

Effective June 22, 2023/*Adopted by the Board as of August 11, 2023*

	Date of Hire			After Completing Probation			After 1 Year			After 2 Years			After 3 Years			After 4 Years			After 5 Years			After 6 Years		
SMART Fixed Route	Step 1	Step 1 L	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	Step 4 L	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 6	Step 6 L	Step 6 LL	Step 7	Step 7 L	Step 7 LL	Step 8	Step 8 L	Step 8 LL
Class Title																								
Bus Operator	\$ 21.70	\$ 22.79	\$ 23.88	\$ 25.81	\$ 27.10	\$ 28.39	\$ 27.45	\$ 28.82	\$ 30.19	\$ 29.16	\$ 30.62	\$ 32.08	\$ 30.82	\$ 32.36	\$ 33.90	\$ 32.53	\$ 34.16	\$ 35.79	\$ 34.22	\$ 35.93	\$ 37.64	\$ 35.93	\$ 37.73	\$ 39.53

Longevity Pay is based only on length of service.

Effective June 20, 2024/*Adopted by the Board as of August 11, 2023*

	Date of Hire			After Completing Probation			After 1 Year			After 2 Years			After 3 Years			After 4 Years			After 5 Years			After 6 Years		
SMART Fixed Route	Step 1	Step 1 L	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	Step 4 L	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 6	Step 6 L	Step 6 LL	Step 7	Step 7 L	Step 7 LL	Step 8	Step 8 L	Step 8 LL
Class Title																								
Bus Operator	\$ 22.57	\$ 23.70	\$ 24.83	\$ 26.84	\$ 28.18	\$ 29.52	\$ 28.54	\$ 29.97	\$ 31.40	\$ 30.32	\$ 31.84	\$ 33.36	\$ 32.05	\$ 33.65	\$ 35.25	\$ 33.83	\$ 35.52	\$ 37.21	\$ 35.59	\$ 37.37	\$ 39.15	\$ 37.37	\$ 39.24	\$ 41.11

Longevity Pay is based only on length of service.

Effective June 19, 2025/*Adopted by the Board as of August 11, 2023*

	Date of Hire			After Completing Probation			After 1 Year			After 2 Years			After 3 Years			After 4 Years			After 5 Years			After 6 Years		
SMART Fixed Route	Step 1	Step 1 L	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	Step 4 L	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 6	Step 6 L	Step 6 LL	Step 7	Step 7 L	Step 7 LL	Step 8	Step 8 L	Step 8 LL
Class Title																								
Bus Operator	\$ 23.47	\$ 24.64	\$ 25.81	\$ 27.91	\$ 29.31	\$ 30.71	\$ 29.68	\$ 31.16	\$ 32.64	\$ 31.53	\$ 33.11	\$ 34.69	\$ 33.32	\$ 34.99	\$ 36.66	\$ 35.17	\$ 36.93	\$ 38.69	\$ 37.00	\$ 38.85	\$ 40.70	\$ 38.85	\$ 40.79	\$ 42.73

Longevity Pay is based only on length of service.

Tentative Agreement

Date _____

Article 5.02 Pay Rates

Agree to pay scales as provided above. (Pay Scales are calculated in accordance with established agreement on base wage and longevity calculations - BOD 09/27/2019)

Dawn Crummié, Human Resources Director , Santa Cruz METRO

James Sandoval, General Chairperson, SMART - Local 0023