



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

Service

101	ACCOUNTING ASSISTANT I			3,967	4,165	4,373	4,592	4,822	5,063	5,316	5,582	
		22.8865	24.0288	25.2288	26.4923	27.8192	29.2096	30.6692	32.2038			
102	ACCOUNTING ASSISTANT II			4,243	4,455	4,678	4,912	5,158	5,416	5,687	5,971	
		24.4788	25.7019	26.9885	28.3385	29.7577	31.2462	32.8096	34.4481			
291	ACCOUNTING TECHNICIAN			5,048	5,300	5,565	5,843	6,135	6,442	6,764	7,102	
		29.1231	30.5769	32.1058	33.7096	35.3942	37.1654	39.0231	40.9731			
105	ADMINISTRATIVE ASSISTANT I			3,778	3,967	4,165	4,373	4,592	4,822	5,063	5,316	
		21.7962	22.8865	24.0288	25.2288	26.4923	27.8192	29.2096	30.6692			
106	ADMINISTRATIVE ASSISTANT II			3,967	4,165	4,373	4,592	4,822	5,063	5,316	5,582	
		22.8865	24.0288	25.2288	26.4923	27.8192	29.2096	30.6692	32.2038			
107	ADMINISTRATIVE ASSISTANT III			4,681	4,915	5,161	5,419	5,690	5,974	6,273	6,587	
		27.0058	28.3558	29.7750	31.2635	32.8269	34.4654	36.1904	38.0019			
108	ASSISTANT ENGINEER I			6,354	6,672	7,006	7,356	7,724	8,110	8,515	8,941	
		36.6577	38.4923	40.4192	42.4385	44.5615	46.7885	49.1250	51.5827			
109	ASSISTANT ENGINEER II			6,826	7,167	7,525	7,901	8,296	8,711	9,147	9,604	
		39.3808	41.3481	43.4135	45.5827	47.8615	50.2558	52.7712	55.4077			
297	ASSISTANT PLANS EXAMINER			6,723	7,059	7,412	7,783	8,172	8,581	9,010	9,460	
		38.7865	40.7250	42.7615	44.9019	47.1462	49.5058	51.9808	54.5769			
115	BICYCLE/PEDESTRIAN COORDINATOR			5,841	6,133	6,440	6,762	7,100	7,455	7,828	8,219	
		33.6981	35.3827	37.1538	39.0115	40.9615	43.0096	45.1615	47.4173			
284	BOOKMOBILE LIB ASST			4,263	4,476	4,700	4,935	5,182	5,441	5,713	5,999	
		24.5942	25.8231	27.1154	28.4712	29.8962	31.3904	32.9596	34.6096			
231	BOX OFFICE REPRESENTATIVE			3,967	4,165	4,373	4,592	4,822	5,063	5,316	5,582	
		22.8865	24.0288	25.2288	26.4923	27.8192	29.2096	30.6692	32.2038			



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

Service

116	BUILDING INSPECTOR			6,354	6,672	7,006	7,356	7,724	8,110	8,515	8,941	
				36.6577	38.4923	40.4192	42.4385	44.5615	46.7885	49.1250	51.5827	
117	BUILDING MAINTENANCE WORKER I			4,333	4,550	4,777	5,016	5,267	5,530	5,806	6,096	
				24.9981	26.2500	27.5596	28.9385	30.3865	31.9038	33.4962	35.1692	
118	BUILDING MAINTENANCE WORKER II			4,990	5,240	5,502	5,777	6,066	6,369	6,687	7,021	
				28.7885	30.2308	31.7423	33.3288	34.9962	36.7442	38.5788	40.5058	
120	CHEMIST I			6,311	6,627	6,958	7,306	7,671	8,055	8,458	8,881	
				36.4096	38.2327	40.1423	42.1500	44.2558	46.4712	48.7962	51.2365	
121	CHEMIST II			6,628	6,959	7,307	7,672	8,056	8,459	8,882	9,326	
				38.2385	40.1481	42.1558	44.2615	46.4769	48.8019	51.2423	53.8038	
127	CODE COMPLIANCE SPECIALIST			6,286	6,600	6,930	7,276	7,640	8,022	8,423	8,844	
				36.2654	38.0769	39.9808	41.9769	44.0769	46.2808	48.5942	51.0231	
131	CONSTRUCTION SPECIALIST			4,847	5,089	5,343	5,610	5,890	6,185	6,494	6,819	
				27.9635	29.3596	30.8250	32.3654	33.9808	35.6827	37.4654	39.3404	
132	COURIER/DRIVER			3,739	3,926	4,122	4,328	4,544	4,771	5,010	5,261	
				21.5712	22.6500	23.7808	24.9692	26.2154	27.5250	28.9038	30.3519	
133	CUSTODIAN			3,666	3,849	4,041	4,243	4,455	4,678	4,912	5,158	
				21.1500	22.2058	23.3135	24.4788	25.7019	26.9885	28.3385	29.7577	
135	ENGINEERING TECHNICIAN			5,688	5,972	6,271	6,585	6,914	7,260	7,623	8,004	
				32.8154	34.4538	36.1788	37.9904	39.8885	41.8846	43.9788	46.1769	
141	ENVIRON PROGRAMS ANALYST I			5,841	6,133	6,440	6,762	7,100	7,455	7,828	8,219	
				33.6981	35.3827	37.1538	39.0115	40.9615	43.0096	45.1615	47.4173	
136	ENVIRON PROGRAMS ANALYST II			6,256	6,569	6,897	7,242	7,604	7,984	8,383	8,802	
				36.0923	37.8981	39.7904	41.7808	43.8692	46.0615	48.3635	50.7808	



