

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

SMART Paracruz	New Hire			Fully Qualified			After 6 Months			After 1 Year			After 2 Years			After 3 Years			After 4 Years			After 5 Years			After 6 Years			
		Step 1	Step 1 LL		Step 2	Step 2 LL		Step 3	Step 3 LL		Step 4	Step 4 LL		Step 5	Step 5 LL		Step 6	Step 6 LL		Step 7	Step 7 LL		Step 8	Step 8 LL		Step 9	Step 9 LL	
Class Title																												
CLERK I	17.60	\$ 18.48	\$ 19.36	18.48	\$ 19.40	\$ 20.32	19.40	\$ 20.37	\$ 21.34	20.37	\$ 21.39	\$ 22.41	21.39	\$ 22.46	\$ 23.53	22.46	\$ 23.58	\$ 24.70	23.58	\$ 24.76	\$ 25.94	24.76	\$ 26.00	\$ 27.24	26.00	\$ 27.30	\$ 28.60	
CLERK II	17.97	\$ 18.87	\$ 19.77	18.87	\$ 19.81	\$ 20.75	19.81	\$ 20.80	\$ 21.79	20.80	\$ 21.84	\$ 22.88	21.84	\$ 22.93	\$ 24.02	22.93	\$ 24.08	\$ 25.23	24.08	\$ 25.28	\$ 26.48	25.28	\$ 26.54	\$ 27.80	26.54	\$ 27.87	\$ 29.20	
CLERK III	18.60	\$ 19.53	\$ 20.46	19.53	\$ 20.51	\$ 21.49	20.51	\$ 21.54	\$ 22.57	21.54	\$ 22.62	\$ 23.70	22.62	\$ 23.75	\$ 24.88	23.75	\$ 24.94	\$ 26.13	24.94	\$ 26.19	\$ 27.44	26.19	\$ 27.50	\$ 28.81	27.50	\$ 28.88	\$ 30.26	
DISPATCHER/SCHDLR	19.36	\$ 20.33	\$ 21.30	20.33	\$ 21.35	\$ 22.37	21.35	\$ 22.42	\$ 23.49	22.42	\$ 23.54	\$ 24.66	23.54	\$ 24.72	\$ 25.90	24.72	\$ 25.96	\$ 27.20	25.96	\$ 27.26	\$ 28.56	27.26	\$ 28.62	\$ 29.98	28.62	\$ 30.05	\$ 31.48	
DISPATCHER	18.60	\$ 19.53	\$ 20.46	19.53	\$ 20.51	\$ 21.49	20.51	\$ 21.54	\$ 22.57	21.54	\$ 22.62	\$ 23.70	22.62	\$ 23.75	\$ 24.88	23.75	\$ 24.94	\$ 26.13	24.94	\$ 26.19	\$ 27.44	26.19	\$ 27.50	\$ 28.81	27.50	\$ 28.88	\$ 30.26	
VAN OPERATOR	18.43	\$ 19.35	\$ 20.27	19.35	\$ 20.32	\$ 21.29	20.32	\$ 21.34	\$ 22.36	21.34	\$ 22.41	\$ 23.48	22.41	\$ 23.53	\$ 24.65	23.53	\$ 24.71	\$ 25.89	24.71	\$ 25.95	\$ 27.19	25.95	\$ 27.25	\$ 28.55	27.25	\$ 28.61	\$ 29.97	
PARATRANSIT SUPERVISOR	24.82	\$ 26.06	\$ 27.30	26.06	\$ 27.36	\$ 28.66	27.36	\$ 28.73	\$ 30.10	28.73	\$ 30.17	\$ 31.61	30.17	\$ 31.68	\$ 33.19	31.68	\$ 33.26	\$ 34.84	33.26	\$ 34.92	\$ 36.58	34.92	\$ 36.67	\$ 38.42	36.67	\$ 38.50	\$ 40.33	

Longevity Pay is based only on length of service.

