



City of Santa Cruz
California
Human Resources
Salary Compensation Plans

Page 1 of 9

07/18/2025

Effective Date: 06/10/2025

Deliver To: cruser

Sorted by: Grade Description

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

07/18/2025

Effective Date: 06/10/2025

Deliver To: cruser

Sorted by: Grade Description

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

Management

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



City of Santa Cruz
California
Human Resources
Salary Compensation Plans

Page 3 of 9

07/18/2025

Effective Date: 06/10/2025

Deliver To: cruser

Sorted by: Grade Description

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

Management

764	DEPUTY BUILDING OFFICIAL		11,342 65.4346				14,619 84.3404					
713	DEPUTY CITY CLERK ADMIN		7,103 40.9799				9,156 52.8231					
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					
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		8,913 51.4212				11,489 66.2827					
775	FINANCE MANAGER		10,100 58.2697				13,019 75.1096					
857	GIS ANALYST III		8,689 50.1283				11,200 64.6154					



City of Santa Cruz
California
Human Resources
Salary Compensation Plans

Page 4 of 9

07/18/2025

Effective Date: 06/10/2025

Deliver To: cruser

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

Management

850	GIS MANAGER		12,051				15,534					
			69.5262				89.6192					
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		12,182				15,703					
			70.2826				90.5942					
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					



City of Santa Cruz
California
Human Resources
Salary Compensation Plans

Page 5 of 9

07/18/2025

Effective Date: 06/10/2025

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

829	IT BUSINESS SYSTEMS ANALYST II	7,809	10,066
		45.0528	58.0731
832	IT MANAGER	12,051	15,534
		69.5262	89.6192
705	IT PROGRAMMER ANALYST I	7,599	9,795
		43.8399	56.5096
706	IT PROGRAMMER ANALYST II	8,489	10,942
		48.9736	63.1269
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



City of Santa Cruz
California
Human Resources
Salary Compensation Plans

Page 6 of 9

07/18/2025

Effective Date: 06/10/2025

Deliver To: cruser

Sorted by: Grade Description

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

Management

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					
729	PRINCIPAL MGMT ANALYST		9,178				11,831					
			52.9525				68.2558					
731	PRINCIPAL PLANNER		10,853				13,990					
			62.6156				80.7115					
848	PROGRAM ANALYST I		5,841				8,219					
			33.6981				47.4173					
849	PROGRAM ANALYST II		6,256				8,802					
			36.0923				50.7808					
851	PROJECT MANAGER I		7,368				9,497					
			42.5061				54.7904					
852	PROJECT MANAGER II		9,178				11,831					
			52.9525				68.2558					
770	PROPERTY MANAGER		7,839				10,105					
			45.2274				58.2981					
759	PUBLIC WORKS OPER SUPT		8,761				11,293					
			50.5445				65.1519					
732	PUBLIC WORKS OPERATIONS MGR		10,203				13,152					
			58.8650				75.8769					



City of Santa Cruz
California
Human Resources
Salary Compensation Plans

Page 7 of 9

07/18/2025

Effective Date: 06/10/2025

Deliver To: cruser

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

Management

733	PURCHASING MANAGER		10,100 58.2697				13,019 75.1096					
734	RECREATION SUPERINTENDENT		10,203 58.8650				13,152 75.8769					
703	RISK AND SAFETY MANAGER		10,100 58.2697				13,019 75.1096					
843	SAFETY OFFICER		9,178 52.9525				11,831 68.2558					
797	SCADA SYSTEM NETWORK ADMINISTR		10,641 61.3893				13,716 79.1308					
762	SENIOR ACCOUNTANT		8,761 50.5445				11,293 65.1519					
741	SENIOR PLANNER		9,853 56.8464				12,701 73.2750					
708	SENIOR PROFESSIONAL ENGINEER		11,237 64.8311				14,485 83.5673					
853	SENIOR PROJECT MANAGER		11,005 63.4929				14,186 81.8423					
743	SUPERINTENDENT OF PARKS		10,203 58.8650				13,152 75.8769					
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					



City of Santa Cruz
California
Human Resources
Salary Compensation Plans

Page 8 of 9

07/18/2025

Effective Date: 06/10/2025

Deliver To: cruser

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

Management

745	SUPT OF R R PROCESS - DISPOSAL		9,091 52.4467				11,718 67.6038					
754	SUPT OF WATER DISTRIBUTION		11,622 67.0511				14,981 86.4288					
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					
749	TRANSPORTATION MANAGER		12,908 74.4719				16,639 95.9942					
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		11,622 67.0511				14,981 86.4288					
746	WASTEWATER SYSTEMS MANAGER		12,908 74.4719				16,639 95.9942					
753	WATER CONSERVATION MANAGER		10,456 60.3240				13,478 77.7577					
755	WATER QUALITY MANAGER		10,718 61.8324				13,815 79.7019					



City of Santa Cruz
California
Human Resources
Salary Compensation Plans

Page 9 of 9

07/18/2025

Effective Date: 06/10/2025

Deliver To: cruser

Sorted by: Grade Description

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

Management

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