	\$22.38	\$21.27	Oct 2017	Sep 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	986.00 Dollars	80.00 Dollars	0	0	Oct 2017	Sep 2020	Other
Mechanic Journeyman	986.00 Dollars	80.00 Dollars	0	0	Oct 2017	Sep 2020	Other
Operator	986.00 Dollars	80.00 Dollars	0	0	Oct 2017	Sep 2020	Other

**Delaware Area Transit Agency, Delaware, OH, OH**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$12.13	\$18.70	\$15.38			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Operator	25.00 Percent	75.00 Percent	14	10			None

Country U.S.

Mode: Bus

**Allen County Regional Transit Authority, Lima, OH, OH**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$15.00	\$18.00	\$16.00			No	-	-
Mechanic Journeyman	\$15.00	\$23.00	\$21.00			No	-	-
Operator	\$15.00	\$15.00	\$15.00			No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	0.00	Percent	0.00	Percent	14	10			None
Mechanic Journeyman	0.00	Percent	0.00	Percent	14	10			None
Operator	0.00	Percent	0.00	Percent	14	10			None

Country U.S.

Mode: Bus

**Lawton Transit Management, Lawton, OK, OK**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$15.00	\$15.00	\$15.00			No	-	-
Mechanic Journeyman	\$19.00	\$19.00	\$19.00			No	-	-
Operator	\$11.00	\$17.50	\$13.09			No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	10.00	Percent	10.00	Percent	5	3			None
Mechanic Journeyman	10.00	Percent	10.00	Percent	5	3			None
Operator	10.00	Percent	10.00	Percent	5	3			None

Country U.S.

Mode: Bus

**Central Oklahoma Transportation & Parking Authority, Oklahoma City, OK, OK**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$20.57	\$22.07	\$20.57	Jul 2018	Jun 2019	Yes, as a dollar amount	\$1.00	\$1.00
Mechanic Journeyman	\$23.57	\$29.57	\$26.57	Jul 2018	Jun 2019	Yes, as a dollar amount	\$1.00	\$1.00
Operator	\$16.17	\$20.22	\$18.54	Jul 2018	Jun 2019	Yes, as a dollar amount	\$0.00	\$0.00

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	85.00	Percent	15.00	Percent	56	44	Jul 2018	Jun 2019	ATU
Mechanic Journeyman	85.00	Percent	15.00	Percent	56	44	Jul 2018	Jun 2019	ATU
Operator	85.00	Percent	15.00	Percent	56	44	Jul 2018	Jun 2019	ATU

Country U.S.

Mode: Bus

Lane Transit District, Eugene, OR, OR

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$22.63	\$30.30	\$29.62	Jul	Jun	Yes, as a dollar amount	\$0.00	\$1.00
Operator	\$19.34	\$25.75	\$24.66	Jul 2017	Jun 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Journeyman	100.00	Percent	0.00	Percent	19	0	Jul	Jun	ATU
Operator	100.00	Percent	0.00	Percent	22	0	Jul 2017	Jun 2021	ATU

Country U.S.

Mode: Bus

**Tri-County Metropolitan Transportation District of Oregon, Portland, OR, OR**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$22.24	\$31.17	\$28.56	Dec 2016	Nov 2019	Yes, as a dollar amount	\$1.00	\$0.00
Mechanic Journeyman	\$33.37	\$38.27	\$34.41	Dec	Nov 2019	Yes, as a dollar amount	\$1.00	\$0.00
Operator	\$17.16	\$33.47	\$28.34	Dec 2016	Nov 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	95.00	Percent	5.00	Percent	8	15	Dec 2016	Nov 2019	ATU
Mechanic Journeyman	95.00	Percent	5.00	Percent	8	15	Dec	Nov 2019	ATU
Operator	95.00	Percent	5.00	Percent	8	15	Dec 2016	Nov 2019	ATU

Country U.S.

Mode: Bus

**Cumberland-Dauphin-Harrisburg Transit Authority, Harrisburg, PA, PA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Journeyman	\$15.37	\$28.19	\$27.40	Jul 2015	Jun	Yes, as a dollar amount	\$0.00	\$0.20
Operator	\$19.17	\$27.39	\$26.31	Jul 2015	Jun	Yes, as a dollar amount	\$0.20	\$0.20

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Journeyman	662.00	Dollars	58.00	Dollars	0	5	Jul 2015	Jun	ATU
Operator	662.00	Dollars	58.00	Dollars	0	5	Jul 2015	Jun	ATU

Country U.S.

Mode: Bus

**Indiana County Transit Authority-IndiGO, Indiana, PA, PA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$15.00	\$23.69	\$19.42			No	-	-
Mechanic Journeyman	\$19.57	\$19.57	\$19.57			No	-	-
Operator	\$17.21	\$20.49	\$19.50			Yes, as a dollar amount	\$1.00	\$1.51

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	100.00	Percent	0.00	Percent	7	0	None
Mechanic Journeyman	100.00	Percent	0.00	Percent	7	0	None
Operator	100.00	Percent	0.00	Percent	7	0	None

Country U.S.

Mode: Bus

Area Transportation Authority of North Central Pennsylvania, Johnsonburg, PA, PA

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$18.23	\$24.32	\$20.24			No	-	-
Operator	\$12.40	\$18.83	\$14.08			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	95.00	Percent	5.00	Percent	7	0	None
Operator	95.00	Percent	5.00	Percent	7	0	None

Country U.S.

Mode: Bus

**Cambria County Transit Authority, Johnstown, PA, PA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$21.73	\$24.11	\$22.62	Jul 2017	Jun 2020	No	-	-
Mechanic Journeyman	\$24.91	\$25.96	\$25.61	Jul 2017	Jun 2020	No	-	-
Operator	\$18.08	\$24.11	\$23.49	Jul 2017	Jun 2020	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>	<b>Employee Monthly Health Care Premium Payment</b>	<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>		
Mechanic Apprentice	80.00	Percent	20.00	Percent	0	Jul 2017	Jun 2020	ATU	
Mechanic Journeyman	80.00	Percent	20.00	Percent	0	0	Jul 2017	Jun 2020	ATU
Operator	80.00	Percent	20.00	Percent		Jul 2017	Jun 2020	ATU	

Country U.S.

Mode: Bus

**Red Rose Transit Authority, Lancaster, PA, PA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$20.05	\$25.06	\$22.24	Jul 2018	Jun 2021	Yes, as a dollar amount	\$0.30	\$0.30
Mechanic Journeyman	\$22.55	\$25.06	\$23.81	Jul 2018	Jun 2021	Yes, as a dollar amount	\$0.30	\$0.30
Operator	\$19.23	\$25.94	\$22.42	Jul 2016	Jun 2019	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	92.00	Percent	8.00	Percent	11	0	Jul 2018	Jun 2021	Other
Mechanic Journeyman	92.00	Percent	8.00	Percent	11	0	Jul 2018	Jun 2021	Other
Operator	91.00	Percent	9.00	Percent	2	1	Jul 2016	Jun 2019	ATU

Country U.S.

Mode: Bus

**Southeastern Pennsylvania Transportation Authority, Philadelphia, PA, PA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$18.62	\$31.04	\$30.21	Nov 2016	Nov 2021	Yes, as a dollar amount	\$0.15	\$0.15
Mechanic Journeyman	\$30.41	\$33.79	\$33.76	Nov	Nov 2021	Yes, as a dollar amount	\$0.15	\$0.15
Operator	\$17.81	\$29.68	\$27.03	Nov 2016	Nov 2021	Yes, as a dollar amount	\$0.15	\$0.15

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	1,188.00	Dollars	79.00	Dollars	19	4	Nov 2016	Nov 2021	TWU
Mechanic Journeyman	1,188.00	Dollars	88.00	Dollars	19	4	Nov	Nov 2021	TWU
Operator	1,188.00	Dollars	70.00	Dollars	19	5	Nov 2016	Nov 2021	TWU

Country U.S.

Mode: Bus

**Port Authority of Allegheny County, Pittsburgh, PA, PA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$20.20	\$31.07	\$27.78	Jul 2014	Jun 2020	Yes, as a dollar amount	\$0.15	\$0.20
Mechanic Journeyman	\$20.62	\$31.73	\$29.26	Jul 2014	May 2020	Yes, as a dollar amount	\$0.15	\$0.20
Operator	\$20.13	\$31.04	\$28.09	Jul 2014	Jun 2020	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	92.00	Percent	8.00	Percent	0	10	Jul 2014	Jun 2020	ATU
Mechanic Journeyman	92.00	Percent	8.00	Percent	0	10	Jul 2014	May 2020	ATU
Operator	92.00	Percent	8.00	Percent	0	10	Jul 2014	Jun 2020	ATU

Country U.S.

Mode: Bus

**Beaver County Transit Authority, Rochester, PA, PA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$18.54	\$24.91	\$21.72	Jan 2016	Dec	No	-	-
Operator	\$18.00	\$21.25	\$19.42	Jan 2016	Dec 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	247.00 Dollars	128.00 Dollars	4	0	Jan 2016	Dec	ATU
Operator	247.00 Dollars	128.00 Dollars	4	0	Jan 2016	Dec 2019	ATU

Country U.S.

Mode: Bus

York County Transportation Authority, York, PA, PA

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$18.75	\$19.95	\$19.50	Jan 2017	Dec 2019	Yes, as a dollar amount	\$0.25	\$0.35
Mechanic Journeyman	\$23.15	\$26.95	\$26.06	Jan 2017	Dec 2019	Yes, as a dollar amount	\$0.25	\$0.35
Operator	\$16.00	\$24.63	\$22.26	Jan 2017	Dec 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	787.00 Dollars	165.00 Dollars	6	0	Jan 2017	Dec 2019	IBT
Mechanic Journeyman	787.00 Dollars	165.00 Dollars	6	0	Jan 2017	Dec 2019	IBT
Operator	787.00 Dollars	165.00 Dollars	6	0	Jan 2017	Dec 2019	IBT

Country U.S.

Mode: Bus

**Clemson Area Transit, Clemson, SC, SC**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$18.86	\$25.08	\$22.63			No	-	-
Mechanic Journeyman	\$23.34	\$31.04	\$28.00			No	-	-
Operator	\$13.06	\$20.32	\$18.32			Yes, as a dollar amount	\$0.00	\$2.00

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	409.00	Dollars	126.00	Dollars	15	9			None
Mechanic Journeyman	409.00	Dollars	126.00	Dollars	15	9			None
Operator	409.00	Dollars	126.00	Dollars	15	9			None

Country U.S.

Mode: Bus

**Knoxville Area Transit, Knoxville, TN, TN**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$19.58	\$19.58	\$19.58	Jul 2018	Jun 2021	Yes, as a dollar amount	\$0.20	\$0.30
Mechanic Journeyman	\$22.80	\$22.80	\$22.80	Jul 2018	Jun 2021	Yes, as a dollar amount	\$0.20	\$0.30
Operator	\$14.09	\$22.08	\$19.76	Jul 2018	Jun 2021	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	451.00	Dollars	148.00	Dollars	4	3	Jul 2018	Jun 2021	ATU
Mechanic Journeyman	451.00	Dollars	262.00	Dollars	4	3	Jul 2018	Jun 2021	ATU
Operator	451.00	Dollars	37.00	Dollars	4	3	Jul 2018	Jun 2021	ATU

Country U.S.

