



## **County of Santa Cruz Board of Supervisors**

### **Agenda Item Submittal**

**From:** Personnel

**Subject:** Create a new classification of Recycling Center Specialist - Disposal Sites and set the salary

**Meeting Date:** June 24, 2025

**Formal Title:** Adopt resolution amending Resolution No. 279-75 to create the classification of Recycling Center Specialist - Disposal Sites, adopt revised salary schedule reflecting the new classification, and take related actions

### **Recommended Actions**

- 1) Adopt resolution amending Resolution No. 279-75 to create the classification of Recycling Center Specialist - Disposal Sites, designate it as General Representation Unit, and set the salary range at \$24.35 - \$30.79 hourly, effective at 12:01 a.m., on July 5, 2025;
- 2) Adopt the revised salary schedule reflecting the new classification and salary as required by CalPERS pursuant to California Code of Regulations, Title 2, § 570.5; and
- 3) Authorize the Director of Personnel, the Auditor-Controller-Treasurer-Tax Collector, and the County Executive Officer to take all necessary administrative actions to effectuate the changes as described in this resolution.

### **Executive Summary**

The Personnel Department conducted a classification study for the Department of Community Development & Infrastructure, Public Works Division to create the new classification of Recycling Center Specialist – Disposal Sites which requires Board approval.

### **Discussion**

The proposed Recycling Center Specialist – Disposal Sites classification is an entry level class responsible for performing a variety of semi-skilled and unskilled manual labor tasks at disposal site recycling areas, including visually inspecting, sorting and separating recyclable materials, while supporting operational needs.

This new classification was created by reviewing internal and external class comparisons, safety practices within Public Works, and in collaboration with the Department of Community Development & Infrastructure, Public Works Division, to identify the necessary duties and minimum qualifications required to perform the job. The salary recommendation is based upon internal alignment of minimum qualifications and any required licenses/certificates.

This action will update the salary schedule per CalPERS regulations to include the new classification and salary.

### **Financial Impact**

The Recycling Center Specialist – Disposal Sites will be allocated to the Department of

Community Development & Infrastructure, Public Works Division in the 2025-2026 budget with necessary funding.

**Strategic Initiatives**

Equity Framework - Workplace & Workforce  
Operational Plan - Operational Excellence

**Submitted By:**

Ajita Patel, Personnel Director

**Recommended By:**

Carlos J. Palacios, County Executive Officer

**Artificial Intelligence Acknowledgment:**

Artificial Intelligence (AI) did not significantly contribute to the development of this agenda item.