



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
761	ACCOUNTANT I		6,910 39.8654				8,907 51.3865					
701	ACCOUNTANT II		7,600 43.8488				9,797 56.5212					
101	ACCOUNTING ASSISTANT I			3,967 22.8865	4,165 24.0288	4,373 25.2288	4,592 26.4923	4,822 27.8192	5,063 29.2096	5,316 30.6692	5,582 32.2038	
102	ACCOUNTING ASSISTANT II			4,243 24.4788	4,455 25.7019	4,678 26.9885	4,912 28.3385	5,158 29.7577	5,416 31.2462	5,687 32.8096	5,971 34.4481	
344	ACCOUNTING SERVICES SUPERVISOR				6,150 35.4808	6,458 37.2577	6,781 39.1212	7,120 41.0769	7,476 43.1308	7,850 45.2885	8,242 47.5500	8,654 49.9269
291	ACCOUNTING TECHNICIAN			5,048 29.1231	5,300 30.5769	5,565 32.1058	5,843 33.7096	6,135 35.3942	6,442 37.1654	6,764 39.0231	7,102 40.9731	
105	ADMINISTRATIVE ASSISTANT I			3,778 21.7962	3,967 22.8865	4,165 24.0288	4,373 25.2288	4,592 26.4923	4,822 27.8192	5,063 29.2096	5,316 30.6692	
106	ADMINISTRATIVE ASSISTANT II			3,967 22.8865	4,165 24.0288	4,373 25.2288	4,592 26.4923	4,822 27.8192	5,063 29.2096	5,316 30.6692	5,582 32.2038	
107	ADMINISTRATIVE ASSISTANT III			4,681 27.0058	4,915 28.3558	5,161 29.7750	5,419 31.2635	5,690 32.8269	5,974 34.4654	6,273 36.1904	6,587 38.0019	
316	ADMINISTRATIVE SERVICES SUPERV				6,323 36.4788	6,639 38.3019	6,971 40.2173	7,320 42.2308	7,686 44.3423	8,070 46.5577	8,473 48.8827	8,897 51.3288
901	AQUATIC INSTRUCTOR/COACH		16.6036	17.4338	18.3056	19.2207	20.1817					
780	ARTS PROGRAMS MANAGER		7,103 40.9799				9,156 52.8231					
898	ASSISTANT CITY ATTORNEY	11,161										
801	ASSISTANT CITY MANAGER	17,103 98.6705				21,827 125.9241						



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
704	ASSISTANT DIRECTOR OF FINANCE		12,346 71.2270				15,914 91.8115					
833	ASSISTANT DIRECTOR OF IT		12,296 70.9360				15,849 91.4365					
108	ASSISTANT ENGINEER I			6,354 36.6577	6,672 38.4923	7,006 40.4192	7,356 42.4385	7,724 44.5615	8,110 46.7885	8,515 49.1250	8,941 51.5827	
109	ASSISTANT ENGINEER II			6,826 39.3808	7,167 41.3481	7,525 43.4135	7,901 45.5827	8,296 47.8615	8,711 50.2558	9,147 52.7712	9,604 55.4077	
301	ASSISTANT GOLF COURSE SUPT				5,776 33.3231	6,065 34.9904	6,368 36.7385	6,686 38.5731	7,020 40.5000	7,371 42.5250	7,740 44.6538	8,127 46.8865
297	ASSISTANT PLANS EXAMINER			6,723 38.7865	7,059 40.7250	7,412 42.7615	7,783 44.9019	8,172 47.1462	8,581 49.5058	9,010 51.9808	9,460 54.5769	
777	ASSOCIATE PLANNER I		7,870 45.4064				10,145 58.5288					
778	ASSOCIATE PLANNER II		8,659 49.9538				11,161 64.3904					
707	ASSOCIATE PROF ENGINEER		9,898 57.1060				12,759 73.6096					
773	ASST DIR PLAN AND COMM DEVELOP		12,908 74.4719				16,639 95.9942					
830	ASST DIRECTOR OF LIBRARIES		12,296 70.9360				15,849 91.4365					
710	ASST DIRECTOR OF PW/CITY ENG		13,404 77.3319				17,278 99.6808					
787	ASST TO THE CM		10,967 63.2691				14,136 81.5538					
902	BEACH CAPTAIN		25.8011	27.0912	28.4457	29.8680	31.3614					



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
903	BEACH LIEUTENANT		25.3846	26.6538	27.9865	29.3858	30.8551					
904	BEACH LIFEGUARD I		21.0876	22.1420	23.2492	24.4116	25.6322					
905	BEACH LIFEGUARD II		23.2032	24.3635	25.5815	26.8606	28.2038					
115	BICYCLE/PEDESTRIAN COORDINATOR			5,841 33.6981	6,133 35.3827	6,440 37.1538	6,762 39.0115	7,100 40.9615	7,455 43.0096	7,828 45.1615	8,219 47.4173	
284	BOOKMOBILE LIB ASST			4,263 24.5942	4,476 25.8231	4,700 27.1154	4,935 28.4712	5,182 29.8962	5,441 31.3904	5,713 32.9596	5,999 34.6096	
231	BOX OFFICE REPRESENTATIVE			3,967 22.8865	4,165 24.0288	4,373 25.2288	4,592 26.4923	4,822 27.8192	5,063 29.2096	5,316 30.6692	5,582 32.2038	
116	BUILDING INSPECTOR			6,354 36.6577	6,672 38.4923	7,006 40.4192	7,356 42.4385	7,724 44.5615	8,110 46.7885	8,515 49.1250	8,941 51.5827	
117	BUILDING MAINTENANCE WORKER I			4,333 24.9981	4,550 26.2500	4,777 27.5596	5,016 28.9385	5,267 30.3865	5,530 31.9038	5,806 33.4962	6,096 35.1692	
118	BUILDING MAINTENANCE WORKER II			4,990 28.7885	5,240 30.2308	5,502 31.7423	5,777 33.3288	6,066 34.9962	6,369 36.7442	6,687 38.5788	7,021 40.5058	
834	BUSINESS LIAISON		9,178 52.9525				11,831 68.2558					
826	BUYER I		6,628 38.2407				8,544 49.2923					
827	BUYER II		6,958 40.1429				8,969 51.7442					
120	CHEMIST I			6,311 36.4096	6,627 38.2327	6,958 40.1423	7,306 42.1500	7,671 44.2558	8,055 46.4712	8,458 48.7962	8,881 51.2365	
121	CHEMIST II			6,628 38.2385	6,959 40.1481	7,307 42.1558	7,672 44.2615	8,056 46.4769	8,459 48.8019	8,882 51.2423	9,326 53.8038	



