



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

2019 CONTRACT NEGOTIATIONS

**TENTATIVE AGREEMENT REGARDING
ARTICLES 5.02 AND 5.04
[FIXED ROUTE]**

September 5, 2019

Article 5.02 Operator Base Wage Rates of Pay

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 2.8% 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)

**1. Modified Current Wage Scale as of 06/27/2019
(as per TA - 08/05/2019)**

Length of Service	Step	Modified Current	<i>% Spread between Steps</i>
After 6 Years	8	\$ 30.52	4.99%
After 5 Years	7	\$ 29.07	5.21%
After 4 Years	6	\$ 27.63	5.54%
After 3 Years	5	\$ 26.18	5.69%
After 2 Years	4	\$ 24.77	6.22%
After 1 Years	3	\$ 23.32	6.34%
After Completing Probation	2	\$ 21.93	18.93%
Date of Hire	1	\$ 18.44	



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2. FY20: Apply 2.8% COLA to Step 1 as of 06/27/2019, then recalculate Steps 2 - 8, using the “% Spread between Steps” as of 06/27/2019 (see 1. above)

Length of Service	Step	As of 06/27/19 FY20	<i>New</i> % Spread between Steps
After 6 Years	8	\$ 31.38	4.98%
After 5 Years	7	\$ 29.89	5.21%
After 4 Years	6	\$ 28.41	5.53%
After 3 Years	5	\$ 26.92	5.69%
After 2 Years	4	\$ 25.47	6.21%
After 1 Years	3	\$ 23.98	6.34%
After Completing Probation	2	\$ 22.55	18.93%
Date of Hire	1	\$ 18.96	

Formula Used

ROUND(Step 7 x 1.0499, 2)
 ROUND(Step 6 x 1.0521, 2)
 ROUND(Step 5 x 1.0554, 2)
 ROUND(Step 4 x 1.0569, 2)
 ROUND(Step 3 x 1.0622, 2)
 ROUND(Step 2 x 1.0634, 2)

ROUND(Step1 x 1.1893, 2)
 ROUND(18.44 x 1.028, 2)

3. FY21: Apply 3.0% COLA to Step 1, (see 2. above), then recalculate Steps 2 - 8, using the “% Spread between Steps” as of 06/27/2019 (see 1. above)

Length of Service	Step	As of 06/25/20 FY21	% Spread between Steps
After 6 Years	8	\$ 32.33	5.00%
After 5 Years	7	\$ 30.79	5.19%
After 4 Years	6	\$ 29.27	5.55%
After 3 Years	5	\$ 27.73	5.68%
After 2 Years	4	\$ 26.24	6.23%
After 1 Years	3	\$ 24.70	6.33%
After Completing Probation	2	\$ 23.23	18.95%
Date of Hire	1	\$ 19.53	

Formula Used

ROUND(Step 7 x 1.0499, 2)
 ROUND(Step 6 x 1.0521, 2)
 ROUND(Step 5 x 1.0554, 2)
 ROUND(Step 4 x 1.0569, 2)
 ROUND(Step 3 x 1.0622, 2)
 ROUND(Step 2 x 1.0634, 2)

ROUND(Step1 x 1.1893, 2)
 ROUND(18.96 x 1.03, 2)



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4. FY22: Apply **2.25%** COLA at Step 1, (see 3. above), then recalculate Steps 2 - 8, using the “% Spread between Steps” as of 06/27/2019 (see 1. above)

Length of Service	Step	As of 06/24/21 FY21	% Spread between Steps
After 6 Years	8	\$ 33.06	4.99%
After 5 Years	7	\$ 31.49	5.21%
After 4 Years	6	\$ 29.93	5.54%
After 3 Years	5	\$ 28.36	5.70%
After 2 Years	4	\$ 26.83	6.22%
After 1 Years	3	\$ 25.26	6.36%
After Completing Probation	2	\$ 23.75	18.93%
Date of Hire	1	\$ 19.97	

Formula Used

ROUND(Step 7 x 1.0499, 2)

ROUND(Step 6 x 1.0521, 2)

ROUND(Step 5 x 1.0554, 2)

ROUND(Step 4 x 1.0569, 2)

ROUND(Step 3 x 1.0622, 2)

ROUND(Step 2 x 1.0634, 2)

ROUND(Step1 x 1.1893, 2)

ROUND(19.53 x 1.0225, 2)

These pay tables will be incorporated into the SMART – FR MOU via an Appendix and referenced within Article 5.02.



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Article 5.04 Longevity Bonus

- Effective June 21, 2012, and thereafter, Metro shall compensate employees with ten (10) years of continuous service with an additional 5% 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 the base salary.
- **For all employees hired after August 24, 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 24, 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

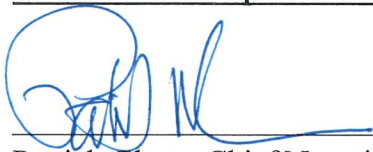
Step 2: \$30.52 + \$1.53 = \$32.05 (9L)

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: 9-6-19