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	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly
		Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly

Service

143	ENVIRONMENTAL COMPLIANCE INSP			5,949	6,246	6,558	6,886	7,230	7,591	7,971	8,370	
				34.3212	36.0346	37.8346	39.7269	41.7115	43.7942	45.9865	48.2885	
255	ENVIRONMENTAL MICROBIO I			6,244	6,556	6,884	7,228	7,589	7,968	8,366	8,784	
				36.0231	37.8231	39.7154	41.7000	43.7827	45.9692	48.2654	50.6769	
256	ENVIRONMENTAL MICROBIO II			6,556	6,884	7,228	7,589	7,968	8,366	8,784	9,223	
				37.8231	39.7154	41.7000	43.7827	45.9692	48.2654	50.6769	53.2096	
257	ENVIRONMENTAL MICROBIO III			7,209	7,569	7,947	8,344	8,761	9,199	9,659	10,142	
				41.5904	43.6673	45.8481	48.1385	50.5442	53.0712	55.7250	58.5115	
137	EQUIPMENT MECHANIC I			4,813	5,054	5,307	5,572	5,851	6,144	6,451	6,774	
				27.7673	29.1577	30.6173	32.1462	33.7558	35.4462	37.2173	39.0808	
138	EQUIPMENT MECHANIC II			5,390	5,660	5,943	6,240	6,552	6,880	7,224	7,585	
				31.0962	32.6538	34.2865	36.0000	37.8000	39.6923	41.6769	43.7596	
139	EQUIPMENT SERVICE WORKER			4,387	4,606	4,836	5,078	5,332	5,599	5,879	6,173	
				25.3096	26.5731	27.9000	29.2962	30.7615	32.3019	33.9173	35.6135	
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	
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	
296	FIRE PREVENTION TECHNICIAN			5,048	5,300	5,565	5,843	6,135	6,442	6,764	7,102	
				29.1231	30.5769	32.1058	33.7096	35.3942	37.1654	39.0231	40.9731	
237	GREEN BLDG ENVIRO SPECIALIST			6,570	6,898	7,243	7,605	7,985	8,384	8,803	9,243	
				37.9038	39.7962	41.7865	43.8750	46.0673	48.3692	50.7865	53.3250	