Mode: Bus

**Metropolitan Transit Authority, Nashville, TN, TN**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$22.41	\$23.28	\$23.05	Jul 2018	Jun 2019	No	-	-
Mechanic Journeyman	\$23.22	\$25.95	\$24.61	Jul 2018	Jun 2019	No	-	-
Operator	\$16.63	\$23.23	\$20.98	Jul 2018	Jun 2019	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	92.00	Percent	8.00	Percent	8	4	Jul 2018	Jun 2019	ATU
Mechanic Journeyman	92.00	Percent	8.00	Percent	8	4	Jul 2018	Jun 2019	ATU
Operator	92.00	Percent	8.00	Percent	8	4	Jul 2018	Jun 2019	ATU

Country U.S.

Mode: Bus

**Corpus Christi Regional Transportation Authority, Corpus Christi, TX, TX**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$18.70	\$30.90	\$23.94			Yes, as a dollar amount	\$0.00	\$0.00
Operator	\$16.00	\$23.10	\$18.35			Yes, as a dollar amount	\$0.75	\$0.00

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	1,839.00 Dollars	230.00 Dollars	0	8			None
Operator	1,839.00 Dollars	230.00 Dollars	0	8			None

**Dallas Area Rapid Transit Authority, Dallas-Ft. Worth, TX, TX**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$26.92	\$30.76	\$28.85			Yes, as a percentage of base pay	0.00%	5.00%
Operator	\$14.90	\$26.30	\$19.84			Yes, as a percentage of base pay	2.00%	5.00%

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	84.00 Percent	16.00 Percent	8	0			ATU
Operator	84.00 Percent	16.00 Percent	8	0			ATU

Country U.S.

Mode: Bus

**Fort Worth Transportation Authority, Dallas-Ft. Worth, TX, TX**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$15.50	\$23.08	\$20.14	Oct 2016	Sep 2020	No	-	-
Mechanic Journeyman	\$22.33	\$28.01	\$24.07	Oct 2016	Sep 2020	Yes, as a dollar amount	\$0.00	\$0.60
Operator	\$15.50	\$23.80	\$20.14	Oct 2016	Sep 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	80.00	Percent	20.00	Percent	0	0	Oct 2016	Sep 2020	IBT
Mechanic Journeyman	80.00	Percent	20.00	Percent	0	0	Oct 2016	Sep 2020	IBT
Operator	80.00	Percent	20.00	Percent	0	0	Oct 2016	Sep 2020	IBT

Country U.S.

Mode: Bus

**Denton County Transportation Authority, Denton-Lewisville, TX, TX**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$12.85	\$28.63	\$20.57		Mar 2008	No	-	-
Operator	\$13.00	\$20.11	\$17.62		Sep 2008	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	100.00	Percent	0.00	Percent	0	Mar 2008	None
Operator	100.00	Percent	0.00	Percent	0	Sep 2008	ATU

**Metropolitan Transit Authority of Harris County, Houston, TX, TX**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$28.24	\$28.24	\$28.24		Feb Jan	Yes, as a dollar amount	\$0.00	\$0.35
Operator	\$15.00	\$21.41	\$20.52		Feb 2018 Jan 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	1,115.00	Dollars	12,846.00	Dollars	15	6	Feb Jan TWU
Operator	1,115.00	Dollars	12,846.00	Dollars	15	6	Feb 2018 Jan 2021 TWU

Country U.S.

Mode: Bus

VIA Metropolitan Transit, San Antonio, TX, TX

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$20.30	\$26.10	\$22.54	Aug 2018	Jul 2021	Yes, as a dollar amount	\$1.10	\$1.50
Mechanic Journeyman	\$25.41	\$29.41	\$25.41	Aug 2018	Jul 2021	Yes, as a dollar amount	\$1.10	\$1.50
Operator	\$18.44	\$25.72	\$22.22	Aug 2018	Jul 2021	Yes, as a dollar amount	\$1.00	\$0.00

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	85.00	Percent	15.00	Percent	6	6	Aug 2018	Jul 2021	ATU
Mechanic Journeyman	85.00	Percent	15.00	Percent	6	6	Aug 2018	Jul 2021	ATU
Operator	85.00	Percent	15.00	Percent	6	6	Aug 2018	Jul 2021	ATU

Country U.S.

Mode: Bus

**Fort Bend Transit, Sugar Land, TX, TX**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Journeyman	\$21.25	\$24.65	\$23.28	Oct 2018	Sep	No	-	-
Operator	\$14.75	\$16.25	\$15.50	Oct 2018	Sep 2023	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Journeyman	250.00	Dollars	583.00	Dollars	0	0	Oct 2018	Sep	None
Operator	250.00	Dollars	583.00	Dollars	0	0	Oct 2018	Sep 2023	None

Country U.S.

Mode: Bus

**Transportation District Commission of Hampton Roads, Virginia Beach, VA, VA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$17.01	\$17.86	\$17.71	Jul 2018	Jul 2021	Yes, as a dollar amount	\$1.00	\$1.00
Mechanic Journeyman	\$18.50	\$26.58	\$23.01	Jul 2018	Jul 2021	Yes, as a dollar amount	\$1.00	\$1.00
Operator	\$14.88	\$21.26	\$19.32	Jul 2018	Jul 2021	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	85.00	Percent	15.00	Percent	8	3	Jul 2018	Jul 2021	ATU
Mechanic Journeyman	85.00	Percent	15.00	Percent	8	3	Jul 2018	Jul 2021	ATU
Operator	85.00	Percent	15.00	Percent	8	3	Jul 2018	Jul 2021	ATU

Country U.S.

Mode: Bus

**Potomac & Rappahannock Transportation Commission, Washington, DC, VA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$20.04	\$29.56	\$25.74	Jul 2011	Jul	No	-	-
Mechanic Journeyman	\$28.77	\$37.85	\$33.23	Jul 2011	Jul	No	-	-
Operator	\$18.00	\$26.34	\$21.67	Mar 2010	Mar	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>	<b>Employee Monthly Health Care Premium Payment</b>	<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>		
Mechanic Apprentice	85.00	Percent	15.00	Percent	3	6	Jul 2011	Jul	AFSCME
Mechanic Journeyman	85.00	Percent	15.00	Percent	3	6	Jul 2011	Jul	AFSCME
Operator	85.00	Percent	15.00	Percent	3	6	Mar 2010	Mar	AFSCME

Country U.S.

Mode: Bus

**Kitsap Transit, Bremerton, WA, WA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$27.30	\$32.41	\$28.05	Nov 2016	Oct 2019	Yes, as a dollar amount	\$0.75	\$0.75
Mechanic Journeyman	\$30.94	\$34.12	\$33.51	Nov	Oct 2019	Yes, as a dollar amount	\$0.75	\$0.75
Operator	\$17.90	\$27.21	\$24.06	Feb 2015	Feb	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	92.00	Percent	8.00	Percent	13	7	Nov 2016	Oct 2019	Other
Mechanic Journeyman	92.00	Percent	8.00	Percent	13	7	Nov	Oct 2019	Other
Operator	92.00	Percent	8.00	Percent	13	7	Feb 2015	Feb	ATU

Country U.S.

Mode: Bus

**Intercity Transit, Olympia, WA, WA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$29.49	\$34.20	\$31.78	Jan	Dec	Yes, as a dollar amount	\$0.00	\$0.85
Operator	\$20.19	\$29.32	\$24.15	Jan 2018	Dec 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	938.00 Dollars	25.00 Dollars	13	7	Jan	Dec	Other
Operator	938.00 Dollars	25.00 Dollars	13	7	Jan 2018	Dec 2020	ATU

Country U.S.

Mode: Bus

**King County Department of Transportation, Transit Division, Seattle, WA, WA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$37.40	\$37.40	\$37.40	Nov 2016	Oct 2019	Yes, as a dollar amount	\$0.75	\$1.00
Mechanic Journeyman	\$35.43	\$39.37	\$38.35	Nov 2016	Oct 2019	Yes, as a dollar amount	\$0.75	\$1.00
Operator	\$24.08	\$34.40	\$32.55	Nov 2016	Oct 2019	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>	<b>Employee Monthly Health Care Premium Payment</b>	<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	1,587.00 Dollars	0.00 Percent	13	8	Nov 2016	Oct 2019	ATU
Mechanic Journeyman	1,587.00 Dollars	0.00 Percent	13	8	Nov 2016	Oct 2019	ATU
Operator	1,587.00 Dollars	0.00 Percent	13	8	Nov 2016	Oct 2019	ATU

Country U.S.

Mode: Bus

**Pierce County Public Transportation Benefit Area, Seattle, WA, WA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$25.84	\$30.69	\$28.27	Jul 2017	Jun 2020	Yes, as a dollar amount	\$0.75	\$2.50
Mechanic Journeyman	\$32.20	\$36.66	\$34.43	Jul 2017	Jun 2020	Yes, as a dollar amount	\$0.75	\$2.50
Operator	\$24.34	\$30.88	\$27.61	Jul 2017	Jun 2020	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	72.00	Percent	8.00	Percent	13	7	Jul 2017	Jun 2020	ATU
Mechanic Journeyman	72.00	Percent	8.00	Percent	13	7	Jul 2017	Jun 2020	ATU
Operator	72.00	Percent	8.00	Percent	13	7	Jul 2017	Jun 2020	ATU

Country U.S.

Mode: Bus

**Snohomish County Public Transportation Benefit Area Corporation, Seattle, WA, WA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$23.65	\$37.44	\$33.50	Apr 2017		Yes, as a percentage of base pay	2.00%	4.00%
Mechanic Journeyman	\$39.41	\$39.41	\$39.41	Jan 2018	Dec	Yes, as a percentage of base pay	2.00%	4.00%
Operator	\$25.39	\$32.06	\$29.55	Jan 2017	Dec 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	95.00	Percent	5.00	Percent	13	8	Apr 2017	Other	
Mechanic Journeyman	95.00	Percent	5.00	Percent	13	8	Jan 2018	Dec	Other
Operator	95.00	Percent	5.00	Percent	13	8	Jan 2017	Dec 2020	ATU

Country U.S.

Mode: Bus

**Spokane Transit Authority, Spokane, WA, WA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$18.86	\$26.06	\$22.33	Mar 2017	Mar 2020	Yes, as a dollar amount	\$0.25	\$0.50
Mechanic Journeyman	\$22.25	\$30.72	\$26.33	Mar 2017	Mar 2020	Yes, as a dollar amount	\$0.25	\$0.50
Operator	\$19.63	\$27.10	\$23.23	Mar 2017	Mar 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	90.00	Percent	10.00	Percent	13	7	Mar 2017	Mar 2020	ATU
Mechanic Journeyman	90.00	Dollars	10.00	Percent	13	7	Mar 2017	Mar 2020	ATU
Operator	90.00	Percent	10.00	Percent	13	7	Mar 2017	Mar 2020	ATU

Country U.S.

Mode: Bus

**Green Bay Metro Transit, Green Bay, WI, WI**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$23.30	\$31.52	\$27.29	Jan 2018	Jan 2020	Yes, as a dollar amount	\$0.25	\$0.00
Operator	\$19.37	\$24.19	\$23.21	Jan 2018	Jan 2021	Yes, as a dollar amount	\$0.30	\$0.00

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	85.00	Percent	15.00	Percent	7	7	Jan 2018	Jan 2020	Other
Operator	85.00	Percent	15.00	Percent	7	7	Jan 2018	Jan 2021	ATU

**Madison Metro, Madison, WI, WI**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$21.21	\$28.28	\$25.59	Jan 2014	Dec	Yes, as a dollar amount	\$0.00	\$0.35
Operator	\$20.43	\$27.24	\$24.48	Jan 2014	Dec	Yes, as a dollar amount	\$0.35	\$0.00

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Journeyman	88.00	Percent	12.00	Percent	7	7	Jan 2014	Dec	Other
Operator	88.00	Percent	12.00	Percent	7	7	Jan 2014	Dec	Other

Country U.S.

