



City of Santa Cruz
California
Human Resources
Salary Compensation Plans

Page 1 of 4

01/26/2025

Effective Date: 12/31/2024

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Supervisor

					6,335	6,652	6,985	7,334	7,701	8,086	8,490	8,914
344	ACCOUNTING SERVICES SUPERVISOR				36.5481	38.3769	40.2981	42.3115	44.4288	46.6500	48.9808	51.4269
					6,512	6,838	7,180	7,539	7,916	8,312	8,728	9,164
316	ADMINISTRATIVE SERVICES SUPERV				37.5692	39.4500	41.4231	43.4942	45.6692	47.9538	50.3538	52.8692
					5,949	6,246	6,558	6,886	7,230	7,592	7,972	8,371
301	ASSISTANT GOLF COURSE SUPT				34.3212	36.0346	37.8346	39.7269	41.7115	43.8000	45.9923	48.2942
					6,666	6,999	7,349	7,716	8,102	8,507	8,932	9,379
305	CHIEF RANGER				38.4577	40.3788	42.3981	44.5154	46.7423	49.0788	51.5308	54.1096
					7,404	7,774	8,163	8,571	9,000	9,450	9,922	10,418
372	CODE COMPLIANCE SUPERVISOR				42.7154	44.8500	47.0942	49.4481	51.9231	54.5192	57.2423	60.1038
					7,102	7,457	7,830	8,221	8,632	9,064	9,517	9,993
350	FACILITIES MAINT SUPERVISOR				40.9731	43.0212	45.1731	47.4288	49.8000	52.2923	54.9058	57.6519
					7,495	7,870	8,264	8,677	9,111	9,567	10,045	10,547
308	FIELD SUPERVISOR				43.2404	45.4038	47.6769	50.0596	52.5635	55.1942	57.9519	60.8481
					7,230	7,591	7,971	8,370	8,788	9,227	9,688	10,172
309	GARAGE SERVICE SUPERVISOR				41.7115	43.7942	45.9865	48.2885	50.7000	53.2327	55.8923	58.6846
					6,295	6,610	6,940	7,287	7,651	8,034	8,436	8,858
312	LEAD EQUIPMENT MECHANIC				36.3173	38.1346	40.0385	42.0404	44.1404	46.3500	48.6692	51.1038
					4,858	5,101	5,356	5,624	5,905	6,200	6,510	6,836
363	LIBRARY ASSISTANT III				28.0269	29.4288	30.9000	32.4462	34.0673	35.7692	37.5577	39.4385
					5,454	5,727	6,013	6,314	6,630	6,962	7,310	7,675
364	LIBRARY ASSISTANT IV				31.4654	33.0404	34.6904	36.4269	38.2500	40.1654	42.1731	44.2788
					5,617	5,898	6,193	6,503	6,828	7,169	7,527	7,903
374	LT-ASSISTANT URBAN FORESTER				32.4058	34.0269	35.7288	37.5173	39.3923	41.3596	43.4250	45.5942



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Page 2 of 4

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Supervisor

320	PARKING OFFICE SUPERVISOR				6,048	6,350	6,667	7,000	7,350	7,717	8,103	8,508
					34.8923	36.6346	38.4635	40.3846	42.4038	44.5212	46.7481	49.0846
348	PARKING SERVICES SUPERVISOR				6,191	6,501	6,826	7,167	7,525	7,901	8,296	8,711
					35.7173	37.5058	39.3808	41.3481	43.4135	45.5827	47.8615	50.2558
321	PARKS FIELD CREW LEADER				5,617	5,898	6,193	6,503	6,828	7,169	7,527	7,903
					32.4058	34.0269	35.7288	37.5173	39.3923	41.3596	43.4250	45.5942
373	PD PROPERTY AND EVIDENCE SUP				6,715	7,051	7,404	7,774	8,163	8,571	9,000	9,450
					38.7404	40.6788	42.7154	44.8500	47.0942	49.4481	51.9231	54.5192
322	POLICE RECORDS SUPERVISOR				6,335	6,652	6,985	7,334	7,701	8,086	8,490	8,914
					36.5481	38.3769	40.2981	42.3115	44.4288	46.6500	48.9808	51.4269
359	QA/QC LABORATORY CHEMIST				7,641	8,023	8,424	8,845	9,287	9,751	10,239	10,751
					44.0827	46.2865	48.6000	51.0288	53.5788	56.2558	59.0712	62.0250
323	RECREATION SUPERVISOR				7,001	7,351	7,719	8,105	8,510	8,936	9,383	9,852
					40.3904	42.4096	44.5327	46.7596	49.0962	51.5538	54.1327	56.8385
349	RESOURCE RECOVERY SUPERVISOR				6,241	6,553	6,881	7,225	7,586	7,965	8,363	8,781
					36.0058	37.8058	39.6981	41.6827	43.7654	45.9519	48.2481	50.6596
345	SENIOR ELECTRICIAN				8,667	9,100	9,555	10,033	10,535	11,062	11,615	12,196
					50.0019	52.5000	55.1250	57.8827	60.7788	63.8192	67.0096	70.3615
366	SENIOR WW PLANT OPER IV				8,671	9,105	9,560	10,038	10,540	11,067	11,620	12,201
					50.0250	52.5288	55.1538	57.9115	60.8077	63.8481	67.0385	70.3904
330	SERVICE FIELD CREW LEADER				5,617	5,898	6,193	6,503	6,828	7,169	7,527	7,903
					32.4058	34.0269	35.7288	37.5173	39.3923	41.3596	43.4250	45.5942
360	SR ENVIR COMPLIANCE INSPECTOR				7,293	7,658	8,041	8,443	8,865	9,308	9,773	10,262
					42.0750	44.1808	46.3904	48.7096	51.1442	53.7000	56.3827	59.2038



