



**SANTA CRUZ METROPOLITAN TRANSIT DISTRICT
AND SMART FIXED ROUTE & PARACRUZ
LOCAL 0023**

2019 CONTRACT NEGOTIATIONS

**TENTATIVE AGREEMENT REGARDING
ARTICLE 5, SUBSECTIONS 5.03 & 5.04
[PARACRUZ]**

September 5, 2019

Article 5.03C Base Wage Rates and Regular Wage Rates

The following base wage rates shall be in effect as of June 27, 2019 (first day of the pay period that encompasses July 1, 2019) FY20:

- An Increase of 0.0% shall be effective June 27, 2019 (FY20)
- An Increase of 3.0% shall be effective June 25, 2020 (FY21)
- An Increase of 2.25% shall be effective June 24, 2021 (FY22)

- For the first year of the MOU only, the Van Operator wage scale is based upon paying a Year-6 Van Operator 75% of the wage rate for a Year-6 Fixed Route Operator (Step 8).
- The Dispatcher/Scheduler wage scale is set at 5% above Van Operators.
- All other ParaCruz positions will be at the same percent variance to the Van Operator position as currently established.

1. Establish the TOP step for Van Operator, as per TA from 08/05/2019 and apply a 4% wage increase, as approved by SC METRO Board of Directors on 8/23/19.

Length of Service	Step	As of 06/27/19 Bus Operator
After 6 Years	8	\$ 30.52

Step	As of 06/27/19 Van Operator
9	\$ 23.81

Formula Used
ROUND(30.52 x 1.04 x 0.75, 2)



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LOCAL 0023**

2019 CONTRACT NEGOTIATIONS

2. Establish the NEW wage scale for Van Operator, preserving the 5% Spread between the steps.

Length of Service	Step	As of 06/27/19 FY20	% Spread between Steps	Formula Used	L	LL
After 6 Years	9	\$ 23.81	4.98%		\$ 25.00	\$ 26.19
After 5 Years	8	\$ 22.68	5.00%	ROUND(Step 9/1.05, 2)	\$ 23.81	\$ 24.94
After 4 Years	7	\$ 21.60	5.01%	ROUND(Step 8/1.05, 2)	\$ 22.68	\$ 23.76
After 3 Years	6	\$ 20.57	5.00%	ROUND(Step 7/1.05, 2)	\$ 21.60	\$ 22.63
After 2 Years	5	\$ 19.59	4.98%	ROUND(Step 6/1.05, 2)	\$ 20.57	\$ 21.55
After 1 Years	4	\$ 18.66	5.01%	ROUND(Step 5/1.05, 2)	\$ 19.59	\$ 20.52
After 6 Months	3	\$ 17.77	5.02%	ROUND(Step 4/1.05, 2)	\$ 18.66	\$ 19.55
Fully Qualified	2	\$ 16.92	5.03%	ROUND(Step 3/1.05, 2)	\$ 17.77	\$ 18.62
New Hire	1	\$ 16.11		ROUND(Step 2/1.05, 2)	\$ 16.92	\$ 17.73

3. FY21: Apply 3.0% COLA to Step 1, (Van Operator, see 2. above), then recalculate Steps 2 - 9, using the current 5% spread between the steps as of 06/27/2019 (see 2. above)

Length of Service	Step	As of 06/25/20 FY21	% Spread between Steps	Formula Used	L	LL
After 6 Years	9	\$ 24.51	5.01%	ROUND(Step 8 x 1.05, 2)	\$ 25.74	\$ 26.97
After 5 Years	8	\$ 23.34	4.99%	ROUND(Step 7 x 1.05, 2)	\$ 24.51	\$ 25.68
After 4 Years	7	\$ 22.23	5.01%	ROUND(Step 6 x 1.05, 2)	\$ 23.34	\$ 24.45
After 3 Years	6	\$ 21.17	5.01%	ROUND(Step 5 x 1.05, 2)	\$ 22.23	\$ 23.29
After 2 Years	5	\$ 20.16	5.00%	ROUND(Step 4 x 1.05, 2)	\$ 21.17	\$ 22.18
After 1 Years	4	\$ 19.20	4.98%	ROUND(Step 3 x 1.05, 2)	\$ 20.16	\$ 21.12
After 6 Months	3	\$ 18.29	4.99%	ROUND(Step 2 x 1.05, 2)	\$ 19.20	\$ 20.11
Fully Qualified	2	\$ 17.42	5.00%	ROUND(Step 1 x 1.05, 2)	\$ 18.29	\$ 19.16
New Hire	1	\$ 16.59		ROUND(16.11 x 1.03, 2)	\$ 17.42	\$ 18.25



