

41. Approve revised salary schedule, reflecting changes for the Law Enforcement, Sheriff's Supervisory, Law Enforcement Middle Management, and District Attorney Inspector Units, as required by CalPERS pursuant to California Code of Regulations, Title 2, Section 570.5, and take related actions ()



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

### **Agenda Item Submittal**

**From:** Personnel

**Subject:** Approve revised salary schedules, reflecting changes for the Law Enforcement, Sheriff's Supervisory, Law Enforcement Middle Management, and District Attorney Inspector Units effective July 5, 2025

**Meeting Date:** June 24, 2025

**Formal Title:** Approve revised salary schedule, reflecting changes for the Law Enforcement, Sheriff's Supervisory, Law Enforcement Middle Management, and District Attorney Inspector Units, as required by CalPERS pursuant to California Code of Regulations, Title 2, Section 570.5, and take related actions

### **Recommended Actions**

Approve the revised salary schedule, effective July 5, 2025, reflecting changes for the Law Enforcement, Sheriff's Supervisory, Law Enforcement Middle Management, and District Attorney Inspector Units as required by CalPERS pursuant to California Code of Regulations, Title 2, § 570.5.

### **Executive Summary**

The Board of Supervisors is required under California Code of Regulations, Title 2, § 570.5 (CalPERS Regulations) to approve the actual salary schedule as a standalone document each time it is updated.

### **Discussion**

The Law Enforcement and Sheriff's Supervisory Units Memorandum of Understandings (MOUs) were approved by Resolution No. 275-2021 on November 9, 2021. This approval memorialized future increases such as the upcoming 3% cost of living increase effective July 5, 2025.

The Law Enforcement Middle Management Unit Memorandum of Understanding (MOU) was approved by Resolution No. 291-21 on November 16, 2021. This approval memorialized future increases such as the upcoming 3% cost of living increase effective July 5, 2025.

The District Attorney Inspector's Unit Memorandum of Understanding (MOU) was approved by Resolution No. 232-2022 on September 13, 2022. This approval memorialized future increases such as the upcoming 2.75% cost of living increase effective July 5, 2025.

By way of your approval today, staff will incorporate these changes into the standalone salary schedule as required by the CalPERS Regulations.

### **Financial Impact**

The previously approved increases in Board approved MOU(s) are incorporated into the 2025-26 Budget.

### **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.

County of Santa Cruz  
Salary Schedule  
Salary Schedule Effective Dates: (7/1/2024 – 6/30/2025)  
Revised: 7/05/2025

Board of Supervisors Approved Salary Schedule: 06/24/2025

Job Description	Effective Date	Class Code	Range	Supv	Benefit Status	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Monthly 1st Step	Monthly Last Step
ACCOUNT CLERK	11/9/2024	CH3	BB	No	41	26.18	27.02	27.89	28.98	30.06	31.45	32.71		4,537.78	5,669.62
ACCOUNT CLERK TRAINEE	11/9/2024	CH1	AT	No	41	24.07	24.64	25.36	26.45	27.48	28.62	29.75		4,172.05	5,156.57
ACCOUNTANT I	11/9/2024	UB2	49	No	41	35.16	36.57	38.04	39.57	41.14	42.83	44.55		6,094.28	7,721.85
ACCOUNTANT II	11/9/2024	UB4	HV	Yes	41	38.15	39.66	41.22	42.87	44.61	46.36	48.24		6,612.54	8,361.44
ACCOUNTANT III	11/9/2024	UB6	6B	Yes	41	42.02	43.71	45.44	47.24	49.17	51.10	53.13		7,283.33	9,209.02
ACCOUNTING ANALYST	11/9/2024	UB7	AD	No	41	46.75	48.62	50.59	52.59	54.69	56.89	59.17		8,103.18	10,255.94
ACCOUNTING MANAGER	9/14/2024	UE5	AB	No	11	62.24	65.29	68.47	71.90	75.53	79.26	83.21		10,788.06	14,422.79
ACCOUNTING TECHNICIAN	11/9/2024	CH7	V2	Yes	41	32.90	34.29	35.65	37.07	38.53	40.05	41.65		5,702.56	7,219.19
ACCTG CLERICAL SUPV I	11/9/2024	CH6	V2	Yes	41	32.90	34.29	35.65	37.07	38.53	40.05	41.65		5,702.56	7,219.19
ACCTG CLERICAL SUPV II	11/9/2024	CH9	JL	Yes	41	35.31	36.69	38.16	39.71	41.27	42.91	44.63		6,120.28	7,735.72
ACUPUNCTURIST MANAGER	9/14/2024	WK6	PZ	Yes	11	50.88	53.42	55.95	58.72	61.56	64.67	67.89		8,819.03	11,767.37
ADMIN AIDE	11/9/2024	UR1	LO	No	41	33.26	34.62	36.02	37.45	38.94	40.48	42.09		5,764.96	7,295.46
ADMIN SEC BD OF SUPVRS	11/9/2024	BJ8	TI	Yes	41	36.19	37.64	39.12	40.70	42.36	43.99	45.75		6,272.81	7,929.85
ADMIN SERVICES MANAGER	9/14/2024	UW7	B1	No	11	50.52	52.96	55.58	58.29	61.20	64.24	67.45		8,756.63	11,691.11
ADMIN SVCS OFF I	9/14/2024	UW3	N4	No	11	41.38	43.37	45.47	47.69	50.12	52.60	55.24		7,172.40	9,574.75
ADMIN SVCS OFF II	9/14/2024	UW5	PR	No	11	45.46	47.68	50.02	52.43	55.06	57.79	60.69		7,879.58	10,519.40
AG BIOLOGIST AIDE	1/4/2025	TC1	31	No	41	24.92	25.90	26.92	28.00	29.10	30.31	31.54		4,319.38	5,466.83
AG COMM/DIR WGTS & MEA	9/14/2024	TG9	8A	No	04	71.78	75.38	79.15	83.09	87.22	91.62	96.19		12,441.63	16,672.61
AG/WGTS & MEAS INS I	1/4/2025	TG3	EO	No	41	32.25	33.49	34.89	36.25	37.76	39.19	40.77		5,589.89	7,066.66
AG/WGTS & MEAS INS II	1/4/2025	TG5	JG	No	41	35.41	36.81	38.26	39.80	41.39	43.07	44.79		6,137.62	7,763.45
AG/WGTS & MEAS INS III	1/4/2025	TG7	55	No	41	39.02	40.56	42.18	43.83	45.62	47.44	49.35		6,763.34	8,553.84
ANIMAL CARE WORKER	11/9/2024	AC2	D2	No	41	22.88	24.06	25.22	26.48	27.54	27.54	27.54		3,965.79	4,773.51
ANIMAL CONTROL OFF I	11/9/2024	AC5	D4	No	41	26.06	27.36	28.70	30.18	31.39	31.39	31.39		4,516.98	5,440.83
ANIMAL CONTROL OFF II	11/9/2024	AC7	D6	No	41	30.31	31.83	33.43	35.07	36.47	36.47	36.47		5,253.63	6,321.35
ANIMAL HEALTH SPEC	11/9/2024	AC6	D5	No	41	26.81	28.12	29.55	31.03	32.27	32.27	32.27		4,646.98	5,593.36
ANIMAL SVCS ASST	11/9/2024	AC1	D2	No	41	22.88	24.06	25.22	26.48	27.54	27.54	27.54		3,965.79	4,773.51
ANIMAL SVCS CLK DISP	11/9/2024	AD3	FC	No	41	26.04	27.14	28.26	29.42	30.61	30.61	30.61		4,513.51	5,305.63
ANIMAL SVCS COORD	11/9/2024	AC4	D0	Yes	41	29.50	30.69	31.92	33.23	34.56	34.56	34.56		5,113.24	5,990.28
ANIMAL SVCS FIELD MGR	9/14/2024	AC9	D8	Yes	11	40.78	42.76	44.87	47.11	49.49	49.49	49.49		7,068.40	8,578.10
ANIMAL SVCS OPRS MGR	9/14/2024	AD9	S9	Yes	11	45.66	47.95	50.34	52.85	55.50	58.28	61.19		7,914.25	10,606.06
ANIMAL SVCS SHELTR MGR	9/14/2024	AC8	D8	Yes	11	40.78	42.76	44.87	47.11	49.49	49.49	49.49		7,068.40	8,578.10
APPRAISER I	11/9/2024	DA5	BU	No	41	31.70	33.01	34.27	35.69	37.10	38.64	40.19		5,494.56	6,966.13
APPRAISER II	11/9/2024	DA7	BW	No	41	36.91	38.36	39.94	41.52	43.17	44.91	46.70		6,397.61	8,094.51
APPRAISER/AUDITR AIDE	11/9/2024	DA2	EQ	No	41	29.60	30.74	31.97	33.27	34.61	35.96	37.41		5,130.57	6,484.28
AQUATICS AIDE	11/9/2024	GK8	TC	No	9C	17.05	17.05	17.05	17.05	17.05	17.05	17.05		2,955.28	2,955.28
AQUATICS COORDINATOR	11/9/2024	GK5	Y4	Yes	41	32.78	34.07	35.43	36.84	38.33	39.84	41.44		5,681.76	7,182.80
AQUATICS PROG SPEC	11/9/2024	GK4	34	Yes	41	25.99	26.98	28.06	29.19	30.39	31.61	32.86		4,504.85	5,695.62

County of Santa Cruz  
Salary Schedule  
Salary Schedule Effective Dates: (7/1/2024 – 6/30/2025)  
Revised: 7/05/2025

Board of Supervisors Approved Salary Schedule: 06/24/2025

Job Description	Effective Date	Class Code	Range	Supv	Benefit Status	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Monthly 1st Step	Monthly Last Step
AQUATICS SUPERVISOR	11/9/2024	GK7	52	Yes	41	35.94	37.38	38.88	40.41	42.03	43.72	45.48		6,229.48	7,883.05
ASSESSMENT CLERK	11/9/2024	BL3	MA	No	41	25.84	26.90	27.98	29.06	30.21	31.45	32.71		4,478.85	5,669.62
ASSESSMENT TECHNICIAN	11/9/2024	BL5	IV	No	41	27.73	28.86	30.04	31.17	32.44	33.78	35.14		4,806.44	6,090.82
ASSESSOR-RECORDER	9/14/2024	DB9	4C	No	02	127.88	127.88	127.88	127.88	127.88	127.88	127.88		22,165.44	22,165.44
ASSISTANT COUNTY CLERK	9/14/2024	BR8	Z9	No	06	58.44	61.37	64.43	67.65	71.04	74.59	78.32		10,129.41	13,575.21
ASSOC ADMIN ANALYST	9/14/2024	UR5	UG	No	08	44.44	46.65	49.06	51.44	54.00	56.72	59.55		7,702.79	10,321.80
ASSOC CIVIL ENGINEER	1/4/2025	ED7	NH	No	41	49.50	51.51	53.54	55.70	57.92	60.22	62.62		8,579.84	10,853.92
ASSOC HUM SVCS ANALYST	9/14/2024	XA5	PM	No	11	41.57	43.63	45.77	48.00	50.37	52.89	55.53		7,205.33	9,625.01
ASSOC PERSONNEL ANLST	9/14/2024	VE6	UF	No	08	42.31	44.43	46.61	48.93	51.43	54.01	56.71		7,333.59	9,829.54
ASST ADMIN ANALYST(MT)	9/14/2024	UR3	UD	No	05	38.35	40.24	42.23	44.39	46.58	48.89	51.34		6,647.21	8,898.76
ASST CHF FISCL SVC	9/14/2024	UD5	T9	No	11	53.96	56.60	59.37	62.28	65.05	68.67	72.11		9,352.89	12,498.83
ASST CHF PROBATION OFF	9/14/2024	SX7	UZ	No	0G	67.64	70.94	74.55	78.25	82.18	86.27	90.58		11,724.04	15,700.23
ASST COUNTY EXEC OFF	4/12/2025	UT7	2A	No	06	112.96	118.60	124.55	130.78	137.31	144.18	151.39		19,579.36	26,240.43
ASST DEPTL ADMIN ANLST	9/14/2024	US1	M8	No	14	35.36	37.08	38.87	40.76	42.76	44.90	47.12		6,128.95	8,167.31
ASST DIR – HSA or HSD	9/14/2024	SP8	YG	No	06	85.11	89.37	93.86	98.55	103.48	108.63	114.07		14,752.12	19,771.75
ASST DIR LABORATORY SV	9/14/2024	NE6	AG	Yes	11	45.96	48.22	50.66	53.18	55.86	58.66	61.58		7,966.25	10,673.66
ASST DIR OF INFO SVCS	9/14/2024	UP8	5D	No	06	77.82	81.70	85.81	90.09	94.56	99.34	104.30		13,488.54	18,078.32
ASST DIR OF NURSING	9/14/2024	PD8	ML	No	11	60.45	63.42	66.59	69.77	73.22	76.87	80.71		10,477.80	13,989.46
ASST DIR OF PUBLIC WKS	9/14/2024	EE5	4D	No	06	73.90	77.59	81.46	85.51	89.80	94.31	99.02		12,809.09	17,163.14
ASST DIV DIR – HSD	9/14/2024	SP3	JR	No	11	58.67	61.58	64.57	67.73	71.05	74.60	78.32		10,169.27	13,575.21
ASST DIV DIR – HSD (B)	9/14/2024	SP3	45	No	11	61.59	64.66	67.82	71.11	74.62	78.32	82.25		10,675.39	14,256.39
ASST FAIR HEARING OFFR	1/4/2025	SF1	NZ	No	41	37.22	38.72	40.24	41.87	43.55	45.28	47.10		6,451.34	8,163.84
ASST HUMAN SVC ANALYST	9/14/2024	XA3	M8	No	11	35.36	37.08	38.87	40.76	42.76	44.90	47.12		6,128.95	8,167.31
ASST IN CIVIL ENGRG	1/4/2025	ED5	YO	No	41			45.72	47.54	49.45	51.43	53.49		7,924.65	9,271.42
ASST PERS ANALYST(MT)	9/14/2024	VE4	UC	No	05	36.48	38.27	40.21	42.23	44.28	46.55	48.85		6,323.08	8,467.17
ASST PLANNING DIRECTOR	9/14/2024	GC8	YJ	No	06	74.24	77.95	81.87	85.95	90.22	94.78	99.52		12,868.02	17,249.80
ASST PROB DIV DIR	9/14/2024	SW7	N7	No	12	48.89	51.34	53.78	56.48	59.28	62.17	65.29		8,474.10	11,316.72
ASST PUB WKS SUPT	9/14/2024	MV5	DC	No	11	48.00	50.31	52.75	55.37	58.11	61.03	64.10		8,319.84	11,110.45
ASST REAL PROPERTY AGT	11/9/2024	DE3	HG	No	41	38.76	40.28	41.89	43.56	45.32	47.10	48.97		6,718.27	8,487.97
ASST RECORDER	9/14/2024	DB7	N3	No	11	50.53	52.98	55.64	58.36	61.25	64.33	67.53		8,758.36	11,704.97
ASST VECTOR CONTR MGR	9/14/2024	TC8	MS	No	11	54.80	57.49	60.33	63.26	66.44	69.74	73.23		9,498.48	12,692.96
ATTY I – CO COUNSEL	9/14/2024	JD1	17	No	09			50.66	53.20	55.88	58.70	61.64		8,780.90	10,684.06
ATTY I – DA	4	JD2	Z5	No	61			50.66	53.20	55.88	58.70	61.64		8,780.90	10,684.06
ATTY I – PD	4	JG1	Z5	No	61			50.66	53.20	55.88	58.70	61.64		8,780.90	10,684.06
ATTY II – CO COUNSEL	9/14/2024	JD3	18	No	09			63.98	67.19	70.57	74.06	77.75		11,089.65	13,476.41
ATTY II – DA	4	JD4	Z6	No	61			63.98	67.19	70.57	74.06	77.75		11,089.65	13,476.41