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Page 3 of 4

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Supervisor

					8,210	8,621	9,052	9,505	9,980	10,479	11,003	11,553
329	SR WW PLANT OPER III	47.3654	49.7365	52.2231	54.8365	57.5769	60.4558	63.4788	66.6519			
					8,533	8,960	9,408	9,878	10,372	10,891	11,436	12,008
367	SUPERVISING BUILDING INSPECTOR	49.2288	51.6923	54.2769	56.9885	59.8385	62.8327	65.9769	69.2769			
					8,951	9,399	9,869	10,362	10,880	11,424	11,995	12,595
362	SUPERVISING PLANS EXAMINER	51.6404	54.2250	56.9365	59.7808	62.7692	65.9077	69.2019	72.6635			
					6,933	7,280	7,644	8,026	8,427	8,848	9,290	9,755
333	UTILITY SUPERVISOR	39.9981	42.0000	44.1000	46.3038	48.6173	51.0462	53.5962	56.2788			
					7,410	7,781	8,170	8,578	9,007	9,457	9,930	10,426
355	WATER DIST CREW LEADER III	42.7500	44.8904	47.1346	49.4885	51.9635	54.5596	57.2885	60.1500			
					7,810	8,200	8,610	9,041	9,493	9,968	10,466	10,989
356	WATER DIST CREW LEADER IV	45.0577	47.3077	49.6731	52.1596	54.7673	57.5077	60.3808	63.3981			
					9,558	10,036	10,538	11,065	11,618	12,199	12,809	13,449
352	WATER DISTRIBUTION SUP V	55.1423	57.9000	60.7962	63.8365	67.0269	70.3788	73.8981	77.5904			
					8,920	9,366	9,834	10,326	10,842	11,384	11,953	12,551
351	WATER DISTRIBUTION SUPERV IV	51.4615	54.0346	56.7346	59.5731	62.5500	65.6769	68.9596	72.4096			
					9,024	9,475	9,949	10,446	10,968	11,516	12,092	12,697
370	WATER FAC MECH SUPERVISOR	52.0615	54.6635	57.3981	60.2654	63.2769	66.4385	69.7615	73.2519			
					10,436	10,958	11,506	12,081	12,685	13,319	13,985	14,684
340	WATER FACILITIES FIELD SUPV	60.2077	63.2192	66.3808	69.6981	73.1827	76.8404	80.6827	84.7154			
					6,944	7,291	7,656	8,039	8,441	8,863	9,306	9,771
339	WATER METER SUPERVISOR	40.0615	42.0635	44.1692	46.3788	48.6981	51.1327	53.6885	56.3712			
					7,724	8,110	8,515	8,941	9,388	9,857	10,350	10,868
371	WATER RESOURCES SUPERVISOR	44.5615	46.7885	49.1250	51.5827	54.1615	56.8673	59.7115	62.7000			



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Page 4 of 4

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Supervisor

					9,437	9,909	10,404	10,924	11,470	12,043	12,645	13,277
354	WATER TREAT SUP V				54.4442	57.1673	60.0231	63.0231	66.1731	69.4788	72.9519	76.5981
					8,987	9,436	9,908	10,403	10,923	11,469	12,042	12,644
353	WATER TREATMENT SUPV IV				51.8481	54.4385	57.1615	60.0173	63.0173	66.1673	69.4731	72.9462
					6,655	6,988	7,337	7,704	8,089	8,493	8,918	9,364
341	WHARF CONSTRUCTION CREW LDR				38.3942	40.3154	42.3288	44.4462	46.6673	48.9981	51.4500	54.0231
					7,495	7,870	8,264	8,677	9,111	9,567	10,045	10,547
343	WHARF SUPERVISOR				43.2404	45.4038	47.6769	50.0596	52.5635	55.1942	57.9519	60.8481
					7,410	7,781	8,170	8,578	9,007	9,457	9,930	10,426
346	WW COLLECTION FIELD CREW LDR				42.7500	44.8904	47.1346	49.4885	51.9635	54.5596	57.2885	60.1500
					8,709	9,144	9,601	10,081	10,585	11,114	11,670	12,254
358	WW FAC ELEC/INSTR SUPV				50.2442	52.7538	55.3904	58.1596	61.0673	64.1192	67.3269	70.6962
					9,476	9,950	10,447	10,969	11,517	12,093	12,698	13,333
357	WW FACILITIES MECH SUP				54.6692	57.4038	60.2712	63.2827	66.4442	69.7673	73.2577	76.9212
					9,261	9,724	10,210	10,720	11,256	11,819	12,410	13,030
368	WW TREATMENT OPER SUPERVISOR				53.4288	56.1000	58.9038	61.8462	64.9385	68.1865	71.5962	75.1731