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
711	CHIEF BUILDING OFFICIAL		12,908 74.4719				16,639 95.9942					
802	CHIEF OF FIRE DEPARTMENT	17,103 98.6705				21,827 125.9241						
803	CHIEF OF POLICE	17,103 98.6705				21,827 125.9241						
305	CHIEF RANGER				6,470 37.3269	6,793 39.1904	7,133 41.1519	7,490 43.2115	7,865 45.3750	8,258 47.6423	8,671 50.0250	9,105 52.5288
899	CITY ATTORNEY	21,827										
786	CITY CLERK ADMINISTRATOR		9,797 56.5197				12,628 72.8538					
805	CITY MANAGER	25,025 144.3758				27,528 158.8173						
717	CODE COMPLIANCE MANAGER		9,413 54.3086				12,134 70.0038					
127	CODE COMPLIANCE SPECIALIST			6,286 36.2654	6,600 38.0769	6,930 39.9808	7,276 41.9769	7,640 44.0769	8,022 46.2808	8,423 48.5942	8,844 51.0231	
372	CODE COMPLIANCE SUPERVISOR				7,188 41.4692	7,547 43.5404	7,924 45.7154	8,320 48.0000	8,736 50.4000	9,173 52.9212	9,632 55.5692	10,114 58.3500
758	COMMUNICATIONS MANAGER		12,296 70.9360				15,849 91.4365					
757	COMMUNITY RELATIONS SPECIALIST		9,178 52.9525				11,831 68.2558					
907	COMMUNITY SERVICE AIDE I		17.4947	18.3699	19.2884	20.2528						
908	COMMUNITY SERVICE AIDE II		19.5199	20.4993	21.5228	22.5992	23.7292					



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
501	COMMUNITY SERVICE OFFICER	4,793 27.6519	5,033 29.0365	5,285 30.4904	5,549 32.0135	5,826 33.6115	6,117 35.2904	6,423 37.0558	6,744 38.9077	7,081 40.8519	7,435 42.8942	
131	CONSTRUCTION SPECIALIST			4,847 27.9635	5,089 29.3596	5,343 30.8250	5,610 32.3654	5,890 33.9808	6,185 35.6827	6,494 37.4654	6,819 39.3404	
909	COUNCIL ASSISTANT	12.0000				25.0038	25.0038					
806	COUNCIL MEMBER	1,710.35										
132	COURIER/DRIVER			3,739 21.5712	3,926 22.6500	4,122 23.7808	4,328 24.9692	4,544 26.2154	4,771 27.5250	5,010 28.9038	5,261 30.3519	
835	CRIME ANALYST		7,368 42.5061				9,497 54.7904					
133	CUSTODIAN			3,666 21.1500	3,849 22.2058	4,041 23.3135	4,243 24.4788	4,455 25.7019	4,678 26.9885	4,912 28.3385	5,158 29.7577	
712	CUSTOMER SERVICE MGR		10,335 59.6258				13,322 76.8577					
846	DATA ANALYST I		6,991 40.3309				9,011 51.9865					
847	DATA ANALYST II		7,600 43.8488				9,797 56.5212					
764	DEPUTY BUILDING OFFICIAL		10,600 61.1521				13,663 78.8250					
713	DEPUTY CITY CLERK ADMIN		7,103 40.9799				9,156 52.8231					
818	DEPUTY CITY MANAGER I	15,594 89.9656				19,894 114.7719						
819	DEPUTY CITY MANAGER II	16,383 94.5149				20,903 120.5933						



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
601	DEPUTY FIRE MARSHAL	9,101 52.5058	9,647 55.6558	10,226 58.9962	10,840 62.5385	11,490 66.2885	12,179 70.2635	12,910 74.4808	13,685 78.9519			
550	DEPUTY POLICE CHIEF	15,127 87.2700	15,867 91.5420	16,645 96.0300	17,462 100.7400	18,320 105.6900						
714	DEPUTY WATER DIR/ENGINEER MGR		12,908 74.4719				16,639 95.9942					
715	DEPUTY WATER DIR/OPER MGR		12,908 74.4719				16,639 95.9942					
776	DESALINATION PROGRAM COORD		10,290 59.3662				13,264 76.5231					
735	DEVELOPMENT MANAGER		11,054 63.7704				14,248 82.2000					
811	DIR OF PLNNG/COMM DEVELOPMENT	15,594 89.9656				19,894 114.7719						
807	DIRECTOR OF FINANCE	15,594 89.9656				19,894 114.7719						
810	DIRECTOR OF HR	15,594 89.9656				19,894 114.7719						
816	DIRECTOR OF IT	15,594 89.9656				19,894 114.7719						
808	DIRECTOR OF LIBRARIES	15,594 89.9656				19,894 114.7719						
809	DIRECTOR OF PARKS & RECREATION	15,594 89.9656				19,894 114.7719						
812	DIRECTOR OF PUBLIC WORKS	16,383 94.5149				20,903 120.5933						
813	DIRECTOR OF WATER DEPARTMENT	16,383 94.5149				20,903 120.5933						



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
782	ECONOMIC DEVEL CORD I		7,618 43.9473				9,819 56.6481					
783	ECONOMIC DEVEL CORD II		7,997 46.1359				10,308 59.4692					
765	ECONOMIC DEVELOPMENT MANAGER		11,054 63.7704				14,248 82.2000					
716	ENGINEERING ASSOCIATE		8,488 48.9691				10,941 63.1212					
135	ENGINEERING TECHNICIAN			5,688 32.8154	5,972 34.4538	6,271 36.1788	6,585 37.9904	6,914 39.8885	7,260 41.8846	7,623 43.9788	8,004 46.1769	
141	ENVIRON PROGRAMS ANALYST I			5,841 33.6981	6,133 35.3827	6,440 37.1538	6,762 39.0115	7,100 40.9615	7,455 43.0096	7,828 45.1615	8,219 47.4173	
136	ENVIRON PROGRAMS ANALYST II			6,256 36.0923	6,569 37.8981	6,897 39.7904	7,242 41.7808	7,604 43.8692	7,984 46.0615	8,383 48.3635	8,802 50.7808	
143	ENVIRONMENTAL COMPLIANCE INSP			5,949 34.3212	6,246 36.0346	6,558 37.8346	6,886 39.7269	7,230 41.7115	7,591 43.7942	7,971 45.9865	8,370 48.2885	
255	ENVIRONMENTAL MICROBIO I			6,244 36.0231	6,556 37.8231	6,884 39.7154	7,228 41.7000	7,589 43.7827	7,968 45.9692	8,366 48.2654	8,784 50.6769	
256	ENVIRONMENTAL MICROBIO II			6,556 37.8231	6,884 39.7154	7,228 41.7000	7,589 43.7827	7,968 45.9692	8,366 48.2654	8,784 50.6769	9,223 53.2096	
257	ENVIRONMENTAL MICROBIO III			7,209 41.5904	7,569 43.6673	7,947 45.8481	8,344 48.1385	8,761 50.5442	9,199 53.0712	9,659 55.7250	10,142 58.5115	
137	EQUIPMENT MECHANIC I			4,813 27.7673	5,054 29.1577	5,307 30.6173	5,572 32.1462	5,851 33.7558	6,144 35.4462	6,451 37.2173	6,774 39.0808	
138	EQUIPMENT MECHANIC II			5,390 31.0962	5,660 32.6538	5,943 34.2865	6,240 36.0000	6,552 37.8000	6,880 39.6923	7,224 41.6769	7,585 43.7596	
139	EQUIPMENT SERVICE WORKER			4,387 25.3096	4,606 26.5731	4,836 27.9000	5,078 29.2962	5,332 30.7615	5,599 32.3019	5,879 33.9173	6,173 35.6135	