County of Santa Cruz  
Salary Schedule  
Salary Schedule Effective Dates: (7/1/2024 – 6/30/2025)  
Revised: 7/05/2025

Board of Supervisors Approved Salary Schedule: 06/24/2025

Job Description	Effective Date	Class Code	Range	Supv	Benefit Status	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Monthly 1st Step	Monthly Last Step
ATTY II – PD	4	JG2	Z6	No	61			63.98	67.19	70.57	74.06	77.75		11,089.65	13,476.41
ATTY III – CO COUNSEL	9/14/2024	JD5	19	No	09			77.37	81.19	85.29	89.53	94.01		13,410.54	16,294.75
ATTY III – DA	4	JD6	Z7	No	61			77.37	81.19	85.29	89.53	94.01		13,410.54	16,294.75
ATTY III – DA(C)	4	JD6	UW	No	61			85.13	89.32	93.82	98.46	103.38		14,755.58	17,918.86
ATTY III – PD	4	JG3	Z7	No	61			77.37	81.19	85.29	89.53	94.01		13,410.54	16,294.75
ATTY IV – CO COUNSEL	9/14/2024	JD7	20	No	09			90.30	94.83	99.59	104.57	109.78		15,651.70	19,028.17
ATTY IV – DA	4	JD8	Z8	No	61			90.30	94.83	99.59	104.57	109.78		15,651.70	19,028.17
ATTY IV – DA(C)	4	JD8	UV	No	61			99.34	104.31	109.55	115.00	120.76		17,218.60	20,931.33
ATTY IV – PD	4	JG4	Z8	No	61			90.30	94.83	99.59	104.57	109.78		15,651.70	19,028.17
AUD-CONT-TREAS-TAX COL	9/14/2024	UH9	8K	Yes	02	131.28	131.28	131.28	131.28	131.28	131.28	131.28		22,754.76	22,754.76
AUDIT/SYSTEMS MGR	9/14/2024	UF8	AB	No	11	62.24	65.29	68.47	71.90	75.53	79.26	83.21		10,788.06	14,422.79
AUDITOR – APPRAISER I	11/9/2024	UG5	BK	No	41	32.12	33.39	34.74	36.12	37.51	39.03	40.60		5,567.36	7,037.20
AUDITOR – APPRAISER II	11/9/2024	UG7	HW	No	41	38.81	40.31	41.93	43.64	45.36	47.16	49.04		6,726.94	8,500.10
AUDITOR –APPRAISER III	11/9/2024	UG8	BO	No	41	40.80	42.44	44.08	45.87	47.72	49.61	51.56		7,071.86	8,936.89
AUDITOR I	11/9/2024	UF2	G5	No	41	37.11	37.11	37.11	38.57	40.14	41.71	43.39		6,432.28	7,520.79
AUDITOR II	11/9/2024	UF3	G6	No	41	40.66	40.66	40.66	42.29	43.98	45.73	47.55		7,047.60	8,241.84
AUDITOR III	11/9/2024	UF4	G7	No	41	44.66	44.66	44.66	46.42	48.30	50.23	52.23		7,740.92	9,053.03
AUDITOR IV	11/9/2024	UF6	VH	No	41	53.78	53.78	53.78	55.96	58.16	60.49	62.91		9,321.69	10,904.19
AUTO SVCS ATTENDANT	11/9/2024	MM1	RG	No	41	22.56	23.44	24.41	25.37	26.38	27.42	28.50		3,910.32	4,939.91
AUTOMOTIVE MECHANIC	11/9/2024	MM4	DN	No	41	32.98	34.35	35.77	37.25	38.84	40.44	42.05		5,716.42	7,288.53
BEHAV HLTH PROGRAM MGR	9/14/2024	NL6	RA	No	11	53.56	56.16	58.92	61.79	64.84	68.11	71.49		9,283.55	12,391.36
BENEFITS REP	1/4/2025	SC6	J3	No	41	32.82	34.13	35.48	36.87	38.35	39.90	41.51		5,688.69	7,194.93
BENEFITS REP SUPV	1/4/2025	SE5	07	Yes	41	36.30	37.72	39.19	40.76	42.30	43.96	45.72		6,291.88	7,924.65
BENEFITS REP TRAINEE	1/4/2025	SC3	KY	No	41	26.45	27.50	28.56	29.69	30.93	32.17	33.46		4,584.58	5,799.62
BLDG CON/MAINT WKR I	1/4/2025	MG4	JK	No	41	29.34	30.55	31.70	32.98	34.29	35.65	37.06		5,085.50	6,423.61
BLDG CON/MAINT WKR II	1/4/2025	MG6	R8	No	41	32.22	33.53	34.78	36.21	37.62	39.12	40.67		5,584.69	7,049.33
BLDG CON/MAINT WKR III	1/4/2025	MG8	IF	No	41	34.51	35.82	37.27	38.72	40.25	41.87	43.53		5,981.62	7,545.05
BLDG CONSTR PROJ MGR	9/14/2024	ED9	DW	No	11	48.03	50.46	52.94	55.50	58.26	61.16	64.21		8,325.04	11,129.52
BLDG CONSTR/MAINT SUPV	1/4/2025	MH7	H9	Yes	41	43.82	45.59	47.37	49.26	51.22	53.27	55.40		7,595.32	9,602.48
BLDG COUNTER SUPVR	1/4/2025	TP6	IK	Yes	41	44.47	46.23	48.04	49.98	52.03	54.05	56.21		7,707.99	9,742.88
BLDG EQUIP MECHANIC	1/4/2025	MH3	R5	No	41	37.12	38.65	40.25	42.07	43.83	45.72	47.57		6,434.01	8,245.31
BLDG EQUIP SUPVR	1/4/2025	MH8	LI	Yes	41	47.40	49.31	51.23	53.27	55.39	57.61	59.92		8,215.84	10,385.93
BLDG INSPECTOR I	1/4/2025	TR4	BP	No	41	39.81	41.37	43.05	44.78	46.54	48.41	50.36		6,900.27	8,728.90
BLDG INSPECTOR II	1/4/2025	TR6	JI	No	41	43.70	45.45	47.24	49.15	51.14	53.19	55.31		7,574.52	9,586.88
BLDG MAINT SUPT	9/14/2024	MH9	MF	No	11	53.70	56.29	59.04	61.93	65.08	68.28	71.70		9,307.82	12,427.76
BLDG PERMIT TECH I	1/4/2025	TP2	8D	No	41	29.90	31.04	32.30	33.61	34.94	36.34	37.81		5,182.57	6,553.61
BLDG PERMIT TECH II	1/4/2025	TP3	86	No	41	33.08	34.43	35.77	37.19	38.70	40.24	41.87		5,733.76	7,257.33

County of Santa Cruz  
Salary Schedule  
Salary Schedule Effective Dates: (7/1/2024 – 6/30/2025)  
Revised: 7/05/2025

Board of Supervisors Approved Salary Schedule: 06/24/2025

Job Description	Effective Date	Class Code	Range	Supv	Benefit Status	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Monthly 1st Step	Monthly Last Step
BLDG PLANS CHECKER	1/4/2025	TP7	HY	No	41	44.47	46.23	48.04	49.98	52.03	54.05	56.21		7,707.99	9,742.88
BOARD CLERK	11/9/2024	BX5	8E	No	41	30.65	31.92	33.19	34.51	35.92	37.36	38.82		5,312.56	6,728.67
BUS ANALYTICS MGR-HSD	9/14/2024	AN6	1G	Yes	11	53.66	56.50	59.47	62.59	65.89	69.36	73.01		9,300.89	12,654.82
BUYER	11/9/2024	VC3	VP	No	41	35.26	36.71	38.29	39.92	41.70	43.65	45.40		6,111.62	7,869.18
CAL CHILD SVCS SPEC I	1/4/2025	SG3	8C	No	41	28.30	29.47	30.61	31.83	33.12	34.41	35.78		4,905.24	6,201.75
CAL CHILD SVCS SPEC II	1/4/2025	SG5	J2	No	41	32.21	33.49	34.82	36.17	37.64	39.16	40.73		5,582.96	7,059.73
CANNABIS LICENSING MGR	9/14/2024	WD8	8X	Yes	08	55.86	58.68	61.53	64.53	67.70	71.09	74.66		9,682.21	12,940.82
CAPITAL IMPR PROG MGR	9/14/2024	US7	D7	No	11	56.20	59.04	61.91	64.94	68.16	71.55	75.13		9,741.15	13,022.28
CASE DATA CLERK	11/9/2024	BN3	M6	No	41	25.72	26.49	27.44	28.55	29.66	30.93	32.16		4,458.05	5,574.29
CASHIER-DISPOSAL SITE	11/9/2024	BS9	K3	No	43	28.62	29.59	30.56	31.92	33.27	34.73	36.11		4,960.70	6,258.95
CCS – PHYSICAL THERAPI	1/4/2025	PP5	F5	No	41	52.87	52.87	52.87	52.87	54.94	57.16	59.46		9,163.96	10,306.20
CCS – SUPVG THERAPIST	9/14/2024	PP7	A4	No	11	51.49	53.98	56.63	59.39	62.35	65.49	68.76		8,924.76	11,918.17
CCS- OCCUPATIONAL THER	1/4/2025	PP6	F5	No	41	52.87	52.87	52.87	52.87	54.94	57.16	59.46		9,163.96	10,306.20
CENTRAL COLLECTNS SUPV	9/14/2024	BY8	EY	No	11	41.80	43.82	45.99	48.21	50.60	53.15	55.82		7,245.19	9,675.28
CHAIRPERSON BD OF SUPV	8/25/2024	AA1	00	No	01	71.66								12,420.83	12,420.83
CHF ASST CO COUNSEL	9/14/2024	JF8	YD	No	06	99.52	104.48	109.76	115.17	120.94	127.05	133.40		17,249.80	23,122.22
CHF AUDITOR APPRAISER	9/14/2024	UG9	T2	No	11	51.08	53.60	56.23	58.98	61.83	64.92	68.19		8,853.70	11,819.37
CHF BUILDING INSPECTOR	9/14/2024	TP9	U9	No	11	59.92	62.93	65.98	69.23	72.63	76.27	80.08		10,385.93	13,880.27
CHF CORRECTNS MED SVCS	9/14/2024	PE8	9C	Yes	08	64.61	67.82	71.21	74.76	78.52	82.47	86.59		11,198.85	15,008.64
CHF D A INSPECTOR++	9/14/2024	RH8	YN	No	0C	74.62	78.35	82.26	86.37	90.67	95.22	99.98		12,933.88	17,329.53
CHF DEP ASSESSOR-ADMIN	9/14/2024	DB5	W4	No	11	56.23	58.96	61.85	64.87	68.10	71.52	75.10		9,746.35	13,017.08
CHF DEP ASSESSOR-VALU	9/14/2024	DB4	W4	No	11	56.23	58.96	61.85	64.87	68.10	71.52	75.10		9,746.35	13,017.08
CHF DEP AUD-CONTROLLER	9/14/2024	UE7	8H	Yes	06	82.31	86.40	90.74	95.26	100.04	105.05	110.31		14,266.79	19,120.03
CHF DEP CLK-BD OF SUPV	9/14/2024	BX8	M1	No	11	50.79	53.20	55.81	58.48	61.34	64.44	67.66		8,803.43	11,727.51
CHF DEP DIST ATTY	9/14/2024	JH7	YD	No	06	99.52	104.48	109.76	115.17	120.94	127.05	133.40		17,249.80	23,122.22
CHF DEP PUB DEFENDER	9/14/2024	JG8	ZX	Yes	06	99.52	104.48	109.76	115.17	120.94	127.05	133.40		17,249.80	23,122.22
CHF DEPTY DA-ADMIN	9/14/2024	UX3	9A	No	06	62.15	65.20	68.48	71.90	75.49	79.30	83.25		10,772.46	14,429.72
CHF OF ASSESSMENT STDS	9/14/2024	DB3	MG	No	11	48.83	51.17	53.71	56.35	59.08	62.02	65.14		8,463.70	11,290.72
CHF OF CLINIC SVCS	9/14/2024	PK9	43	No	08	74.59	78.27	82.20	86.31	90.64	95.20	99.96		12,928.68	17,326.07
CHF OF FISCAL SERVICES	9/14/2024	UD9	MH	No	11	61.07	64.11	67.23	70.59	74.06	77.80	81.68		10,585.26	14,157.59
CHF OF PUBLIC HEALTH	9/14/2024	PJ9	9D	No	08	76.37	80.18	84.17	88.43	92.81	97.50	102.36		13,237.21	17,742.06
CHF OF STAFF – BOS	9/14/2024	UY4	UO	Yes	0E	46.66	48.99	51.49	54.02	56.72	59.56	62.54		8,087.58	10,840.06
CHF PHARMACIST	9/14/2024	NJ8	NW	No	11	80.92	84.98	89.23	93.51	98.15	103.04	108.19		14,025.86	18,752.57
CHF PROBATION OFFICER	9/14/2024	SX9	YB	No	0F	91.12	95.67	100.47	105.48	110.76	116.29	122.09		15,793.83	21,161.86
CHF RAD TECHNOLOGIST	1/4/2025	NG4	BG	No	41	54.56	56.76	58.99	61.40	63.86	66.43	69.09		9,456.88	11,975.37
CHF REAL PROPERTY AGT	9/14/2024	DE7	P4	No	11	60.08	63.04	66.13	69.45	72.85	76.47	80.29		10,413.67	13,916.67
CHF WELFARE FRAUD INV	9/14/2024	RH4	W1	No	11	52.08	54.59	57.30	60.10	63.03	66.17	69.49		9,027.03	12,044.70