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

SMART Paracruz	New Hire			Fully Qualified			After 6 Months			After 1 Year			After 2 Years			After 3 Years			After 4 Years			After 5 Years			After 6 Years			
		Step 1	Step 1 LL		Step 2	Step 2 LL		Step 3	Step 3 LL		Step 4	Step 4 LL		Step 5	Step 5 LL		Step 6	Step 6 LL		Step 7	Step 7 LL		Step 8	Step 8 LL		Step 9	Step 9 LL	
Class Title																												
CLERK I	18.30	\$ 19.22	\$ 20.14	19.22	\$ 20.18	\$ 21.14	20.18	\$ 21.19	\$ 22.20	21.19	\$ 22.25	\$ 23.31	22.25	\$ 23.36	\$ 24.47	23.36	\$ 24.53	\$ 25.70	24.53	\$ 25.76	\$ 26.99	25.76	\$ 27.05	\$ 28.34	27.05	\$ 28.40	\$ 29.75	
CLERK II	18.69	\$ 19.62	\$ 20.55	19.62	\$ 20.60	\$ 21.58	20.60	\$ 21.63	\$ 22.66	21.63	\$ 22.71	\$ 23.79	22.71	\$ 23.85	\$ 24.99	23.85	\$ 25.04	\$ 26.23	25.04	\$ 26.29	\$ 27.54	26.29	\$ 27.60	\$ 28.91	27.60	\$ 28.98	\$ 30.36	
CLERK III	19.34	\$ 20.31	\$ 21.28	20.31	\$ 21.33	\$ 22.35	21.33	\$ 22.40	\$ 23.47	22.40	\$ 23.52	\$ 24.64	23.52	\$ 24.70	\$ 25.88	24.70	\$ 25.94	\$ 27.18	25.94	\$ 27.24	\$ 28.54	27.24	\$ 28.60	\$ 29.96	28.60	\$ 30.03	\$ 31.46	
DISPATCHER/SCHDLR	20.13	\$ 21.14	\$ 22.15	21.14	\$ 22.20	\$ 23.26	22.20	\$ 23.31	\$ 24.42	23.31	\$ 24.48	\$ 25.65	24.48	\$ 25.70	\$ 26.92	25.70	\$ 26.99	\$ 28.28	26.99	\$ 28.34	\$ 29.69	28.34	\$ 29.76	\$ 31.18	29.76	\$ 31.25	\$ 32.74	
DISPATCHER	19.34	\$ 20.31	\$ 21.28	20.31	\$ 21.33	\$ 22.35	21.33	\$ 22.40	\$ 23.47	22.40	\$ 23.52	\$ 24.64	23.52	\$ 24.70	\$ 25.88	24.70	\$ 25.94	\$ 27.18	25.94	\$ 27.24	\$ 28.54	27.24	\$ 28.60	\$ 29.96	28.60	\$ 30.03	\$ 31.46	
VAN OPERATOR	19.17	\$ 20.13	\$ 21.09	20.13	\$ 21.14	\$ 22.15	21.14	\$ 22.20	\$ 23.26	22.20	\$ 23.31	\$ 24.42	23.31	\$ 24.48	\$ 25.65	24.48	\$ 25.70	\$ 26.92	25.70	\$ 26.99	\$ 28.28	26.99	\$ 28.34	\$ 29.69	28.34	\$ 29.76	\$ 31.18	
PARATRANSIT SUPERVISOR	25.81	\$ 27.10	\$ 28.39	27.10	\$ 28.46	\$ 29.82	28.46	\$ 29.88	\$ 31.30	29.88	\$ 31.37	\$ 32.86	31.37	\$ 32.94	\$ 34.51	32.94	\$ 34.59	\$ 36.24	34.59	\$ 36.32	\$ 38.05	36.32	\$ 38.14	\$ 39.96	38.14	\$ 40.05	\$ 41.96	

Longevity Pay is based only on length of service.