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4. FY22: Apply **2.25%** COLA at Step 1, (Van Operator, see 3. above), then recalculate Steps 2 - 9, using the current 5% spread between the steps as of 06/27/2019 (see 2. above)

Length of Service	Step	As of 06/24/21 FY22	% Spread between Steps	Formula Used	L	LL
After 6 Years	9	\$ 25.06	4.99%	ROUND(Step 8 x 1.05, 2)	\$ 26.31	\$ 27.56
After 5 Years	8	\$ 23.87	5.02%	ROUND(Step 7 x 1.05, 2)	\$ 25.06	\$ 26.25
After 4 Years	7	\$ 22.73	4.99%	ROUND(Step 6 x 1.05, 2)	\$ 23.87	\$ 25.01
After 3 Years	6	\$ 21.65	5.00%	ROUND(Step 5 x 1.05, 2)	\$ 22.73	\$ 23.81
After 2 Years	5	\$ 20.62	4.99%	ROUND(Step 4 x 1.05, 2)	\$ 21.65	\$ 22.68
After 1 Years	4	\$ 19.64	5.03%	ROUND(Step 3 x 1.05, 2)	\$ 20.62	\$ 21.60
After 6 Months	3	\$ 18.70	5.00%	ROUND(Step 2 x 1.05, 2)	\$ 19.64	\$ 20.58
Fully Qualified	2	\$ 17.81	5.01%	ROUND(Step 1 x 1.05, 2)	\$ 18.70	\$ 19.59
New Hire	1	\$ 16.96		ROUND(16.59 x 1.0225, 2)	\$ 17.81	\$ 18.66



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2019 CONTRACT NEGOTIATIONS

5. Establish the NEW wage scale for Clerk I/II/III, Dispatcher/Scheduler, Dispatcher, and Paratransit Supervisor, as specified in TA 08/05/2019

Length of Service	Current Step	Clerk I	Clerk II	Clerk III	Dispatcher/Scheduler	Dispatcher	Paratransit Supervisor
After 6 Years	9	\$ 20.47	\$ 20.90	\$ 21.63	\$ 22.57	\$ 21.63	\$ 28.89
Van Operator	9	\$ 21.46	\$ 21.46	\$ 21.46		\$ 21.46	\$ 21.46
	% Spread	95.39%	97.39%	100.79%	105.00%	100.79%	134.62%

as per TA 08/05/2019

Length of Service	New Step	Clerk I	Clerk II	Clerk III	Dispatcher/Scheduler	Dispatcher	Paratransit Supervisor
After 6 Years	9	\$ 22.71	\$ 23.19	\$ 24.00	\$ 25.00	\$ 24.00	\$ 32.05
Van Operator	9	\$ 23.81	\$ 23.81	\$ 23.81	\$ 23.81	\$ 23.81	\$ 23.81
	% Spread	95.38%	97.40%	100.80%	105.00%	100.80%	134.61%

Formula Used: ROUND(Step 9 Van Operator x % Spread, 2)