County of Santa Cruz  
Salary Schedule  
Salary Schedule Effective Dates: (7/1/2024 – 6/30/2025)  
Revised: 7/05/2025

Board of Supervisors Approved Salary Schedule: 06/24/2025

Job Description	Effective Date	Class Code	Range	Supv	Benefit Status	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Monthly 1st Step	Monthly Last Step
CHIEF OF PSYCHIATRY	9/14/2024	PR7	GF	No	08	161.75	161.75	161.75	161.75	169.79	178.27	187.19		28,036.13	32,445.64
CHIEF PD INVESTIGATOR	9/14/2024	DJ9	SQ	Yes	08	56.59	59.48	62.61	65.90	69.36	73.01	76.86		9,808.74	13,322.14
CHILD SUPP ATTY III(B)	4	JE6	UR	No	61			81.23	85.26	89.55	94.00	98.70		14,079.60	17,107.67
CHILD SUPP ATTY IV(B)	4	JE7	UT	No	61			94.83	99.58	104.58	109.77	115.27		16,436.88	19,979.75
CHILD SUPPORT ATTY I	4	JE4	Z5	No	61			50.66	53.20	55.88	58.70	61.64		8,780.90	10,684.06
CHILD SUPPORT ATTY II	4	JE5	Z6	No	61			63.98	67.19	70.57	74.06	77.75		11,089.65	13,476.41
CHILD SUPPORT ATTY III	4	JE6	Z7	No	61			77.37	81.19	85.29	89.53	94.01		13,410.54	16,294.75
CHILD SUPPORT ATTY IV	4	JE7	Z8	No	61			90.30	94.83	99.59	104.57	109.78		15,651.70	19,028.17
CHILD SUPPORT INV I	1/4/2025	RI1	KP	No	41	37.32	38.78	40.30	41.91	43.62	45.34	47.17		6,468.68	8,175.98
CHILD SUPPORT INV II	1/4/2025	RI2	VF	No	41	47.85	47.85	47.85	47.85	49.72	51.73	53.80		8,293.84	9,325.15
CHILD SUPPORT MANAGER	9/14/2024	US6	MI	No	11	53.05	55.62	58.32	61.19	64.23	67.45	70.81		9,195.16	12,273.50
CHILD SUPPORT SPEC I	11/9/2024	BY1	KI	No	41	27.65	28.81	29.91	31.10	32.38	33.63	34.98		4,792.57	6,063.08
CHILD SUPPORT SPEC II	11/9/2024	BY2	KZ	No	41	31.99	33.26	34.57	35.95	37.41	38.90	40.45		5,544.83	7,011.20
CHILD SUPPORT SPEC III	11/9/2024	BY3	XO	No	41	35.19	36.56	38.01	39.52	41.14	42.78	44.49		6,099.48	7,711.45
CIVIL ENGINEER	1/4/2025	EE1	NM	Yes	41	54.54	56.75	58.99	61.37	63.83	66.36	69.02		9,453.42	11,963.24
CIVIL PROCESS SUPVR	9/14/2024	RD9	LK	No	11	44.28	46.51	48.75	51.12	53.63	56.33	59.14		7,675.05	10,250.74
CLERICAL SUPVR I	11/9/2024	BD3	VO	Yes	41	32.78	34.12	35.51	36.90	38.41	39.89	41.51		5,681.76	7,194.93
CLERICAL SUPVR II	11/9/2024	BD6	JY	Yes	41	35.15	36.50	38.01	39.52	41.13	42.74	44.44		6,092.55	7,702.79
CLERK I	11/9/2024	BA4	D1	No	41	21.79	22.43	23.09	24.01	24.95	25.99	27.02		3,776.86	4,683.38
CLERK II	11/9/2024	BA6	28	No	41	23.59	24.54	25.47	26.49	27.56	28.65	29.80		4,088.85	5,165.23
CLERK III	11/9/2024	BA8	FB	No	41	25.43	26.45	27.50	28.58	29.70	30.92	32.15		4,407.78	5,572.56
CLERK III SUPERVISORY	11/9/2024	BA7	JF	Yes	41	26.29	27.39	28.45	29.59	30.80	32.02	33.30		4,556.85	5,771.89
CLIMATE ACTION MANAGER	9/14/2024	WA7	AE	No	11	55.99	58.81	61.67	64.69	67.88	71.29	74.84		9,704.75	12,972.02
CLINIC NURSE I	1/4/2025	PG3	WW	No	41	50.38	50.38	50.38	52.45	54.56	56.70	58.97		8,732.37	10,221.27
CLINIC NURSE II	1/4/2025	PG5	WA	No	41	54.90	54.90	54.90	57.14	59.42	61.77	64.24		9,515.82	11,134.72
CLINIC NURSE III	1/4/2025	PG7	VK	No	41	60.76	60.76	60.76	63.18	65.69	68.32	71.04		10,531.53	12,313.36
CLINIC PHYSICIAN-HSA	4/12/2025	PT3	G9	No	85	127.74	127.74	127.74	127.74	127.74	132.84	138.15		22,141.17	23,945.54
CLINICAL LAB SCIENTIST	1/4/2025	NC7	GH	No	41	58.47	60.83	63.22	65.77	68.43	71.13	73.98		10,134.61	12,822.95
CLINICAL PSYCHOLOGIST	1/4/2025	SY3	ZD	Yes	41	53.94	56.11	58.33	60.64	63.11	65.60	68.23		9,349.42	11,826.31
CODE COMPL INVEST I	1/4/2025	GL3	DQ	No	41	32.03	33.29	34.65	36.03	37.48	39.01	40.55		5,551.76	7,028.53
CODE COMPL INVEST II	1/4/2025	GL5	IL	No	41	37.73	39.25	40.84	42.46	44.14	45.89	47.72		6,539.74	8,271.31
CODE COMPL INVEST III	1/4/2025	GL7	CZ	No	41	41.58	43.28	44.98	46.79	48.64	50.58	52.59		7,207.06	9,115.42
CODE COMPL INVEST IV	1/4/2025	GL8	TJ	No	41	45.68	47.52	49.40	51.37	53.40	55.55	57.79		7,917.71	10,016.74
CODE COMPLIANCE MGR	9/14/2024	GL9	4G	Yes	11	50.94	53.49	56.17	58.98	61.92	65.02	68.27		8,829.43	11,833.24
COLLECTION OFFICER	11/9/2024	BY6	CF	No	41	30.14	31.41	32.61	33.92	35.28	36.69	38.16		5,224.17	6,614.27
COMM INSTALLER	1/4/2025	MY1	RO	No	41	29.32	30.52	31.73	32.99	34.31	35.68	37.09		5,082.04	6,428.81
COMM MENTAL HLTH AIDE	11/9/2024	NM3	K7	No	41	27.97	29.09	30.08	31.27	32.44	33.86	35.22		4,848.04	6,104.68



County of Santa Cruz  
Salary Schedule  
Salary Schedule Effective Dates: (7/1/2024 – 6/30/2025)  
Revised: 7/05/2025

Board of Supervisors Approved Salary Schedule: 06/24/2025

Job Description	Effective Date	Class Code	Range	Supv	Benefit Status	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Monthly 1st Step	Monthly Last Step
COMM TECHNICIAN I	1/4/2025	MY3	JZ	No	41	32.21	33.49	34.85	36.21	37.66	39.16	40.73		5,582.96	7,059.73
COMM TECHNICIAN II	1/4/2025	MY5	GI	No	41	39.20	40.79	42.41	44.11	45.87	47.68	49.58		6,794.54	8,593.70
COMMISSIONS COORD.	9/14/2024	UY6	RN	No	11	34.19	35.81	37.60	39.41	41.36	43.39	45.59		5,926.15	7,902.11
COMMUNICATIONS MANAGER	9/14/2024	UP4	GQ	Yes	11	56.62	59.46	62.41	65.56	68.85	72.28	75.91		9,813.94	13,157.48
COMMUNITY HLTH WKR I	11/9/2024	NW3	O3	No	41	26.14	26.85	27.73	28.84	30.05	31.15	32.41		4,530.85	5,617.63
COMMUNITY HLTH WKR II	11/9/2024	NW5	K7	No	41	27.97	29.09	30.08	31.27	32.44	33.86	35.22		4,848.04	6,104.68
COOK	11/9/2024	FG5	IY	No	41	25.64	26.62	27.65	28.76	29.94	31.11	32.35		4,444.18	5,607.23
COOK'S ASSISTANT	11/9/2024	FG3	R1	No	41	21.94	22.81	23.73	24.69	25.68	26.69	27.75		3,802.86	4,809.91
CORONER FORENSIC TECH	1/4/2025	RE2	VX	No	41	50.24	52.22	54.31	56.53	58.77	61.15	63.59		8,708.10	11,022.05
CORRECTIONS MED DIR	9/14/2024	PE7	DV	Yes	11	113.66	113.66	113.66	113.66	119.39	125.33	131.60		19,700.69	22,810.23
CORRECTIONS SERGEANT	12/7/2024	RC9	L5	Yes	51	51.79	54.29	57.00	59.86	62.86	66.00	69.31		8,976.76	12,013.50
COUNTY BUDGET MANAGER	9/14/2024	UT8	YR	Yes	08	97.94	102.87	108.01	113.41	119.06	125.03	131.26		16,975.94	22,751.30
COUNTY CLERK	9/14/2024	BR9	3D	No	02	95.22	95.22	95.22	95.22	95.22	95.22	95.22		16,504.48	16,504.48
COUNTY COUNSEL	9/14/2024	JF9	3C	No	04	118.50	124.42	130.66	137.17	143.99	151.21	158.77		20,539.61	27,519.60
COUNTY EXEC OFFICER	4/12/2025	UT9	1A	No	04	132.72	139.37	146.31	153.68	161.33	169.42	177.90		23,004.36	30,835.41
COUNTY PUB INFO OFF	9/14/2024	UR8	UM	No	08	54.64	57.34	60.18	63.24	66.41	69.72	73.19		9,470.75	12,686.02
COUNTY SAFETY OFFICER	9/14/2024	EF8	UI	No	11	47.70	50.11	52.62	55.25	58.01	60.90	63.96		8,267.84	11,086.19
COUNTY SUPERVISOR	8/25/2024	AA4	00	No	01	71.09								12,322.03	12,322.03
COUNTY SVRS ANALYST	9/14/2024	UY3	UH	No	0E	46.66	48.97	51.50	54.01	56.70	59.56	62.54		8,087.58	10,840.06
CRIMINALIST I	11/9/2024	BM1	ZQ	No	41	42.59	44.28	46.08	47.89	49.78	51.81	53.89		7,382.12	9,340.75
CRIMINALIST II	11/9/2024	BM2	Q9	No	41	51.29	53.34	55.47	57.70	60.01	62.41	64.90		8,890.10	11,249.12
CRIMINALIST III	11/9/2024	BM3	ZT	No	41	56.41	58.67	61.02	63.46	66.00	68.64	71.39		9,777.55	12,374.03
CULTURAL AFFAIRS SPEC	11/9/2024	GS5	52	No	41	35.94	37.38	38.88	40.41	42.03	43.72	45.48		6,229.48	7,883.05
CUSTODIAN	11/9/2024	FD2	RI	No	41	22.68	23.59	24.52	25.46	26.49	27.57	28.68		3,931.12	4,971.10
CUSTODIAN LEADWORKER	11/9/2024	FD4	R2	No	41	23.88	24.87	25.82	26.90	27.98	29.26	30.43		4,139.12	5,274.43
DA INSPECTOR I++	7/5/2025	RH5	JU	No	81	46.91	49.23	51.69	54.33	57.03	59.87	62.87		8,130.91	10,897.26
DA INSPECTOR II	7/5/2025	RH7	LS	No	81	57.33	60.21	63.20	66.36	69.67	73.16	76.83		9,937.01	13,316.94
DA INSPECTOR III	7/5/2025	RH9	XV	Yes	81	62.39	65.49	68.76	72.22	75.83	79.61	83.61		10,814.06	14,492.12
DEP AG COMM/SEALER	9/14/2024	TG8	N9	No	11	50.47	52.89	55.50	58.21	61.03	64.10	67.30		8,747.97	11,665.11
DEP DIR MH SUB ABUSE	9/14/2024	PS8	XX	Yes	11	64.53	67.78	71.18	74.73	78.49	82.39	86.52		11,184.98	14,996.51
DEP DIR OF ENVR. HLTH	9/14/2024	TH8	ZK	Yes	06	63.71	66.90	70.23	73.76	77.45	81.30	85.38		11,042.85	14,798.92
DEP PROBATION OFF I	3/15/2025	SU4	KQ	No	82	38.95	40.58	42.15	43.89	45.55	47.38	49.33		6,751.20	8,550.37
DEP PROBATION OFF II	3/15/2025	SU6	BQ	No	82	43.04	44.78	46.56	48.48	50.33	52.40	54.49		7,460.12	9,444.75
DEP PROBATION OFF III	3/15/2025	SU8	E4	Yes	82	48.65	50.53	52.43	54.44	56.53	58.71	61.04		8,432.50	10,580.06
DEP PUB HEALTH OFFICER	9/14/2024	PU8	ZJ	Yes	06	113.66	113.66	113.66	113.66	119.39	125.33	131.60		19,700.69	22,810.23
DEP PUBLIC ADMINISTR	9/14/2024	DH7	MK	No	11	40.31	42.29	44.33	46.53	48.77	51.20	53.77		6,986.93	9,319.95
DEP SHERIFF ++	7/5/2025	RE5	L2	No	32		49.83	52.33	54.93	57.67	60.54	63.58	66.75	8,637.03	11,569.78

County of Santa Cruz  
Salary Schedule  
Salary Schedule Effective Dates: (7/1/2024 – 6/30/2025)  
Revised: 7/05/2025

