

Effective July 31, 2025/*Adopted by the Board as of August 22, 2025*

SMART Paracruz	Job Code	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 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 5LL	Step 6	Step 6 L	Step 6 LL	Step 7	Step 7 L	Step 7 LL	Step 8	Step 8 L	Step 8 LL	Step 9	Step 9 L	Step 9 LL
Class Title																												
CLERK I	N/A	19.41	\$ 20.38	\$ 21.35	20.38	\$ 21.40	\$ 22.42	21.40	\$ 22.47	\$ 23.54	22.47	\$ 23.59	\$ 24.71	23.59	\$ 24.77	\$ 25.95	24.77	\$ 26.01	\$ 27.25	26.01	\$ 27.31	\$ 28.61	27.31	\$ 28.68	\$ 30.05	28.68	\$ 30.11	\$ 31.54
CLERK II	N/A	19.83	\$ 20.82	\$ 21.81	20.82	\$ 21.86	\$ 22.90	21.86	\$ 22.95	\$ 24.04	22.95	\$ 24.10	\$ 25.25	24.10	\$ 25.31	\$ 26.52	25.31	\$ 26.58	\$ 27.85	26.58	\$ 27.91	\$ 29.24	27.91	\$ 29.31	\$ 30.71	29.31	\$ 30.78	\$ 32.25
CLERK III	AS202	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	28.88	\$ 30.32	\$ 31.76	30.32	\$ 31.84	\$ 33.36
DISPATCHER/SCHDLR	AS203	21.36	\$ 22.43	\$ 23.50	22.43	\$ 23.55	\$ 24.67	23.55	\$ 24.73	\$ 25.91	24.73	\$ 25.97	\$ 27.21	25.97	\$ 27.27	\$ 28.57	27.27	\$ 28.63	\$ 29.99	28.63	\$ 30.06	\$ 31.49	30.06	\$ 31.56	\$ 33.06	31.56	\$ 33.14	\$ 34.72
DISPATCHER	AS204	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	28.88	\$ 30.32	\$ 31.76	30.32	\$ 31.84	\$ 33.36
VAN OPERATOR	SM200	20.34	\$ 21.36	\$ 22.38	21.36	\$ 22.43	\$ 23.50	22.43	\$ 23.55	\$ 24.67	23.55	\$ 24.73	\$ 25.91	24.73	\$ 25.97	\$ 27.21	25.97	\$ 27.27	\$ 28.57	27.27	\$ 28.63	\$ 29.99	28.63	\$ 30.06	\$ 31.49	30.06	\$ 31.56	\$ 33.06
PARATRANSIT SUPERVISOR	PP200	27.38	\$ 28.75	\$ 30.12	28.75	\$ 30.19	\$ 31.63	30.19	\$ 31.70	\$ 33.21	31.70	\$ 33.29	\$ 34.88	33.29	\$ 34.95	\$ 36.61	34.95	\$ 36.70	\$ 38.45	36.70	\$ 38.54	\$ 40.38	38.54	\$ 40.47	\$ 42.40	40.47	\$ 42.49	\$ 44.51

Longevity Pay is based only on length of service.