



**City of Santa Cruz**  
**California**  
**Human Resources**  
**Salary Compensation Plans**

Page 1 of 9

03/13/2025

Effective Date: 03/01/2025

Deliver To: cruser

Sorted by: Grade Description

| Grade |             | Step    | Step    | Step    | Step    | Step    | Step    | Step    | Step    | Step    | Step    | Step    |
|-------|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Code  | Description | A       | B       | C       | D       | E       | F       | G       | H       | I       | J       | K       |
|       |             | Monthly | Monthly | Monthly | Monthly | Monthly | Monthly | Monthly | Monthly | Monthly | Monthly | Monthly |
|       |             | Hourly  | Hourly  | Hourly  | Hourly  | Hourly  | Hourly  | Hourly  | Hourly  | Hourly  | Hourly  | Hourly  |

## Management

|     |                                |  |         |  |  |  |          |  |  |  |  |  |
|-----|--------------------------------|--|---------|--|--|--|----------|--|--|--|--|--|
| 761 | ACCOUNTANT I                   |  | 6,910   |  |  |  | 8,907    |  |  |  |  |  |
|     |                                |  | 39.8654 |  |  |  | 51.3865  |  |  |  |  |  |
| 701 | ACCOUNTANT II                  |  | 7,600   |  |  |  | 9,797    |  |  |  |  |  |
|     |                                |  | 43.8488 |  |  |  | 56.5212  |  |  |  |  |  |
| 780 | ARTS PROGRAMS MANAGER          |  | 7,103   |  |  |  | 9,156    |  |  |  |  |  |
|     |                                |  | 40.9799 |  |  |  | 52.8231  |  |  |  |  |  |
| 704 | ASSISTANT DIRECTOR OF FINANCE  |  | 12,346  |  |  |  | 15,914   |  |  |  |  |  |
|     |                                |  | 71.2270 |  |  |  | 91.8115  |  |  |  |  |  |
| 833 | ASSISTANT DIRECTOR OF IT       |  | 13,525  |  |  |  | 17,434   |  |  |  |  |  |
|     |                                |  | 78.0301 |  |  |  | 100.5808 |  |  |  |  |  |
| 777 | ASSOCIATE PLANNER I            |  | 7,870   |  |  |  | 10,145   |  |  |  |  |  |
|     |                                |  | 45.4064 |  |  |  | 58.5288  |  |  |  |  |  |
| 778 | ASSOCIATE PLANNER II           |  | 8,659   |  |  |  | 11,161   |  |  |  |  |  |
|     |                                |  | 49.9538 |  |  |  | 64.3904  |  |  |  |  |  |
| 707 | ASSOCIATE PROF ENGINEER        |  | 9,898   |  |  |  | 12,759   |  |  |  |  |  |
|     |                                |  | 57.1060 |  |  |  | 73.6096  |  |  |  |  |  |
| 773 | ASST DIR PLAN AND COMM DEVELOP |  | 12,908  |  |  |  | 16,639   |  |  |  |  |  |
|     |                                |  | 74.4719 |  |  |  | 95.9942  |  |  |  |  |  |
| 830 | ASST DIRECTOR OF LIBRARIES     |  | 12,296  |  |  |  | 15,849   |  |  |  |  |  |
|     |                                |  | 70.9360 |  |  |  | 91.4365  |  |  |  |  |  |
| 710 | ASST DIRECTOR OF PW/CITY ENG   |  | 13,404  |  |  |  | 17,278   |  |  |  |  |  |
|     |                                |  | 77.3319 |  |  |  | 99.6808  |  |  |  |  |  |
| 787 | ASST TO THE CM                 |  | 10,967  |  |  |  | 14,136   |  |  |  |  |  |
|     |                                |  | 63.2691 |  |  |  | 81.5538  |  |  |  |  |  |



**City of Santa Cruz**  
**California**  
**Human Resources**  
**Salary Compensation Plans**

Page 2 of 9

03/13/2025

Effective Date: 03/01/2025

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|---------------|-------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
|               |             | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly |