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

Service

122	HOMELESSNESS RESPONSE FIELD WK			4,333	4,550	4,777	5,016	5,267	5,530	5,806	6,096	
				24,9981	26,2500	27,5596	28,9385	30,3865	31,9038	33,4962	35,1692	
142	HOUSING PROGRAMS SPECIALIST			6,187	6,496	6,821	7,162	7,520	7,896	8,291	8,706	
				35,6942	37,4769	39,3519	41,3192	43,3846	45,5538	47,8327	50,2269	
169	HUMAN RESOURCES TECHNICIAN			5,048	5,300	5,565	5,843	6,135	6,442	6,764	7,102	
				29,1231	30,5769	32,1058	33,7096	35,3942	37,1654	39,0231	40,9731	
232	INFORMATION TEC SPECIALIST III			6,712	7,048	7,400	7,770	8,159	8,567	8,995	9,445	
				38,7231	40,6615	42,6923	44,8269	47,0712	49,4250	51,8942	54,4904	
144	INFORMATION TECH SPECIALIST I			5,425	5,696	5,981	6,280	6,594	6,924	7,270	7,634	
				31,2981	32,8615	34,5058	36,2308	38,0423	39,9462	41,9423	44,0423	
145	INFORMATION TECH SPECIALIST II			5,980	6,279	6,593	6,923	7,269	7,632	8,014	8,415	
				34,5000	36,2250	38,0365	39,9404	41,9365	44,0308	46,2346	48,5481	
215	LABORATORY TECHNICIAN			4,852	5,095	5,350	5,618	5,899	6,194	6,504	6,829	
				27,9923	29,3942	30,8654	32,4115	34,0327	35,7346	37,5231	39,3981	
146	LANDFILL GATE 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	
282	LIBRARY ASSISTANT I			3,844	4,036	4,238	4,450	4,673	4,907	5,152	5,410	
				22,1769	23,2846	24,4500	25,6731	26,9596	28,3096	29,7231	31,2115	
283	LIBRARY ASSISTANT II			4,263	4,476	4,700	4,935	5,182	5,441	5,713	5,999	
				24,5942	25,8231	27,1154	28,4712	29,8962	31,3904	32,9596	34,6096	
285	LIBRARY INFORMATION SPECIALIST			4,808	5,048	5,300	5,565	5,843	6,135	6,442	6,764	
				27,7385	29,1231	30,5769	32,1058	33,7096	35,3942	37,1654	39,0231	
153	LIGHT EQUIPMENT MECHANIC			4,926	5,172	5,431	5,703	5,988	6,287	6,601	6,931	
				28,4192	29,8385	31,3327	32,9019	34,5462	36,2712	38,0827	39,9865	



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

Service

162	PARKING 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	
164	PARKING CONTROL MAINT WKR			4,610	4,840	5,082	5,336	5,603	5,883	6,177	6,486	
				26.5962	27.9231	29.3192	30.7846	32.3250	33.9404	35.6365	37.4192	
163	PARKING ENFORCEMENT OFFICER			4,610	4,840	5,082	5,336	5,603	5,883	6,177	6,486	
				26.5962	27.9231	29.3192	30.7846	32.3250	33.9404	35.6365	37.4192	
227	PARKING FACILITY MAINT ASST			4,000	4,200	4,410	4,630	4,861	5,104	5,359	5,627	
				23.0769	24.2308	25.4423	26.7115	28.0442	29.4462	30.9173	32.4635	
165	PARKING OFFICE REPRESENTATIVE			4,610	4,840	5,082	5,336	5,603	5,883	6,177	6,486	
				26.5962	27.9231	29.3192	30.7846	32.3250	33.9404	35.6365	37.4192	
167	PARKS MAINTENANCE WORKER			4,333	4,550	4,777	5,016	5,267	5,530	5,806	6,096	
				24.9981	26.2500	27.5596	28.9385	30.3865	31.9038	33.4962	35.1692	
126	PAYROLL TECHNICIAN			5,048	5,300	5,565	5,843	6,135	6,442	6,764	7,102	
				29.1231	30.5769	32.1058	33.7096	35.3942	37.1654	39.0231	40.9731	
288	PLANNING & COMM DEVEL TECH			5,148	5,405	5,675	5,959	6,257	6,570	6,899	7,244	
				29.7000	31.1827	32.7404	34.3788	36.0981	37.9038	39.8019	41.7923	
170	PLANT MAINTENANCE MECHANIC I			5,134	5,391	5,661	5,944	6,241	6,553	6,881	7,225	
				29.6192	31.1019	32.6596	34.2923	36.0058	37.8058	39.6981	41.6827	
171	PLANT MAINTENANCE MECHANIC II			5,866	6,159	6,467	6,790	7,129	7,485	7,859	8,252	
				33.8423	35.5327	37.3096	39.1731	41.1288	43.1827	45.3404	47.6077	
175	PO PROPERTY & EVIDENCE SPECIAL			4,510	4,735	4,972	5,221	5,482	5,756	6,044	6,346	
				26.0192	27.3173	28.6846	30.1212	31.6269	33.2077	34.8692	36.6115	
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	