Mode: Bus

**Tri-State Transit Authority, Huntington, WV, WV**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$19.81	\$19.81	\$19.81	Jul 2018	Jun 2019	No	-	-
Operator	\$19.34	\$19.34	\$19.34	Jul 2018	Jun 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	541.00 Dollars	0.00 Percent	0	0	Jul 2018	Jun 2019	ATU
Operator	541.00 Dollars	0.00 Dollars	0	0	Jul 2018	Jun 2019	ATU

**Mountain Line Transit Authority, Westover, WV, WV**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$19.26	\$22.76	\$20.14			No	-	-
Operator	\$18.89	\$20.42	\$19.03			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	78.00 Percent	22.00 Percent	0	0			None
Operator	72.00 Percent	28.00 Percent	7	5			None

Country U.S.

Mode: Commuter Rail

**San Francisco Bay Area Rapid Transit District, San Francisco-Oakland,, CA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$33.75	\$44.11	\$38.93	Jul 2013	Jun	Yes, as a percentage of base pay	0.00%	9.50%
Operator	\$32.78	\$37.46	\$35.12	Jul 2013	Jun 2021	Yes, as a percentage of base pay	7.00%	9.50%

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	658.00 Dollars	110.00 Dollars	20	6	Jul 2013	Jun	SEIU
Operator	658.00 Dollars	110.00 Dollars	20	6	Jul 2013	Jun 2021	ATU

**Sonoma Marin Area Rail Transit District (SMART), San Rafael, CA, CA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$44.98	\$44.98	\$44.98	Oct 2017	Jun	No	-	-
Operator	\$38.22	\$44.96	\$41.59	Sep 2017	Jun 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	85.00 Percent	15.00 Percent	7	6	Oct 2017	Jun	Other
Operator	85.00 Percent	15.00 Percent	7	6	Sep 2017	Jun 2019	Other

Country U.S.

Mode: Commuter Rail

**Regional Transportation District, Denver, CO, CO**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$19.98	\$25.31	\$22.64	Mar 2018	Feb 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Operator	877.00 Dollars	100.00 Dollars	12	4	Mar 2018	Feb 2021	ATU

**Metropolitan Atlanta Rapid Transit Authority, Atlanta, GA, GA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$21.87	\$22.12	\$21.99	Dec 2016	Dec 2021	No	-	-
Mechanic Journeyman	\$22.08	\$25.70	\$23.89	Dec 2016	Dec 2021	No	-	-
Operator	\$18.07	\$23.42	\$20.74	Dec 2016	Dec 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	15.00 Percent	85.00 Percent	4	8	Dec 2016	Dec 2021	Other
Mechanic Journeyman	15.00 Percent	85.00 Percent	4	8	Dec 2016	Dec 2021	Other
Operator	15.00 Percent	85.00 Percent	4	8	Dec 2016	Dec 2021	Other

Country U.S.

Mode: Commuter Rail

**Metra, Chicago, IL, IL**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$23.82	\$30.63	\$27.23	Jan 2013	Dec 2018	No	-	-
Mechanic Journeyman	\$34.03	\$37.43	\$35.73	Jan 2013	Dec 2018	No	-	-
Operator	\$30.91	\$32.08	\$31.50	Jan 2012	Dec 2018	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	1,507.00 Dollars	230.00 Dollars	5	0	Jan 2013	Dec 2018	Other
Mechanic Journeyman	1,507.00 Dollars	230.00 Dollars	4	0	Jan 2013	Dec 2018	Other
Operator	1,507.00 Dollars	230.00 Dollars	4	0	Jan 2012	Dec 2018	Other

Country U.S.

Mode: Commuter Rail

**Northern Indiana Commuter Transportation District, Chesterton, IN, IN**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$19.78	\$25.05	\$22.41	Jul 2015	Jan 2019	No	-	-
Mechanic Journeyman	\$26.37	\$26.37	\$26.37	Jul 2015	Jan 2019	No	-	-
Operator	\$22.55	\$28.19	\$25.37	Jan 2014	Jan 2019	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>		<b>Employee Monthly Health Care Premium Payment</b>		<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Apprentice	1,877.00	Dollars	180.00	Dollars	5	13	Jul 2015	Jan 2019	Other
Mechanic Journeyman	1,877.00	Dollars	180.00	Dollars	5	13	Jul 2015	Jan 2019	Other
Operator	1,877.00	Dollars	180.00	Dollars	5	13	Jan 2014	Jan 2019	Other

Country U.S.

Mode: Commuter Rail

**Maryland Transit Administration, Baltimore, MD, MD**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$17.97	\$29.46	\$28.40	Jul 2014	Jul 2019	Yes, as a dollar amount	\$0.40	\$0.40
Mechanic Journeyman	\$21.55	\$30.79	\$30.73	Jul 2014	Jul 2019	Yes, as a dollar amount	\$0.40	\$0.40
Operator	\$17.97	\$29.46	\$29.46	Jul 2014	Jul 2019	Yes, as a dollar amount	\$0.40	\$0.40

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	177.00 Dollars	692.00 Dollars	98	2	Jul 2014	Jul 2019	ATU
Mechanic Journeyman	177.00 Dollars	692.00 Dollars	98	2	Jul 2014	Jul 2019	ATU
Operator	177.00 Dollars	692.00 Dollars	98	2	Jul 2014	Jul 2019	ATU

Country U.S.

Mode: Commuter Rail

**New Jersey Transit Corporation, New York, NY, NJ**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$24.85	\$31.39	\$30.99	Jul 2011	Dec 2019	No	-	-
Mechanic Journeyman	\$27.95	\$31.50	\$31.30	Jul 2011	Dec 2019	No	-	-
Operator	\$32.30	\$38.24	\$33.05	Jul 2011	Dec 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	1,350.00 Dollars	410.00 Dollars	5	0	Jul 2011	Dec 2019	TWU
Mechanic Journeyman	1,350.00 Dollars	410.00 Dollars	5	0	Jul 2011	Dec 2019	Other
Operator	1,350.00 Dollars	410.00 Dollars	5	0	Jul 2011	Dec 2019	IBT

Country U.S.

Mode: Commuter Rail

Tri-County Metropolitan Transportation District of Oregon, Portland, OR, OR

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$33.37	\$38.27	\$34.07	Dec 2016	Nov 2019	Yes, as a dollar amount	\$1.00	\$0.00
Mechanic Journeyman	\$33.37	\$38.27	\$34.47	Dec	Dec 2019	Yes, as a dollar amount	\$1.00	\$0.00
Operator	\$24.18	\$34.58	\$32.30	Dec 2016	Nov 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	95.00	Percent	5.00	Percent	8	15	Dec 2016	Nov 2019	ATU
Mechanic Journeyman	95.00	Percent	5.00	Percent	8	15	Dec	Dec 2019	ATU
Operator	95.00	Percent	5.00	Percent	8	15	Dec 2016	Nov 2019	ATU

Country U.S.

Mode: Commuter Rail

**Southeastern Pennsylvania Transportation Authority, Philadelphia, PA, PA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$18.62	\$31.04	\$30.21	Nov 2016	Nov 2021	Yes, as a dollar amount	\$0.15	\$0.15
Mechanic Journeyman	\$30.41	\$33.79	\$33.76	Nov	Nov 2021	Yes, as a dollar amount	\$0.15	\$0.15
Operator	\$18.11	\$30.18	\$29.85	Nov 2016	Nov 2021	Yes, as a dollar amount	\$0.15	\$0.15

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	1,188.00 Dollars	79.00 Dollars	18	4	Nov 2016	Nov 2021	TWU
Mechanic Journeyman	1,188.00 Dollars	88.00 Dollars	18	4	Nov	Nov 2021	TWU
Operator	1,188.00 Dollars	78.00 Dollars	18	4	Nov 2016	Nov 2021	TWU

Country U.S.

Mode: Commuter Rail

King County Department of Transportation, Transit Division, Seattle, WA, WA

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$35.43	\$39.37	\$38.57	Nov 2016	Oct	Yes, as a dollar amount	\$0.00	\$3.00
Operator	\$30.96	\$34.40	\$34.17	Nov 2016	Oct 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	1,587.00 Dollars	0.00 Percent	13	8	Nov 2016	Oct	ATU
Operator	1,587.00 Dollars	0.00 Percent	13	8	Nov 2016	Oct 2019	ATU

Country U.S.

Mode: Demand Response (paratransit)

**Central Arkansas Transit Authority, Little Rock, AR, AR**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$19.84	\$21.83	\$20.84	Jul 2018	Jun 2021	Yes, as a dollar amount	\$0.20	\$0.00
Mechanic Journeyman	\$22.75	\$25.47	\$24.75	Jul 2018	Jun 2021	Yes, as a dollar amount	\$0.20	\$0.00
Operator	\$13.86	\$17.98	\$16.50	Jul 2018	Jun 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	80.00	Percent	20.00	Percent	6	2	Jul 2018	Jun 2021	ATU
Mechanic Journeyman	80.00	Percent	20.00	Percent	6	2	Jul 2018	Jun 2021	ATU
Operator	80.00	Percent	20.00	Percent	6	2	Jul 2018	Jun 2021	ATU

Country U.S.

Mode: Demand Response (paratransit)

**Northern Arizona Intergovernmental Public Transportation Authority, Flagstaff, AZ, AZ**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$18.96	\$28.44	\$23.70			No	-	-
Operator	\$16.42	\$25.12	\$21.58			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	588.00 Dollars	0.00 Dollars	12	12			None
Operator	588.00 Dollars	0.00 Dollars	12	12			None

Country U.S.

Mode: Demand Response (paratransit)

Access Services, Los Angeles, CA, CA

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$26.50	\$29.00	\$27.50	Aug 2013	Jun 2024	No	-	-
Mechanic Journeyman	\$31.05	\$34.00	\$32.10	Aug 2013	Jun 2024	No	-	-
Operator	\$13.25	\$18.75	\$14.76	Aug 2013	Jun 2024	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	100.00	Percent	0.00	Percent	1	0	Aug 2013	Jun 2024	IBT
Mechanic Journeyman	100.00	Percent	0.00	Percent	1	0	Aug 2013	Jun 2024	IBT
Operator	100.00	Percent	0.00	Percent	1	0	Aug 2013	Jun 2024	IBT

Country U.S.

Mode: Demand Response (paratransit)

Redding Area Bus Authority, Redding, CA, CA

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$19.00	\$20.00	\$19.66			No	-	-
Operator	\$12.00	\$18.50	\$17.67	Jul 2008	Jun	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	0.00 Percent	0.00 Percent	0	0			Other
Operator	0.00 Percent	0.00 Percent	0	0	Jul 2008	Jun	Other

Country U.S.

Mode: Demand Response (paratransit)

**San Diego Metropolitan Transit System, San Diego, CA, CA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$26.00	\$26.00	\$26.00	Apr 2016	Mar 2020	No	-	-
Mechanic Journeyman	\$27.80	\$27.80	\$27.80	Apr 2016	Mar 2020	No	-	-
Operator	\$14.76	\$18.99	\$16.00	Apr 2016	Mar 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	30.00	Percent	70.00	Percent	0	0	Apr 2016	Mar 2020	IBT
Mechanic Journeyman	30.00	Percent	70.00	Percent	0	0	Apr 2016	Mar 2020	IBT
Operator	30.00	Percent	70.00	Percent	0	0	Apr 2016	Mar 2020	IBT

**Santa Cruz Metropolitan Transit District, Santa Cruz, CA, CA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$14.52	\$21.46	\$17.99	Jul 2012	Jun 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Operator	971.00	Dollars	0.00	Dollars	9	8	Jul 2012	Jun 2019	Other

Country U.S.