## Management

|     |                                |  |                   |  |  |  |                   |  |  |  |  |  |
|-----|--------------------------------|--|-------------------|--|--|--|-------------------|--|--|--|--|--|
| 834 | BUSINESS LIAISON               |  | 9,178<br>52.9525  |  |  |  | 11,831<br>68.2558 |  |  |  |  |  |
| 826 | BUYER I                        |  | 6,628<br>38.2407  |  |  |  | 8,544<br>49.2923  |  |  |  |  |  |
| 827 | BUYER II                       |  | 6,958<br>40.1429  |  |  |  | 8,969<br>51.7442  |  |  |  |  |  |
| 711 | CHIEF BUILDING OFFICIAL        |  | 12,908<br>74.4719 |  |  |  | 16,639<br>95.9942 |  |  |  |  |  |
| 786 | CITY CLERK ADMINISTRATOR       |  | 9,797<br>56.5197  |  |  |  | 12,628<br>72.8538 |  |  |  |  |  |
| 717 | CODE COMPLIANCE MANAGER        |  | 9,413<br>54.3086  |  |  |  | 12,134<br>70.0038 |  |  |  |  |  |
| 758 | COMMUNICATIONS MANAGER         |  | 12,296<br>70.9360 |  |  |  | 15,849<br>91.4365 |  |  |  |  |  |
| 757 | COMMUNITY RELATIONS SPECIALIST |  | 9,178<br>52.9525  |  |  |  | 11,831<br>68.2558 |  |  |  |  |  |
| 835 | CRIME ANALYST                  |  | 7,368<br>42.5061  |  |  |  | 9,497<br>54.7904  |  |  |  |  |  |
| 712 | CUSTOMER SERVICE MGR           |  | 10,335<br>59.6258 |  |  |  | 13,322<br>76.8577 |  |  |  |  |  |
| 846 | DATA ANALYST I                 |  | 6,991<br>40.3309  |  |  |  | 9,011<br>51.9865  |  |  |  |  |  |
| 847 | DATA ANALYST II                |  | 7,600<br>43.8488  |  |  |  | 9,797<br>56.5212  |  |  |  |  |  |



**City of Santa Cruz**  
**California**  
**Human Resources**  
**Salary Compensation Plans**

Page 3 of 9

03/13/2025

Effective Date: 03/01/2025

Deliver To: cruser

Sorted by: Grade Description

| Grade Code | Description | Step A<br>Monthly<br>Hourly | Step B<br>Monthly<br>Hourly | Step C<br>Monthly<br>Hourly | Step D<br>Monthly<br>Hourly | Step E<br>Monthly<br>Hourly | Step F<br>Monthly<br>Hourly | Step G<br>Monthly<br>Hourly | Step H<br>Monthly<br>Hourly | Step I<br>Monthly<br>Hourly | Step J<br>Monthly<br>Hourly | Step K<br>Monthly<br>Hourly |
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## Management