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

Service

281	PURCHASING ASSISTANT			4,243	4,455	4,678	4,912	5,158	5,416	5,687	5,971	
				24.4788	25.7019	26.9885	28.3385	29.7577	31.2462	32.8096	34.4481	
238	RANGER ASSISTANT			3,746	3,933	4,130	4,336	4,553	4,781	5,020	5,271	
				21.6115	22.6904	23.8269	25.0154	26.2673	27.5827	28.9615	30.4096	
294	RANGER I			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	
179	RANGER II			4,924	5,170	5,428	5,699	5,984	6,283	6,597	6,927	
				28.4077	29.8269	31.3154	32.8788	34.5231	36.2481	38.0596	39.9635	
223	RECORDS COORDINATOR			4,758	4,996	5,246	5,508	5,783	6,072	6,376	6,695	
				27.4500	28.8231	30.2654	31.7769	33.3635	35.0308	36.7846	38.6250	
180	RECREATION COORDINATOR			4,896	5,141	5,398	5,668	5,951	6,249	6,561	6,889	
				28.2462	29.6596	31.1423	32.7000	34.3327	36.0519	37.8519	39.7442	
181	RECYCLE CENTER MAINT MECHANIC			5,390	5,660	5,943	6,240	6,552	6,880	7,224	7,585	
				31.0962	32.6538	34.2865	36.0000	37.8000	39.6923	41.6769	43.7596	
182	RESOURCE RECOVERY EQUIP OPERAT			5,017	5,268	5,531	5,808	6,098	6,403	6,723	7,059	
				28.9442	30.3923	31.9096	33.5077	35.1808	36.9404	38.7865	40.7250	
218	RESOURCE RECOVERY WORKER I			4,069	4,272	4,486	4,710	4,946	5,193	5,453	5,726	
				23.4750	24.6462	25.8808	27.1731	28.5346	29.9596	31.4596	33.0346	
219	RESOURCE RECOVERY WORKER II			4,270	4,484	4,708	4,943	5,190	5,450	5,722	6,008	
				24.6346	25.8692	27.1615	28.5173	29.9423	31.4423	33.0115	34.6615	
279	REVENUE COLLECTIONS SPECIALIST			6,098	6,403	6,723	7,059	7,412	7,783	8,172	8,581	
				35.1808	36.9404	38.7865	40.7250	42.7615	44.9019	47.1462	49.5058	
128	RISK MANAGEMENT TECHNICIAN			5,048	5,300	5,565	5,843	6,135	6,442	6,764	7,102	
				29.1231	30.5769	32.1058	33.7096	35.3942	37.1654	39.0231	40.9731	



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

Service

184	SENIOR BUILDING INSPECTOR			6,959	7,307	7,672	8,056	8,459	8,882	9,326	9,792	
		40.1481	42.1558	44.2615	46.4769	48.8019	51.2423	53.8038	56.4923			
264	SENIOR PARKING SERVICES WORKER			4,926	5,172	5,431	5,703	5,988	6,287	6,601	6,931	
		28.4192	29.8385	31.3327	32.9019	34.5462	36.2712	38.0827	39.9865			
234	SENIOR PAYMENTS TECHNICIAN			5,425	5,696	5,981	6,280	6,594	6,924	7,270	7,634	
		31.2981	32.8615	34.5058	36.2308	38.0423	39.9462	41.9423	44.0423			
277	SENIOR PLANS EXAMINER			7,396	7,766	8,154	8,562	8,990	9,439	9,911	10,407	
		42.6692	44.8038	47.0423	49.3962	51.8654	54.4558	57.1788	60.0404			
292	SENIOR POLICE RECORDS TECH			4,649	4,881	5,125	5,381	5,650	5,933	6,230	6,542	
		26.8212	28.1596	29.5673	31.0442	32.5962	34.2288	35.9423	37.7423			
293	SENIOR RANGER			5,370	5,639	5,921	6,217	6,528	6,854	7,197	7,557	
		30.9808	32.5327	34.1596	35.8673	37.6615	39.5423	41.5212	43.5981			
189	SERVICE MAINTENANCE TRAINEE			4,000	4,200	4,410	4,630	4,861	5,104	5,359	5,627	
		23.0769	24.2308	25.4423	26.7115	28.0442	29.4462	30.9173	32.4635			
190	SERVICE MAINTENANCE WORKER			4,333	4,550	4,777	5,016	5,267	5,530	5,807	6,097	
		24.9981	26.2500	27.5596	28.9385	30.3865	31.9038	33.5019	35.1750			
191	SOLID WASTE WORKER			4,956	5,204	5,464	5,737	6,024	6,325	6,641	6,973	
		28.5923	30.0231	31.5231	33.0981	34.7538	36.4904	38.3135	40.2288			
287	SPECIAL EVENTS COORDINATOR			6,493	6,818	7,159	7,517	7,893	8,288	8,702	9,137	
		37.4596	39.3346	41.3019	43.3673	45.5365	47.8154	50.2038	52.7135			
123	SR HOMELESSNESS RESPONSE FLDWK			4,714	4,950	5,198	5,458	5,731	6,018	6,319	6,635	
		27.1962	28.5577	29.9885	31.4885	33.0635	34.7192	36.4558	38.2788			
186	SR PARKS MAINTENANCE WKR			4,714	4,950	5,198	5,458	5,731	6,018	6,319	6,635	
		27.1962	28.5577	29.9885	31.4885	33.0635	34.7192	36.4558	38.2788			