Board of Supervisors Approved Salary Schedule: 06/24/2025

Job Description	Effective Date	Class Code	Range	Supv	Benefit Status	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Monthly 1st Step	Monthly Last Step
DEP SHERIFF TRNEE	7/5/2025	RE3	B8	No	34	47.41	49.83	52.33	54.93	57.67	60.54	63.58	66.75	8,217.58	11,569.78
DEPTL ADMIN ANALYST	9/14/2024	US3	PM	No	11	41.57	43.63	45.77	48.00	50.37	52.89	55.53		7,205.33	9,625.01
DEPTL COMM OFFICER	9/14/2024	UU8	U3	No	11	44.07	46.27	48.57	51.01	53.56	56.24	59.05		7,638.65	10,235.14
DEPTL FISCAL OFFICER	9/14/2024	UD6	T9	No	11	53.96	56.60	59.37	62.28	65.05	68.67	72.11		9,352.89	12,498.83
DEPTY DIR-GEN SVCS	9/14/2024	TS7	YH	No	06	75.06	78.87	82.74	86.88	91.27	95.84	100.63		13,010.15	17,442.20
DEPTY DIR-PERSONNEL	9/14/2024	VG7	AC	No	06	73.22	76.81	80.65	84.74	88.95	93.40	98.07		12,691.22	16,998.47
DEPTY DIR-POSCS	9/14/2024	GV8	ZH	No	06	73.22	76.81	80.65	84.74	88.95	93.40	98.07		12,691.22	16,998.47
DEPUTY CEO	4/12/2025	UT5	YR	No	08	97.94	102.87	108.01	113.41	119.06	125.03	131.26		16,975.94	22,751.30
DEPUTY PUBLIC GUARDIAN	1/4/2025	DG4	H4	No	41	41.08	42.74	44.43	46.22	48.06	50.05	52.01		7,120.40	9,014.89
DETENTION LVN	1/4/2025	PD4	JQ	No	41	39.43	41.04	42.65	44.36	46.16	47.98	49.91		6,834.40	8,650.90
DETENTION NURSE SPEC I	1/4/2025	PD5	CY	No	41	60.86	60.86	60.86	60.86	60.86	63.33	65.85		10,548.86	11,413.78
DETENTION NURSE SPECII	1/4/2025	PD6	CO	No	41	61.18	63.62	66.16	68.82	71.56	74.41	77.40		10,604.33	13,415.74
DIR MENTAL HLTH SVCS	9/14/2024	PR8	YC	No	08	84.67	88.90	93.33	97.99	102.91	108.06	113.43		14,675.85	19,660.82
DIR OF ADMIN SERVICES	9/14/2024	UV7	YS	No	08	78.20	82.06	86.16	90.50	95.04	99.75	104.76		13,554.41	18,158.05
DIR OF CAP PROJECTS	9/14/2024	US9	4D	Yes	08	73.90	77.59	81.46	85.51	89.80	94.31	99.02		12,809.09	17,163.14
DIR OF CHILD SUP SVCS	9/14/2024	US8	YQ	No	04	84.09	88.28	92.73	97.32	102.21	107.31	112.67		14,575.32	19,529.09
DIR OF ENVIRON HEALTH	9/14/2024	TK9	YM	No	08	70.08	73.58	77.25	81.13	85.19	89.42	93.92		12,146.97	16,279.15
DIR OF GENERAL SVCS	9/14/2024	VB9	YE	No	04	84.84	89.10	93.52	98.23	103.12	108.25	113.67		14,705.32	19,702.42
DIR OF HOUSING HEALTH	9/14/2024	HS8	YS	Yes	08	78.20	82.06	86.16	90.50	95.04	99.75	104.76		13,554.41	18,158.05
DIR OF INFO SERVICES	9/14/2024	UP9	5C	No	04	94.48	99.22	104.17	109.40	114.82	120.60	126.64		16,376.22	21,950.51
DIR OF LABORATORY SVCS	9/14/2024	NE9	AF	No	11	56.88	59.63	62.57	65.66	68.83	72.26	75.90		9,859.01	13,155.75
DIR OF POSCS	9/14/2024	GV9	YF	No	04	86.52	90.88	95.44	100.17	105.27	110.46	115.98		14,996.51	20,102.81
DIR OF PUBLIC WORKS	9/14/2024	EE9	4A	No	04	93.77	98.43	103.36	108.52	113.95	119.59	125.58		16,253.15	21,766.78
DIRECTOR OF NURSING	9/14/2024	PD9	MN	No	11	68.21	71.30	74.74	78.40	82.26	86.33	90.66		11,822.84	15,714.10
DISPOSAL SITE MAIN WKR	11/9/2024	MW6	WF	No	43	33.71	35.01	36.44	37.87	39.37	40.92	42.56		5,842.95	7,376.92
DIST ATTORNEY	9/14/2024	JH9	3B	No	02	158.77	158.77	158.77	158.77	158.77	158.77	158.77		27,519.60	27,519.60
DIV DIR – HSD	9/14/2024	SP5	0A	No	08	65.68	68.92	72.36	75.99	79.80	83.79	88.00		11,384.31	15,253.04
DIV DIR – SOCIAL SVCS	9/14/2024	SP6	9E	No	08	71.14	74.70	78.43	82.35	86.47	90.85	95.38		12,330.70	16,532.22
DIV DIR CHLD WELF SVCS	9/14/2024	SP7	9F	No	08	74.58	78.29	82.19	86.30	90.61	95.17	99.94		12,926.95	17,322.60
DIV DIR ENVIRON HEALTH	9/14/2024	TK8	B5	No	11	59.30	62.20	65.27	68.55	71.88	75.46	79.24		10,278.47	13,734.67
DIV MGR – GENERAL SVCS	9/14/2024	MV3	DI	Yes	11	46.27	48.55	50.90	53.42	56.02	58.84	61.79		8,019.98	10,710.06
DIVISION SECRETARY	11/9/2024	BJ4	Y5	No	41	29.16	30.37	31.54	32.76	34.11	35.47	36.89		5,054.30	6,394.14
DUPL EQUIP OPR I	11/9/2024	CR1	DJ	No	41	22.00	22.63	23.24	24.20	25.11	26.18	27.22		3,813.26	4,718.04
DUPL EQUIP OPR II	11/9/2024	CR3	29	No	41	23.77	24.71	25.68	26.72	27.73	28.86	30.02		4,120.05	5,203.37
DUPL EQUIP OPR III	11/9/2024	CR7	IZ	No	41	26.59	27.65	28.76	29.86	31.09	32.30	33.60		4,608.84	5,823.89
ECONOMIC DEV COORD	9/14/2024	SH7	XZ	No	11	55.99	58.81	61.67	64.69	67.88	71.29	74.84		9,704.75	12,972.02
ECONOMIC DEV MGR	9/14/2024	WA8	XY	Yes	11	64.78	67.99	71.39	74.96	78.72	82.69	86.81		11,228.32	15,046.78

County of Santa Cruz  
Salary Schedule  
Salary Schedule Effective Dates: (7/1/2024 – 6/30/2025)  
Revised: 7/05/2025

Board of Supervisors Approved Salary Schedule: 06/24/2025

Job Description	Effective Date	Class Code	Range	Supv	Benefit Status	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Monthly 1st Step	Monthly Last Step
ELECTION WKR-CENTRAL	11/9/2024	BA2	KB	No	9C	21.20	21.20	21.20	21.20	21.20	21.20	21.20		3,674.60	3,674.60
ELECTION WKR-MISC	11/9/2024	BA1	KB	No	9C	21.20	21.20	21.20	21.20	21.20	21.20	21.20		3,674.60	3,674.60
ELECTR INSTR SUPVR	1/4/2025	MS8	MX	Yes	43	45.46	47.24	49.17	51.11	53.13	55.27	57.48		7,879.58	9,963.01
ELECTR INSTR TECH I	1/4/2025	MS3	HO	No	43	35.91	37.30	38.82	40.35	41.96	43.62	45.37		6,224.28	7,863.98
ELECTR INSTR TECH II	1/4/2025	MS5	GL	No	43	41.16	42.83	44.56	46.31	48.17	50.08	52.08		7,134.26	9,027.03
ELECTRICIAN	1/4/2025	MG9	TL	No	41	37.62	39.13	40.64	42.31	43.95	45.72	47.57		6,520.67	8,245.31
EMERGENCY SERVICES ADM	9/14/2024	UU9	XU	No	08	60.63	63.67	66.88	70.20	73.74	77.35	81.24		10,509.00	14,081.33
EMERGENCY SERVICES MGR	9/14/2024	UV8	XR	No	11	50.76	53.32	55.99	58.79	61.73	64.83	68.08		8,798.23	11,800.31
EMERGENCY SVCS ANALYST	9/14/2024	UV5	ZS	No	11	44.44	46.65	49.06	51.44	54.00	56.72	59.55		7,702.79	10,321.80
EMPLOY TRAIN SPEC I	11/9/2024	SF5	KC	No	41	30.97	32.17	33.45	34.74	36.19	37.61	39.11		5,368.03	6,778.94
EMPLOY TRAIN SPEC II	11/9/2024	SH1	IH	No	41	35.09	36.48	37.92	39.47	41.04	42.70	44.40		6,082.15	7,695.85
EMPLOY TRAIN SUPVR	9/14/2024	SG8	XF	Yes	11	42.56	44.68	46.87	49.16	51.53	54.12	56.80		7,376.92	9,845.14
EMPLOYEE REL PROG MGR	9/14/2024	VG8	YP	No	08	63.06	66.25	69.57	73.06	76.71	80.53	84.54		10,930.19	14,653.32
ENGINEERING ASSOCIATE	11/9/2024	EC9	MO	No	41	42.86	44.50	46.30	48.15	50.10	52.06	54.15		7,428.92	9,385.82
ENGINEERING TECH I	11/9/2024	EC2	DY	No	41	32.30	33.58	34.93	36.34	37.80	39.30	40.86		5,598.56	7,082.26
ENGINEERING TECH II	11/9/2024	EC4	IB	No	41	34.22	35.63	37.02	38.51	40.07	41.67	43.33		5,931.35	7,510.39
ENGINEERING TECH III	11/9/2024	EC5	HZ	Yes	41	38.76	40.31	41.96	43.63	45.38	47.18	49.05		6,718.27	8,501.84
ENGRG AIDE I	11/9/2024	EB3	I1	No	41	25.43	26.46	27.50	28.59	29.74	30.95	32.19		4,407.78	5,579.49
ENGRG AIDE II	11/9/2024	EB5	WG	No	41	29.48	30.66	31.88	33.12	34.48	35.84	37.27		5,109.77	6,460.01
ENV. HLTH-PROG MGR I	9/14/2024	TK4	A1	No	11	49.25	51.66	54.20	56.84	59.69	62.65	65.79		8,536.50	11,403.38
ENV. HLTH-PROG MGR II	9/14/2024	TK5	B2	No	11	52.74	55.28	58.02	60.86	63.94	67.14	70.50		9,141.42	12,219.77
ENVIRON HEALTH AIDE	1/4/2025	TJ1	KG	No	41	26.31	27.03	27.94	29.08	30.32	31.61	32.87		4,560.31	5,697.36
ENVIRON HLTH SPEC I	1/4/2025	TJ7	XK	No	41	39.12	40.53	42.63	44.59	46.65	49.00	50.95		6,780.67	8,831.16
ENVIRON HLTH SPEC II	1/4/2025	TJ8	H8	No	41	42.52	44.19	46.46	48.60	50.82	53.43	55.55		7,369.99	9,628.48
ENVIRON HLTH SPEC TRNE	1/4/2025	TJ5	KK	No	41	35.09	36.35	37.65	39.59	41.33	43.18	44.90		6,082.15	7,782.52
ENVIRON HLTH SPECIII	1/4/2025	TJ9	XG	No	41	48.28	50.22	52.21	54.33	56.51	58.76	61.13		8,368.37	10,595.66
ENVIRON PROG COORD	1/4/2025	TM5	CV	Yes	43	51.53	53.62	55.71	57.89	60.24	62.64	65.17		8,931.69	11,295.92
EPIDEMIOLOGIST I	11/9/2024	NH2	ZZ	No	41	45.71	47.49	49.44	51.41	53.42	55.57	57.80		7,922.91	10,018.47
EPIDEMIOLOGIST II	11/9/2024	NH1	XB	Yes	41	50.28	52.24	54.38	56.54	58.77	61.12	63.59		8,715.03	11,022.05
EQUAL EMPMT OP OFFICER	9/14/2024	VA9	UK	No	08	56.28	59.06	61.99	65.14	68.40	71.81	75.39		9,755.01	13,067.35
EXEC SECRETARY-CEO	4/12/2025	BJ7	TI	Yes	41	36.19	37.64	39.12	40.70	42.36	43.99	45.75		6,272.81	7,929.85
EXECUTIVE SECRETARY	11/9/2024	BJ9	II	No	41	34.32	35.67	37.07	38.56	40.10	41.71	43.39		5,948.69	7,520.79
FACILITIES MANAGER	9/14/2024	US4	MR	No	11	41.07	43.08	45.24	47.40	49.74	52.20	54.83		7,118.66	9,503.68
FAIR HEARING OFFICER	9/14/2024	SF2	BI	No	11	40.73	42.73	44.78	46.96	49.30	51.74	54.34		7,059.73	9,418.75
FOOD SVCS MANAGER	9/14/2024	FG9	LF	No	11	39.83	41.81	43.84	45.97	48.19	50.65	53.17		6,903.73	9,215.96
FORENSIC PATHOLOGIST	9/14/2024	PT9	4F	No	08	121.58	127.66	134.05	140.75	147.79	155.17	162.94		21,073.46	28,242.39
FORENSIC SVCS DIRECTOR	9/14/2024	FL8	QM	Yes	11	66.74	70.08	73.58	77.26	81.12	85.18	89.43		11,568.04	15,500.90

County of Santa Cruz  
Salary Schedule  
Salary Schedule Effective Dates: (7/1/2024 – 6/30/2025)  
Revised: 7/05/2025