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

SMART Paracruz	New Hire			Fully Qualified			After 6 Months			After 1 Year			After 2 Years			After 3 Years			After 4 Years			After 5 Years			After 6 Years			
		Step 1	Step 1 LL		Step 2	Step 2 LL		Step 3	Step 3 LL		Step 4	Step 4 LL		Step 5	Step 5 LL		Step 6	Step 6 LL		Step 7	Step 7 LL		Step 8	Step 8 LL		Step 9	Step 9 LL	
Class Title																												
CLERK I	19.03	\$ 19.98	\$ 20.93	19.98	\$ 20.98	\$ 21.98	20.98	\$ 22.03	\$ 23.08	22.03	\$ 23.13	\$ 24.23	23.13	\$ 24.29	\$ 25.45	24.29	\$ 25.50	\$ 26.71	25.50	\$ 26.78	\$ 28.06	26.78	\$ 28.12	\$ 29.46	28.12	\$ 29.53	\$ 30.94	
CLERK II	19.44	\$ 20.41	\$ 21.38	20.41	\$ 21.43	\$ 22.45	21.43	\$ 22.50	\$ 23.57	22.50	\$ 23.63	\$ 24.76	23.63	\$ 24.81	\$ 25.99	24.81	\$ 26.05	\$ 27.29	26.05	\$ 27.35	\$ 28.65	27.35	\$ 28.72	\$ 30.09	28.72	\$ 30.16	\$ 31.60	
CLERK III	20.11	\$ 21.12	\$ 22.13	21.12	\$ 22.18	\$ 23.24	22.18	\$ 23.29	\$ 24.40	23.29	\$ 24.45	\$ 25.61	24.45	\$ 25.67	\$ 26.89	25.67	\$ 26.95	\$ 28.23	26.95	\$ 28.30	\$ 29.65	28.30	\$ 29.72	\$ 31.14	29.72	\$ 31.21	\$ 32.70	
DISPATCHER/SCHDLR	20.94	\$ 21.99	\$ 23.04	21.99	\$ 23.09	\$ 24.19	23.09	\$ 24.24	\$ 25.39	24.24	\$ 25.45	\$ 26.66	25.45	\$ 26.72	\$ 27.99	26.72	\$ 28.06	\$ 29.40	28.06	\$ 29.46	\$ 30.86	29.46	\$ 30.93	\$ 32.40	30.93	\$ 32.48	\$ 34.03	
DISPATCHER	20.11	\$ 21.12	\$ 22.13	21.12	\$ 22.18	\$ 23.24	22.18	\$ 23.29	\$ 24.40	23.29	\$ 24.45	\$ 25.61	24.45	\$ 25.67	\$ 26.89	25.67	\$ 26.95	\$ 28.23	26.95	\$ 28.30	\$ 29.65	28.30	\$ 29.72	\$ 31.14	29.72	\$ 31.21	\$ 32.70	
VAN OPERATOR	19.94	\$ 20.94	\$ 21.94	20.94	\$ 21.99	\$ 23.04	21.99	\$ 23.09	\$ 24.19	23.09	\$ 24.24	\$ 25.39	24.24	\$ 25.45	\$ 26.66	25.45	\$ 26.72	\$ 27.99	26.72	\$ 28.06	\$ 29.40	28.06	\$ 29.46	\$ 30.86	29.46	\$ 30.93	\$ 32.40	
PARATRANSIT SUPERVISOR	26.84	\$ 28.18	\$ 29.52	28.18	\$ 29.59	\$ 31.00	29.59	\$ 31.07	\$ 32.55	31.07	\$ 32.62	\$ 34.17	32.62	\$ 34.25	\$ 35.88	34.25	\$ 35.96	\$ 37.67	35.96	\$ 37.76	\$ 39.56	37.76	\$ 39.65	\$ 41.54	39.65	\$ 41.63	\$ 43.61	

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