Length of Service	Step	Clerk I	Clerk II	Clerk III	Dispatcher/Scheduler	Dispatcher	Paratransit Supervisor
	9 LL	\$ 24.99	\$ 25.51	\$ 26.40	\$ 27.50	\$ 26.40	\$ 35.25
	9 L	\$ 23.85	\$ 24.35	\$ 25.20	\$ 26.25	\$ 25.20	\$ 33.65
After 6 Years	9	\$ 22.71	\$ 23.19	\$ 24.00	\$ 25.00	\$ 24.00	\$ 32.05
	8 LL	\$ 23.79	\$ 24.29	\$ 25.14	\$ 26.19	\$ 25.14	\$ 33.58
	8 L	\$ 22.71	\$ 23.19	\$ 24.00	\$ 25.00	\$ 24.00	\$ 32.05
After 5 Years	8	\$ 21.63	\$ 22.09	\$ 22.86	\$ 23.81	\$ 22.86	\$ 30.52
	7 LL	\$ 22.66	\$ 23.14	\$ 23.95	\$ 24.94	\$ 23.95	\$ 31.97
	7 L	\$ 21.63	\$ 22.09	\$ 22.86	\$ 23.81	\$ 22.86	\$ 30.52
After 4 Years	7	\$ 20.60	\$ 21.04	\$ 21.77	\$ 22.68	\$ 21.77	\$ 29.07
	6 LL	\$ 21.58	\$ 22.04	\$ 22.81	\$ 23.76	\$ 22.81	\$ 30.45
	6 L	\$ 20.60	\$ 21.04	\$ 21.77	\$ 22.68	\$ 21.77	\$ 29.07
After 3 Years	6	\$ 19.62	\$ 20.04	\$ 20.73	\$ 21.60	\$ 20.73	\$ 27.69
	5 LL	\$ 20.55	\$ 20.99	\$ 21.72	\$ 22.63	\$ 21.72	\$ 29.01
	5 L	\$ 19.62	\$ 20.04	\$ 20.73	\$ 21.60	\$ 20.73	\$ 27.69
After 2 Years	5	\$ 18.69	\$ 19.09	\$ 19.74	\$ 20.57	\$ 19.74	\$ 26.37
	4 LL	\$ 19.58	\$ 20.00	\$ 20.68	\$ 21.55	\$ 20.68	\$ 27.63
	4 L	\$ 18.69	\$ 19.09	\$ 19.74	\$ 20.57	\$ 19.74	\$ 26.37
After 1 Years	4	\$ 17.80	\$ 18.18	\$ 18.80	\$ 19.59	\$ 18.80	\$ 25.11
	3 LL	\$ 18.65	\$ 19.05	\$ 19.70	\$ 20.52	\$ 19.70	\$ 26.31
	3 L	\$ 17.80	\$ 18.18	\$ 18.80	\$ 19.59	\$ 18.80	\$ 25.11
After 6 Months	3	\$ 16.95	\$ 17.31	\$ 17.90	\$ 18.66	\$ 17.90	\$ 23.91
	2 LL	\$ 17.76	\$ 18.13	\$ 18.75	\$ 19.55	\$ 18.75	\$ 25.05
	2 L	\$ 16.95	\$ 17.31	\$ 17.90	\$ 18.66	\$ 17.90	\$ 23.91
Fully Qualified	2	\$ 16.14	\$ 16.49	\$ 17.05	\$ 17.77	\$ 17.05	\$ 22.77
	1 LL	\$ 16.91	\$ 17.28	\$ 17.86	\$ 18.62	\$ 17.86	\$ 23.85
	1 L	\$ 16.14	\$ 16.49	\$ 17.05	\$ 17.77	\$ 17.05	\$ 22.77
New Hire	1	\$ 15.37	\$ 15.70	\$ 16.24	\$ 16.92	\$ 16.24	\$ 21.69

Formula Used: New Wage Scales are calculated as specified in 2. above: Lower Step = Round (Higher Step /1.05, 2)
Longevity is calculated, as follows: L = ROUND(Base Step + 5%, 2); LL = ROUND(5% of Base Step + L, 2)



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6. FY21: Apply **3.0%** COLA at Step 1, then recalculate Steps 2 - 9, using the current 5 % Spread between the steps