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
		Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly
		Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
286	EXECUTIVE ASSIST TO CM			5,653	5,936	6,233	6,545	6,872	7,216	7,577	7,956		
				32.6135	34.2462	35.9596	37.7596	39.6462	41.6308	43.7135	45.9000		
280	FAC MAINT/ENERGY PROJ COORD			6,093	6,398	6,718	7,054	7,407	7,777	8,166	8,574		
				35.1519	36.9115	38.7577	40.6962	42.7327	44.8673	47.1115	49.4654		
350	FACILITIES MAINT SUPERVISOR				6,894	7,239	7,601	7,981	8,380	8,799	9,239	9,701	
					39.7731	41.7635	43.8519	46.0442	48.3462	50.7635	53.3019	55.9673	
140	FACILITY ATTENDANT			3,619	3,800	3,990	4,190	4,399	4,619	4,850	5,092		
				20.8788	21.9231	23.0192	24.1731	25.3788	26.6481	27.9808	29.3769		
308	FIELD SUPERVISOR				7,277	7,641	8,023	8,424	8,845	9,287	9,751	10,239	
					41.9827	44.0827	46.2865	48.6000	51.0288	53.5788	56.2558	59.0712	
775	FINANCE MANAGER		10,100				13,019						
			58.2697				75.1096						
652	FIRE BATT CHIEF-40 HR	13,779	14,606	15,482	16,411	17,396	18,440						
		79.4942	84.2654	89.3192	94.6788	100.3615	106.3846						
651	FIRE BATTALION CHIEF	13,779	14,606	15,482	16,411	17,396	18,440						
		56.7816	60.1896	63.7995	67.6277	71.6868	75.9890						
602	FIRE CAPTAIN	9,101	9,647	10,226	10,840	11,490	12,179	12,910	13,685				
		37.5041	39.7541	42.1401	44.6703	47.3489	50.1882	53.2005	56.3942				
603	FIRE CAPTAIN-40 HR	9,101	9,647	10,226	10,840	11,490	12,179	12,910	13,685				
		52.5058	55.6558	58.9962	62.5385	66.2885	70.2635	74.4808	78.9519				
654	FIRE DIVISION CHIEF	14,945	15,842	16,792	17,799	18,867	19,999						
		86.2212	91.3962	96.8769	102.6865	108.8481	115.3788						
604	FIRE ENGINEER	7,954	8,431	8,937	9,473	10,041	10,643	11,282	11,959				
		32.7775	34.7431	36.8283	39.0371	41.3777	43.8585	46.4918	49.2816				
609	FIRE ENGINEER-40/HR	7,954	8,431	8,937	9,473	10,041	10,643	11,282	11,959				
		45.8885	48.6404	51.5596	54.6519	57.9288	61.4019	65.0885	68.9942				
605	FIRE PREVENTION INSPECTOR I	6,849	7,260	7,696	8,158	8,647	9,166	9,716	10,299				
		39.5135	41.8846	44.4000	47.0654	49.8865	52.8808	56.0538	59.4173				



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
606	FIRE PREVENTION INSPECTOR II	7,412 42.7615	7,857 45.3288	8,328 48.0462	8,828 50.9308	9,358 53.9885	9,919 57.2250	10,514 60.6577	11,145 64.2981			
296	FIRE PREVENTION TECHNICIAN			5,048 29.1231	5,300 30.5769	5,565 32.1058	5,843 33.7096	6,135 35.3942	6,442 37.1654	6,764 39.0231	7,102 40.9731	
607	FIREFIGHTER	7,412 30.5440	7,857 32.3777	8,328 34.3187	8,828 36.3791	9,358 38.5632	9,919 40.8750	10,514 43.3269	11,145 45.9272			
608	FIREFIGHTER - 40/HR	7,412 42.7615	7,857 45.3288	8,328 48.0462	8,828 50.9308	9,358 53.9885	9,919 57.2250	10,514 60.6577	11,145 64.2981			
309	GARAGE SERVICE SUPERVISOR				7,018 40.4885	7,369 42.5135	7,737 44.6365	8,124 46.8692	8,530 49.2115	8,957 51.6750	9,405 54.2596	9,875 56.9712
850	GIS MANAGER		11,005 63.4929				14,186 81.8423					
719	GOLF COURSE SUPERINTENDENT		9,074 52.3527				11,697 67.4827					
237	GREEN BLDG ENVIRO SPECIALIST			6,570 37.9038	6,898 39.7962	7,243 41.7865	7,605 43.8750	7,985 46.0673	8,384 48.3692	8,803 50.7865	9,243 53.3250	
122	HOMELESSNESS RESPONSE FIELD WK			4,333 24.9981	4,550 26.2500	4,777 27.5596	5,016 28.9385	5,267 30.3865	5,530 31.9038	5,806 33.4962	6,096 35.1692	
838	HOMELESSNESS RESPONSE MANAGER		10,967 63.2691				14,136 81.5538					
840	HOMELESSNESS RESPONSE SPEC I		6,381 36.8130				8,225 47.4519					
841	HOMELESSNESS RESPONSE SPEC II		6,861 39.5835				8,844 51.0231					
709	HOMELESSNESS SERVICES COORD		8,290 47.8278				10,686 61.6500					
836	HOUSING & COMM DEVELP MANAGER		10,640 61.3848				13,715 79.1250					



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
				6,187	6,496	6,821	7,162	7,520	7,896	8,291	8,706	
142	HOUSING PROGRAMS SPECIALIST			35.6942	37.4769	39.3519	41.3192	43.3846	45.5538	47.8327	50.2269	
720	HUMAN RESOURCES ANALYST I		7,126				9,185					
			41.1097				52.9904					
721	HUMAN RESOURCES ANALYST II		7,623				9,826					
			43.9786				56.6885					
				5,048	5,300	5,565	5,843	6,135	6,442	6,764	7,102	
169	HUMAN RESOURCES TECHNICIAN			29.1231	30.5769	32.1058	33.7096	35.3942	37.1654	39.0231	40.9731	
				6,712	7,048	7,400	7,770	8,159	8,567	8,995	9,445	
232	INFORMATION TEC SPECIALIST III			38.7231	40.6615	42.6923	44.8269	47.0712	49.4250	51.8942	54.4904	
				5,425	5,696	5,981	6,280	6,594	6,924	7,270	7,634	
144	INFORMATION TECH SPECIALIST I			31.2981	32.8615	34.5058	36.2308	38.0423	39.9462	41.9423	44.0423	
				5,980	6,279	6,593	6,923	7,269	7,632	8,014	8,415	
145	INFORMATION TECH SPECIALIST II			34.5000	36.2250	38.0365	39.9404	41.9365	44.0308	46.2346	48.5481	
837	IT BUS. SYSTEMS ANALYST III		8,689				11,200					
			50.1283				64.6154					
828	IT BUSINESS SYSTEMS ANALYST I		6,991				9,011					
			40.3309				51.9865					
829	IT BUSINESS SYSTEMS ANALYST II		7,809				10,066					
			45.0528				58.0731					
832	IT MANAGER		11,005				14,186					
			63.4929				81.8423					
766	IT PROJECT MGR/TRAIN COORD		9,898				12,759					
			57.1060				73.6096					
				4,852	5,095	5,350	5,618	5,899	6,194	6,504	6,829	
215	LABORATORY TECHNICIAN			27.9923	29.3942	30.8654	32.4115	34.0327	35.7346	37.5231	39.3981	
				3,619	3,800	3,990	4,190	4,399	4,619	4,850	5,092	
146	LANDFILL GATE ATTENDANT			20.8788	21.9231	23.0192	24.1731	25.3788	26.6481	27.9808	29.3769	