Board of Supervisors Approved Salary Schedule: 06/24/2025

Job Description	Effective Date	Class Code	Range	Supv	Benefit Status	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Monthly 1st Step	Monthly Last Step
FORENSIC SVCS SUPV	9/14/2024	BN8	RY	No	11	58.02	60.92	63.97	67.18	70.53	74.06	77.77		10,056.61	13,479.87
GEN MGR ANIMAL SVCS	9/14/2024	AC0	9B	No	04	78.24	78.24	82.17	86.29	90.59	95.16	99.92		13,561.34	17,319.13
GEO INFO SYS TECH I	11/9/2024	CV3	87	No	41	28.07	29.19	30.40	31.56	32.87	34.13	35.51		4,865.37	6,154.95
GEO INFO SYS TECH II	11/9/2024	CV5	BJ	No	41	30.76	32.00	33.26	34.59	35.98	37.43	38.93		5,331.63	6,747.74
GIS ANALYST I	11/9/2024	GG1	71	No	41	43.26	44.98	46.79	48.66	50.62	52.63	54.72		7,498.26	9,484.62
GIS ANALYST II	11/9/2024	GG2	72	No	41	47.58	49.50	51.47	53.54	55.67	57.90	60.23		8,247.04	10,439.67
GIS ANALYST III	11/9/2024	GG3	73	No	41	55.44	57.65	59.96	62.38	64.86	67.44	70.14		9,609.42	12,157.37
GIS MANAGER	9/14/2024	CV7	DG	No	11	58.43	61.35	64.44	67.66	71.03	74.60	78.32		10,127.67	13,575.21
GROUP SUPERVISOR I	11/9/2024	SV3	KM	No	45	34.43	35.83	37.23	38.71	40.28	41.89	43.57		5,967.75	7,551.99
GROUP SUPERVISOR II	11/9/2024	SV5	JJ	No	45	37.92	39.47	41.03	42.69	44.38	46.17	48.01		6,572.67	8,321.57
HAZ MAT PROG MANAGER	9/14/2024	LC7	ZM	Yes	11	56.98	59.99	63.14	66.46	69.96	73.63	77.52		9,876.34	13,436.54
HEAD COOK	11/9/2024	FG7	W8	Yes	41	28.15	29.33	30.44	31.67	32.88	34.22	35.60		4,879.24	6,170.55
HEAD LIFEGUARD	11/9/2024	GK3	AZ	Yes	9C	18.80	19.17	19.53	19.95	19.95	19.95	19.95		3,258.60	3,457.93
HEALTH CENTER MGR	9/14/2024	UW6	A0	No	11	52.44	55.01	57.71	60.52	63.58	66.72	70.07		9,089.43	12,145.23
HEALTH EDUCATOR	11/9/2024	NH7	H3	No	41	39.75	41.31	42.92	44.67	46.45	48.30	50.23		6,889.87	8,706.37
HEALTH PROGRAM SPEC	11/9/2024	NX5	PA	No	41	33.57	34.89	36.26	37.76	39.23	40.82	42.44		5,818.69	7,356.13
HEALTH SERVICES MGR	9/14/2024	PJ6	VE	No	11	50.88	53.42	55.95	58.72	61.56	64.67	67.89		8,819.03	11,767.37
HEALTH SVCS AGENCY DIR	9/14/2024	PT8	4E	No	04	103.04	108.20	113.61	119.24	125.27	131.48	138.04		17,859.92	23,926.47
HLTH CLIENT BENEFIT REP	1/4/2025	NM6	J6	No	41	32.83	34.15	35.50	36.88	38.37	39.92	41.54		5,690.42	7,200.13
HOUS REHAB SPECIALIST	1/4/2025	TR7	JI	No	41	43.70	45.45	47.24	49.15	51.14	53.19	55.31		7,574.52	9,586.88
HOUSEKEEPER	11/9/2024	FC3	K6	No	41	23.10	23.69	24.52	25.50	26.64	27.83	28.93		4,003.92	5,014.44
HOUSING COORDINATOR	9/14/2024	GC7	TG	No	11	55.99	58.81	61.67	64.69	67.88	71.29	74.84		9,704.75	12,972.02
HOUSING FOR HEALTH MGR	9/14/2024	SH8	XZ	Yes	11	55.99	58.81	61.67	64.69	67.88	71.29	74.84		9,704.75	12,972.02
HOUSING PROGRAM MGR	9/14/2024	HM8	1D	Yes	11	61.55	64.63	67.87	71.27	74.81	78.56	82.50		10,668.46	14,299.73
HOUSING SPECIALIST I	11/9/2024	GE1	Z1	No	41	34.54	35.92	37.42	38.88	40.45	42.04	43.71		5,986.82	7,576.25
HOUSING SPECIALIST II	11/9/2024	GE2	Z2	No	41	40.67	42.33	44.01	45.79	47.58	49.51	51.48		7,049.33	8,923.03
HOUSING SPECIALIST III	11/9/2024	GE3	Z3	No	41	44.83	46.64	48.53	50.45	52.46	54.57	56.75		7,770.38	9,836.48
HUM SVCS DATA APP SPEC	11/9/2024	JJ1	74	No	41	34.61	36.00	37.44	38.94	40.49	42.13	43.80		5,998.95	7,591.85
HUM SVCS DATA APP SUPV	11/9/2024	JJ6	75	Yes	41	39.80	41.39	43.07	44.77	46.58	48.43	50.36		6,898.53	8,728.90
HUMAN SVC DATA APP MGR	9/14/2024	UU6	PT	Yes	11	47.81	50.22	52.73	55.37	58.13	61.03	64.10		8,286.91	11,110.45
HUMAN SVCS DEPT DIR	9/14/2024	SP9	4E	No	04	103.04	108.20	113.61	119.24	125.27	131.48	138.04		17,859.92	23,926.47
HVY EQUIP MECHANIC I	11/9/2024	MN3	Y1	No	44	32.43	33.68	35.06	36.40	37.86	39.36	40.93		5,621.09	7,094.40
HVY EQUIP MECHANIC II	11/9/2024	MN7	FG	No	44	37.59	39.05	40.63	42.22	43.91	45.60	47.43		6,515.47	8,221.04
HVY EQUIP OPR-DISPOSAL	11/9/2024	MW7	TQ	No	43	37.48	38.97	40.49	42.09	43.77	45.48	47.30		6,496.41	8,198.51
HVY EQUIP SVC WORKER	11/9/2024	MK3	FO	No	44	29.63	30.82	32.05	33.26	34.61	35.98	37.43		5,135.77	6,487.74
HYDROLOGIST	11/9/2024	GB2	VI	No	41	54.60	56.85	59.05	61.44	63.89	66.42	69.08		9,463.82	11,973.64
IHSS QUAL. ASSUR. SPEC	1/4/2025	SM6	SL	No	41	36.97	38.40	39.94	41.56	43.21	45.67	47.50		6,408.01	8,233.18

County of Santa Cruz  
Salary Schedule  
Salary Schedule Effective Dates: (7/1/2024 – 6/30/2025)  
Revised: 7/05/2025

Board of Supervisors Approved Salary Schedule: 06/24/2025

Job Description	Effective Date	Class Code	Range	Supv	Benefit Status	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Monthly 1st Step	Monthly Last Step
IMAGING TECHNICIAN	11/9/2024	CC2	Y6	No	41	27.37	28.44	29.58	30.76	31.99	33.25	34.58		4,744.04	5,993.75
INFO SVCS DIVSIN MGR	9/14/2024	UP7	JW	No	11	66.38	69.67	73.08	76.69	80.48	84.46	88.68		11,505.65	15,370.90
INMATE PROGRAM MANAGER	9/14/2024	US2	LL	Yes	11	45.63	47.88	50.23	52.67	55.26	58.03	60.92		7,909.05	10,559.26
INSTITUTIONAL SUPV	11/9/2024	SW2	E5	Yes	46	45.67	47.41	49.21	51.07	53.03	55.07	57.27		7,915.98	9,926.61
INTERN I	3/15/2025	VJ2	09	No	9C	17.05	17.05	17.05	17.05	17.05	17.05	17.05		2,955.28	2,955.28
INTERN II	3/15/2025	VJ4	AR	No	9C	17.90	17.90	17.90	17.90	17.90	17.90	17.90		3,102.61	3,102.61
INTERN III	3/15/2025	VJ6	AU	No	9C	18.80	18.80	18.80	18.80	18.80	18.80	18.80		3,258.60	3,258.60
INTERN IV	3/15/2025	VJ8	AY	No	9C	19.74	19.74	19.74	19.74	19.74	19.74	19.74		3,421.53	3,421.53
INVESTIGATOR ASST	1/4/2025	NV6	KN	No	41	30.04	31.25	32.45	33.72	35.13	36.52	37.97		5,206.83	6,581.34
INVESTIGATOR ASST – PD	1/4/2025	DJ5	ZW	No	41	30.04	31.25	32.45	33.72	35.13	36.52	37.97		5,206.83	6,581.34
INVESTMENT OFFICER	9/14/2024	UA4	U4	No	11	45.63	47.88	50.23	52.67	55.26	58.03	60.92		7,909.05	10,559.26
IT APP DEV/SUP ANL I	1/4/2025	DD1	91	No	41	41.70	43.39	45.11	46.92	48.80	50.76	52.79		7,227.86	9,150.09
IT APP DEV/SUP ANL II	1/4/2025	DD2	92	No	41	45.87	47.72	49.62	51.60	53.67	55.81	58.05		7,950.65	10,061.81
IT APP DEV/SUP ANL III	1/4/2025	DD3	93	No	41	53.45	55.59	57.81	60.12	62.51	65.04	67.62		9,264.49	11,720.57
IT APP DEV/SUP ANL IV	1/4/2025	DD5	94	No	41	61.47	63.93	66.48	69.14	71.90	74.78	77.77		10,654.60	13,479.87
IT APP DEV/SUP SUPV	1/4/2025	DD6	94	Yes	41	61.47	63.93	66.48	69.14	71.90	74.78	77.77		10,654.60	13,479.87
IT BUS SYS ANALYST	9/14/2024	FF5	SS	Yes	11	45.70	47.97	50.37	52.90	55.54	58.33	61.24		7,921.18	10,614.73
IT MANAGER I	9/14/2024	KK7	2B	Yes	11	49.80	52.28	54.90	57.62	60.51	63.54	66.71		8,631.83	11,562.84
IT MANAGER II	9/14/2024	KK8	2C	Yes	11	60.05	63.05	66.21	69.53	73.00	76.64	80.47		10,408.47	13,947.87
IT MANAGER III	9/14/2024	KK9	2D	Yes	11	66.05	69.34	72.83	76.47	80.29	84.30	88.53		11,448.45	15,344.90
IT NET/COMM ANLST I	1/4/2025	NN1	21	No	41	45.09	46.92	48.78	50.71	52.77	54.86	57.07		7,815.45	9,891.94
IT NET/COMM ANLST II	1/4/2025	NN2	22	No	41	49.61	51.60	53.65	55.79	58.03	60.36	62.76		8,598.90	10,878.19
IT NET/COMM ANLST III	1/4/2025	NN3	23	No	41	57.79	60.10	62.49	65.00	67.61	70.31	73.13		10,016.74	12,675.62
IT NET/COMM SUPV	1/4/2025	NN6	24	Yes	41	66.46	69.11	71.87	74.76	77.74	80.85	84.10		11,519.51	14,577.05
IT SUPP SVCS ANLST I	11/9/2024	TT1	Q1	No	41	36.84	38.31	39.84	41.44	43.12	44.83	46.62		6,385.48	8,080.64
IT SUPP SVCS ANLST II	11/9/2024	TT2	Q2	No	41	40.52	42.15	43.84	45.59	47.41	49.31	51.28		7,023.33	8,888.36
IT SUPP SVCS ANLST III	11/9/2024	TT3	Q3	No	41	47.21	49.13	51.07	53.11	55.24	57.45	59.75		8,182.91	10,356.47
IT SUPP SVCS ANLST IV	11/9/2024	TT5	Q4	No	41	54.29	56.47	58.73	61.08	63.53	66.06	68.69		9,410.09	11,906.04
IT SUPP SVCS SUPV	11/9/2024	TT6	Q4	Yes	41	54.29	56.47	58.73	61.08	63.53	66.06	68.69		9,410.09	11,906.04
IT SYS ADMIN ANLST I	1/4/2025	HH1	X1	No	41	45.02	46.83	48.70	50.65	52.67	54.77	56.95		7,803.32	9,871.14
IT SYS ADMIN ANLST II	1/4/2025	HH2	X2	No	41	49.53	51.51	53.56	55.70	57.93	60.27	62.67		8,585.03	10,862.59
IT SYS ADMIN ANLST III	1/4/2025	HH3	X3	No	41	57.69	60.00	62.39	64.90	67.50	70.19	73.01		9,999.41	12,654.82
IT SYS ADMIN ANLST IV	1/4/2025	HH5	X4	No	41	66.34	69.00	71.76	74.62	77.63	80.73	83.96		11,498.71	14,552.79
IT SYS ADMIN SUPV	1/4/2025	HH6	X4	Yes	41	66.34	69.00	71.76	74.62	77.63	80.73	83.96		11,498.71	14,552.79
JR IN CIVIL ENGRG	1/4/2025	ED3	NB	No	41	39.94	39.94	39.94	41.58	43.23	44.96	46.75		6,922.80	8,103.18
LAB ASST/PHLEBOTOMIST	1/4/2025	NA3	I2	No	41	38.34	39.90	41.44	43.10	44.87	46.64	48.50		6,645.47	8,406.51
LAB TECHNICIAN	1/4/2025	NA5	WQ	No	41	40.80	42.38	44.14	45.86	47.72	49.62	51.59		7,071.86	8,942.09

County of Santa Cruz  
Salary Schedule  
Salary Schedule Effective Dates: (7/1/2024 – 6/30/2025)  
Revised: 7/05/2025