|     |                               |  |                   |  |  |  |                   |  |  |  |  |  |
|-----|-------------------------------|--|-------------------|--|--|--|-------------------|--|--|--|--|--|
| 764 | DEPUTY BUILDING OFFICIAL      |  | 11,342<br>65.4346 |  |  |  | 14,619<br>84.3404 |  |  |  |  |  |
| 713 | DEPUTY CITY CLERK ADMIN       |  | 7,103<br>40.9799  |  |  |  | 9,156<br>52.8231  |  |  |  |  |  |
| 714 | DEPUTY WATER DIR/ENGINEER MGR |  | 12,908<br>74.4719 |  |  |  | 16,639<br>95.9942 |  |  |  |  |  |
| 715 | DEPUTY WATER DIR/OPER MGR     |  | 12,908<br>74.4719 |  |  |  | 16,639<br>95.9942 |  |  |  |  |  |
| 776 | DESALINATION PROGRAM COORD    |  | 10,290<br>59.3662 |  |  |  | 13,264<br>76.5231 |  |  |  |  |  |
| 735 | DEVELOPMENT MANAGER           |  | 11,054<br>63.7704 |  |  |  | 14,248<br>82.2000 |  |  |  |  |  |
| 782 | ECONOMIC DEVEL CORD I         |  | 7,618<br>43.9473  |  |  |  | 9,819<br>56.6481  |  |  |  |  |  |
| 783 | ECONOMIC DEVEL CORD II        |  | 7,997<br>46.1359  |  |  |  | 10,308<br>59.4692 |  |  |  |  |  |
| 765 | ECONOMIC DEVELOPMENT MANAGER  |  | 11,054<br>63.7704 |  |  |  | 14,248<br>82.2000 |  |  |  |  |  |
| 716 | ENGINEERING ASSOCIATE         |  | 8,913<br>51.4212  |  |  |  | 11,489<br>66.2827 |  |  |  |  |  |
| 775 | FINANCE MANAGER               |  | 10,100<br>58.2697 |  |  |  | 13,019<br>75.1096 |  |  |  |  |  |
| 850 | GIS MANAGER                   |  | 12,051<br>69.5262 |  |  |  | 15,534<br>89.6192 |  |  |  |  |  |



**City of Santa Cruz**  
**California**  
**Human Resources**  
**Salary Compensation Plans**

Page 4 of 9

03/13/2025

Effective Date: 03/01/2025

Deliver To: cruser

Sorted by: Grade Description

| Grade<br>Code | Description | Step<br>A         | Step<br>B         | Step<br>C         | Step<br>D         | Step<br>E         | Step<br>F         | Step<br>G         | Step<br>H         | Step<br>I         | Step<br>J         | Step<br>K         |
|---------------|-------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
|               |             | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly |

## Management

|     |                                |  |         |  |  |  |         |  |  |  |  |  |
|-----|--------------------------------|--|---------|--|--|--|---------|--|--|--|--|--|
| 719 | GOLF COURSE SUPERINTENDENT     |  | 9,074   |  |  |  | 11,697  |  |  |  |  |  |
|     |                                |  | 52.3527 |  |  |  | 67.4827 |  |  |  |  |  |
| 838 | HOMELESSNESS RESPONSE MANAGER  |  | 10,967  |  |  |  | 14,136  |  |  |  |  |  |
|     |                                |  | 63.2691 |  |  |  | 81.5538 |  |  |  |  |  |
| 840 | HOMELESSNESS RESPONSE SPEC I   |  | 6,381   |  |  |  | 8,225   |  |  |  |  |  |
|     |                                |  | 36.8130 |  |  |  | 47.4519 |  |  |  |  |  |
| 841 | HOMELESSNESS RESPONSE SPEC II  |  | 6,861   |  |  |  | 8,844   |  |  |  |  |  |
|     |                                |  | 39.5835 |  |  |  | 51.0231 |  |  |  |  |  |
| 709 | HOMELESSNESS SERVICES COORD    |  | 8,290   |  |  |  | 10,686  |  |  |  |  |  |
|     |                                |  | 47.8278 |  |  |  | 61.6500 |  |  |  |  |  |
| 836 | HOUSING & COMM DEVELP MANAGER  |  | 11,747  |  |  |  | 15,142  |  |  |  |  |  |
|     |                                |  | 67.7717 |  |  |  | 87.3577 |  |  |  |  |  |
| 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 |  |  |  |  |  |
| 855 | HUMAN RESOURCES MANAGER        |  | 10,100  |  |  |  | 13,019  |  |  |  |  |  |
|     |                                |  | 58.2697 |  |  |  | 75.1096 |  |  |  |  |  |
| 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 |  |  |  |  |  |