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
312	LEAD EQUIPMENT MECHANIC				6,111	6,417	6,738	7,075	7,429	7,800	8,190	8,600
					35.2558	37.0212	38.8731	40.8173	42.8596	45.0000	47.2500	49.6154
742	LIBRARIAN I		5,923				7,635					
			34.1723				44.0481					
750	LIBRARIAN II		6,213				8,008					
			35.8417				46.2000					
831	LIBRARIAN III		8,488				10,941					
			48.9691				63.1212					
925	LIBRARY AIDE		16.6036	17.4338	18.3056	19.2207	20.1817					
				3,844	4,036	4,238	4,450	4,673	4,907	5,152	5,410	
282	LIBRARY ASSISTANT I			22.1769	23.2846	24.4500	25.6731	26.9596	28.3096	29.7231	31.2115	
				4,263	4,476	4,700	4,935	5,182	5,441	5,713	5,999	
283	LIBRARY ASSISTANT II			24.5942	25.8231	27.1154	28.4712	29.8962	31.3904	32.9596	34.6096	
				4,715	4,951	5,199	5,459	5,732	6,019	6,320	6,636	
363	LIBRARY ASSISTANT III			27.2019	28.5635	29.9942	31.4942	33.0692	34.7250	36.4615	38.2846	
				5,043	5,295	5,560	5,838	6,130	6,436	6,758	7,096	
364	LIBRARY ASSISTANT IV			29.0942	30.5481	32.0769	33.6808	35.3654	37.1308	38.9885	40.9385	
				4,808	5,048	5,300	5,565	5,843	6,135	6,442	6,764	
285	LIBRARY INFORMATION SPECIALIST			27.7385	29.1231	30.5769	32.1058	33.7096	35.3942	37.1654	39.0231	
740	LIBRARY SPECIALIST		5,640				7,270					
			32.5386				41.9423					
				4,926	5,172	5,431	5,703	5,988	6,287	6,601	6,931	
153	LIGHT EQUIPMENT MECHANIC			28.4192	29.8385	31.3327	32.9019	34.5462	36.2712	38.0827	39.9865	
911	MAINTENANCE WORKER AIDE I		16.6036	17.4338	18.3056	19.2207	20.1817					
913	MAINTENANCE WORKER AIDE II		19.0941	20.0490	21.0513	22.1039	23.2091					



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
702	MANAGEMENT ANALYST		7,368 42.5061				9,497 54.7904					
912	MANAGEMENT ASSISTANT	12.0000		25.0385								
977	MANAGEMENT PROF & TECH ASST	20.0000										
610	MARINE SAFETY OFFICER 40/HR	5,223 30.1327	5,536 31.9385	5,868 33.8538	6,220 35.8846	6,593 38.0365	6,989 40.3212	7,408 42.7385	7,852 45.3000			
814	MAYOR	3,420.68										
726	NETWORK & SYSTEMS ADMIN		9,898 57.1060				12,759 73.6096					
914	OFFICE ASSISTANT		16.6036	17.4338	18.3056	19.2207	20.1817					
162	PARKING ATTENDANT			3,619 20.8788	3,800 21.9231	3,990 23.0192	4,190 24.1731	4,399 25.3788	4,619 26.6481	4,850 27.9808	5,092 29.3769	
164	PARKING CONTROL MAINT WKR			4,610 26.5962	4,840 27.9231	5,082 29.3192	5,336 30.7846	5,603 32.3250	5,883 33.9404	6,177 35.6365	6,486 37.4192	
163	PARKING ENFORCEMENT OFFICER			4,610 26.5962	4,840 27.9231	5,082 29.3192	5,336 30.7846	5,603 32.3250	5,883 33.9404	6,177 35.6365	6,486 37.4192	
227	PARKING FACILITY MAINT ASST			4,000 23.0769	4,200 24.2308	4,410 25.4423	4,630 26.7115	4,861 28.0442	5,104 29.4462	5,359 30.9173	5,627 32.4635	
165	PARKING OFFICE REPRESENTATIVE			4,610 26.5962	4,840 27.9231	5,082 29.3192	5,336 30.7846	5,603 32.3250	5,883 33.9404	6,177 35.6365	6,486 37.4192	
320	PARKING OFFICE SUPERVISOR				5,870 33.8654	6,163 35.5558	6,471 37.3327	6,795 39.2019	7,135 41.1635	7,492 43.2231	7,867 45.3865	8,260 47.6538
727	PARKING PROGRAM MANAGER		10,235 59.0485				13,193 76.1135					



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
348	PARKING SERVICES SUPERVISOR				6,010 34.6731	6,310 36.4038	6,626 38.2269	6,957 40.1365	7,305 42.1442	7,670 44.2500	8,054 46.4654	8,457 48.7904
321	PARKS FIELD CREW LEADER				5,452 31.4538	5,725 33.0288	6,011 34.6788	6,312 36.4154	6,628 38.2385	6,959 40.1481	7,307 42.1558	7,672 44.2615
167	PARKS MAINTENANCE WORKER			4,333 24.9981	4,550 26.2500	4,777 27.5596	5,016 28.9385	5,267 30.3865	5,530 31.9038	5,806 33.4962	6,096 35.1692	
126	PAYROLL TECHNICIAN			5,048 29.1231	5,300 30.5769	5,565 32.1058	5,843 33.7096	6,135 35.3942	6,442 37.1654	6,764 39.0231	7,102 40.9731	
373	PD PROPERTY AND EVIDENCE SUP				6,521 37.6212	6,847 39.5019	7,189 41.4750	7,548 43.5462	7,925 45.7212	8,321 48.0058	8,737 50.4058	9,174 52.9269
288	PLANNING & COMM DEVEL TECH			5,148 29.7000	5,405 31.1827	5,675 32.7404	5,959 34.3788	6,257 36.0981	6,570 37.9038	6,899 39.8019	7,244 41.7923	
170	PLANT MAINTENANCE MECHANIC I			5,134 29.6192	5,391 31.1019	5,661 32.6596	5,944 34.2923	6,241 36.0058	6,553 37.8058	6,881 39.6981	7,225 41.6827	
171	PLANT MAINTENANCE MECHANIC II			5,866 33.8423	6,159 35.5327	6,467 37.3096	6,790 39.1731	7,129 41.1288	7,485 43.1827	7,859 45.3404	8,252 47.6077	
175	PO PROPERTY & EVIDENCE SPECIAL			4,510 26.0192	4,735 27.3173	4,972 28.6846	5,221 30.1212	5,482 31.6269	5,756 33.2077	6,044 34.8692	6,346 36.6115	
718	POLICE INVESTIGATIVE ANALYST		7,753 44.7261				9,993 57.6519					
552	POLICE LIEUTENANT	14,766 85.1885	15,504 89.4462	16,279 93.9173								
504	POLICE OFFICER		7,368 42.5077	7,736 44.6308	8,123 46.8635	8,529 49.2058	8,955 51.6635	9,403 54.2481	9,873 56.9596	10,367 59.8096	10,885 62.7981	
503	POLICE OFFICER TRAINEE	6,684 38.5615										
728	POLICE RECORDS MANAGER		9,074 52.3527				11,697 67.4827					