Board of Supervisors Approved Salary Schedule: 06/24/2025

Job Description	Effective Date	Class Code	Range	Supv	Benefit Status	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Monthly 1st Step	Monthly Last Step
LATENT PRINT EXAM TRNE	11/9/2024	BN1	L8	No	41	42.59	44.28	46.08	47.92	49.78	51.81	53.89		7,382.12	9,340.75
LATENT PRINT EXAMINER	11/9/2024	BN2	L9	No	41		44.28	46.08	47.92	49.78	51.81	53.89		7,675.05	9,340.75
LAW CLERK – CO COUNSEL	11/9/2024	JC3	85	No	41	29.38	30.60	31.83	33.09	34.40	35.74	37.18		5,092.44	6,444.41
LAW CLERK – DA	11/9/2024	JC4	85	No	41	29.38	30.60	31.83	33.09	34.40	35.74	37.18		5,092.44	6,444.41
LEAD HEAVY EQUIP OPR	11/9/2024	MW3	EW	No	43	39.87	41.49	43.13	44.87	46.63	48.47	50.42		6,910.67	8,739.30
LEAD MEDICAL ASSISTANT	11/9/2024	NW8	QQ	No	41	32.12	33.40	34.74	36.12	37.56	39.06	40.63		5,567.36	7,042.40
LEGAL DOCUMENT EXAMINR	11/9/2024	BU9	P3	No	41	27.41	28.12	29.15	30.35	31.55	32.83	34.14		4,750.98	5,917.49
LEGAL PROCESS CLERK II	11/9/2024	BA9	FE	No	41	27.45	28.49	29.67	30.88	32.10	33.42	34.74		4,757.91	6,021.48
LEGAL SECRETARY I	11/9/2024	BH2	C2	No	41	30.00	30.00	30.00	31.16	32.43	33.71	35.06		5,199.90	6,076.95
LEGAL SECRETARY II	11/9/2024	BH3	C1	No	41	32.90	32.90	32.90	34.24	35.64	37.03	38.51		5,702.56	6,674.94
LIFEGUARD INSTRUCTOR+	11/9/2024	GK2	AM	No	9C	17.05	17.05	17.05	17.05	17.05	17.05	17.05		2,955.28	2,955.28
LIFEGUARD+	11/9/2024	GK1	AK	No	9C	17.73	18.08	18.42	18.80	18.80	18.80	18.80		3,073.14	3,258.60
LVN	1/4/2025	PC3	SF	No	41	33.07	34.42	35.78	37.21	38.67	40.25	41.87		5,732.02	7,257.33
M H COUNSELOR I	1/4/2025	SL3	EB	No	41	36.81	38.28	39.83	41.41	43.10	44.74	46.53		6,380.28	8,065.04
M H COUNSELOR II	1/4/2025	SL5	DZ	No	41	41.30	42.89	44.66	46.45	48.31	50.20	52.25		7,158.53	9,056.49
MAINT CUSTODIAN	1/4/2025	FD5	I3	No	41	28.27	29.38	30.56	31.75	33.00	34.30	35.69		4,900.04	6,186.15
MAINT ELECTRO/MECH WKR	1/4/2025	MG3	TL	No	41	37.62	39.13	40.64	42.31	43.95	45.72	47.57		6,520.67	8,245.31
MANAGING DIR HOL DEF	9/14/2024	JG7	SM	Yes	08	56.59	59.48	62.61	65.90	69.36	73.01	76.86		9,808.74	13,322.14
MED CARE ELIG WORKER	1/4/2025	SC8	J2	No	41	32.21	33.49	34.82	36.17	37.64	39.16	40.73		5,582.96	7,059.73
MED CARE PRG BENF MGR	9/14/2024	PJ8	W5	No	11	50.56	52.80	55.40	58.13	60.91	63.99	67.19		8,763.56	11,646.04
MED CARE PROG ELIG SUP	1/4/2025	SE2	SX	Yes	41	36.38	37.81	39.27	40.87	42.50	44.21	45.99		6,305.75	7,971.45
MED CARE PROGRAM ADMIN	9/14/2024	UV4	W6	No	11	51.68	54.25	56.90	59.70	62.63	65.79	69.08		8,957.69	11,973.64
MED CARE SERVICE WKR	1/4/2025	SM7	L6	No	41	31.89	33.16	34.48	35.86	37.29	38.75	40.31		5,527.49	6,986.93
MED DIR – HS CLINICS	9/14/2024	PT5	44	No	11	133.68	133.68	133.68	133.68	140.39	147.40	154.79		23,170.75	26,829.75
MEDICAL ASSISTANT	11/9/2024	NW7	Y7	No	41	29.19	30.40	31.56	32.85	34.13	35.54	36.94		5,059.50	6,402.81
MEDICAL BILLING TECH	11/9/2024	CH4	V2	No	41	32.90	34.29	35.65	37.07	38.53	40.05	41.65		5,702.56	7,219.19
MEDICAL LAB TECHNICIAN	1/4/2025	NC6	GU	No	41	46.48	48.34	50.27	52.28	54.34	56.55	58.80		8,056.38	10,191.80
MEDICAL SUPPLY CLERK	11/9/2024	CL5	I4	No	41	24.20	25.21	26.18	27.22	28.34	29.46	30.63		4,194.59	5,309.10
MH CLIENT SPEC I	1/4/2025	NP5	SG	No	41	38.41	39.93	41.50	43.17	44.92	46.70	48.56		6,657.61	8,416.90
MH CLIENT SPEC II	1/4/2025	NP6	SN	No	41	40.32	41.92	43.57	45.33	47.14	49.01	50.97		6,988.67	8,834.63
MH FEE CLERK	1/4/2025	SC4	8C	No	41	28.30	29.47	30.61	31.83	33.12	34.41	35.78		4,905.24	6,201.75
MH NURSE CLINICIAN	1/4/2025	SK6	MZ	No	41	53.56	55.66	57.94	60.24	62.64	65.07	67.67		9,283.55	11,729.24
MH SUPVG CLIENT SPEC	1/4/2025	SK8	MT	Yes	41	49.34	51.32	53.41	55.51	57.72	59.98	62.39		8,552.10	10,814.06
MH UTILIZ REVIEW SPEC	1/4/2025	SK7	MT	No	41	49.34	51.32	53.41	55.51	57.72	59.98	62.39		8,552.10	10,814.06
NURSE-MIDWIFE	11/9/2024	PJ4	38	No	41	70.49	73.31	76.29	79.33	82.52	85.80	89.24		12,218.03	15,467.97
OCC. THERA – MEN HLTH	1/4/2025	PP8	F5	No	41	52.87	52.87	52.87	52.87	54.94	57.16	59.46		9,163.96	10,306.20
OFFICE ASSISTANT I	11/9/2024	BC3	J7	No	41	22.14	22.76	23.44	24.38	25.34	26.43	27.49		3,837.53	4,764.84

County of Santa Cruz  
Salary Schedule  
Salary Schedule Effective Dates: (7/1/2024 – 6/30/2025)  
Revised: 7/05/2025

Board of Supervisors Approved Salary Schedule: 06/24/2025

Job Description	Effective Date	Class Code	Range	Supv	Benefit Status	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Monthly 1st Step	Monthly Last Step
OFFICE ASSISTANT II	11/9/2024	BC5	J8	No	41	23.72	24.70	25.68	26.72	27.82	28.94	30.12		4,111.39	5,220.70
OFFICE ASSISTANT III	11/9/2024	BC7	JF	No	41	26.29	27.39	28.45	29.59	30.80	32.02	33.30		4,556.85	5,771.89
OFFICE ASST III SUPV	11/9/2024	BC8	01	Yes	41	27.66	28.83	29.96	31.14	32.41	33.68	35.01		4,794.31	6,068.28
ORG DEV ANALYST – HSD	9/14/2024	DV8	5G	Yes	11	46.59	49.04	51.61	54.33	57.20	60.19	63.37		8,075.44	10,983.92
PARALEGAL	11/9/2024	JC2	IQ	No	41	34.12	35.50	36.91	38.38	39.92	41.52	43.17		5,914.02	7,482.66
PARK MAINT WORKER I	11/9/2024	ME1	36	No	47	26.21	27.28	28.36	29.49	30.65	31.87	33.13		4,542.98	5,742.42
PARK MAINT WORKER II	11/9/2024	ME2	Y8	No	47	29.03	30.15	31.34	32.58	33.88	35.22	36.63		5,031.77	6,349.08
PARK MAINT WORKER III	11/9/2024	ME4	ES	No	47	31.58	32.83	34.12	35.50	36.89	38.34	39.88		5,473.76	6,912.40
PARK PLANNER I	11/9/2024	GW2	DS	No	41	34.54	35.92	37.42	38.88	40.45	42.04	43.71		5,986.82	7,576.25
PARK PLANNER II	11/9/2024	GW4	CI	No	41	40.67	42.33	44.01	45.79	47.58	49.51	51.48		7,049.33	8,923.03
PARK PLANNER III	11/9/2024	GW6	C8	No	41	44.83	46.64	48.53	50.45	52.46	54.57	56.75		7,770.38	9,836.48
PARK PLANNER IV	11/9/2024	GW8	TH	No	41	52.00	54.11	56.24	58.46	60.81	63.25	65.79		9,013.16	11,403.38
PARK SVCS OFFICER	11/9/2024	TU3	G1	No	9C	17.05	17.73	18.44	19.18	19.18	19.18	19.18		2,955.28	3,324.47
PARKING ATTENDANT	11/9/2024	BW4	27	No	41	21.91	22.56	23.15	24.15	25.06	26.12	27.16		3,797.66	4,707.64
PARKS MAINT SUPERVISOR	11/9/2024	MF5	JM	Yes	47	34.63	36.02	37.46	38.92	40.46	42.07	43.76		6,002.42	7,584.92
PARKS SUPERINTENDENT	9/14/2024	GV6	9G	No	11	48.94	51.38	53.97	56.66	59.50	62.49	65.59		8,482.77	11,368.71
PARTS TECHNICIAN	11/9/2024	MN1	KO	No	41	26.10	27.10	28.19	29.31	30.56	31.71	32.98		4,523.91	5,716.42
PAYROLL ADMINISTRATOR	9/14/2024	BK9	LB	Yes	11	38.19	40.11	42.11	44.22	46.44	48.76	51.19		6,619.47	8,872.76
PAYROLL CLERK	1/4/2025	BB1	FN	No	41	28.81	29.95	31.17	32.44	33.72	35.08	36.50		4,993.64	6,326.55
PAYROLL SUPERVISOR	11/9/2024	BK8	HQ	Yes	41	37.45	38.92	40.49	42.12	43.79	45.53	47.37		6,491.21	8,210.64
PD INVESTIGATOR I	1/4/2025	DJ6	SZ	No	41	43.82	45.65	47.55	49.54	51.61	53.77	56.01		7,595.32	9,708.21
PD INVESTIGATOR II	1/4/2025	DJ7	SV	No	41	49.93	52.01	54.18	56.43	58.78	61.24	63.78		8,654.37	11,054.99
PD INVESTIGATOR III	1/4/2025	DJ8	SR	Yes	41	54.90	57.19	59.58	62.09	64.65	67.36	70.16		9,515.82	12,160.83
PERSONNEL CLERK	1/4/2025	BB5	FN	No	41	28.81	29.95	31.17	32.44	33.72	35.08	36.50		4,993.64	6,326.55
PERSONNEL DIRECTOR	9/14/2024	VG9	YX	No	04	87.62	91.98	96.60	101.43	106.49	111.81	117.39		15,187.17	20,347.21
PERSONNEL PAYROLL CLK	1/4/2025	BB3	FN	No	41	28.81	29.95	31.17	32.44	33.72	35.08	36.50		4,993.64	6,326.55
PERSONNEL TECHNICIAN	1/4/2025	VE2	Y2	No	41	32.13	33.42	34.77	36.19	37.60	39.12	40.68		5,569.09	7,051.06
PHARMACIST	1/4/2025	NJ5	BA	No	41	78.21	78.21	78.21	78.21	81.32	84.59	87.98		13,556.14	15,249.57
PHARMACY TECHNICIAN	1/4/2025	NJ1	FA	No	41	36.01	37.45	39.00	40.49	42.13	43.82	45.58		6,241.61	7,900.38
PHYS ASST/NURSE PRACT	11/9/2024	PJ3	IA	No	41				83.28	86.63	90.08	93.70		14,434.92	16,241.02
PK REC CUL WKR I+	11/9/2024	GM1	TC	No	9C	17.05	17.05	17.05	17.05	17.05	17.05	17.05		2,955.28	2,955.28
PK REC CUL WKR II+	11/9/2024	GM2	EG	No	9C	18.36	18.72	19.09	19.49	19.49	19.49	19.49		3,182.34	3,378.20
PK REC CUL WKR III+	11/9/2024	GM3	EH	No	9C	18.72	19.09	19.49	19.87	19.87	19.87	19.87		3,244.74	3,444.07
PK REC CUL WKR IV+	11/9/2024	GM4	EJ	No	9C	19.09	19.49	19.87	20.28	20.28	20.28	20.28		3,308.87	3,515.13
PLANNER I	11/9/2024	GA3	DS	No	41	34.54	35.92	37.42	38.88	40.45	42.04	43.71		5,986.82	7,576.25
PLANNER II	11/9/2024	GA5	CI	No	41	40.67	42.33	44.01	45.79	47.58	49.51	51.48		7,049.33	8,923.03
PLANNER III	11/9/2024	GA7	C8	No	41	44.83	46.64	48.53	50.45	52.46	54.57	56.75		7,770.38	9,836.48

County of Santa Cruz  
Salary Schedule  
Salary Schedule Effective Dates: (7/1/2024 – 6/30/2025)  
Revised: 7/05/2025

