

Operator Driving Bonus Program

Effective 7/1/19

7/12/2019

Pay bonus based on hours worked

Operator I Plan:
Tier 1
Tier 2
Tier 3

Semi-annual		Annual
<u>Hours</u>	<u>Bonus</u>	<u>Bonus Potential</u>
200 - 399	\$ 100	\$ 200
400 - 599	\$ 200	\$ 400
600 - 750	\$ 300	\$ 600

Operator II and Access II Plan:
Tier 1
Tier 2
Tier 3

Semi-annual		Annual
<u>Hours</u>	<u>Bonus</u>	<u>Bonus Potential</u>
400 - 499	\$ 100	\$ 200
500 - 599	\$ 200	\$ 400
600 - 750	\$ 300	\$ 600

Operator III and Access III Plan:
Tier 1

Semi-annual		Annual
<u>Hours</u>	<u>Bonus</u>	<u>Bonus Potential</u>
1000 +	\$ 300	\$ 600

Bonus Plan Schedule:

- Each year will be divided into two semi-annual performance periods:
 - 1st Period - July 1 thru December 31
 - 2nd Period - January 1 thru June 30
- Bonuses will be paid for each performance period according to the following schedule:
 - 1st Period - bonus payments will be made on the first paycheck in the following February.
 - 2nd Period - bonus payments will be made on the first paycheck in the following September.

- Notes:
- 1) Bonuses will be paid to each Operator according to the plan applicable to them at the beginning of the semester.
 - 2) Operators must have completed training and remain continuously employed by BT during the semester to receive the bonus.
 - 3) All non-leave Transit hour types will be counted towards the bonus. Hours worked in other TOB departments are excluded from this program.
 - 4) For additional details, please see an Operations supervisor.