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
		Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly
		Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
322	POLICE RECORDS SUPERVISOR				6,150	6,458	6,781	7,120	7,476	7,850	8,242	8,654	
					35.4808	37.2577	39.1212	41.0769	43.1308	45.2885	47.5500	49.9269	
176	POLICE RECORDS TECHNICIAN			4,314	4,530	4,757	4,995	5,245	5,507	5,782	6,071		
				24.8885	26.1346	27.4442	28.8173	30.2596	31.7712	33.3577	35.0250		
505	POLICE SERGEANT	8,551	8,979	9,428	9,899	10,394	10,914	11,460	12,033	12,635	13,267		
		49.3327	51.8019	54.3923	57.1096	59.9654	62.9654	66.1154	69.4212	72.8942	76.5404		
915	POOL LIFEGUARD		16.6036	17.4338	18.3056	19.2207	20.1817						
916	POOL MANAGER		16.6036	17.4338	18.3056	19.2207	20.1817						
730	PRINCIPAL HR ANALYST		9,178				11,831						
			52.9525				68.2558						
729	PRINCIPAL MGMT ANALYST		9,178				11,831						
			52.9525				68.2558						
731	PRINCIPAL PLANNER		10,853				13,990						
			62.6156				80.7115						
917	PROFESSIONAL & TECH ASSIST	16.6036		44.7018									
848	PROGRAM ANALYST I		5,926				8,338						
			34.1896				48.1042						
849	PROGRAM ANALYST II		6,346				8,929						
			36.6127				51.5146						
705	PROGRAMMER ANALYST I		6,991				9,011						
			40.3309				51.9865						
706	PROGRAMMER ANALYST II		7,809				10,066						
			45.0528				58.0731						
851	PROJECT MANAGER I	7,368					9,497						
		42.5061					54.7904						



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
852	PROJECT MANAGER II		9,178 52.9525				11,831 68.2558					
770	PROPERTY MANAGER		7,839 45.2274				10,105 58.2981					
759	PUBLIC WORKS OPER SUPT		8,761 50.5445				11,293 65.1519					
732	PUBLIC WORKS OPERATIONS MGR		10,203 58.8650				13,152 75.8769					
281	PURCHASING ASSISTANT			4,243 24.4788	4,455 25.7019	4,678 26.9885	4,912 28.3385	5,158 29.7577	5,416 31.2462	5,687 32.8096	5,971 34.4481	
733	PURCHASING MANAGER		10,100 58.2697				13,019 75.1096					
359	QA/QC LABORATORY CHEMIST				7,200 41.5385	7,560 43.6154	7,938 45.7962	8,335 48.0865	8,752 50.4923	9,190 53.0192	9,650 55.6731	10,133 58.4596
238	RANGER ASSISTANT			3,746 21.6115	3,933 22.6904	4,130 23.8269	4,336 25.0154	4,553 26.2673	4,781 27.5827	5,020 28.9615	5,271 30.4096	
294	RANGER I			4,563 26.3250	4,791 27.6404	5,031 29.0250	5,283 30.4788	5,547 32.0019	5,824 33.6000	6,115 35.2788	6,421 37.0442	
179	RANGER II			4,924 28.4077	5,170 29.8269	5,428 31.3154	5,699 32.8788	5,984 34.5231	6,283 36.2481	6,597 38.0596	6,927 39.9635	
918	RANGER TRAINEE		18.5184	19.4459	20.4178	21.4385	22.5104					
223	RECORDS COORDINATOR			4,758 27.4500	4,996 28.8231	5,246 30.2654	5,508 31.7769	5,783 33.3635	6,072 35.0308	6,376 36.7846	6,695 38.6250	
919	RECREATION AREA AIDE		16.6036	17.4338	18.3056	19.2207	20.1817					
180	RECREATION COORDINATOR			4,896 28.2462	5,141 29.6596	5,398 31.1423	5,668 32.7000	5,951 34.3327	6,249 36.0519	6,561 37.8519	6,889 39.7442	



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
920	RECREATION I		16.6036	17.4338	18.3056	19.2207						
921	RECREATION II		18.2640	19.1772	20.1360	21.1428	22.2000					
922	RECREATION III		20.0904	21.0949	22.1496	23.2570	24.4200					
923	RECREATION IV		22.0994	23.2044	24.3645	25.5828	26.8620					
734	RECREATION SUPERINTENDENT		10,203 58.8650				13,152 75.8769					
323	RECREATION SUPERVISOR				6,798 39.2192	7,138 41.1808	7,495 43.2404	7,870 45.4038	8,263 47.6712	8,676 50.0538	9,110 52.5577	9,565 55.1827
924	RECREATION V		24.3092	25.5247	26.8010	28.1410	29.5481					
181	RECYCLE CENTER MAINT MECHANIC			5,390 31.0962	5,660 32.6538	5,943 34.2865	6,240 36.0000	6,552 37.8000	6,880 39.6923	7,224 41.6769	7,585 43.7596	
815	REDEVELOPMENT DIRECTOR	15,594 89.9656				19,894 114.7719						
182	RESOURCE RECOVERY EQUIP OPERAT			5,017 28.9442	5,268 30.3923	5,531 31.9096	5,808 33.5077	6,098 35.1808	6,403 36.9404	6,723 38.7865	7,059 40.7250	
349	RESOURCE RECOVERY SUPERVISOR				6,058 34.9500	6,361 36.6981	6,679 38.5327	7,013 40.4596	7,364 42.4846	7,732 44.6077	8,119 46.8404	8,525 49.1827
218	RESOURCE RECOVERY WORKER I			4,069 23.4750	4,272 24.6462	4,486 25.8808	4,710 27.1731	4,946 28.5346	5,193 29.9596	5,453 31.4596	5,726 33.0346	
219	RESOURCE RECOVERY WORKER II			4,270 24.6346	4,484 25.8692	4,708 27.1615	4,943 28.5173	5,190 29.9423	5,450 31.4423	5,722 33.0115	6,008 34.6615	
279	REVENUE COLLECTIONS SPECIALIST			6,098 35.1808	6,403 36.9404	6,723 38.7865	7,059 40.7250	7,412 42.7615	7,783 44.9019	8,172 47.1462	8,581 49.5058	



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
703	RISK AND SAFETY MANAGER		10,100 58.2697				13,019 75.1096					
128	RISK MANAGEMENT TECHNICIAN			5,048 29.1231	5,300 30.5769	5,565 32.1058	5,843 33.7096	6,135 35.3942	6,442 37.1654	6,764 39.0231	7,102 40.9731	
843	SAFETY OFFICER		9,178 52.9525				11,831 68.2558					
797	SCADA SYSTEM NETWORK ADMINISTR		9,898 57.1060				12,759 73.6096					
762	SENIOR ACCOUNTANT		8,761 50.5445				11,293 65.1519					
184	SENIOR BUILDING INSPECTOR			6,959 40.1481	7,307 42.1558	7,672 44.2615	8,056 46.4769	8,459 48.8019	8,882 51.2423	9,326 53.8038	9,792 56.4923	
345	SENIOR ELECTRICIAN				7,498 43.2577	7,873 45.4212	8,267 47.6942	8,680 50.0769	9,114 52.5808	9,570 55.2115	10,049 57.9750	10,551 60.8712
264	SENIOR PARKING SERVICES WORKER			4,926 28.4192	5,172 29.8385	5,431 31.3327	5,703 32.9019	5,988 34.5462	6,287 36.2712	6,601 38.0827	6,931 39.9865	
234	SENIOR PAYMENTS TECHNICIAN			5,425 31.2981	5,696 32.8615	5,981 34.5058	6,280 36.2308	6,594 38.0423	6,924 39.9462	7,270 41.9423	7,634 44.0423	
741	SENIOR PLANNER		9,853 56.8464				12,701 73.2750					
277	SENIOR PLANS EXAMINER			7,396 42.6692	7,766 44.8038	8,154 47.0423	8,562 49.3962	8,990 51.8654	9,439 54.4558	9,911 57.1788	10,407 60.0404	
292	SENIOR POLICE RECORDS TECH			4,649 26.8212	4,881 28.1596	5,125 29.5673	5,381 31.0442	5,650 32.5962	5,933 34.2288	6,230 35.9423	6,542 37.7423	
708	SENIOR PROFESSIONAL ENGINEER		11,237 64.8311				14,485 83.5673					
853	SENIOR PROJECT MANAGER		11,005 63.4929				14,186 81.8423					