Length of Service	Step	Clerk I	Clerk II	Clerk III	Dispatcher/ Scheduler	Dispatcher	Paratransit Supervisor
	9 LL	\$ 25.72	\$ 26.27	\$ 27.21	\$ 28.34	\$ 27.21	\$ 36.31
	9 L	\$ 24.55	\$ 25.08	\$ 25.97	\$ 27.05	\$ 25.97	\$ 34.66
After 6 Years	9	\$ 23.38	\$ 23.89	\$ 24.73	\$ 25.76	\$ 24.73	\$ 33.01
	8 LL	\$ 24.49	\$ 25.03	\$ 25.91	\$ 26.99	\$ 25.91	\$ 34.58
	8 L	\$ 23.38	\$ 23.89	\$ 24.73	\$ 25.76	\$ 24.73	\$ 33.01
After 5 Years	8	\$ 22.27	\$ 22.75	\$ 23.55	\$ 24.53	\$ 23.55	\$ 31.44
	7 LL	\$ 23.33	\$ 23.83	\$ 24.67	\$ 25.70	\$ 24.67	\$ 32.94
	7 L	\$ 22.27	\$ 22.75	\$ 23.55	\$ 24.53	\$ 23.55	\$ 31.44
After 4 Years	7	\$ 21.21	\$ 21.67	\$ 22.43	\$ 23.36	\$ 22.43	\$ 29.94
	6 LL	\$ 22.22	\$ 22.70	\$ 23.50	\$ 24.47	\$ 23.50	\$ 31.37
	6 L	\$ 21.21	\$ 21.67	\$ 22.43	\$ 23.36	\$ 22.43	\$ 29.94
After 3 Years	6	\$ 20.20	\$ 20.64	\$ 21.36	\$ 22.25	\$ 21.36	\$ 28.51
	5 LL	\$ 21.16	\$ 21.62	\$ 22.38	\$ 23.31	\$ 22.38	\$ 29.87
	5 L	\$ 20.20	\$ 20.64	\$ 21.36	\$ 22.25	\$ 21.36	\$ 28.51
After 2 Years	5	\$ 19.24	\$ 19.66	\$ 20.34	\$ 21.19	\$ 20.34	\$ 27.15
	4 LL	\$ 20.16	\$ 20.60	\$ 21.31	\$ 22.20	\$ 21.31	\$ 28.44
	4 L	\$ 19.24	\$ 19.66	\$ 20.34	\$ 21.19	\$ 20.34	\$ 27.15
After 1 Years	4	\$ 18.32	\$ 18.72	\$ 19.37	\$ 20.18	\$ 19.37	\$ 25.86
	3 LL	\$ 19.19	\$ 19.61	\$ 20.29	\$ 21.14	\$ 20.29	\$ 27.09
	3 L	\$ 18.32	\$ 18.72	\$ 19.37	\$ 20.18	\$ 19.37	\$ 25.86
After 6 Months	3	\$ 17.45	\$ 17.83	\$ 18.45	\$ 19.22	\$ 18.45	\$ 24.63
	2 LL	\$ 18.28	\$ 18.68	\$ 19.33	\$ 20.14	\$ 19.33	\$ 25.80
	2 L	\$ 17.45	\$ 17.83	\$ 18.45	\$ 19.22	\$ 18.45	\$ 24.63
Fully Qualified	2	\$ 16.62	\$ 16.98	\$ 17.57	\$ 18.30	\$ 17.57	\$ 23.46
	1 LL	\$ 17.41	\$ 17.79	\$ 18.41	\$ 19.17	\$ 18.41	\$ 24.58
	1 L	\$ 16.62	\$ 16.98	\$ 17.57	\$ 18.30	\$ 17.57	\$ 23.46
New Hire	1	\$ 15.83	\$ 16.17	\$ 16.73	\$ 17.43	\$ 16.73	\$ 22.34

Formula Used: Wage Scales are calculated as specified in 3. above



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7. FY22: Apply 2.25% COLA at Step 1, then recalculate Steps 2 - 9, using the current 5 % Spread between the steps

