

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

| SMART Fixed Route | Date of Hire | | | After Completing Probation | | | After 1 Year | | | After 2 Years | | | After 3 Years | | | After 4 Years | | | After 5 Years | | | After 6 Years | | |
|-------------------|--------------|----------|-----------|----------------------------|----------|-----------|--------------|----------|-----------|---------------|----------|-----------|---------------|----------|-----------|---------------|----------|-----------|---------------|----------|-----------|---------------|----------|-----------|
| | 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

| SMART Fixed Route | Date of Hire | | | After Completing Probation | | | After 1 Year | | | After 2 Years | | | After 3 Years | | | After 4 Years | | | After 5 Years | | | After 6 Years | | |
|-------------------|--------------|----------|-----------|----------------------------|----------|-----------|--------------|----------|-----------|---------------|----------|-----------|---------------|----------|-----------|---------------|----------|-----------|---------------|----------|-----------|---------------|----------|-----------|
| | 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

| SMART Fixed Route | Date of Hire | | | After Completing Probation | | | After 1 Year | | | After 2 Years | | | After 3 Years | | | After 4 Years | | | After 5 Years | | | After 6 Years | | |
|-------------------|--------------|----------|-----------|----------------------------|----------|-----------|--------------|----------|-----------|---------------|----------|-----------|---------------|----------|-----------|---------------|----------|-----------|---------------|----------|-----------|---------------|----------|-----------|
| | 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