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
293	SENIOR RANGER			5,370 30.9808	5,639 32.5327	5,921 34.1596	6,217 35.8673	6,528 37.6615	6,854 39.5423	7,197 41.5212	7,557 43.5981	
366	SENIOR WW PLANT OPER IV				8,010 46.2115	8,411 48.5250	8,832 50.9538	9,274 53.5038	9,738 56.1808	10,225 58.9904	10,736 61.9385	11,273 65.0365
330	SERVICE FIELD CREW LEADER				5,452 31.4538	5,725 33.0288	6,011 34.6788	6,312 36.4154	6,628 38.2385	6,959 40.1481	7,307 42.1558	7,672 44.2615
189	SERVICE MAINTENANCE TRAINEE			4,000 23.0769	4,200 24.2308	4,410 25.4423	4,630 26.7115	4,861 28.0442	5,104 29.4462	5,359 30.9173	5,627 32.4635	
190	SERVICE MAINTENANCE WORKER			4,333 24.9981	4,550 26.2500	4,777 27.5596	5,016 28.9385	5,267 30.3865	5,530 31.9038	5,807 33.5019	6,097 35.1750	
191	SOLID WASTE WORKER			4,956 28.5923	5,204 30.0231	5,464 31.5231	5,737 33.0981	6,024 34.7538	6,325 36.4904	6,641 38.3135	6,973 40.2288	
287	SPECIAL EVENTS COORDINATOR			6,493 37.4596	6,818 39.3346	7,159 41.3019	7,517 43.3673	7,893 45.5365	8,288 47.8154	8,702 50.2038	9,137 52.7135	
360	SR ENVIR COMPLIANCE INSPECTOR				6,521 37.6212	6,847 39.5019	7,189 41.4750	7,548 43.5462	7,925 45.7212	8,321 48.0058	8,737 50.4058	9,174 52.9269
123	SR HOMELESSNESS RESPONSE FLDWK			4,714 27.1962	4,950 28.5577	5,198 29.9885	5,458 31.4885	5,731 33.0635	6,018 34.7192	6,319 36.4558	6,635 38.2788	
186	SR PARKS MAINTENANCE WKR			4,714 27.1962	4,950 28.5577	5,198 29.9885	5,458 31.4885	5,731 33.0635	6,018 34.7192	6,319 36.4558	6,635 38.2788	
299	SR POLICE PROPERTY & EVID. SP			4,863 28.0558	5,106 29.4577	5,361 30.9288	5,629 32.4750	5,910 34.0962	6,206 35.8038	6,516 37.5923	6,842 39.4731	
220	SR RESOURCE RECOVERY WKR			4,649 26.8212	4,881 28.1596	5,125 29.5673	5,381 31.0442	5,650 32.5962	5,933 34.2288	6,230 35.9423	6,542 37.7423	
187	SR SERVICE MAINTENANCE WKR			4,714 27.1962	4,950 28.5577	5,198 29.9885	5,458 31.4885	5,731 33.0635	6,018 34.7192	6,319 36.4558	6,635 38.2788	
243	SR WATER DISTRIBUTION OPERATOR			5,886 33.9577	6,180 35.6538	6,489 37.4365	6,813 39.3058	7,154 41.2731	7,512 43.3385	7,888 45.5077	8,282 47.7808	



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
205	SR WW COLLECTION MAINT TECH			5,886 33.9577	6,180 35.6538	6,489 37.4365	6,813 39.3058	7,154 41.2731	7,512 43.3385	7,888 45.5077	8,282 47.7808	
329	SR WW PLANT OPER III				7,814 45.0808	8,205 47.3365	8,615 49.7019	9,046 52.1885	9,498 54.7962	9,973 57.5365	10,472 60.4154	10,996 63.4385
743	SUPERINTENDENT OF PARKS		10,203 58.8650				13,152 75.8769					
367	SUPERVISING BUILDING INSPECTOR				7,890 45.5192	8,284 47.7923	8,698 50.1808	9,133 52.6904	9,590 55.3269	10,070 58.0962	10,573 60.9981	11,102 64.0500
362	SUPERVISING PLANS EXAMINER				8,122 46.8577	8,528 49.2000	8,954 51.6577	9,402 54.2423	9,872 56.9538	10,366 59.8038	10,884 62.7923	11,428 65.9308
771	SUPT OF PARKING SERVICES		7,618 43.9473				9,819 56.6481					
744	SUPT OF R R COLLECT-SWEEPING		9,091 52.4467				11,718 67.6038					
745	SUPT OF R R PROCESS - DISPOSAL		9,091 52.4467				11,718 67.6038					
754	SUPT OF WATER DISTRIBUTION		11,335 65.3951				14,611 84.2942					
747	SUPT OF WATER TREATMENT & PROD		11,622 67.0511				14,981 86.4288					
738	SUSTAIN & RESILIENCY OFFICER		11,240 64.8490				14,489 83.5904					
793	SYSTEMS COORDINATOR		9,898 57.1060				12,759 73.6096					
196	TRAFFIC SIGNAL WORKER			4,579 26.4173	4,808 27.7385	5,048 29.1231	5,300 30.5769	5,565 32.1058	5,843 33.7096	6,135 35.3942	6,442 37.1654	
749	TRANSPORTATION MANAGER		12,908 74.4719				16,639 95.9942					



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
198	TRANSPORTATION COORDINATOR			6,566 37.8808	6,894 39.7731	7,239 41.7635	7,601 43.8519	7,981 46.0442	8,380 48.3462	8,799 50.7635	9,239 53.3019	
722	TRANSPORTATION PLANNER I		8,701 50.1999				11,216 64.7077					
723	TRANSPORTATION PLANNER II		10,100 58.2697				13,019 75.1096					
751	URBAN FORESTER		8,282 47.7830				10,676 61.5923					
845	UTILITIES SERVICES MANAGER		10,718 61.8324				13,815 79.7019					
271	UTILITY ACCOUNT SPECIALIST			4,963 28.6327	5,211 30.0635	5,472 31.5692	5,746 33.1500	6,033 34.8058	6,335 36.5481	6,652 38.3769	6,985 40.2981	
295	UTILITY MAINT TECH TRAINEE			4,899 28.2635	5,144 29.6769	5,401 31.1596	5,671 32.7173	5,955 34.3558	6,253 36.0750	6,566 37.8808	6,894 39.7731	
260	UTILITY MAINT TECHNICIAN			5,214 30.0808	5,475 31.5865	5,749 33.1673	6,036 34.8231	6,338 36.5654	6,655 38.3942	6,988 40.3154	7,337 42.3288	
274	UTILITY SER FIELD TECH I			4,312 24.8769	4,528 26.1231	4,754 27.4269	4,992 28.8000	5,242 30.2423	5,504 31.7538	5,779 33.3404	6,068 35.0077	
275	UTILITY SER FIELD TECH II			4,530 26.1346	4,757 27.4442	4,995 28.8173	5,245 30.2596	5,507 31.7712	5,782 33.3577	6,071 35.0250	6,375 36.7788	
272	UTILITY SERVICE REP I			4,312 24.8769	4,528 26.1231	4,754 27.4269	4,992 28.8000	5,242 30.2423	5,504 31.7538	5,779 33.3404	6,068 35.0077	
273	UTILITY SERVICE REP II			4,530 26.1346	4,757 27.4442	4,995 28.8173	5,245 30.2596	5,507 31.7712	5,782 33.3577	6,071 35.0250	6,375 36.7788	
333	UTILITY SUPERVISOR				6,119 35.3019	6,425 37.0673	6,746 38.9192	7,083 40.8635	7,437 42.9058	7,809 45.0519	8,199 47.3019	8,609 49.6673
506	VICTIM ADVOCATE	4,735 27.3173	4,972 28.6846	5,221 30.1212	5,482 31.6269	5,756 33.2077	6,044 34.8692	6,346 36.6115	6,663 38.4404	6,996 40.3615	7,346 42.3808	