Board of Supervisors Approved Salary Schedule: 06/24/2025

Job Description	Effective Date	Class Code	Range	Supv	Benefit Status	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Monthly 1st Step	Monthly Last Step
PLANNER IV	11/9/2024	GA8	TH	No	41	52.00	54.11	56.24	58.46	60.81	63.25	65.79		9,013.16	11,403.38
PLANNER IV(B)	11/9/2024	GA8	VI	No	41	54.60	56.85	59.05	61.44	63.89	66.42	69.08		9,463.82	11,973.64
PLANNING DIRECTOR	9/14/2024	GC9	4A	No	04	93.77	98.43	103.36	108.52	113.95	119.59	125.58		16,253.15	21,766.78
PLANNING TECHNICIAN	11/9/2024	GF4	FX	No	41	30.05	31.26	32.50	33.83	35.19	36.56	38.01		5,208.57	6,588.27
PLUMBER	1/4/2025	MG7	TL	No	41	37.62	39.13	40.64	42.31	43.95	45.72	47.57		6,520.67	8,245.31
PRE-TREATMNT PROG SPEC	1/4/2025	EC3	HZ	No	41	38.76	40.31	41.96	43.63	45.38	47.18	49.05		6,718.27	8,501.84
PRETRIAL SVCS SPECIAL	11/9/2024	SS5	48	No	41	27.59	28.46	29.48	31.06	32.36	33.86	35.22		4,782.17	6,104.68
PRINC ENVIR HLTH COORD	9/14/2024	TK7	MU	No	11	54.03	56.71	59.51	62.38	65.49	68.72	72.16		9,365.02	12,507.49
PRINCIPAL ACCT-AUDITOR	9/14/2024	UF9	GC	No	11	54.35	57.03	59.89	62.87	66.00	69.31	72.78		9,420.49	12,614.96
PRINCIPAL ADMIN ANLYST	9/14/2024	UT4	UY	No	08	65.55	68.77	72.21	75.83	79.65	83.63	87.81		11,361.78	15,220.11
PRINCIPAL PERS ANALYST	9/14/2024	VE9	UK	No	08	56.28	59.06	61.99	65.14	68.40	71.81	75.39		9,755.01	13,067.35
PRINCIPAL PLANNER	9/14/2024	GC6	D9	No	11	55.99	58.81	61.67	64.69	67.88	71.29	74.84		9,704.75	12,972.02
PRO SVCS QUAL ASR SPEC	1/4/2025	SM5	ZG	No	41	43.60	45.36	47.17	49.04	51.00	53.05	55.18		7,557.19	9,564.35
PROBATION AIDE	11/9/2024	SU2	VQ	No	41	33.39	34.72	36.12	37.52	39.02	40.61	42.22		5,787.49	7,317.99
PROBATION DIVISION DIR	9/14/2024	SX5	LV	No	12	56.98	59.84	62.71	65.88	69.05	72.47	76.10		9,876.34	13,190.41
PROG & DEV MGR – ANML	9/14/2024	AD7	DK	Yes	11	40.78	42.76	44.87	47.11	49.49	49.49	49.49		7,068.40	8,578.10
PROG MGR – HSD	9/14/2024	SE8	C5	No	11	53.38	55.97	58.68	61.54	64.58	67.83	71.19		9,252.36	12,339.36
PROG MGR – HSD (B)	9/14/2024	SE8	25	No	11	56.04	58.77	61.60	64.62	67.83	71.19	74.76		9,713.41	12,958.15
PROGRAM COORDINATOR	11/9/2024	UU3	BV	Yes	41	36.13	37.64	38.95	40.89	42.66	44.65	46.44		6,262.41	8,049.45
PROJECT MANAGER	9/14/2024	WA6	MY	No	11	48.14	50.58	53.08	55.64	58.39	61.30	64.38		8,344.11	11,158.99
PROPERTY TAX SPEC.	11/9/2024	UE1	G3	Yes	41	37.42	38.91	40.44	42.04	43.76	45.48	47.30		6,486.01	8,198.51
PROPERTY TAX SYS COORD	11/9/2024	UE3	G7	No	41	44.66	44.66	44.66	46.42	48.30	50.23	52.23		7,740.92	9,053.03
PSYCH MH NURSE PRACT	11/9/2024	PJ5	ZR	No	41				91.64	95.31	99.10	103.06		15,883.96	17,863.39
PSYCHIATRIC MED DIR	9/14/2024	PR6	GB	No	11	151.43	151.43	151.43	151.43	158.98	166.91	175.28		26,247.36	30,381.28
PSYCHIATRIC TECHNICIAN	1/4/2025	PC4	SF	No	41	33.07	34.42	35.78	37.21	38.67	40.25	41.87		5,732.02	7,257.33
PSYCHIATRIST	4/12/2025	PR5	PI	No	85	144.85	144.85	144.85	144.85	144.85	150.63	156.65		25,106.85	27,152.14
PUB GUARDIAN/CONSERV	9/14/2024	DG8	C5	No	11	53.38	55.97	58.68	61.54	64.58	67.83	71.19		9,252.36	12,339.36
PUB HLTH INVESTIGATOR	11/9/2024	NV5	LU	No	41	24.44	25.42	26.46	27.50	28.62	29.76	30.96		4,236.19	5,366.30
PUB HLTH MICROBIOLOGIS	1/4/2025	NE7	A9	No	41	42.95	44.64	46.42	48.28	50.18	52.25	54.35		7,444.52	9,420.49
PUB HLTH NURSE I	1/4/2025	PH3	WA	No	41	54.90	54.90	54.90	57.14	59.42	61.77	64.24		9,515.82	11,134.72
PUB HLTH NURSE II	1/4/2025	PH5	VK	No	41	60.76	60.76	60.76	63.18	65.69	68.32	71.04		10,531.53	12,313.36
PUB HLTH NURSE III	1/4/2025	PH8	YI	Yes	41			63.86	66.41	69.04	71.77	74.66		11,068.85	12,940.82
PUB HLTH NUTRITIONIST	11/9/2024	NU5	H1	No	41	35.77	37.17	38.68	40.18	41.83	43.46	45.20		6,200.01	7,834.52
PUB WKS DISPATCHER	11/9/2024	MU1	DD	No	43	31.82	33.06	34.37	35.74	37.21	38.67	40.22		5,515.36	6,971.33
PUB WKS ENGRG MGR	9/14/2024	EE2	HC	No	11	49.31	51.73	54.34	57.08	59.93	62.91	66.04		8,546.90	11,446.71
PUB WKS EQUIP TRNR	11/9/2024	UT2	PL	No	41	39.96	41.55	43.23	44.96	46.75	48.62	50.59		6,926.27	8,768.76
PUB WKS MAINT WKR I	11/9/2024	MU3	I6	No	44	27.94	29.04	30.16	31.36	32.61	33.91	35.27		4,842.84	6,113.35



County of Santa Cruz  
Salary Schedule  
Salary Schedule Effective Dates: (7/1/2024 – 6/30/2025)  
Revised: 7/05/2025

Board of Supervisors Approved Salary Schedule: 06/24/2025

Job Description	Effective Date	Class Code	Range	Supv	Benefit Status	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Monthly 1st Step	Monthly Last Step
PUB WKS MAINT WKR II	11/9/2024	MU5	8F	No	44	30.47	31.74	32.98	34.31	35.65	37.03	38.51		5,281.37	6,674.94
PUB WKS MAINT WKR III	11/9/2024	MU7	Y3	No	44	34.50	35.84	37.27	38.77	40.29	41.91	43.60		5,979.89	7,557.19
PUB WKS MAINT WKR IV	11/9/2024	MU9	CR	Yes	44	39.01	40.57	42.15	43.84	45.56	47.38	49.26		6,761.60	8,538.24
PUB WKS MGR I	9/14/2024	MV7	DB	No	11	44.77	46.97	49.26	51.68	54.21	56.92	59.76		7,759.98	10,358.20
PUB WKS MGR-DISP SITES	9/14/2024	MV6	DE	No	11	54.45	57.10	59.95	62.89	65.94	69.26	72.72		9,437.82	12,604.56
PUB WKS SUPERVISOR	11/9/2024	MV4	GM	Yes	44	44.28	46.06	47.83	49.73	51.75	53.78	55.93		7,675.05	9,694.35
PUBLIC DEFENDER	9/14/2024	JG9	S6	No	04	118.50	124.42	130.66	137.17	143.99	151.21	158.77		20,539.61	27,519.60
PUBLIC GUARDIAN CLERK	11/9/2024	BP1	FQ	No	41	29.98	31.15	32.43	33.71	35.07	36.45	37.91		5,196.43	6,570.94
PUBLIC HEALTH MANAGER	9/14/2024	PT6	9C	No	08	64.61	67.82	71.21	74.76	78.52	82.47	86.59		11,198.85	15,008.64
PUBLIC HEALTH OFFICER	9/14/2024	PT7	1B	No	08	115.57	121.36	127.39	133.81	140.47	147.52	154.89		20,031.75	26,847.08
PUMP MAINT MECHANIC	11/9/2024	MP4	F9	No	43	37.63	39.12	40.67	42.30	43.98	45.69	47.50		6,522.41	8,233.18
PURCHASING TECHNICIAN	11/9/2024	CL6	35	No	41	23.50	24.25	25.04	26.21	27.27	28.45	29.60		4,073.26	5,130.57
QUAL IMPROV PROG MGR	9/14/2024	SB7	Q6	No	11	49.57	52.04	54.53	57.28	60.06	63.04	66.20		8,591.97	11,474.45
RAD TECHNOLOGIST	1/4/2025	NG3	AJ	No	41	53.30	53.30	53.30	55.49	57.62	59.94	62.34		9,238.49	10,805.39
REAL PROPERTY AGENT	11/9/2024	DE5	6D	No	41	46.97	48.88	50.80	52.82	54.94	57.14	59.42		8,141.31	10,299.27
REC PROGRAM SPEC	11/9/2024	GT4	34	Yes	41	25.99	26.98	28.06	29.19	30.39	31.61	32.86		4,504.85	5,695.62
RECEPTIONIST	11/9/2024	BU3	KJ	No	41	24.16	25.10	26.07	27.14	28.24	29.35	30.54		4,187.65	5,293.50
RECORDING SVCS SUPV	11/9/2024	BU8	AH	Yes	41	32.78	34.12	35.51	36.90	38.41	39.89	41.51		5,681.76	7,194.93
RECORDS CLERK	11/9/2024	BV7	FB	No	41	25.43	26.45	27.50	28.58	29.70	30.92	32.15		4,407.78	5,572.56
RECREATION COORDINATOR	11/9/2024	GT5	Y4	Yes	41	32.78	34.07	35.43	36.84	38.33	39.84	41.44		5,681.76	7,182.80
RECREATION SUPERVISOR	11/9/2024	GT7	52	Yes	41	35.94	37.38	38.88	40.41	42.03	43.72	45.48		6,229.48	7,883.05
REDEVELMT AGENCY ADMIN	9/14/2024	WA9	7C	No	04	77.22	81.03	85.08	89.37	93.84	98.54	103.45		13,384.54	17,930.99
REGISTERED GEOLOGIST	11/9/2024	GB1	KV	Yes	41	62.45	64.96	67.53	70.25	73.10	75.93	78.97		10,824.46	13,687.87
REGISTERED VET TECH	11/9/2024	AD4	ZF	No	41	29.24	30.42	31.62	32.88	34.22	34.22	34.22		5,068.17	5,931.35
RESOURCE PLANNER I	11/9/2024	TM4	DS	No	41	34.54	35.92	37.42	38.88	40.45	42.04	43.71		5,986.82	7,576.25
RESOURCE PLANNER II	11/9/2024	TM6	CI	No	41	40.67	42.33	44.01	45.79	47.58	49.51	51.48		7,049.33	8,923.03
RESOURCE PLANNER III	11/9/2024	TM8	C8	No	41	44.83	46.64	48.53	50.45	52.46	54.57	56.75		7,770.38	9,836.48
RESOURCE PLANNER IV	11/9/2024	TM9	TH	No	41	52.00	54.11	56.24	58.46	60.81	63.25	65.79		9,013.16	11,403.38
RESP, RECOV & RES DIR	9/14/2024	RR9	3R	No	08	71.14	74.70	78.43	82.35	86.47	90.85	95.38		12,330.70	16,532.22
RISK MANAGER	9/14/2024	UT6	UN	No	08	61.29	64.42	67.62	71.00	74.54	78.31	82.22		10,623.40	14,251.19
ROAD SUPERINTENDENT	9/14/2024	MV8	DF	No	11	54.45	57.10	59.95	62.89	65.94	69.26	72.72		9,437.82	12,604.56
SANITAT MAINT WKR I	11/9/2024	MR1	FU	No	43	27.98	29.06	30.21	31.45	32.68	33.98	35.33		4,849.77	6,123.75
SANITAT MAINT WKR II	11/9/2024	MR3	WI	No	43	30.45	31.67	32.93	34.22	35.59	36.98	38.45		5,277.90	6,664.54
SANITAT MAINT WKR III	11/9/2024	MR5	IE	No	43	34.40	35.74	37.17	38.64	40.18	41.76	43.43		5,962.55	7,527.72
SANITATION SUPT	9/14/2024	MS9	DF	No	11	54.45	57.10	59.95	62.89	65.94	69.26	72.72		9,437.82	12,604.56
SECRETARY	11/9/2024	BJ5	YA	No	41	31.79	33.06	34.40	35.73	37.22	38.65	40.20		5,510.16	6,967.87
SHELTER MAINT MGR	11/9/2024	AC3	D3	No	41	25.86	27.16	28.54	29.95	31.14	31.14	31.14		4,482.31	5,397.50

County of Santa Cruz  
Salary Schedule  
Salary Schedule Effective Dates: (7/1/2024 – 6/30/2025)  
Revised: 7/05/2025

Board of Supervisors Approved Salary Schedule: 06/24/2025

Job Description	Effective Date	Class Code	Range	Supv	Benefit Status	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Monthly 1st Step	Monthly Last Step
SHERIFF CORONER INV I	11/9/2024	RA1	3S	No	41	42.59	44.28	46.08	47.89	49.78	51.81	53.89		7,382.12	9,340.75
SHERIFF CORONER INV II	11/9/2024	RA2	3T	No	41	46.85	48.74	50.68	52.70	54.80	56.99	59.27		8,120.51	10,273.27
SHERIFF SUPV CORNR INV	11/9/2024	RA7	3U	Yes	41	53.86	56.02	58.26	60.60	63.00	65.54	68.16		9,335.55	11,814.17
SHERIFF-CORONER	9/14/2024	RG9	4B	No	03	148.42	148.42	148.42	148.42	148.42	148.42	148.42		25,725.64	25,725.64
SHERIFF'S ADMIN MGR	9/14/2024	SA8	50	Yes	11	57.59	60.38	63.36	66.45	69.77	73.23	76.89		9,982.07	13,327.34
SHERIFFS CHF DEPUTY	9/14/2024	RG5	8B	Yes	07	87.30	91.65	96.22	101.09	106.10	111.42	116.99		15,131.71	20,277.88
SHERIFF'S COM SERV OFR	11/9/2024	BN7	IS	No	41	33.47	34.79	36.20	37.59	39.08	40.63	42.27		5,801.36	7,326.66
SHERIFFS CORRECTIN OFF	12/7/2024	RC6	L1	No	51	39.26	41.11	43.18	45.35	47.61	50.01	52.51		6,804.94	9,101.56
SHERIFFS LIEUTENANT	7/5/2025	RG3	L7	No	21	71.96	75.55	79.32	83.29	87.46	91.83	96.42		12,472.83	16,712.48
SHERIFFS PROP/EVID SUP	11/9/2024	CM8	SU	Yes	41	34.52	35.91	37.35	38.82	40.38	42.00	43.67		5,983.35	7,569.32
SHERIFFS PROPERTY CLK	11/9/2024	CM5	EV	No	41	30.01	31.21	32.49	33.81	35.14	36.51	37.97		5,201.63	6,581.34
SHERIFFS RECORDS CLERK	11/9/2024	BN5	FZ	No	41	29.21	30.40	31.62	32.86	34.20	35.54	36.94		5,062.97	6,402.81
SHERIFFS SECURITY OFFR	7/5/2025	RC3	FM	No	35	28.36	29.15	30.69	32.24	33.86	35.54	37.32		4,915.64	6,468.68
SHERIFFS SERGEANT	7/5/2025	RE7	L3	Yes	72	59.81	62.80	65.94	69.25	72.70	76.34	80.16		10,366.87	13,894.13
SOC WK SPVR II FCS/APS	1/4/2025	SN8	16	Yes	41	48.42	50.41	52.37	54.49	56.67	58.88	61.23		8,392.64	10,613.00
SOCIAL WORK SUPVR I	1/4/2025	SN6	H4	Yes	41	41.08	42.74	44.43	46.22	48.06	50.05	52.01		7,120.40	9,014.89
SOCIAL WORK SUPVR II	1/4/2025	SN7	SJ	Yes	41	46.14	48.00	49.86	51.90	53.96	56.09	58.32		7,997.45	10,108.61
SOCIAL WORKER I	1/4/2025	SM2	SI	No	41	30.05	31.31	32.56	33.86	35.23	36.59	38.07		5,208.57	6,598.67
SOCIAL WORKER II	1/4/2025	SM4	SK	No	41	36.03	37.42	38.95	40.50	42.15	43.80	45.55		6,245.08	7,895.18
SOLID WASTE INSP I	1/4/2025	TN1	8G	No	43	30.83	32.05	33.36	34.68	36.05	37.54	39.03		5,343.76	6,765.07
SOLID WASTE INSP II	1/4/2025	TN4	IT	No	43	35.78	37.18	38.71	40.24	41.85	43.55	45.30		6,201.75	7,851.85
SR ACCOUNT CLERK	11/9/2024	CH5	I9	No	41	28.16	29.31	30.48	31.69	32.97	34.29	35.65		4,880.97	6,179.21
SR ACCOUNTANT-AUDITOR	9/14/2024	UF7	GA	No	11	51.74	54.35	57.03	59.89	62.87	66.00	69.30		8,968.09	12,011.77
SR ACCOUNTING TECH	11/9/2024	CH8	JL	Yes	41	35.31	36.69	38.16	39.71	41.27	42.91	44.63		6,120.28	7,735.72
SR ADMIN ANALYST	9/14/2024	UR7	UL	No	08	51.01	53.55	56.24	59.07	62.01	65.11	68.37		8,841.56	11,850.57
SR APPRAISER	11/9/2024	DA8	JO	Yes	41	40.51	42.17	43.86	45.56	47.41	49.28	51.23		7,021.60	8,879.70
SR AUTOMOTIVE MECHANIC	11/9/2024	MM5	IU	No	41	36.34	37.86	39.42	41.05	42.78	44.56	46.34		6,298.81	8,032.11
SR BEHAVIORAL HLTH MGR	9/14/2024	NL8	C3	No	11	59.64	62.52	65.57	68.85	72.18	75.79	79.57		10,337.40	13,791.87
SR BLDG EQUIP MECHANIC	1/4/2025	MH6	VZ	No	41				48.29	50.21	52.21	54.30		8,370.11	9,411.82
SR BLDG INSPECTOR	1/4/2025	TR8	X6	Yes	41	48.15	50.09	52.08	54.19	56.34	58.59	60.93		8,345.84	10,561.00
SR BLDG PERMIT TECH	1/4/2025	TP5	HU	No	41	36.33	37.76	39.27	40.82	42.47	44.15	45.93		6,297.08	7,961.05
SR BLDG PLANS CHECKER	1/4/2025	TP8	X6	Yes	41	48.15	50.09	52.08	54.19	56.34	58.59	60.93		8,345.84	10,561.00
SR BOARD CLERK	11/9/2024	BX6	LO	No	41	33.26	34.62	36.02	37.45	38.94	40.48	42.09		5,764.96	7,295.46
SR BUYER	11/9/2024	VC5	HT	No	41	41.04	42.87	44.46	46.63	48.65	50.93	52.97		7,113.46	9,181.29
SR CASE DATA CLERK	11/9/2024	BN6	FI	No	41	26.99	28.09	29.22	30.41	31.61	32.86	34.20		4,678.18	5,927.89
SR CIVIL ENGINEER	9/14/2024	EE3	NK	No	11	60.99	64.04	67.19	70.56	74.00	77.66	81.56		10,571.40	14,136.79
SR COMM TECHNICIAN	1/4/2025	MY6	BD	No	41	43.32	45.04	46.84	48.73	50.65	52.71	54.82		7,508.66	9,501.95

