

Effective June 27, 2019/Adopted by the Board as of September 27, 2019

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
Bus Operator	\$ 18.96	\$ 19.91	\$ 20.86	\$ 22.55	\$ 23.68	\$ 24.81	\$ 23.98	\$ 25.18	\$ 26.38	\$ 25.47	\$ 26.74	\$ 28.01	\$ 26.92	\$ 28.27	\$ 29.62	\$ 28.41	\$ 29.83	\$ 31.25	\$ 29.89	\$ 31.38	\$ 32.87	\$ 31.38	\$ 32.95	\$ 34.52

Effective June 25, 2020/Adopted by the Board as of September 27, 2019

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
Bus Operator	\$ 19.53	\$ 20.51	\$ 21.49	\$ 23.23	\$ 24.39	\$ 25.55	\$ 24.70	\$ 25.94	\$ 27.18	\$ 26.24	\$ 27.55	\$ 28.86	\$ 27.73	\$ 29.12	\$ 30.51	\$ 29.27	\$ 30.73	\$ 32.19	\$ 30.79	\$ 32.33	\$ 33.87	\$ 32.33	\$ 33.95	\$ 35.57

Effective June 24, 2021/Adopted by the Board as of September 27, 2019

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
Bus Operator	\$ 19.97	\$ 20.97	\$ 21.97	\$ 23.75	\$ 24.94	\$ 26.13	\$ 25.26	\$ 26.52	\$ 27.78	\$ 26.83	\$ 28.17	\$ 29.51	\$ 28.36	\$ 29.78	\$ 31.20	\$ 29.93	\$ 31.43	\$ 32.93	\$ 31.49	\$ 33.06	\$ 34.63	\$ 33.06	\$ 34.71	\$ 36.36

Longevity Pay is based only on length of service.