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
289	VOLUNTEER COORDINATOR ASSIST			3,911	4,107	4,312	4,528	4,754	4,992	5,242	5,504	
				22.5635	23.6942	24.8769	26.1231	27.4269	28.8000	30.2423	31.7538	
225	WASTE REDUCTION ASSITANT			4,563	4,791	5,031	5,283	5,547	5,824	6,115	6,421	
				26.3250	27.6404	29.0250	30.4788	32.0019	33.6000	35.2788	37.0442	
746	WASTEWATER SYSTEMS MANAGER		12,669				16,330					
			73.0889				94.2115					
839	WATER CHIEF FINANCIAL OFFICER		12,346				15,914					
			71.2270				91.8115					
753	WATER CONSERVATION MANAGER		10,456				13,478					
			60.3240				77.7577					
208	WATER CONSERVATION REPRES.			4,960	5,208	5,468	5,741	6,028	6,329	6,645	6,977	
				28.6154	30.0462	31.5462	33.1212	34.7769	36.5135	38.3365	40.2519	
355	WATER DIST CREW LEADER III				6,540	6,867	7,210	7,570	7,949	8,346	8,763	9,201
					37.7308	39.6173	41.5962	43.6731	45.8596	48.1500	50.5558	53.0827
356	WATER DIST CREW LEADER IV				6,563	6,891	7,236	7,598	7,978	8,377	8,796	9,236
					37.8635	39.7558	41.7462	43.8346	46.0269	48.3288	50.7462	53.2846
244	WATER DISTRIBUTION OIT			4,270	4,484	4,708	4,943	5,190	5,450	5,723	6,009	
				24.6346	25.8692	27.1615	28.5173	29.9423	31.4423	33.0173	34.6673	
246	WATER DISTRIBUTION OPER III			5,470	5,744	6,031	6,333	6,650	6,982	7,331	7,698	
				31.5577	33.1385	34.7942	36.5365	38.3654	40.2808	42.2942	44.4115	
245	WATER DISTRIBUTION OPERATOR II			5,012	5,263	5,526	5,802	6,092	6,397	6,717	7,053	
				28.9154	30.3635	31.8808	33.4731	35.1462	36.9058	38.7519	40.6904	
352	WATER DISTRIBUTION SUP V				8,436	8,858	9,301	9,766	10,254	10,767	11,305	11,870
					48.6692	51.1038	53.6596	56.3423	59.1577	62.1173	65.2212	68.4808
351	WATER DISTRIBUTION SUPERV IV				7,873	8,267	8,680	9,114	9,570	10,048	10,550	11,077
					45.4212	47.6942	50.0769	52.5808	55.2115	57.9692	60.8654	63.9058
370	WATER FAC MECH SUPERVISOR				7,964	8,362	8,780	9,219	9,680	10,164	10,672	11,206
					45.9462	48.2423	50.6538	53.1865	55.8462	58.6385	61.5692	64.6500



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
258	WATER FAC MECHANICAL TECH II			6,010 34.6731	6,310 36.4038	6,625 38.2212	6,956 40.1308	7,304 42.1385	7,669 44.2442	8,052 46.4538	8,455 48.7788	
259	WATER FAC MECHANICAL TECH III			6,486 37.4192	6,810 39.2885	7,151 41.2558	7,509 43.3212	7,884 45.4846	8,278 47.7577	8,692 50.1462	9,127 52.6558	
340	WATER FACILITIES FIELD SUPV				8,771 50.6019	9,210 53.1346	9,670 55.7885	10,153 58.5750	10,661 61.5058	11,194 64.5808	11,754 67.8115	12,342 71.2038
214	WATER METER SPECIALIST I			4,210 24.2885	4,421 25.5058	4,642 26.7808	4,874 28.1192	5,118 29.5269	5,374 31.0038	5,643 32.5558	5,925 34.1827	
276	WATER METER SPECIALIST II			4,453 25.6904	4,676 26.9769	4,910 28.3269	5,155 29.7404	5,413 31.2288	5,684 32.7923	5,968 34.4308	6,266 36.1500	
213	WATER METER SPECIALIST LEAD			4,825 27.8365	5,066 29.2269	5,319 30.6865	5,585 32.2212	5,864 33.8308	6,157 35.5212	6,465 37.2981	6,788 39.1615	
339	WATER METER SUPERVISOR				6,128 35.3538	6,434 37.1192	6,756 38.9769	7,094 40.9269	7,449 42.9750	7,821 45.1212	8,212 47.3769	8,623 49.7481
212	WATER METER TECHNICIAN			4,056 23.4000	4,259 24.5712	4,472 25.8000	4,696 27.0923	4,931 28.4481	5,178 29.8731	5,437 31.3673	5,709 32.9365	
251	WATER QUALITY CHEMIST I			6,244 36.0231	6,556 37.8231	6,884 39.7154	7,228 41.7000	7,589 43.7827	7,968 45.9692	8,366 48.2654	8,784 50.6769	
252	WATER QUALITY CHEMIST II			6,556 37.8231	6,884 39.7154	7,228 41.7000	7,589 43.7827	7,968 45.9692	8,366 48.2654	8,784 50.6769	9,223 53.2096	
253	WATER QUALITY CHEMIST III			7,209 41.5904	7,569 43.6673	7,947 45.8481	8,344 48.1385	8,761 50.5442	9,199 53.0712	9,659 55.7250	10,142 58.5115	
755	WATER QUALITY MANAGER		10,718 61.8324				13,815 79.7019					
298	WATER RESOURCES ANALYST			6,792 39.1846	7,132 41.1462	7,489 43.2058	7,863 45.3635	8,256 47.6308	8,669 50.0135	9,102 52.5115	9,557 55.1365	
371	WATER RESOURCES SUPERVISOR				7,498 43.2577	7,873 45.4212	8,267 47.6942	8,680 50.0769	9,114 52.5808	9,570 55.2115	10,049 57.9750	10,551 60.8712



