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4.0% Pay Raise Effective July 1; Reflected in July 18 Paychecks

- Non-contract salary ranges also increase 4.0 percent

(July 8, 2008) Most Metro employees will receive a 4.0 percent across-the-board pay hike, effective July 1.

The pay raise will be reflected in the July 18 paychecks, the first paycheck of the new fiscal year. The only exception will be Teamsters employees whose 4.0 percent pay increase will go into effect Oct. 1 under the union's collective bargaining agreement.

For non-contract employees, Board approval of the FY 2009 budget also permits a 4.0 percent adjustment in salary ranges.

As July 1, 2008 fell in the first Tuesday of the pay period ending July 12, 2008, the July 18, 2008 paycheck will only reflect the salary increase for 10 of the 12 days in the pay period. The full increase will be reflected in the August 1, 2008 paycheck.



"The pay increase and the salary range adjustment will help Metro stay competitive in the L.A. market," said Stefan Chasnov, deputy executive officer of Human Resources.

To be eligible for the full 4.0 percent pay raise, non-contract employees:

- Must be on active status as of July 1, 2008;
- Must have been with Metro for the entire FY 2008 fiscal year;
- Must have completed the initial new-hire probationary period;
- Must receive an overall rating of Effective, Commendable or Outstanding.

The new pay rates will be reflected in the E-Time system and in Oracle this week. See [Implementation Guidelines](#) (PDF)

Employees who were hired during the course of the year, Chasnov said, will receive a pro-rated raise based on the number of hours worked. An employee hired Jan. 1, 2008, for example, would receive half the 4.0 percent pay increase.

For employees who were promoted during the year, the raise will be a "blend" of the employee's two pay rates, Chasnov explained. The pay

increase for an employee promoted on Jan. 1, 2008, for example, would be based on six months at the initial pay rate and six months at the new pay rate.

Employees hired on or after July 1, 2008, interns and as-needed employees are not eligible for the pay increase.

Employees who received an overall performance rating of “Needs Improvement” will not receive the 4.0 percent raise until they successfully complete their Plan of Improvement and bring their rate up to “Effective.”