

## ***PACIFIC HARBOR LINE, INC.***

**340 West Water Street  
Wilmington, Ca 90744  
(310) 834-4594**

**Pacific Harbor Line is the railroad serving the Ports of Los Angeles and Long Beach. PHL provides 24 hours a day, 7 days a week service to carload and intermodal customers throughout the Port complex.**

**Position:** Assistant Engineer

**Requirements:** Must be at least 18 years old. Must have a valid drivers license. Must not have any alcohol or drug related convictions or suspensions. Must pass a physical exam and pre-employment drug screen consisting of breath, urine and hair testing. Must have or apply for a Transportation Worker Identification credential (TWIC), at the applicant's expense (\$132.50) before commencement of training. Qualification to hold a TWIC is required for continued employment at PHL.

**Job Description:** Assistant engineers are responsible for safe movement of freight trains and switching of railroad cars. Duties include riding sides of moving rail cars, climbing ladders, operating track switches, handling hazardous materials paperwork, keeping accurate records of time and work performed, using two-way radios and cell phones and driving company vehicles. Applicant must have the ability to comprehend written and oral instructions, have good communication skills and pass all required written exams. All employees are subject to random and post-incident drug and alcohol testing, which may include breath, urine and hair testing. Hair testing reveals drug use a minimum of 90 days prior to the test.

**Probationary Period:** The probationary period is 180 days. After completion of this period, employees must join the Brotherhood of Locomotive Engineers and Trainmen, which represents all of our employees.

**Training:** Begins with a four-week classroom course in railroad operating and safety rules and regulations. Successful completion of the final written exam establishes a seniority date and begins the probationary period. Field training will last another three to four months, depending on performance, before promotion to assistant engineer. The rate of pay during the training period is \$130.76 per day.

**Compensation:** Assistant engineer pay is \$163.45 per day. All assistant engineers will receive additional classroom and field training to be promoted to locomotive engineer, usually after approximately one year of service. The rate of pay for locomotive engineer is \$191.05 per day. All rates are daily rates. There is no overtime pay, however, PHL will compensate 1/10 of daily rate per hour worked over 10 hrs. The Federal Railroad Administration prohibits train service employees from working more than 12 hours per shift and employees must report for work prepared to work up to 12 hours. Currently, PHL crews average working 9 hours per day.

**Performance Incentive:** After completion of the probationary period, assistant engineers receive an additional \$10.00 per day and locomotive engineers receive an additional \$20.00 per day as a performance incentive. This is paid with the regular paycheck as long as the employee does not have an injury, an unexcused absence, does not damage Company property or equipment or is not found responsible for a rules violation. If one of those incidents occurs, the employee is ineligible for performance incentive for a period of 90 days.

**Profit Sharing:** All employees who perform service for more than 125 days during the year are eligible for profit sharing. One third of the amount is paid in December, based on estimates of earnings and two thirds is paid in April after final audit of the financial statement.

**Benefits:** Medical and dental insurance is provided for all employees at no cost to the individual. Dependent coverage is available at a cost of \$26.68 per paycheck, regardless of the number of dependents. Employees earn 5 days of paid vacation their first year, 10 days in years two to five and 15 days after five years. Additionally, employees are allowed eight personal leave days. A 401K plan is available for qualified employees.