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
228	WATER SCADA ANALYST			7,396 42.6692	7,766 44.8038	8,154 47.0423	8,562 49.3962	8,990 51.8654	9,439 54.4558	9,911 57.1788	10,407 60.0404	
354	WATER TREAT SUP V				8,329 48.0519	8,745 50.4519	9,182 52.9731	9,641 55.6212	10,123 58.4019	10,629 61.3212	11,160 64.3846	11,718 67.6038
239	WATER TREATMENT OIT			5,037 29.0596	5,289 30.5135	5,553 32.0365	5,831 33.6404	6,123 35.3250	6,429 37.0904	6,750 38.9423	7,087 40.8865	
240	WATER TREATMENT OPERATOR II			5,589 32.2442	5,868 33.8538	6,161 35.5442	6,469 37.3212	6,792 39.1846	7,132 41.1462	7,489 43.2058	7,863 45.3635	
241	WATER TREATMENT OPERATOR III			6,574 37.9269	6,903 39.8250	7,248 41.8154	7,610 43.9038	7,990 46.0962	8,390 48.4038	8,810 50.8269	9,251 53.3712	
242	WATER TREATMENT OPERATOR IV			6,905 39.8365	7,250 41.8269	7,613 43.9212	7,994 46.1192	8,394 48.4269	8,814 50.8500	9,255 53.3942	9,718 56.0654	
353	WATER TREATMENT SUPV IV				7,931 45.7558	8,328 48.0462	8,744 50.4462	9,181 52.9673	9,640 55.6154	10,122 58.3962	10,628 61.3154	11,159 64.3788
779	WATERSHED COMPLIANCE MANAGER		10,718 61.8324				13,815 79.7019					
341	WHARF CONSTRUCTION CREW LDR				6,461 37.2750	6,784 39.1385	7,123 41.0942	7,479 43.1481	7,853 45.3058	8,246 47.5731	8,658 49.9500	9,091 52.4481
216	WHARF CONSTRUCTION WORKER			5,313 30.6519	5,579 32.1865	5,858 33.7962	6,151 35.4865	6,459 37.2635	6,782 39.1269	7,121 41.0827	7,477 43.1365	
343	WHARF SUPERVISOR				7,277 41.9827	7,641 44.0827	8,023 46.2865	8,424 48.6000	8,845 51.0288	9,287 53.5788	9,751 56.2558	10,239 59.0712
265	WTR FAC ELEC/INSTR TECH II			6,480 37.3846	6,804 39.2538	7,144 41.2154	7,501 43.2750	7,876 45.4385	8,270 47.7115	8,684 50.1000	9,118 52.6038	
266	WTR FAC ELEC/INSTR TECH III			7,181 41.4288	7,540 43.5000	7,917 45.6750	8,313 47.9596	8,729 50.3596	9,165 52.8750	9,623 55.5173	10,104 58.2923	
346	WW COLLECTION FIELD CREW LDR				6,540 37.7308	6,867 39.6173	7,210 41.5962	7,570 43.6731	7,949 45.8596	8,346 48.1500	8,763 50.5558	9,201 53.0827



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
204	WW COLLECTION MAINT TECH I			5,012 28.9154	5,263 30.3635	5,526 31.8808	5,802 33.4731	6,092 35.1462	6,397 36.9058	6,717 38.7519	7,053 40.6904	
202	WW COLLECTION MAINT TECH II			5,470 31.5577	5,744 33.1385	6,031 34.7942	6,333 36.5365	6,650 38.3654	6,982 40.2808	7,331 42.2942	7,698 44.4115	
203	WW COLLECTION MAINT TRAINEE			4,110 23.7115	4,315 24.8942	4,531 26.1404	4,758 27.4500	4,996 28.8231	5,246 30.2654	5,508 31.7769	5,783 33.3635	
774	WW COLLECTION MANAGER		10,968 63.2780				14,138 81.5654					
261	WW COLLECTION MECH TECH II			5,789 33.3981	6,078 35.0654	6,382 36.8192	6,701 38.6596	7,036 40.5923	7,388 42.6231	7,757 44.7519	8,145 46.9904	
262	WW FAC ELEC/ INSTR TECH I			5,214 30.0808	5,475 31.5865	5,749 33.1673	6,036 34.8231	6,338 36.5654	6,655 38.3942	6,988 40.3154	7,337 42.3288	
358	WW FAC ELEC/INSTR SUPV				7,686 44.3423	8,070 46.5577	8,474 48.8885	8,898 51.3346	9,343 53.9019	9,810 56.5962	10,300 59.4231	10,815 62.3942
263	WW FAC ELEC/INSTR TECH II			6,480 37.3846	6,804 39.2538	7,144 41.2154	7,501 43.2750	7,876 45.4385	8,270 47.7115	8,684 50.1000	9,118 52.6038	
268	WW FAC INSTR TECH II			5,889 33.9750	6,183 35.6712	6,492 37.4538	6,817 39.3288	7,158 41.2962	7,516 43.3615	7,892 45.5308	8,287 47.8096	
254	WW FAC LEAD ELEC/INST TECH			6,919 39.9173	7,265 41.9135	7,628 44.0077	8,009 46.2058	8,409 48.5135	8,829 50.9365	9,270 53.4808	9,734 56.1577	
249	WW FAC LEAD MECH TECH			6,486 37.4192	6,810 39.2885	7,151 41.2558	7,509 43.3212	7,884 45.4846	8,278 47.7577	8,692 50.1462	9,127 52.6558	
247	WW FAC MECH TECH I			5,214 30.0808	5,475 31.5865	5,749 33.1673	6,036 34.8231	6,338 36.5654	6,655 38.3942	6,988 40.3154	7,337 42.3288	
248	WW FAC MECH TECH II			6,010 34.6731	6,310 36.4038	6,625 38.2212	6,956 40.1308	7,304 42.1385	7,669 44.2442	8,052 46.4538	8,455 48.7788	
269	WW FACILITIES ELEC TECH I			5,022 28.9731	5,273 30.4212	5,537 31.9442	5,814 33.5423	6,105 35.2212	6,410 36.9808	6,730 38.8269	7,067 40.7712	



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
		Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly	Monthly Hourly
270	WW FACILITIES ELEC TECH II			5,889 33.9750	6,183 35.6712	6,492 37.4538	6,817 39.3288	7,158 41.2962	7,516 43.3615	7,892 45.5308	8,287 47.8096	
267	WW FACILITIES INSTR TECH I			5,022 28.9731	5,273 30.4212	5,537 31.9442	5,814 33.5423	6,105 35.2212	6,410 36.9808	6,730 38.8269	7,067 40.7712	
357	WW FACILITIES MECH SUP				7,964 45.9462	8,362 48.2423	8,780 50.6538	9,219 53.1865	9,680 55.8462	10,164 58.6385	10,672 61.5692	11,206 64.6500
752	WW LAB/ENVIRO COMPLIANCE MGR		11,243 64.8624				14,492 83.6077					
111	WW PLANT OPER IN TRAIN			4,524 26.1000	4,750 27.4038	4,988 28.7769	5,237 30.2135	5,499 31.7250	5,774 33.3115	6,063 34.9788	6,366 36.7269	
206	WW PLANT OPERATOR I			4,467 25.7712	4,690 27.0577	4,924 28.4077	5,170 29.8269	5,429 31.3212	5,700 32.8846	5,985 34.5288	6,284 36.2538	
207	WW PLANT OPERATOR II			6,193 35.7288	6,503 37.5173	6,828 39.3923	7,169 41.3596	7,527 43.4250	7,903 45.5942	8,298 47.8731	8,713 50.2673	
236	WW PLANT OPERATOR III			6,808 39.2769	7,148 41.2385	7,505 43.2981	7,880 45.4615	8,274 47.7346	8,688 50.1231	9,122 52.6269	9,578 55.2577	
760	WW TREATMENT FACIL OPER MGR		11,514 66.4290				14,842 85.6269					
368	WW TREATMENT OPER SUPERVISOR				8,812 50.8385	9,253 53.3827	9,716 56.0538	10,202 58.8577	10,712 61.8000	11,248 64.8923	11,810 68.1346	12,401 71.5442