**City of Santa Cruz**  
**California**  
**Human Resources**  
**Salary Compensation Plans**

Page 5 of 9

03/13/2025

Effective Date: 03/01/2025

Deliver To: cruser

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| Grade Code | Description | Step A<br>Monthly<br>Hourly | Step B<br>Monthly<br>Hourly | Step C<br>Monthly<br>Hourly | Step D<br>Monthly<br>Hourly | Step E<br>Monthly<br>Hourly | Step F<br>Monthly<br>Hourly | Step G<br>Monthly<br>Hourly | Step H<br>Monthly<br>Hourly | Step I<br>Monthly<br>Hourly | Step J<br>Monthly<br>Hourly | Step K<br>Monthly<br>Hourly |
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**Management**

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|-----|--------------------------------|--|---------|--|--|--|---------|--|--|--|--|--|
| 832 | IT MANAGER                     |  | 12,051  |  |  |  | 15,534  |  |  |  |  |  |
|     |                                |  | 69.5262 |  |  |  | 89.6192 |  |  |  |  |  |
| 766 | IT PROJECT MGR/TRAIN COORD     |  | 10,641  |  |  |  | 13,716  |  |  |  |  |  |
|     |                                |  | 61.3893 |  |  |  | 79.1308 |  |  |  |  |  |
| 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 |  |  |  |  |  |
| 740 | LIBRARY SPECIALIST             |  | 5,640   |  |  |  | 7,270   |  |  |  |  |  |
|     |                                |  | 32.5386 |  |  |  | 41.9423 |  |  |  |  |  |
| 702 | MANAGEMENT ANALYST             |  | 7,368   |  |  |  | 9,497   |  |  |  |  |  |
|     |                                |  | 42.5061 |  |  |  | 54.7904 |  |  |  |  |  |
| 726 | NETWORK & SYSTEMS ADMIN        |  | 10,641  |  |  |  | 13,716  |  |  |  |  |  |
|     |                                |  | 61.3893 |  |  |  | 79.1308 |  |  |  |  |  |
| 727 | PARKING PROGRAM MANAGER        |  | 10,235  |  |  |  | 13,193  |  |  |  |  |  |
|     |                                |  | 59.0485 |  |  |  | 76.1135 |  |  |  |  |  |
| 718 | POLICE DIGITAL FORENSIC ANALYS |  | 7,753   |  |  |  | 9,993   |  |  |  |  |  |
|     |                                |  | 44.7261 |  |  |  | 57.6519 |  |  |  |  |  |
| 728 | POLICE RECORDS MANAGER         |  | 9,074   |  |  |  | 11,697  |  |  |  |  |  |
|     |                                |  | 52.3527 |  |  |  | 67.4827 |  |  |  |  |  |
| 730 | PRINCIPAL HR ANALYST           |  | 9,178   |  |  |  | 11,831  |  |  |  |  |  |
|     |                                |  | 52.9525 |  |  |  | 68.2558 |  |  |  |  |  |