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

Service

299	SR POLICE PROPERTY & EVID. SP			4,863	5,106	5,361	5,629	5,910	6,206	6,516	6,842	
				28,0558	29,4577	30,9288	32,4750	34,0962	35,8038	37,5923	39,4731	
220	SR RESOURCE RECOVERY WKR			4,649	4,881	5,125	5,381	5,650	5,933	6,230	6,542	
				26,8212	28,1596	29,5673	31,0442	32,5962	34,2288	35,9423	37,7423	
187	SR SERVICE MAINTENANCE WKR			4,714	4,950	5,198	5,458	5,731	6,018	6,319	6,635	
				27,1962	28,5577	29,9885	31,4885	33,0635	34,7192	36,4558	38,2788	
243	SR WATER DISTRIBUTION OPERATOR			5,886	6,180	6,489	6,813	7,154	7,512	7,888	8,282	
				33,9577	35,6538	37,4365	39,3058	41,2731	43,3385	45,5077	47,7808	
205	SR WW COLLECTION MAINT TECH			5,886	6,180	6,489	6,813	7,154	7,512	7,888	8,282	
				33,9577	35,6538	37,4365	39,3058	41,2731	43,3385	45,5077	47,7808	
196	TRAFFIC SIGNAL WORKER			4,579	4,808	5,048	5,300	5,565	5,843	6,135	6,442	
				26,4173	27,7385	29,1231	30,5769	32,1058	33,7096	35,3942	37,1654	
198	TRANSPORTATION COORDINATOR			6,566	6,894	7,239	7,601	7,981	8,380	8,799	9,239	
				37,8808	39,7731	41,7635	43,8519	46,0442	48,3462	50,7635	53,3019	
271	UTILITY ACCOUNT SPECIALIST			4,963	5,211	5,472	5,746	6,033	6,335	6,652	6,985	
				28,6327	30,0635	31,5692	33,1500	34,8058	36,5481	38,3769	40,2981	
295	UTILITY MAINT TECH TRAINEE			4,899	5,144	5,401	5,671	5,955	6,253	6,566	6,894	
				28,2635	29,6769	31,1596	32,7173	34,3558	36,0750	37,8808	39,7731	
260	UTILITY MAINT TECHNICIAN			5,214	5,475	5,749	6,036	6,338	6,655	6,988	7,337	
				30,0808	31,5865	33,1673	34,8231	36,5654	38,3942	40,3154	42,3288	
274	UTILITY SER FIELD TECH I			4,312	4,528	4,754	4,992	5,242	5,504	5,779	6,068	
				24,8769	26,1231	27,4269	28,8000	30,2423	31,7538	33,3404	35,0077	
275	UTILITY SER FIELD TECH II			4,530	4,757	4,995	5,245	5,507	5,782	6,071	6,375	
				26,1346	27,4442	28,8173	30,2596	31,7712	33,3577	35,0250	36,7788	