Mode: Demand Response (paratransit)

**Norwalk Transit District (Wheels), Norwalk, CT, CT**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$30.44	\$30.44	\$30.44	Jul 2016	Jun 2020	No	-	-
Mechanic Journeyman	\$32.07	\$32.07	\$32.07	Jul 2016	Jun 2020	No	-	-
Operator	\$21.10	\$21.10	\$21.10	Jul 2016	Jun 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	847.00 Dollars	27.00 Dollars	6	2	Jul 2016	Jun 2020	AFSCME
Mechanic Journeyman	847.00 Dollars	27.00 Dollars	6	2	Jul 2016	Jun 2020	AFSCME
Operator	847.00 Dollars	27.00 Dollars	6	2	Jul 2016	Jun 2020	AFSCME

Country U.S.

Mode: Demand Response (paratransit)

**Jacksonville Transportation Authority, Jacksonville, FL, FL**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$19.49	\$21.69	\$20.32	Nov 2017	Nov 2020	No	-	-
Mechanic Journeyman	\$23.20	\$27.75	\$25.40	Nov 2017	Nov 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	750.00 Dollars	80.00 Percent	100	0	Nov 2017	Nov 2020	Other
Mechanic Journeyman	750.00 Dollars	80.00 Percent	100	0	Nov 2017	Nov 2020	Other

**Manatee County Area Transit, Sarasota, FL, FL**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$13.81	\$21.08	\$16.23			Yes, as a dollar amount	\$0.35	\$0.50

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Operator	585.00 Dollars	75.00 Dollars	3	3			None

Country U.S.

Mode: Demand Response (paratransit)

**Martin County Public Transit Service, Stuart, FL, FL**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$12.00	\$14.00	\$13.00	Jan 2017	Dec 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Operator	0.00 Percent	0.00 Percent	0	0	Jan 2017	Dec 2020	None

**Starmetro, Tallahassee, FL, FL**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$19.38	\$26.09	\$20.73			No	-	-
Operator	\$10.55	\$16.52	\$11.26			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	592.00 Dollars	106.00 Dollars	5	5			None
Operator	592.00 Dollars	106.00 Dollars	5	5			None

Country U.S.

Mode: Demand Response (paratransit)

**Hillsborough Area Regional Transit Authority, Tampa-St. Petersburg,, FL**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$13.51	\$19.19	\$14.60	Oct 2015	Jun 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Operator	666.00 Dollars	19.00 Dollars	3	3	Oct 2015	Jun 2019	ATU

**Metropolitan Atlanta Rapid Transit Authority, Atlanta, GA, GA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$21.87	\$22.12	\$21.99	Dec 2016	Dec 2021	No	-	-
Mechanic Journeyman	\$22.08	\$25.70	\$23.89	Dec 2016	Dec 2021	No	-	-
Operator	\$18.02	\$23.42	\$20.74	Dec 2016	Dec 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	15.00 Percent	85.00 Percent	4	8	Dec 2016	Dec 2021	Other
Mechanic Journeyman	15.00 Percent	85.00 Percent	4	8	Dec 2016	Dec 2021	Other
Operator	15.00 Percent	85.00 Percent	4	8	Dec 2016	Dec 2021	Other

Country U.S.

Mode: Demand Response (paratransit)

**Macon-Bibb County Transit Authority, Macon, GA, GA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$17.00	\$26.00	\$22.50			No	-	-
Operator	\$10.51	\$12.26	\$11.39			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	533.00 Dollars	170.00 Dollars	4	0			None
Operator	533.00 Dollars	170.00 Dollars	4	0			None

**City & County of Honolulu Department of Transportation Services, Honolulu, HI, HI**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$23.35	\$26.37	\$26.10	Apr 2015	Mar	No	-	-
Operator	\$23.45	\$25.40	\$24.80	Apr 2015	Mar 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	1,249.00 Dollars	0.00 Dollars	14	0	Apr 2015	Mar	IBT
Operator	1,249.00 Dollars	0.00 Dollars	14	0	Apr 2015	Mar 2020	IBT

Country U.S.

Mode: Demand Response (paratransit)

**Des Moines Area Regional Transit Authority, Des Moines, IA, IA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$11.90	\$19.33	\$16.03	Jul 2014	Jun 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Operator	485.00 Dollars	38.00 Dollars	9	6	Jul 2014	Jun 2020	IBT

**Bloomington-Normal Public Transit System, Bloomington, IL, IL**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$18.68	\$30.69	\$27.26	Jul 2017	Jun 2020	No	-	-
Mechanic Journeyman	\$18.68	\$30.69	\$27.26	Jul	Jun 2020	No	-	-
Operator	\$17.03	\$27.78	\$25.80	Jul 2017	Jun 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	89.00 Percent	11.00 Percent	5	3	Jul 2017	Jun 2020	ATU
Mechanic Journeyman	89.00 Percent	11.00 Percent	5	3	Jul	Jun 2020	ATU
Operator	89.00 Percent	11.00 Percent	5	3	Jul 2017	Jun 2020	ATU

Country U.S.

Mode: Demand Response (paratransit)

**Greater Lafayette Public Transportation Corporation, Lafayette, IN, IN**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$22.47	\$22.47	\$22.47	Jun 2017	May 2020	Yes, as a dollar amount	\$0.25	\$0.25
Mechanic Journeyman	\$23.31	\$24.90	\$24.01	Jun 2017	May 2020	Yes, as a dollar amount	\$0.25	\$0.25
Operator	\$16.37	\$23.39	\$18.83	Jun 2017	May 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	88.00	Percent	12.00	Percent	11	3	Jun 2017	May 2020	ATU
Mechanic Journeyman	88.00	Percent	12.00	Percent	11	3	Jun 2017	May 2020	ATU
Operator	88.00	Percent	12.00	Percent	11	3	Jun 2017	May 2020	ATU

**South Bend Public Transportation Corporation, South Bend, IN, IN**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$13.34	\$14.60	\$14.03	Nov 2017	Oct 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Operator	94.00	Percent	6.00	Percent	5	10	Nov 2017	Oct 2019	ATU

Country U.S.

Mode: Demand Response (paratransit)

**Maryland Transit Administration, Baltimore, MD, MD**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$17.97	\$29.46	\$24.83	Jul 2014	Jul 2019	Yes, as a dollar amount	\$0.40	\$0.40
Mechanic Journeyman	\$21.55	\$30.79	\$29.06	Jul 2014	Jul 2019	Yes, as a dollar amount	\$0.40	\$0.40
Operator	\$17.97	\$29.46	\$29.46	Jul 2014	Jul 2019	Yes, as a dollar amount	\$0.40	\$0.40

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	177.00 Dollars	692.00 Dollars	98	2	Jul 2014	Jul 2019	ATU
Mechanic Journeyman	177.00 Dollars	692.00 Dollars	98	2	Jul 2014	Jul 2019	ATU
Operator	177.00 Dollars	692.00 Dollars	98	2	Jul 2014	Jul 2019	ATU

Country U.S.

Mode: Demand Response (paratransit)

**Battle Creek Transit, Battle Creek, MI, MI**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$13.77	\$14.88	\$14.88	Nov 2017	Oct	No	-	-
Mechanic Journeyman	\$20.45	\$22.05	\$22.05	Nov 2017	Oct	No	-	-
Operator	\$16.40	\$18.37	\$18.37	Nov 2017	Oct	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	80.00	Percent	20.00	Percent	98	2	Nov 2017	Oct	ATU
Mechanic Journeyman	80.00	Percent	20.00	Percent	98	2	Nov 2017	Oct	ATU
Operator	80.00	Percent	20.00	Percent	98	2	Nov 2017	Oct	ATU

**Mass Transportation Authority, Flint, MI, MI**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$9.85	\$11.20	\$11.00	Apr 2016	Mar 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Operator	92.00	Percent	8.00	Percent	0	0	Apr 2016	Mar 2019	AFSCME

Country U.S.

Mode: Demand Response (paratransit)

**Muskegon Area Transit System, Muskegon, MI, MI**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$15.38	\$22.41	\$22.41	Oct 2018	Sep	Yes, as a dollar amount	\$0.00	\$0.20
Operator	\$11.74	\$16.43	\$14.09	Oct 2018	Sep 2023	Yes, as a dollar amount	\$0.20	\$0.20

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Journeyman	100.00	Percent	0.00	Percent	3	4	Oct 2018	Sep	IBT
Operator	100.00	Percent	0.00	Percent	3	4	Oct 2018	Sep 2023	IBT

Country U.S.

Mode: Demand Response (paratransit)

**Blue Water Area Transportation Commission, Port Huron, MI, MI**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$17.10	\$17.10	\$17.10	Oct 2018	Sep 2021	No	-	-
Mechanic Journeyman	\$22.10	\$22.10	\$22.10	Oct 2018	Sep 2021	No	-	-
Operator	\$16.77	\$16.77	\$16.77	Oct 2018	Sep 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	100.00	Percent	0.00	Percent	16	0	Oct 2018	Sep 2021	AFSCME
Mechanic Journeyman	100.00	Percent	0.00	Percent	16	0	Oct 2018	Sep 2021	AFSCME
Operator	1,018.00	Dollars	102.00	Dollars	16	0	Oct 2018	Sep 2021	AFSCME

Country U.S.

Mode: Demand Response (paratransit)

**Missoula Urban Transportation District, Missoula, MT, MT**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$24.65	\$29.00	\$27.00	Jun 2016	Jun	Yes, as a dollar amount	\$0.00	\$0.00
Operator	\$12.00	\$23.52	\$17.76	Jun 2016	Jun 2020	Yes, as a dollar amount	\$0.40	\$0.00

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	602.00 Dollars	0.00 Dollars	11	0	Jun 2016	Jun	Other
Operator	602.00 Dollars	0.00 Dollars	11	0	Jun 2016	Jun 2020	Other

**Charlotte Area Transit System, Charlotte, NC, NC**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$16.04	\$25.06	\$20.55			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Operator	316.00 Dollars	52.00 Dollars	8	6			None

Country U.S.

Mode: Demand Response (paratransit)

**Go Triangle, Raleigh-Durham, NC, NC**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$16.06	\$36.52	\$25.94			Yes, as a dollar amount	\$0.00	\$0.50
Operator	\$13.00	\$25.95	\$14.15			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	95.00	Percent	5.00	Percent			None
Operator	95.00	Percent	5.00	Percent			None

**City of Albuquerque Transit Department, Albuquerque, NM, NM**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$12.70	\$19.73	\$14.80	Oct 2018	Jun 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Operator	80.00	Percent	20.00	Percent	Oct 2018	Jun 2020	AFSCME

Country U.S.

Mode: Demand Response (paratransit)

City of Las Cruces-RoadRUNNER Transit, Las Cruces, NM, NM

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$16.41	\$23.05	\$20.57			No	-	-
Operator	\$11.82	\$16.44	\$12.28			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	346.00 Dollars	231.00 Dollars	14	10			Other
Operator	346.00 Dollars	231.00 Dollars	14	10			Other

Country U.S.

Mode: Demand Response (paratransit)

**Capital District Transportation Authority, Albany, NY, NY**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$25.69	\$25.69	\$25.69	Jun 2018	Jun 2021	Yes, as a percentage of base pay	25.00%	25.00%
Mechanic Journeyman	\$25.97	\$25.97	\$25.97	Jun 2018	Jun 2021	Yes, as a percentage of base pay	25.00%	25.00%
Operator	\$19.09	\$19.09	\$19.09	Jun 2018	Jun 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	85.00	Percent	15.00	Percent	7	3	Jun 2018	Jun 2021	ATU
Mechanic Journeyman	85.00	Percent	15.00	Percent	7	3	Jun 2018	Jun 2021	ATU
Operator	85.00	Percent	15.00	Percent	7	3	Jun 2018	Jun 2021	ATU

Country U.S.