**City of Santa Cruz**  
**California**  
**Human Resources**  
**Salary Compensation Plans**

Page 6 of 9

03/13/2025

Effective Date: 03/01/2025

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## Management

|     |                             |  |                   |  |  |  |                   |  |  |  |  |  |
|-----|-----------------------------|--|-------------------|--|--|--|-------------------|--|--|--|--|--|
| 729 | PRINCIPAL MGMT ANALYST      |  | 9,178<br>52.9525  |  |  |  | 11,831<br>68.2558 |  |  |  |  |  |
| 731 | PRINCIPAL PLANNER           |  | 10,853<br>62.6156 |  |  |  | 13,990<br>80.7115 |  |  |  |  |  |
| 848 | PROGRAM ANALYST I           |  | 5,841<br>33.6981  |  |  |  | 8,219<br>47.4173  |  |  |  |  |  |
| 849 | PROGRAM ANALYST II          |  | 6,256<br>36.0923  |  |  |  | 8,802<br>50.7808  |  |  |  |  |  |
| 705 | PROGRAMMER ANALYST I        |  | 7,599<br>43.8399  |  |  |  | 9,795<br>56.5096  |  |  |  |  |  |
| 706 | PROGRAMMER ANALYST II       |  | 8,489<br>48.9736  |  |  |  | 10,942<br>63.1269 |  |  |  |  |  |
| 851 | PROJECT MANAGER I           |  | 7,368<br>42.5061  |  |  |  | 9,497<br>54.7904  |  |  |  |  |  |
| 852 | PROJECT MANAGER II          |  | 9,178<br>52.9525  |  |  |  | 11,831<br>68.2558 |  |  |  |  |  |
| 770 | PROPERTY MANAGER            |  | 7,839<br>45.2274  |  |  |  | 10,105<br>58.2981 |  |  |  |  |  |
| 759 | PUBLIC WORKS OPER SUPT      |  | 8,761<br>50.5445  |  |  |  | 11,293<br>65.1519 |  |  |  |  |  |
| 732 | PUBLIC WORKS OPERATIONS MGR |  | 10,203<br>58.8650 |  |  |  | 13,152<br>75.8769 |  |  |  |  |  |
| 733 | PURCHASING MANAGER          |  | 10,100<br>58.2697 |  |  |  | 13,019<br>75.1096 |  |  |  |  |  |



**City of Santa Cruz**  
**California**  
**Human Resources**  
**Salary Compensation Plans**

Page 7 of 9

03/13/2025

Effective Date: 03/01/2025

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|---------------|-------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
|               |             | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly |

## Management

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|     |                                |  |                   |  |  |  |                   |  |  |  |  |  |
|-----|--------------------------------|--|-------------------|--|--|--|-------------------|--|--|--|--|--|
| 734 | RECREATION SUPERINTENDENT      |  | 10,203<br>58.8650 |  |  |  | 13,152<br>75.8769 |  |  |  |  |  |
| 703 | RISK AND SAFETY MANAGER        |  | 10,100<br>58.2697 |  |  |  | 13,019<br>75.1096 |  |  |  |  |  |
| 843 | SAFETY OFFICER                 |  | 9,178<br>52.9525  |  |  |  | 11,831<br>68.2558 |  |  |  |  |  |
| 797 | SCADA SYSTEM NETWORK ADMINISTR |  | 10,641<br>61.3893 |  |  |  | 13,716<br>79.1308 |  |  |  |  |  |
| 762 | SENIOR ACCOUNTANT              |  | 8,761<br>50.5445  |  |  |  | 11,293<br>65.1519 |  |  |  |  |  |
| 741 | SENIOR PLANNER                 |  | 9,853<br>56.8464  |  |  |  | 12,701<br>73.2750 |  |  |  |  |  |
| 708 | SENIOR PROFESSIONAL ENGINEER   |  | 11,237<br>64.8311 |  |  |  | 14,485<br>83.5673 |  |  |  |  |  |
| 853 | SENIOR PROJECT MANAGER         |  | 11,005<br>63.4929 |  |  |  | 14,186<br>81.8423 |  |  |  |  |  |
| 743 | SUPERINTENDENT OF PARKS        |  | 10,203<br>58.8650 |  |  |  | 13,152<br>75.8769 |  |  |  |  |  |
| 771 | SUPT OF PARKING SERVICES       |  | 7,618<br>43.9473  |  |  |  | 9,819<br>56.6481  |  |  |  |  |  |
| 744 | SUPT OF R R COLLECT-SWEEPING   |  | 9,091<br>52.4467  |  |  |  | 11,718<br>67.6038 |  |  |  |  |  |
| 745 | SUPT OF R R PROCESS - DISPOSAL |  | 9,091<br>52.4467  |  |  |  | 11,718<br>67.6038 |  |  |  |  |  |



**City of Santa Cruz**  
**California**  
**Human Resources**  
**Salary Compensation Plans**

Page 8 of 9

03/13/2025

Effective Date: 03/01/2025

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Sorted by: Grade Description

| Grade<br>Code | Description | Step<br>A         | Step<br>B         | Step<br>C         | Step<br>D         | Step<br>E         | Step<br>F         | Step<br>G         | Step<br>H         | Step<br>I         | Step<br>J         | Step<br>K         |
|---------------|-------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
|               |             | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly | Monthly<br>Hourly |