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

Service

272	UTILITY SERVICE REP I			4,312	4,528	4,754	4,992	5,242	5,504	5,779	6,068	
				24.8769	26.1231	27.4269	28.8000	30.2423	31.7538	33.3404	35.0077	
273	UTILITY SERVICE REP II			4,530	4,757	4,995	5,245	5,507	5,782	6,071	6,375	
				26.1346	27.4442	28.8173	30.2596	31.7712	33.3577	35.0250	36.7788	
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	
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	
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	
258	WATER FAC MECHANICAL TECH II			6,010	6,310	6,625	6,956	7,304	7,669	8,052	8,455	
				34.6731	36.4038	38.2212	40.1308	42.1385	44.2442	46.4538	48.7788	
259	WATER FAC MECHANICAL TECH III			6,486	6,810	7,151	7,509	7,884	8,278	8,692	9,127	
				37.4192	39.2885	41.2558	43.3212	45.4846	47.7577	50.1462	52.6558	
214	WATER METER SPECIALIST I			4,210	4,421	4,642	4,874	5,118	5,374	5,643	5,925	
				24.2885	25.5058	26.7808	28.1192	29.5269	31.0038	32.5558	34.1827	
276	WATER METER SPECIALIST II			4,453	4,676	4,910	5,155	5,413	5,684	5,968	6,266	
				25.6904	26.9769	28.3269	29.7404	31.2288	32.7923	34.4308	36.1500	



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

Service

213	WATER METER SPECIALIST LEAD			4,825	5,066	5,319	5,585	5,864	6,157	6,465	6,788	
				27.8365	29.2269	30.6865	32.2212	33.8308	35.5212	37.2981	39.1615	
212	WATER METER TECHNICIAN			4,056	4,259	4,472	4,696	4,931	5,178	5,437	5,709	
				23.4000	24.5712	25.8000	27.0923	28.4481	29.8731	31.3673	32.9365	
251	WATER QUALITY CHEMIST I			6,244	6,556	6,884	7,228	7,589	7,968	8,366	8,784	
				36.0231	37.8231	39.7154	41.7000	43.7827	45.9692	48.2654	50.6769	
252	WATER QUALITY CHEMIST II			6,556	6,884	7,228	7,589	7,968	8,366	8,784	9,223	
				37.8231	39.7154	41.7000	43.7827	45.9692	48.2654	50.6769	53.2096	
253	WATER QUALITY CHEMIST III			7,209	7,569	7,947	8,344	8,761	9,199	9,659	10,142	
				41.5904	43.6673	45.8481	48.1385	50.5442	53.0712	55.7250	58.5115	
298	WATER RESOURCES ANALYST			6,792	7,132	7,489	7,863	8,256	8,669	9,102	9,557	
				39.1846	41.1462	43.2058	45.3635	47.6308	50.0135	52.5115	55.1365	
228	WATER SCADA ANALYST			7,396	7,766	8,154	8,562	8,990	9,439	9,911	10,407	
				42.6692	44.8038	47.0423	49.3962	51.8654	54.4558	57.1788	60.0404	
239	WATER TREATMENT OIT			5,037	5,289	5,553	5,831	6,123	6,429	6,750	7,087	
				29.0596	30.5135	32.0365	33.6404	35.3250	37.0904	38.9423	40.8865	
240	WATER TREATMENT OPERATOR II			5,589	5,868	6,161	6,469	6,792	7,132	7,489	7,863	
				32.2442	33.8538	35.5442	37.3212	39.1846	41.1462	43.2058	45.3635	
241	WATER TREATMENT OPERATOR III			6,574	6,903	7,248	7,610	7,990	8,390	8,810	9,251	
				37.9269	39.8250	41.8154	43.9038	46.0962	48.4038	50.8269	53.3712	
242	WATER TREATMENT OPERATOR IV			6,905	7,250	7,613	7,994	8,394	8,814	9,255	9,718	
				39.8365	41.8269	43.9212	46.1192	48.4269	50.8500	53.3942	56.0654	
216	WHARF CONSTRUCTION WORKER			5,313	5,579	5,858	6,151	6,459	6,782	7,121	7,477	
				30.6519	32.1865	33.7962	35.4865	37.2635	39.1269	41.0827	43.1365	