Mode: Demand Response (paratransit)

**Central New York Regional Transportation Authority, Syracuse-Utica, NY, NY**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$22.32	\$24.93	\$23.63	Nov 2016	Oct 2021	Yes, as a dollar amount	\$0.50	\$0.50
Mechanic Journeyman	\$24.03	\$26.25	\$25.14	Nov 2016	Oct 2021	Yes, as a dollar amount	\$0.50	\$0.50
Operator	\$20.12	\$24.60	\$22.36	Nov 2016	Oct 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	85.00	Percent	15.00	Percent	5	5	Nov 2016	Oct 2021	ATU
Mechanic Journeyman	85.00	Percent	15.00	Percent	5	5	Nov 2016	Oct 2021	ATU
Operator	85.00	Percent	15.00	Percent	5	5	Nov 2016	Oct 2021	ATU

Country U.S.

Mode: Demand Response (paratransit)

**Greater Cleveland Regional Transit Authority, Cleveland, OH, OH**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$21.49	\$28.65	\$23.59	Aug 2014	Jul	No	-	-
Mechanic Journeyman	\$22.91	\$30.54	\$30.51	Aug 2014	Jul	No	-	-
Operator	\$15.78	\$25.31	\$22.93	Aug 2014	Jul	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	86.00	Percent	14.00	Percent	14	10	Aug 2014	Jul	ATU
Mechanic Journeyman	86.00	Percent	14.00	Percent	14	10	Aug 2014	Jul	ATU
Operator	86.00	Percent	14.00	Percent	14	10	Aug 2014	Jul	ATU

Country U.S.

Mode: Demand Response (paratransit)

**Laketrans, Cleveland, OH, OH**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$17.67	\$22.28	\$21.27	Oct 2017	Sep 2020	No	-	-
Mechanic Journeyman	\$23.13	\$29.17	\$27.85	Oct 2017	Sep 2020	No	-	-
Operator	\$14.85	\$18.73	\$17.88	Oct 2017	Sep 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	986.00 Dollars	80.00 Dollars	0	0	Oct 2017	Sep 2020	Other
Mechanic Journeyman	986.00 Dollars	80.00 Dollars	0	0	Oct 2017	Sep 2020	Other
Operator	986.00 Dollars	80.00 Dollars	0	0	Oct 2017	Sep 2020	Other

**Delaware Area Transit Agency, Delaware, OH, OH**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$12.13	\$18.70	\$15.38			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Operator	25.00 Percent	75.00 Percent	14	10			None

Country U.S.

Mode: Demand Response (paratransit)

**Allen County Regional Transit Authority, Lima, OH, OH**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$15.00	\$15.00	\$15.00			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Operator	0.00 Percent	0.00 Percent	14	10			None

**Lawton Transit Management, Lawton, OK, OK**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$15.00	\$15.00	\$15.00			No	-	-
Mechanic Journeyman	\$19.00	\$19.00	\$19.00			No	-	-
Operator	\$11.00	\$12.00	\$11.54			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	10.00 Percent	10.00 Percent	5	3			None
Mechanic Journeyman	10.00 Percent	10.00 Percent	5	3			None
Operator	10.00 Percent	10.00 Percent	5	3			None

Country U.S.

Mode: Demand Response (paratransit)

**Central Oklahoma Transportation & Parking Authority, Oklahoma City, OK, OK**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$20.57	\$22.07	\$20.57	Jul 2018	Jun 2019	Yes, as a dollar amount	\$1.00	\$1.00
Mechanic Journeyman	\$23.57	\$29.57	\$26.57	Jul 2018	Jun 2019	Yes, as a dollar amount	\$1.00	\$1.00
Operator	\$16.17	\$20.22	\$18.54	Jul 2018	Jun 2019	Yes, as a dollar amount	\$1.00	\$0.00

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	85.00	Percent	15.00	Percent	56	44	Jul 2018	Jun 2019	ATU
Mechanic Journeyman	85.00	Percent	15.00	Percent	56	44	Jul 2018	Jun 2019	ATU
Operator	85.00	Percent	15.00	Percent	56	44	Jul 2018	Jun 2019	ATU

**Cumberland-Dauphin-Harrisburg Transit Authority, Harrisburg, PA, PA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$10.00	\$15.30	\$14.74	Jul 2015	Jun	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Operator	662.00	Dollars	58.00	Dollars	0	5	Jul 2015	Jun	ATU

Country U.S.

Mode: Demand Response (paratransit)

**Indiana County Transit Authority-IndiGO, Indiana, PA, PA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$15.00	\$15.00	\$15.00			No	-	-
Mechanic Journeyman	\$19.57	\$19.57	\$19.57			No	-	-
Operator	\$13.20	\$15.13	\$14.00			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	100.00	Percent	0.00	Percent	7	0	None
Mechanic Journeyman	100.00	Percent	0.00	Percent	7	0	None
Operator	100.00	Percent	0.00	Percent	7	0	None

Country U.S.

Mode: Demand Response (paratransit)

Area Transportation Authority of North Central Pennsylvania, Johnsonburg, PA, PA

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$18.23	\$24.32	\$20.24			No	-	-
Operator	\$12.40	\$18.83	\$14.08			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	95.00	Percent	5.00	Percent	7	0	None
Operator	95.00	Percent	5.00	Percent	7	0	None

Country U.S.

Mode: Demand Response (paratransit)

**Cambria County Transit Authority, Johnstown, PA, PA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$21.73	\$24.11	\$22.92	Jul 2017	Jun 2020	No	-	-
Mechanic Journeyman	\$24.91	\$25.96	\$25.96	Jul	Jun 2020	No	-	-
Operator	\$15.82	\$21.09	\$19.92	Jul 2017	Jun 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	80.00	Percent	20.00	Percent	0	Jul 2017	Jun 2020	ATU	
Mechanic Journeyman	80.00	Percent	20.00	Percent	0	0	Jul	Jun 2020	ATU
Operator	80.00	Percent	20.00	Percent		Jul 2017	Jun 2020	ATU	

Country U.S.

Mode: Demand Response (paratransit)

**Red Rose Transit Authority, Lancaster, PA, PA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$20.05	\$25.06	\$22.24	Jul 2018	Jun 2021	Yes, as a dollar amount	\$0.30	\$0.30
Mechanic Journeyman	\$22.55	\$25.06	\$23.81	Jul 2018	Jun 2021	Yes, as a dollar amount	\$0.30	\$0.30
Operator	\$14.00	\$16.50	\$15.25	Jul 2016	Jun 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	92.00	Percent	8.00	Percent	11	0	Jul 2018	Jun 2021	Other
Mechanic Journeyman	92.00	Percent	8.00	Percent	11	0	Jul 2018	Jun 2021	Other
Operator	91.00	Percent	9.00	Percent	2	1	Jul 2016	Jun 2019	ATU

Country U.S.

Mode: Demand Response (paratransit)

**Beaver County Transit Authority, Rochester, PA, PA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$18.54	\$24.91	\$21.72	Jan	Dec	No	-	-
Operator	\$13.00	\$15.75	\$14.43	Jan 2016	Dec 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	247.00 Dollars	128.00 Dollars	4	0	Jan	Dec	ATU
Operator	247.00 Dollars	128.00 Dollars	4	0	Jan 2016	Dec 2019	ATU

**York County Transportation Authority, York, PA, PA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$14.45	\$17.35	\$15.28	Jan	Dec 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Operator	653.00 Dollars	163.00 Dollars	2	0	Jan	Dec 2021	IBT

Country U.S.

Mode: Demand Response (paratransit)

**Knoxville Area Transit, Knoxville, TN, TN**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$19.58	\$19.58	\$19.58	Jul 2018	Jun 2021	Yes, as a dollar amount	\$0.20	\$0.30
Mechanic Journeyman	\$22.80	\$22.80	\$22.80	Jul	Jun 2021	Yes, as a dollar amount	\$0.20	\$0.30
Operator	\$14.09	\$22.08	\$15.09	Jul 2018	Jun 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	451.00 Dollars	148.00 Dollars	4	3	Jul 2018	Jun 2021	ATU
Mechanic Journeyman	451.00 Dollars	262.00 Dollars	4	3	Jul	Jun 2021	ATU
Operator	451.00 Dollars	37.00 Dollars	4	3	Jul 2018	Jun 2021	ATU

Country U.S.

Mode: Demand Response (paratransit)

**Fort Worth Transportation Authority, Dallas-Ft. Worth, TX, TX**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$15.50	\$23.80	\$20.14	Oct 2016	Sep 2020	No	-	-
Mechanic Journeyman	\$22.33	\$28.01	\$24.07	Oct 2016	Sep 2020	Yes, as a dollar amount	\$0.00	\$0.60
Operator	\$15.50	\$23.80	\$20.14	Oct 2016	Sep 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	80.00	Percent	20.00	Percent	0	0	Oct 2016	Sep 2020	IBT
Mechanic Journeyman	80.00	Percent	20.00	Percent	0	0	Oct 2016	Sep 2020	IBT
Operator	80.00	Percent	20.00	Percent	0	0	Oct 2016	Sep 2020	IBT

**Denton County Transportation Authority, Denton-Lewisville, TX, TX**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$13.00	\$20.11	\$17.62	Jan 2010		No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation	
Operator	100.00	Percent	0.00	Percent	0	0	Jan 2010	ATU

Country U.S.

Mode: Demand Response (paratransit)

VIA Metropolitan Transit, San Antonio, TX, TX

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$20.30	\$26.10	\$22.54	Aug 2018	Jul 2021	Yes, as a dollar amount	\$1.10	\$1.50
Mechanic Journeyman	\$25.41	\$29.41	\$25.41	Aug 2018	Jul 2021	Yes, as a dollar amount	\$1.10	\$1.50
Operator	\$15.16	\$21.14	\$18.26	Aug 2018	Jul 2021	Yes, as a dollar amount	\$1.00	\$0.00

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	85.00	Percent	15.00	Percent	6	6	Aug 2018	Jul 2021	ATU
Mechanic Journeyman	85.00	Percent	15.00	Percent	6	6	Aug 2018	Jul 2021	ATU
Operator	85.00	Percent	15.00	Percent	6	6	Aug 2018	Jul 2021	ATU

Country U.S.

Mode: Demand Response (paratransit)

**Fort Bend Transit, Sugar Land, TX, TX**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$21.25	\$24.65	\$23.28	Oct 2018	Sep	No	-	-
Operator	\$14.50	\$15.91	\$15.21	Oct 2018	Sep 2023	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	250.00 Dollars	583.00 Dollars	0	0	Oct 2018	Sep	None
Operator	250.00 Dollars	583.00 Dollars	0	0	Oct 2018	Sep 2023	None

Country U.S.

Mode: Demand Response (paratransit)

**Kitsap Transit, Bremerton, WA, WA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$27.30	\$32.41	\$28.05	Nov 2016	Oct 2019	Yes, as a dollar amount	\$0.75	\$0.75
Mechanic Journeyman	\$30.94	\$34.12	\$33.51	Nov	Oct 2019	Yes, as a dollar amount	\$0.75	\$0.75
Operator	\$16.13	\$25.16	\$21.69	Feb 2015	Feb	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	92.00	Percent	8.00	Percent	13	7	Nov 2016	Oct 2019	Other
Mechanic Journeyman	92.00	Percent	8.00	Percent	13	7	Nov	Oct 2019	Other
Operator	92.00	Percent	8.00	Percent	13	7	Feb 2015	Feb	ATU

**Intercity Transit, Olympia, WA, WA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$17.77	\$25.54	\$21.50	Jan 2018	Dec 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Operator	938.00	Dollars	25.00	Dollars	13	7	Jan 2018	Dec 2020	ATU

Country U.S.