## Management

|     |                                |  |                   |  |  |  |                   |  |  |  |  |  |
|-----|--------------------------------|--|-------------------|--|--|--|-------------------|--|--|--|--|--|
| 754 | SUPT OF WATER DISTRIBUTION     |  | 11,622<br>67.0511 |  |  |  | 14,981<br>86.4288 |  |  |  |  |  |
| 747 | SUPT OF WATER TREATMENT & PROD |  | 11,622<br>67.0511 |  |  |  | 14,981<br>86.4288 |  |  |  |  |  |
| 738 | SUSTAIN & RESILIENCY OFFICER   |  | 11,240<br>64.8490 |  |  |  | 14,489<br>83.5904 |  |  |  |  |  |
| 749 | TRANSPORTATION MANAGER         |  | 12,908<br>74.4719 |  |  |  | 16,639<br>95.9942 |  |  |  |  |  |
| 722 | TRANSPORTATION PLANNER I       |  | 8,701<br>50.1999  |  |  |  | 11,216<br>64.7077 |  |  |  |  |  |
| 723 | TRANSPORTATION PLANNER II      |  | 10,100<br>58.2697 |  |  |  | 13,019<br>75.1096 |  |  |  |  |  |
| 751 | URBAN FORESTER                 |  | 8,282<br>47.7830  |  |  |  | 10,676<br>61.5923 |  |  |  |  |  |
| 845 | UTILITIES SERVICES MANAGER     |  | 11,622<br>67.0511 |  |  |  | 14,981<br>86.4288 |  |  |  |  |  |
| 746 | WASTEWATER SYSTEMS MANAGER     |  | 12,908<br>74.4719 |  |  |  | 16,639<br>95.9942 |  |  |  |  |  |
| 839 | WATER CHIEF FINANCIAL OFFICER  |  | 12,346<br>71.2270 |  |  |  | 15,914<br>91.8115 |  |  |  |  |  |
| 753 | WATER CONSERVATION MANAGER     |  | 10,456<br>60.3240 |  |  |  | 13,478<br>77.7577 |  |  |  |  |  |
| 755 | WATER QUALITY MANAGER          |  | 10,718<br>61.8324 |  |  |  | 13,815<br>79.7019 |  |  |  |  |  |



**City of Santa Cruz**  
**California**  
**Human Resources**  
**Salary Compensation Plans**

Page 9 of 9

03/13/2025

Effective Date: 03/01/2025

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Sorted by: Grade Description

| Grade |             | Step    | Step    | Step    | Step    | Step    | Step    | Step    | Step    | Step    | Step    | Step    |
|-------|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Code  | Description | A       | B       | C       | D       | E       | F       | G       | H       | I       | J       | K       |
|       |             | Monthly | Monthly | Monthly | Monthly | Monthly | Monthly | Monthly | Monthly | Monthly | Monthly | Monthly |
|       |             | Hourly  | Hourly  | Hourly  | Hourly  | Hourly  | Hourly  | Hourly  | Hourly  | Hourly  | Hourly  | Hourly  |

## Management

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|     |                              |         |         |
|-----|------------------------------|---------|---------|
| 779 | WATERSHED COMPLIANCE MANAGER | 10,718  | 13,815  |
|     |                              | 61.8324 | 79.7019 |
| 774 | WW COLLECTION MANAGER        | 11,622  | 14,981  |
|     |                              | 67.0511 | 86.4288 |
| 752 | WW LAB/ENVIRO COMPLIANCE MGR | 11,622  | 14,981  |
|     |                              | 67.0511 | 86.4288 |
| 760 | WW TREATMENT FACIL OPER MGR  | 11,745  | 15,139  |
|     |                              | 67.7583 | 87.3404 |