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

Service

265	WTR FAC ELEC/INSTR TECH II			6,480	6,804	7,144	7,501	7,876	8,270	8,684	9,118	
				37.3846	39.2538	41.2154	43.2750	45.4385	47.7115	50.1000	52.6038	
266	WTR FAC ELEC/INSTR TECH III			7,181	7,540	7,917	8,313	8,729	9,165	9,623	10,104	
				41.4288	43.5000	45.6750	47.9596	50.3596	52.8750	55.5173	58.2923	
204	WW COLLECTION MAINT TECH I			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	
202	WW COLLECTION MAINT TECH II			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	
203	WW COLLECTION MAINT TRAINEE			4,110	4,315	4,531	4,758	4,996	5,246	5,508	5,783	
				23.7115	24.8942	26.1404	27.4500	28.8231	30.2654	31.7769	33.3635	
261	WW COLLECTION MECH TECH II			5,789	6,078	6,382	6,701	7,036	7,388	7,757	8,145	
				33.3981	35.0654	36.8192	38.6596	40.5923	42.6231	44.7519	46.9904	
262	WW FAC ELEC/ INSTR TECH I			5,214	5,475	5,749	6,036	6,338	6,655	6,988	7,337	
				30.0808	31.5865	33.1673	34.8231	36.5654	38.3942	40.3154	42.3288	
263	WW FAC ELEC/INSTR TECH II			6,480	6,804	7,144	7,501	7,876	8,270	8,684	9,118	
				37.3846	39.2538	41.2154	43.2750	45.4385	47.7115	50.1000	52.6038	
268	WW FAC INSTR TECH II			5,889	6,183	6,492	6,817	7,158	7,516	7,892	8,287	
				33.9750	35.6712	37.4538	39.3288	41.2962	43.3615	45.5308	47.8096	
254	WW FAC LEAD ELEC/INST TECH			6,919	7,265	7,628	8,009	8,409	8,829	9,270	9,734	
				39.9173	41.9135	44.0077	46.2058	48.5135	50.9365	53.4808	56.1577	
249	WW FAC LEAD MECH TECH			6,486	6,810	7,151	7,509	7,884	8,278	8,692	9,127	
				37.4192	39.2885	41.2558	43.3212	45.4846	47.7577	50.1462	52.6558	
247	WW FAC MECH TECH I			5,214	5,475	5,749	6,036	6,338	6,655	6,988	7,337	
				30.0808	31.5865	33.1673	34.8231	36.5654	38.3942	40.3154	42.3288	



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

Service

248	WW FAC MECH TECH II			6,010	6,310	6,625	6,956	7,304	7,669	8,052	8,455	
		34.6731	36.4038	38.2212	40.1308	42.1385	44.2442	46.4538	48.7788			
269	WW FACILITIES ELEC TECH I			5,022	5,273	5,537	5,814	6,105	6,410	6,730	7,067	
		28.9731	30.4212	31.9442	33.5423	35.2212	36.9808	38.8269	40.7712			
270	WW FACILITIES ELEC TECH II			5,889	6,183	6,492	6,817	7,158	7,516	7,892	8,287	
		33.9750	35.6712	37.4538	39.3288	41.2962	43.3615	45.5308	47.8096			
267	WW FACILITIES INSTR TECH I			5,022	5,273	5,537	5,814	6,105	6,410	6,730	7,067	
		28.9731	30.4212	31.9442	33.5423	35.2212	36.9808	38.8269	40.7712			
111	WW PLANT OPER IN TRAIN			4,524	4,750	4,988	5,237	5,499	5,774	6,063	6,366	
		26.1000	27.4038	28.7769	30.2135	31.7250	33.3115	34.9788	36.7269			
206	WW PLANT OPERATOR I			4,467	4,690	4,924	5,170	5,429	5,700	5,985	6,284	
		25.7712	27.0577	28.4077	29.8269	31.3212	32.8846	34.5288	36.2538			
207	WW PLANT OPERATOR II			6,193	6,503	6,828	7,169	7,527	7,903	8,298	8,713	
		35.7288	37.5173	39.3923	41.3596	43.4250	45.5942	47.8731	50.2673			
236	WW PLANT OPERATOR III			6,808	7,148	7,505	7,880	8,274	8,688	9,122	9,578	
		39.2769	41.2385	43.2981	45.4615	47.7346	50.1231	52.6269	55.2577			