Mode: Demand Response (paratransit)

**Spokane Transit Authority, Spokane, WA, WA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$18.86	\$26.06	\$22.33	Mar 2017	Mar 2020	Yes, as a dollar amount	\$0.25	\$0.50
Mechanic Journeyman	\$22.25	\$30.72	\$26.34	Mar 2017	Mar 2020	Yes, as a dollar amount	\$0.25	\$0.50
Operator	\$16.59	\$22.93	\$20.20	Jul 2018	Jun 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	90.00	Percent	10.00	Percent	13	7	Mar 2017	Mar 2020	ATU
Mechanic Journeyman	90.00	Percent	10.00	Percent	13	7	Mar 2017	Mar 2020	ATU
Operator	90.00	Percent	10.00	Percent	13	7	Jul 2018	Jun 2021	AFSCME

Country U.S.

Mode: Ferryboat

**Golden Gate Bridge, Highway & Transportation District, San Francisco, CA, CA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$30.16	\$40.37	\$35.17	Jul 2017	Jun 2020	No	-	-
Mechanic Journeyman	\$44.36	\$44.36	\$44.36	Jul	Jul 2020	Yes, as a percentage of base pay	0.00%	15.00%
Operator	\$49.87	\$49.87	\$49.87	Jul 2017	Jun 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	3,812.00 Dollars	75.00 Dollars	31	7	Jul 2017	Jun 2020	Other
Mechanic Journeyman	3,812.00 Dollars	75.00 Dollars	31	7	Jul	Jul 2020	Other
Operator	3,812.00 Dollars	75.00 Dollars	31	7	Jul 2017	Jun 2020	Other

Country U.S.

Mode: Ferryboat

**Kitsap Transit, Bremerton, WA, WA**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Journeyman	\$40.51	\$54.49	\$43.65			No	-	-
Operator	\$43.63	\$58.67	\$47.01			No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>	<b>Employee Monthly Health Care Premium Payment</b>	<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>
Mechanic Journeyman	92.00	Percent	8.00	Percent	13	7	None
Operator	92.00	Percent	8.00	Percent	13	7	None

Country U.S.

Mode: Heavy Rail

**Los Angeles County Metropolitan Transportation Authority, Los Angeles, CA, CA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$32.38	\$40.92	\$40.92	Jul 2017	Jun	Yes, as a percentage of base pay	0.00%	5.00%
Operator	\$15.82	\$29.60	\$28.48	Jul 2017	Jun 2022	Yes, as a dollar amount	\$0.25	\$0.25

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	1,734.00 Dollars	80.00 Dollars	18	7	Jul 2017	Jun	ATU
Operator	0.00 Dollars	0.00 Dollars	11	10	Jul 2017	Jun 2022	Other

**San Francisco Bay Area Rapid Transit District, San Francisco-Oakland,, CA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$33.75	\$44.11	\$38.93	May	Jun	Yes, as a percentage of base pay	0.00%	9.50%
Operator	\$32.45	\$38.55	\$35.50	May 2017	Jun 2022	Yes, as a percentage of base pay	7.00%	9.50%

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	658.00 Dollars	110.00 Dollars	20	6	May	Jun	SEIU
Operator	658.00 Dollars	110.00 Dollars	20	6	May 2017	Jun 2022	ATU

Country U.S.

Mode: Heavy Rail

**Metropolitan Atlanta Rapid Transit Authority, Atlanta, GA, GA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$21.87	\$22.12	\$21.99	Dec 2016	Dec 2021	No	-	-
Mechanic Journeyman	\$22.08	\$25.70	\$23.89	Dec 2016	Dec 2021	No	-	-
Operator	\$18.02	\$23.42	\$20.74	Dec 2016	Dec 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	15.00	Percent	85.00	Percent	4	8	Dec 2016	Dec 2021	Other
Mechanic Journeyman	15.00	Percent	85.00	Percent	4	8	Dec 2016	Dec 2021	Other
Operator	15.00	Percent	85.00	Percent	4	8	Dec 2016	Dec 2021	Other

Country U.S.

Mode: Heavy Rail

**Chicago Transit Authority, Chicago, IL, IL**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$19.53	\$30.05	\$28.07	Jan 2016	Dec 2019	Yes, as a dollar amount	\$0.25	\$0.50
Mechanic Journeyman	\$29.04	\$36.55	\$35.56	Jan 2016	Dec 2019	Yes, as a dollar amount	\$0.25	\$0.50
Operator	\$22.98	\$35.36	\$34.10	Jan 2016	Dec 2019	Yes, as a dollar amount	\$0.25	\$0.50

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	786.00 Dollars	159.00 Percent	24	12	Jan 2016	Dec 2019	ATU
Mechanic Journeyman	786.00 Dollars	159.00 Percent	24	12	Jan 2016	Dec 2019	ATU
Operator	786.00 Dollars	159.00 Percent	24	12	Jan 2016	Dec 2019	ATU

Country U.S.

Mode: Heavy Rail

**Maryland Transit Administration, Baltimore, MD, MD**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$17.97	\$29.46	\$28.40	Jul 2014	Jul 2019	Yes, as a dollar amount	\$0.40	\$0.40
Mechanic Journeyman	\$21.55	\$30.79	\$30.73	Jul 2014	Jul 2019	Yes, as a dollar amount	\$0.40	\$0.40
Operator	\$17.97	\$29.46	\$29.46	Jul 2014	Jul 2019	Yes, as a dollar amount	\$0.40	\$0.40

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	177.00 Dollars	692.00 Dollars	98	2	Jul 2014	Jul 2019	ATU
Mechanic Journeyman	177.00 Dollars	692.00 Dollars	98	2	Jul 2014	Jul 2019	ATU
Operator	177.00 Dollars	692.00 Dollars	98	2	Jul 2014	Jul 2019	ATU

Country U.S.

Mode: Heavy Rail

**Port Authority Trans-Hudson Corporation, New York, NY, NY**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$26.44	\$31.71	\$31.71	Feb 2011	Oct	No	-	-
Mechanic Journeyman	\$35.97	\$38.56	\$38.35	Feb 2011	Oct	No	-	-
Operator	\$37.28	\$37.28	\$37.28	Oct 2007	Sep	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	3,033.00 Dollars	0.00 Percent	9	0	Feb 2011	Oct	Other
Mechanic Journeyman	3,033.00 Dollars	0.00 Percent	8	0	Feb 2011	Oct	Other
Operator	3,033.00 Dollars	0.00 Percent	8	0	Oct 2007	Sep	Other

Country U.S.

Mode: Heavy Rail

**Greater Cleveland Regional Transit Authority, Cleveland, OH, OH**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$21.49	\$28.65	\$23.59	Aug 2014	Jul	No	-	-
Mechanic Journeyman	\$22.91	\$30.54	\$30.51	Aug 2014	Jul	No	-	-
Operator	\$17.21	\$28.68	\$25.33	Aug 2014	Jul	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	86.00	Percent	14.00	Percent	14	10	Aug 2014	Jul	ATU
Mechanic Journeyman	86.00	Percent	14.00	Percent	14	10	Aug 2014	Jul	ATU
Operator	86.00	Percent	14.00	Percent	14	10	Aug 2014	Jul	ATU

Country U.S.

Mode: Heavy Rail

**Southeastern Pennsylvania Transportation Authority, Philadelphia, PA, PA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$21.76	\$31.08	\$27.68	Feb 2017	Feb 2022	Yes, as a dollar amount	\$0.15	\$0.15
Mechanic Journeyman	\$30.45	\$33.83	\$33.13	Feb	Feb 2022	Yes, as a dollar amount	\$0.15	\$0.15
Operator	\$29.77	\$35.84	\$34.25	Jul 2015	Jul 2019	Yes, as a dollar amount	\$0.15	\$0.15

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	1,188.00 Dollars	72.00 Dollars	0	0	Feb 2017	Feb 2022	Other
Mechanic Journeyman	1,188.00 Dollars	86.00 Dollars	0	0	Feb	Feb 2022	Other
Operator	1,188.00 Dollars	89.00 Dollars	0	0	Jul 2015	Jul 2019	Other

Country U.S.

Mode: Light Rail

Central Arkansas Transit Authority, Little Rock, AR, AR

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$19.84	\$21.83	\$20.84	Jul 2018	Jun 2021	Yes, as a dollar amount	\$0.20	\$0.00
Mechanic Journeyman	\$18.52	\$20.86	\$20.25	Jul 2018	Jun 2021	Yes, as a dollar amount	\$0.20	\$0.00
Operator	\$17.00	\$22.19	\$19.22			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	80.00	Percent	20.00	Percent	6	2	Jul 2018	Jun 2021	ATU
Mechanic Journeyman	80.00	Percent	20.00	Percent	6	2	Jul 2018	Jun 2021	ATU
Operator	90.00	Percent	10.00	Percent	6	4			None

Country U.S.

Mode: Light Rail

**Sacramento Regional Transit District, Sacramento, CA, CA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$20.76	\$25.95	\$25.95	Apr 2018	Mar 2020	Yes, as a percentage of base pay	5.00%	0.00%
Mechanic Journeyman	\$28.52	\$35.65	\$34.71	Apr 2018	Mar 2020	Yes, as a percentage of base pay	5.00%	0.00%
Operator	\$17.78	\$28.46	\$26.31	Apr 2014	Mar 2019	Yes, as a percentage of base pay	50.00%	0.00%

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	90.00	Percent	10.00	Percent	3	5	Apr 2018	Mar 2020	Other
Mechanic Journeyman	90.00	Percent	10.00	Percent	3	5	Apr 2018	Mar 2020	Other
Operator	90.00	Percent	10.00	Percent	3	6	Apr 2014	Mar 2019	ATU

Country U.S.

Mode: Light Rail

**San Diego Metropolitan Transit System, San Diego, CA, CA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$19.65	\$30.24	\$25.00	Jan 2018	Dec 2020	No	-	-
Mechanic Journeyman	\$31.50	\$34.64	\$32.00	Jan 2018	Dec 2020	No	-	-
Operator	\$23.22	\$30.94	\$26.00	Jan 2018	Dec 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	1,478.00 Dollars	246.00 Dollars	14	9	Jan 2018	Dec 2020	Other
Mechanic Journeyman	1,478.00 Dollars	246.00 Dollars	14	9	Jan 2018	Dec 2020	Other
Operator	1,478.00 Dollars	246.00 Dollars	14	9	Jan 2018	Dec 2020	Other

Country U.S.

Mode: Light Rail

**Santa Clara Valley Transportation Authority, San Jose, CA, CA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$39.11	\$44.44	\$44.27	Oct 2015	Sep	Yes, as a percentage of base pay	5.00%	10.00%
Operator	\$24.54	\$35.05	\$33.21	Oct 2015	Sep	Yes, as a percentage of base pay	5.00%	10.00%

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	2,097.00 Dollars	845.00 Dollars	23	2	Oct 2015	Sep	ATU
Operator	2,097.00 Dollars	845.00 Dollars	23	2	Oct 2015	Sep	ATU

**Regional Transportation District, Denver, CO, CO**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$28.26	\$33.03	\$32.03	Mar	Feb	Yes, as a dollar amount	\$0.00	\$2.25
Operator	\$19.98	\$25.31	\$22.92	Mar 2018	Feb 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	877.00 Dollars	100.00 Dollars	12	4	Mar	Feb	ATU
Operator	877.00 Dollars	100.00 Dollars	12	4	Mar 2018	Feb 2021	ATU

Country U.S.