Length of Service	Step	Clerk I	Clerk II	Clerk III	Dispatcher/ Scheduler	Dispatcher	Paratransit Supervisor
	9 LL	\$ 26.31	\$ 26.88	\$ 27.80	\$ 28.96	\$ 27.80	\$ 37.13
	9 L	\$ 25.11	\$ 25.66	\$ 26.54	\$ 27.64	\$ 26.54	\$ 35.44
After 6 Years	9	\$ 23.91	\$ 24.44	\$ 25.28	\$ 26.32	\$ 25.28	\$ 33.75
	8 LL	\$ 25.05	\$ 25.60	\$ 26.48	\$ 27.57	\$ 26.48	\$ 35.36
	8 L	\$ 23.91	\$ 24.44	\$ 25.28	\$ 26.32	\$ 25.28	\$ 33.75
After 5 Years	8	\$ 22.77	\$ 23.28	\$ 24.08	\$ 25.07	\$ 24.08	\$ 32.14
	7 LL	\$ 23.85	\$ 24.39	\$ 25.23	\$ 26.26	\$ 25.23	\$ 33.67
	7 L	\$ 22.77	\$ 23.28	\$ 24.08	\$ 25.07	\$ 24.08	\$ 32.14
After 4 Years	7	\$ 21.69	\$ 22.17	\$ 22.93	\$ 23.88	\$ 22.93	\$ 30.61
	6 LL	\$ 22.72	\$ 23.23	\$ 24.02	\$ 25.02	\$ 24.02	\$ 32.07
	6 L	\$ 21.69	\$ 22.17	\$ 22.93	\$ 23.88	\$ 22.93	\$ 30.61
After 3 Years	6	\$ 20.66	\$ 21.11	\$ 21.84	\$ 22.74	\$ 21.84	\$ 29.15
	5 LL	\$ 21.64	\$ 22.12	\$ 22.88	\$ 23.82	\$ 22.88	\$ 30.54
	5 L	\$ 20.66	\$ 21.11	\$ 21.84	\$ 22.74	\$ 21.84	\$ 29.15
After 2 Years	5	\$ 19.68	\$ 20.10	\$ 20.80	\$ 21.66	\$ 20.80	\$ 27.76
	4 LL	\$ 20.62	\$ 21.06	\$ 21.79	\$ 22.69	\$ 21.79	\$ 29.08
	4 L	\$ 19.68	\$ 20.10	\$ 20.80	\$ 21.66	\$ 20.80	\$ 27.76
After 1 Years	4	\$ 18.74	\$ 19.14	\$ 19.81	\$ 20.63	\$ 19.81	\$ 26.44
	3 LL	\$ 19.63	\$ 20.05	\$ 20.75	\$ 21.61	\$ 20.75	\$ 27.70
	3 L	\$ 18.74	\$ 19.14	\$ 19.81	\$ 20.63	\$ 19.81	\$ 26.44
After 6 Months	3	\$ 17.85	\$ 18.23	\$ 18.87	\$ 19.65	\$ 18.87	\$ 25.18
	2 LL	\$ 18.70	\$ 19.10	\$ 19.77	\$ 20.59	\$ 19.77	\$ 26.38
	2 L	\$ 17.85	\$ 18.23	\$ 18.87	\$ 19.65	\$ 18.87	\$ 25.18
Fully Qualified	2	\$ 17.00	\$ 17.36	\$ 17.97	\$ 18.71	\$ 17.97	\$ 23.98
	1 LL	\$ 17.81	\$ 18.19	\$ 18.83	\$ 19.60	\$ 18.83	\$ 25.12
	1 L	\$ 17.00	\$ 17.36	\$ 17.97	\$ 18.71	\$ 17.97	\$ 23.98
New Hire	1	\$ 16.19	\$ 16.53	\$ 17.11	\$ 17.82	\$ 17.11	\$ 22.84

Formula Used: Wage Scales are calculated as specified in 4. above

These pay tables will be incorporated into the SMART – PC MOU via an Appendix and referenced within Article 5.05.



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2019 CONTRACT NEGOTIATIONS

Article 5.04 Longevity Bonus

- Effective June 21, 2012, and thereafter, METRO shall compensate employees with ten (10) years of continuous service with a 5% increase of the base salary.
- Effective December 20, 2012, and thereafter, METRO shall compensate employees with fifteen (15) years of continuous service with an additional 5% of base salary.
- For all employees hired after August 5, 2019, Metro shall compensate employees with their first longevity increase at fifteen (15) years of continuous service with an additional 5% of the base salary.
- For all employees hired after August 5, 2019, Metro shall compensate employees with twenty (20) years of continuous service with an additional 5% of the base salary.

Calculation Method:

Step 1: Calculate 5 % of the Base (Base Step x 0.05)

Step 2: Base Step + 5% of the Base (as calculated in Step 1) to calculate L (10 Years)

Step 3: Base Step + 2 x 5% of the Base (as calculated in Step 1) to calculate LL (15 Years)

Example:

Step 1: Base Rate = \$30.52; 5% of the Base Rate = \$30.52 x 0.05 = \$1.53

Step 2: \$30.52 + \$1.53 = \$32.05 (9L)

Step 3: \$30.52 + 2 x \$1.53 = \$33.58 (9LL)

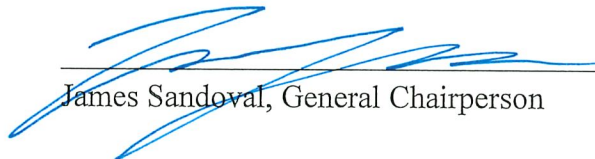
This tentative agreement is entered into by the International Association of Sheet Metal, Air, Rail Transportation Workers (“SMART”) and the Santa Cruz Metropolitan Transit District on **September 5, 2019**, and is executed on behalf of the parties by the following signatories:

Santa Cruz Metropolitan Transit District

SMART—Local 0023



Patrick Glenn, Chief Negotiator



James Sandoval, General Chairperson

Date: 9-17-19

Date: 9-9-19