Mode: Light Rail

**Jacksonville Transportation Authority, Jacksonville, FL, FL**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$19.49	\$21.69	\$20.32	Nov 2018	Nov 2020	No	-	-
Mechanic Journeyman	\$23.20	\$27.75	\$25.40	Nov 2018	Nov 2020	No	-	-
Operator	\$22.12	\$28.32	\$25.25			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	750.00 Dollars	80.00 Percent	100	0	Nov 2018	Nov 2020	Other
Mechanic Journeyman	750.00 Dollars	80.00 Percent	100	0	Nov 2018	Nov 2020	Other
Operator	80.00 Percent	20.00 Percent	97	3			None

**Hillsborough Area Regional Transit Authority, Tampa-St. Petersburg,, FL**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$15.48	\$22.90	\$17.58	Oct 2015	Jun 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Operator	666.00 Dollars	19.00 Dollars	3	3	Oct 2015	Jun 2019	ATU

Country U.S.

Mode: Light Rail

**Metropolitan Atlanta Rapid Transit Authority, Atlanta, GA, GA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$24.11	\$24.11	\$24.11	Dec 2016	Dec 2021	No	-	-
Mechanic Journeyman	\$24.11	\$24.11	\$24.11	Dec 2016	Dec 2021	No	-	-
Operator	\$16.38	\$16.38	\$16.38	Dec 2015	Dec 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	15.00	Percent	85.00	Percent	4	8	Dec 2016	Dec 2021	Other
Mechanic Journeyman	15.00	Percent	85.00	Percent	4	8	Dec 2016	Dec 2021	Other
Operator	15.00	Percent	85.00	Percent	4	8	Dec 2015	Dec 2021	Other

Country U.S.

Mode: Light Rail

**Maryland Transit Administration, Baltimore, MD, MD**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$17.97	\$29.46	\$28.40	Jul 2014	Jul 2019	Yes, as a dollar amount	\$0.40	\$0.40
Mechanic Journeyman	\$21.55	\$30.79	\$30.73	Jul 2014	Jul 2019	Yes, as a dollar amount	\$0.40	\$0.40
Operator	\$17.97	\$29.46	\$29.46	Jul 2014	Jul 2019	Yes, as a dollar amount	\$0.40	\$0.40

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	177.00 Dollars	692.00 Dollars	98	2	Jul 2014	Jul 2019	ATU
Mechanic Journeyman	177.00 Dollars	692.00 Dollars	98	2	Jul 2014	Jul 2019	ATU
Operator	177.00 Dollars	692.00 Dollars	98	2	Jul 2014	Jul 2019	ATU

Country U.S.

Mode: Light Rail

**Detroit Transportation Corporation, Detroit, MI, MI**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$20.63	\$22.30	\$21.86	Jul 2016	Jun	Yes, as a dollar amount	\$0.45	\$0.55
Operator	\$20.90	\$25.55	\$23.48	Jul 2016	Jun	Yes, as a dollar amount	\$0.45	\$0.55

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>	<b>Employee Monthly Health Care Premium Payment</b>	<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>		
Mechanic Apprentice	80.00	Percent	20.00	Percent	100	0	Jul 2016	Jun	Other
Operator	80.00	Percent	20.00	Percent	100	0	Jul 2016	Jun	Other

Country U.S.

Mode: Light Rail

**Metro Transit, Minneapolis-St. Paul,, MN**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$23.48	\$23.48	\$23.48	Aug 2017	Jul 2020	Yes, as a percentage of base pay	3.00%	3.00%
Mechanic Journeyman	\$21.91	\$31.30	\$30.75	Aug 2017	Jul 2020	Yes, as a percentage of base pay	3.00%	3.00%
Operator	\$21.39	\$28.48	\$27.22	Aug 2017	Jul 2020	Yes, as a percentage of base pay	3.00%	3.00%

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	994.00 Dollars	110.00 Dollars	6	6	Aug 2017	Jul 2020	ATU
Mechanic Journeyman	994.00 Dollars	110.00 Dollars	6	6	Aug 2017	Jul 2020	ATU
Operator	994.00 Dollars	110.00 Dollars	6	6	Aug 2017	Jul 2020	ATU

**Charlotte Area Transit System, Charlotte, NC, NC**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Operator	\$21.49	\$33.58	\$27.13			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Operator	316.00 Dollars	52.00 Dollars	8	6			None

Country U.S.

Mode: Light Rail

**New Jersey Transit Corporation, New York, NY, NJ**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$16.97	\$16.97	\$16.97	Dec 2018	Dec 2021	No	-	-
Mechanic Journeyman	\$30.27	\$30.27	\$30.27	Dec 2018	Dec 2021	No	-	-
Operator	\$30.79	\$30.79	\$30.79	Dec 2018	Dec 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	1,162.00 Dollars	15.00 Percent	16	5	Dec 2018	Dec 2021	ATU
Mechanic Journeyman	1,162.00 Dollars	15.00 Percent	16	5	Dec 2018	Dec 2021	ATU
Operator	1,162.00 Dollars	15.00 Percent	16	5	Dec 2018	Dec 2021	ATU

Country U.S.

Mode: Light Rail

**Greater Cleveland Regional Transit Authority, Cleveland, OH, OH**

<b>Position</b>	<b>Lowest Wage</b>	<b>Highest Wage</b>	<b>Average Wage</b>	<b>Annual Increase?</b>	<b>Annual Increase</b>	<b>Shift Differential?</b>	<b>Second Shift Differential</b>	<b>Third Shift Differential</b>
Mechanic Apprentice	\$21.49	\$28.65	\$23.59	Aug 2014	Jul	No	-	-
Mechanic Journeyman	\$22.91	\$30.54	\$30.51	Aug 2014	Jul	No	-	-
Operator	\$17.21	\$28.68	\$25.33	Aug 2014	Jul	No	-	-

<b>Position</b>	<b>Employer Monthly Health Care Premium Payment</b>	<b>Employee Monthly Health Care Premium Payment</b>	<b>Employer Pension Contribution (Percent)</b>	<b>Employee Pension Contribution (Percent)</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>	<b>Union Representation</b>		
Mechanic Apprentice	86.00	Percent	14.00	Percent	14	10	Aug 2014	Jul	ATU
Mechanic Journeyman	86.00	Percent	14.00	Percent	14	10	Aug 2014	Jul	ATU
Operator	86.00	Percent	14.00	Percent	14	10	Aug 2014	Jul	ATU

Country U.S.

Mode: Light Rail

**Tri-County Metropolitan Transportation District of Oregon, Portland, OR, OR**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$22.24	\$31.17	\$29.49	Dec 2018	Nov 2019	Yes, as a dollar amount	\$1.00	\$0.00
Mechanic Journeyman	\$33.37	\$38.27	\$33.99	Dec	Nov 2019	Yes, as a dollar amount	\$1.00	\$0.00
Operator	\$24.18	\$34.58	\$32.08	Dec 2018	Nov 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	95.00	Percent	5.00	Percent	8	15	Dec 2018	Nov 2019	ATU
Mechanic Journeyman	95.00	Percent	5.00	Percent	8	15	Dec	Nov 2019	ATU
Operator	95.00	Percent	5.00	Percent	8	15	Dec 2018	Nov 2019	ATU

Country U.S.

Mode: Light Rail

**Port Authority of Allegheny County, Pittsburgh, PA, PA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$20.62	\$31.73	\$30.61	Jul 2016	Jun 2020	Yes, as a dollar amount	\$0.15	\$0.20
Mechanic Journeyman	\$32.03	\$32.03	\$32.03	Jul 2016	Jun 2020	Yes, as a dollar amount	\$0.15	\$0.20
Operator	\$20.13	\$31.04	\$28.09	Jul 2016	Jun 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	92.00	Percent	8.00	Percent	0	10	Jul 2016	Jun 2020	ATU
Mechanic Journeyman	92.00	Percent	8.00	Percent	0	10	Jul 2016	Jun 2020	ATU
Operator	92.00	Percent	8.00	Percent	0	10	Jul 2016	Jun 2020	ATU

Country U.S.

Mode: Light Rail

**Dallas Area Rapid Transit Authority, Dallas-Ft. Worth, TX, TX**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$26.92	\$30.76	\$28.85			Yes, as a percentage of base pay	0.00%	5.00%
Operator	\$19.72	\$26.30	\$23.01			Yes, as a percentage of base pay	2.00%	5.00%

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	84.00	Percent	16.00	Percent	8	0	ATU
Operator	84.00	Percent	16.00	Percent	8	0	ATU

**Metropolitan Transit Authority of Harris County, Houston, TX, TX**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$28.77	\$28.77	\$28.77	Feb	Jan	Yes, as a dollar amount	\$0.00	\$0.35
Operator	\$15.00	\$21.41	\$19.58	Feb 2018	Jan 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Journeyman	1,115.00	Dollars	12,846.00	Dollars	15	6	Feb	Jan	TWU
Operator	1,115.00	Dollars	12,846.00	Dollars	15	6	Feb 2018	Jan 2021	TWU

Country U.S.

Mode: Light Rail

**Transportation District Commission of Hampton Roads, Virginia Beach, VA, VA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$24.45	\$26.58	\$25.71	Jul 2018	Jul	Yes, as a dollar amount	\$0.00	\$1.00
Operator	\$15.95	\$22.43	\$20.79	Jul 2018	Jul 2021	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Journeyman	85.00	Percent	15.00	Percent	8	3	Jul 2018	Jul	ATU
Operator	85.00	Percent	15.00	Percent	8	3	Jul 2018	Jul 2021	ATU

**King County Department of Transportation, Transit Division, Seattle, WA, WA**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$35.43	\$39.37	\$38.57	Nov 2015	Oct	Yes, as a percentage of base pay	0.00%	3.20%
Operator	\$30.96	\$34.40	\$34.17	Nov 2016	Oct 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Journeyman	1,587.00	Dollars	0.00	Percent	13	8	Nov 2015	Oct	ATU
Operator	1,587.00	Dollars	0.00	Percent	13	8	Nov 2016	Oct 2019	ATU

Country U.S.

Mode: Light Rail

Sound Transit, Seattle, WA, WA

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$34.65	\$39.45	\$36.37			No	-	-
Operator	\$23.27	\$31.55	\$28.77	Oct 2017	Sep 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Journeyman	100.00	Percent	0.00	Percent			None
Operator	100.00	Percent	0.00	Percent	Oct 2017	Sep 2019	ATU

Country CANADA

Mode: Bus

**Bow Valley Regional Transit Services Commission, Banff, AB, AB**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$24.00	\$30.00	\$25.00	Jan 2018	Dec 2020	No	-	-
Mechanic Journeyman	\$38.00	\$42.00	\$40.00	Jan 2018	Dec 2020	No	-	-
Operator	\$22.00	\$29.00	\$26.00	Jan 2018	Dec 2020	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	80.00	Percent	20.00	Percent	50	50	Jan 2018	Dec 2020	None
Mechanic Journeyman	80.00	Percent	20.00	Percent	50	50	Jan 2018	Dec 2020	None
Operator	80.00	Percent	20.00	Percent	50	50	Jan 2018	Dec 2020	None

Country CANADA

Mode: Bus

**Edmonton Transit System (ETS), Edmonton, AB, AB**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$30.97	\$30.97	\$30.97	Dec 2018	Dec 2019	Yes, as a dollar amount	\$1.00	\$1.20
Mechanic Journeyman	\$43.23	\$43.23	\$43.23	Dec	Dec 2019	Yes, as a dollar amount	\$1.00	\$1.20
Operator	\$20.98	\$28.88	\$24.09	Dec 2018	Dec 2019	Yes, as a dollar amount	\$1.00	\$1.20

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	10.00	Percent	89.00	Dollars	13	12	Dec 2018	Dec 2019	ATU
Mechanic Journeyman	10.00	Percent	89.00	Dollars	13	12	Dec	Dec 2019	ATU
Operator	11.00	Percent	89.00	Dollars	12	11	Dec 2018	Dec 2019	ATU

Country CANADA

Mode: Bus

**Strathcona County Transit, Sherwood Park, AB, AB**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$26.27	\$40.69	\$33.48	Jan 2017	Dec 2019	Yes, as a dollar amount	\$1.40	\$0.00
Mechanic Journeyman	\$40.71	\$45.22	\$42.96	Jan	Dec 2019	Yes, as a dollar amount	\$1.40	\$0.00
Operator	\$25.96	\$32.45	\$29.63			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	75.00	Percent	25.00	Percent	9	8	Jan 2017	Dec 2019	Other
Mechanic Journeyman	75.00	Percent	25.00	Percent	9	8	Jan	Dec 2019	Other
Operator	75.00	Percent	25.00	Percent	9	8			None

Country CANADA

Mode: Bus

**Coast Mountain Bus Company, Vancouver, BC, BC**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$29.67	\$36.08	\$36.08	Apr 2016	Mar 2019	Yes, as a dollar amount	\$1.55	\$1.65
Mechanic Journeyman	\$40.09	\$40.09	\$40.09	Apr 2016	Mar 2019	Yes, as a dollar amount	\$1.55	\$1.65
Operator	\$24.46	\$32.61	\$32.61	Apr 2016	Mar 2019	Yes, as a dollar amount	\$0.00	\$1.05

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	100.00	Percent	0.00	Percent	10	8	Apr 2016	Mar 2019	Other
Mechanic Journeyman	100.00	Percent	0.00	Percent	10	8	Apr 2016	Mar 2019	Other
Operator	100.00	Percent	0.00	Percent	10	8	Apr 2016	Mar 2019	Other

Country CANADA

Mode: Bus

**Brampton Transit, Brampton, ON, ON**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$26.66	\$36.92	\$32.82	Jul 2015	Jun 2019	Yes, as a dollar amount	\$0.75	\$0.75
Mechanic Journeyman	\$36.92	\$41.02	\$41.02	Jul 2015	Jun 2019	Yes, as a dollar amount	\$0.75	\$1.20
Operator	\$27.57	\$34.46	\$34.46	Jul 2015	Jun 2019	Yes, as a dollar amount	\$0.75	\$0.75

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	0.00 Percent	0.00 Percent	0	0	Jul 2015	Jun 2019	ATU
Mechanic Journeyman	0.00 Percent	0.00 Percent	0	0	Jul 2015	Jun 2019	ATU
Operator	0.00 Percent	0.00 Percent	0	0	Jul 2015	Jun 2019	ATU

Country CANADA

Mode: Bus

OC Transpo, Ottawa, ON, ON

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$28.90	\$37.38	\$37.38	Apr 2018	Mar 2019	No	-	-
Mechanic Journeyman	\$36.97	\$37.38	\$37.38	Apr 2018	Mar 2019	No	-	-
Operator	\$26.82	\$31.56	\$31.56	Apr 2018	Mar 2019	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	20.00	Percent	1.00	Percent	11	0	Apr 2018	Mar 2019	ATU
Mechanic Journeyman	20.00	Percent	1.00	Percent	11	0	Apr 2018	Mar 2019	ATU
Operator	20.00	Percent	1.00	Percent	11	0	Apr 2018	Mar 2019	ATU

Country CANADA

Mode: Bus

**Toronto Transit Commission, Toronto, ON, ON**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$22.64	\$37.75	\$30.88	Apr 2018	Mar 2020	Yes, as a dollar amount	\$0.75	\$0.75
Mechanic Journeyman	\$31.70	\$41.17	\$41.17	Apr	Mar 2020	Yes, as a dollar amount	\$0.75	\$0.75
Operator	\$27.15	\$35.45	\$35.45	Apr 2018	Mar 2020	Yes, as a dollar amount	\$0.75	\$0.75

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	331.00 Dollars	0.00 Dollars	9	9	Apr 2018	Mar 2020	ATU
Mechanic Journeyman	331.00 Dollars	0.00 Dollars	9	9	Apr	Mar 2020	ATU
Operator	331.00 Dollars	0.00 Dollars	9	9	Apr 2018	Mar 2020	ATU

Country CANADA

Mode: Bus

**Societe De Transport De Montreal, Montreal, QC, QC**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$29.10	\$30.41	\$30.41	Jan 2018	Dec 2024	No	-	-
Mechanic Journeyman	\$33.66	\$34.26	\$34.26	Jan 2018	Dec 2024	No	-	-
Operator	\$25.22	\$31.03	\$31.03	Jan 2018	Dec 2024	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	50.00	Percent	50.00	Percent	12	6	Jan 2018	Dec 2024	Other
Mechanic Journeyman	50.00	Percent	50.00	Percent	12	6	Jan 2018	Dec 2024	Other
Operator	50.00	Percent	50.00	Percent	12	6	Jan 2018	Dec 2024	Other

Country CANADA

Mode: Commuter Rail

**Societe De Transport De Montreal, Montreal, QC, QC**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$29.10	\$30.41	\$30.41	Jan 2018	Dec 2024	No	-	-
Mechanic Journeyman	\$33.66	\$34.26	\$34.26	Jan 2018	Dec 2024	No	-	-
Operator	\$25.22	\$31.03	\$31.03	Jan 2018	Dec 2024	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	50.00	Percent	50.00	Percent	12	6	Jan 2018	Dec 2024	Other
Mechanic Journeyman	50.00	Percent	50.00	Percent	12	6	Jan 2018	Dec 2024	Other
Operator	50.00	Percent	50.00	Percent	12	6	Jan 2018	Dec 2024	Other

Country CANADA

Mode: Demand Response (paratransit)

**Edmonton Transit System (ETS), Edmonton, AB, AB**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$30.97	\$30.97	\$30.97	Dec 2018	Dec 2019	Yes, as a dollar amount	\$1.00	\$1.20
Mechanic Journeyman	\$43.23	\$43.23	\$43.23	Dec	Dec 2019	Yes, as a dollar amount	\$1.00	\$1.20
Operator	\$25.66	\$33.70	\$30.92	Dec 2018	Dec 2019	Yes, as a dollar amount	\$1.00	\$1.20

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	10.00	Percent	89.00	Dollars	13	12	Dec 2018	Dec 2019	ATU
Mechanic Journeyman	10.00	Percent	89.00	Dollars	13	12	Dec	Dec 2019	ATU
Operator	12.00	Percent	89.00	Dollars	12	11	Dec 2018	Dec 2019	ATU

Country CANADA

Mode: Demand Response (paratransit)

**Strathcona County Transit, Sherwood Park, AB, AB**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$26.27	\$40.69	\$33.48	Jan 2017	Dec 2019	Yes, as a dollar amount	\$1.40	\$0.00
Mechanic Journeyman	\$40.71	\$45.22	\$42.96	Jan	Dec 2019	Yes, as a dollar amount	\$1.40	\$0.00
Operator	\$25.96	\$32.45	\$29.63			No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	75.00	Percent	25.00	Percent	9	8	Jan 2017	Dec 2019	Other
Mechanic Journeyman	75.00	Percent	25.00	Percent	9	8	Jan	Dec 2019	Other
Operator	75.00	Percent	25.00	Percent	9	8			None

Country CANADA

Mode: Demand Response (paratransit)

**Toronto Transit Commission, Toronto, ON, ON**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$22.64	\$37.75	\$30.88	Apr 2018	Mar 2020	Yes, as a dollar amount	\$0.75	\$0.75
Mechanic Journeyman	\$31.70	\$41.17	\$41.17	Apr	Mar 2020	Yes, as a dollar amount	\$0.75	\$0.75
Operator	\$27.15	\$35.45	\$35.45	Apr 2018	Mar 2020	Yes, as a dollar amount	\$0.75	\$0.75

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	331.00 Dollars	0.00 Dollars	9	9	Apr 2018	Mar 2020	ATU
Mechanic Journeyman	331.00 Dollars	0.00 Dollars	9	9	Apr	Mar 2020	ATU
Operator	331.00 Dollars	0.00 Dollars	9	9	Apr 2018	Mar 2020	ATU

Country CANADA

Mode: Demand Response (paratransit)

**Societe De Transport De Montreal, Montreal, QC, QC**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$29.10	\$30.41	\$30.41	Jan 2018	Dec 2024	No	-	-
Mechanic Journeyman	\$33.66	\$34.26	\$34.26	Jan	Dec 2024	No	-	-
Operator	\$25.22	\$31.03	\$31.03	Jan 2018	Dec 2024	No	-	-

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	50.00	Percent	50.00	Percent	12	6	Jan 2018	Dec 2024	Other
Mechanic Journeyman	50.00	Percent	50.00	Percent	12	6	Jan	Dec 2024	Other
Operator	50.00	Percent	50.00	Percent	12	6	Jan 2018	Dec 2024	Other

Country CANADA

Mode: Light Rail

**Edmonton Transit System (ETS), Edmonton, AB, AB**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$44.24	\$44.24	\$44.24	Dec 2018	Dec 2019	Yes, as a dollar amount	\$1.00	\$1.20
Mechanic Journeyman	\$46.89	\$46.89	\$46.89	Dec	Dec 2019	Yes, as a dollar amount	\$1.00	\$1.20
Operator	\$18.99	\$29.18	\$24.09	Dec 2018	Dec 2019	Yes, as a dollar amount	\$1.00	\$1.20

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Apprentice	10.00	Percent	89.00	Dollars	13	12	Dec 2018	Dec 2019	ATU
Mechanic Journeyman	9.00	Percent	89.00	Dollars	13	12	Dec	Dec 2019	ATU
Operator	11.00	Percent	89.00	Dollars	12	11	Dec 2018	Dec 2019	ATU

Country CANADA

Mode: Light Rail

**BC Rapid Transit Company, Burnaby, BC, BC**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Journeyman	\$42.84	\$42.84	\$42.84	Sep 2016	Aug	Yes, as a percentage of base pay	0.00%	2.50%
Operator	\$33.03	\$33.03	\$33.03	Sep 2016	Aug 2019	Yes, as a percentage of base pay	1.75%	2.50%

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation		
Mechanic Journeyman	100.00	Percent	0.00	Percent	10	8	Sep 2016	Aug	Other
Operator	100.00	Percent	0.00	Percent	10	8	Sep 2016	Aug 2019	Other

Country CANADA

Mode: Light Rail

**Toronto Transit Commission, Toronto, ON, ON**

Position	Lowest Wage	Highest Wage	Average Wage	Annual Increase?	Annual Increase	Shift Differential?	Second Shift Differential	Third Shift Differential
Mechanic Apprentice	\$30.87	\$34.47	\$32.62	Apr 2011	Mar 2020	Yes, as a dollar amount	\$0.75	\$0.75
Mechanic Journeyman	\$31.70	\$41.17	\$41.17	Apr 2011	Mar 2020	Yes, as a dollar amount	\$0.75	\$0.75
Operator	\$27.15	\$35.45	\$35.45	Apr 2018	Mar 2020	Yes, as a dollar amount	\$0.75	\$0.75

Position	Employer Monthly Health Care Premium Payment	Employee Monthly Health Care Premium Payment	Employer Pension Contribution (Percent)	Employee Pension Contribution (Percent)	Contract Start Date	Contract End Date	Union Representation
Mechanic Apprentice	331.00 Dollars	0.00 Dollars	9	9	Apr 2011	Mar 2020	ATU
Mechanic Journeyman	331.00 Dollars	0.00 Dollars	9	9	Apr 2011	Mar 2020	ATU
Operator	331.00 Dollars	0.00 Dollars	9	9	Apr 2018	Mar 2020	ATU