County of Santa Cruz  
Salary Schedule  
Salary Schedule Effective Dates: (7/1/2024 – 6/30/2025)  
Revised: 7/05/2025

Board of Supervisors Approved Salary Schedule: 06/24/2025

Job Description	Effective Date	Class Code	Range	Supv	Benefit Status	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Monthly 1st Step	Monthly Last Step
SR DEP PUBLIC GUARDIAN	11/9/2024	DG6	ZY	Yes	41	48.51	50.46	52.51	54.58	56.75	58.97	61.34		8,408.24	10,632.06
SR DEPTL ADMIN ANALYST	9/14/2024	US5	LL	No	11	45.63	47.88	50.23	52.67	55.26	58.03	60.92		7,909.05	10,559.26
SR DEPTL INFO SYS ANA	11/9/2024	XC7	C4	No	41	45.39	47.20	49.12	51.02	53.07	55.18	57.40		7,867.45	9,949.14
SR ELECTRICIAN	1/4/2025	MG5	1C	No	41	39.84	41.45	43.08	44.81	46.61	48.47	50.42		6,905.47	8,739.30
SR EMPLOY & TRAIN SPEC	11/9/2024	SH2	IC	No	41	38.59	40.19	41.77	43.49	45.25	47.04	48.91		6,688.80	8,477.57
SR ENGRG ASSOCIATE	11/9/2024	EC8	IG	No	41	48.01	49.92	51.92	53.94	56.13	58.35	60.69		8,321.57	10,519.40
SR GROUP SUPERVISOR	11/9/2024	SV7	TU	No	45	41.27	42.90	44.61	46.36	48.27	50.15	52.18		7,153.33	9,044.36
SR HEALTH EDUCATOR	11/9/2024	NH6	H2	Yes	41	43.31	45.07	46.82	48.76	50.67	52.69	54.80		7,506.92	9,498.48
SR HEALTH SVCS MGR	9/14/2024	PJ7	W2	No	11	56.12	58.68	61.52	64.52	67.69	71.03	74.60		9,727.28	12,930.42
SR HUM SVCS ANALYST	9/14/2024	XA7	LL	No	11	45.63	47.88	50.23	52.67	55.26	58.03	60.92		7,909.05	10,559.26
SR LAB ASST/PHLEB	1/4/2025	NA4	S8	No	41	41.01	42.66	44.39	46.15	47.97	49.90	51.89		7,108.26	8,994.09
SR LEGAL SECRETARY	11/9/2024	BH5	B9	Yes	41	36.54	36.54	36.54	38.00	39.53	41.12	42.76		6,333.48	7,411.59
SR M H COUNSELOR	1/4/2025	SL7	SH	Yes	41	45.68	47.46	49.36	51.34	53.38	55.51	57.73		7,917.71	10,006.34
SR MED BILLING TECH	11/9/2024	MB6	JL	Yes	41	35.31	36.69	38.16	39.71	41.27	42.91	44.63		6,120.28	7,735.72
SR MH CLIENT SPEC I	1/4/2025	SK5	GG	No	41	43.93	45.70	47.54	49.45	51.41	53.49	55.62		7,614.39	9,640.61
SR MH CLIENT SPEC II	1/4/2025	SL6	GZ	No	41	46.13	47.98	49.92	51.93	53.99	56.16	58.41		7,995.71	10,124.21
SR P H NUTRITIONIST	11/9/2024	NU7	H3	No	41	39.75	41.31	42.92	44.67	46.45	48.30	50.23		6,889.87	8,706.37
SR PERSONNEL ANALYST	9/14/2024	VE7	UJ	No	08	49.02	51.47	54.08	56.76	59.62	62.59	65.70		8,496.64	11,387.78
SR PLUMBER	1/4/2025	MN5	OP	No	41	39.84	41.45	43.08	44.81	46.61	48.47	50.42		6,905.47	8,739.30
SR PUB HLTH INVESTIGAT	11/9/2024	NV7	LW	No	41	30.00	31.26	32.45	33.78	35.11	36.50	37.96		5,199.90	6,579.61
SR PUB HLTH MICROBIOLG	1/4/2025	NE8	XP	No	41	45.11	46.94	48.80	50.69	52.78	54.86	57.05		7,818.92	9,888.48
SR REAL PROP AGENT	11/9/2024	DE6	SY	No	41	51.60	53.66	55.81	58.05	60.36	62.81	65.31		8,943.83	11,320.18
SR RECEPTIONIST	11/9/2024	BU7	JF	No	41	26.29	27.39	28.45	29.59	30.80	32.02	33.30		4,556.85	5,771.89
SR SOCIAL WKR FCS/APS	1/4/2025	SM8	10	No	41	43.15	44.87	46.65	48.54	50.47	52.51	54.61		7,479.19	9,465.55
SR SOCIAL WORKER	1/4/2025	SN5	H4	No	41	41.08	42.74	44.43	46.22	48.06	50.05	52.01		7,120.40	9,014.89
SR STF DEVEL TRAINER	1/4/2025	SM9	SJ	No	41	46.14	48.00	49.86	51.90	53.96	56.09	58.32		7,997.45	10,108.61
SR TREATMENT PLANT OPR	1/4/2025	MT6	IM	No	43	40.40	41.99	43.69	45.41	47.21	49.13	51.10		7,002.53	8,857.16
SR WELF FRAUD INVEST	1/4/2025	RH6	VG	No	41	48.59	48.59	48.59	50.56	52.60	54.67	56.87		8,422.10	9,857.28
ST BAR CERT STUDENT-CC	9/14/2024	JC6	UB	No	09	24.91	26.18	27.49	28.86	30.28	31.82	33.43		4,317.65	5,794.42
ST BAR CERT STUDENT-DA	4	JC7	2U	No	61	24.91	26.18	27.49	28.86	30.28	31.82	33.43		4,317.65	5,794.42
STAFF DEVEL PROG MGR	9/14/2024	SE6	PG	No	11	49.57	52.04	54.53	57.28	60.06	63.04	66.20		8,591.97	11,474.45
STAFF DEVELOP TRAINER	1/4/2025	SE4	EK	Yes	41	34.25	35.94	37.79	39.69	41.63	43.75	45.51		5,936.55	7,888.25
STUDENT NURSE TRAINEE	11/9/2024	VJ9	AV	No	9C							28.10		4,870.57	4,870.57
SUBS ABUSE PREV COORD	11/9/2024	NT5	H1	Yes	41	35.77	37.17	38.68	40.18	41.83	43.46	45.20		6,200.01	7,834.52
SUPVG BLDG INSPECTOR	1/4/2025	TR9	MQ	Yes	41	50.79	52.85	54.95	57.15	59.42	61.77	64.26		8,803.43	11,138.19
SUPVG CHILD SUPPT SPEC	11/9/2024	BY7	XQ	Yes	41	38.69	40.23	41.85	43.49	45.26	47.04	48.91		6,706.14	8,477.57
SUPVG COMM TECHNICIAN	1/4/2025	MY7	X7	Yes	41	47.99	49.89	51.86	53.94	56.08	58.33	60.65		8,318.11	10,512.46

County of Santa Cruz  
Salary Schedule  
Salary Schedule Effective Dates: (7/1/2024 – 6/30/2025)  
Revised: 7/05/2025

Board of Supervisors Approved Salary Schedule: 06/24/2025

Job Description	Effective Date	Class Code	Range	Supv	Benefit Status	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Monthly 1st Step	Monthly Last Step
SUPVG CORRECTIONS OFFR	12/7/2024	RC8	TN	Yes	51	44.80	47.08	49.44	51.89	54.50	57.21	60.07		7,765.18	10,411.93
SUPVG CUSTODIAN	11/9/2024	FD8	WZ	Yes	41	30.57	31.82	33.07	34.37	35.74	37.16	38.65		5,298.70	6,699.20
SUPVG HVY EQUIP MECH	11/9/2024	MP5	XA	Yes	44	40.78	42.40	44.13	45.86	47.68	49.60	51.55		7,068.40	8,935.16
SUPVG PLANNER	11/9/2024	GA9	TH	Yes	41	52.00	54.11	56.24	58.46	60.81	63.25	65.79		9,013.16	11,403.38
SUPVG WATER QLTY SPEC	1/4/2025	TL6	Q5	No	41	48.64	50.57	52.61	54.71	56.89	59.16	61.54		8,430.77	10,666.73
TAX COLLECTION SUPVR	9/14/2024	CJ9	LA	No	11	38.41	40.29	42.23	44.32	46.47	48.76	51.19		6,657.61	8,872.76
TAX MANAGER	9/14/2024	UE6	GX	No	11	44.75	46.97	49.32	51.77	54.38	57.08	59.96		7,756.52	10,392.87
TRAFFIC ENGINEER	1/4/2025	ED6	NH	No	41	49.50	51.51	53.54	55.70	57.92	60.22	62.62		8,579.84	10,853.92
TRANSFER TRUCK DRIVER	11/9/2024	MW4	TQ	No	43	37.48	38.97	40.49	42.09	43.77	45.48	47.30		6,496.41	8,198.51
TREASURY/TAX COLL MGR	9/14/2024	UA5	AB	No	11	62.24	65.29	68.47	71.90	75.53	79.26	83.21		10,788.06	14,422.79
TREATMENT PLANT OPR	1/4/2025	MT3	ID	No	43	36.30	37.79	39.28	40.84	42.50	44.19	45.96		6,291.88	7,966.25
TREATMT PLANT OPR I TR	1/4/2025	MT1	WO	No	43	31.29	32.53	33.88	35.20	36.60	38.08	39.60		5,423.50	6,863.87
TREATMT PLT OPRS SUPVR	1/4/2025	MT8	MX	Yes	43	45.46	47.24	49.17	51.11	53.13	55.27	57.48		7,879.58	9,963.01
UNDERSHERIFF	9/14/2024	RG8	P9	Yes	07	92.71	96.23	101.06	106.10	111.42	116.99	122.81		16,069.42	21,286.66
UNIFIED PERM CTR MGR	9/14/2024	GD7	IU	Yes	11	51.99	54.59	57.32	60.18	63.19	66.35	69.67		9,011.43	12,075.90
URBAN DESIGNER	11/9/2024	WA5	YK	No	41	51.82	53.93	56.10	58.31	60.63	63.01	65.55		8,981.96	11,361.78
VECTOR CONTROL SPEC	1/4/2025	TC6	55	No	41	39.02	40.56	42.18	43.83	45.62	47.44	49.35		6,763.34	8,553.84
VECTOR ECOLOGIST	11/9/2024	TC7	58	No	41	43.49	45.23	47.01	48.91	50.89	52.93	55.04		7,538.12	9,540.08
VETERAN SVCS OFFICER	9/14/2024	SR9	NA	No	11	44.50	46.64	48.95	51.32	53.94	56.57	59.39		7,713.19	10,294.07
VETERANS SVC REP	11/9/2024	SR7	VU	No	41	33.58	34.93	36.33	37.81	39.30	40.86	42.49		5,820.42	7,364.79
VETERINARIAN	9/14/2024	AD8	BC	No	11	71.63	74.85	78.57	82.51	86.63	90.95	95.98		12,415.63	16,636.21
VIC/WIT ASST PROG MGR	9/14/2024	UU2	LC	No	11	36.00	37.76	39.62	41.52	43.57	45.77	48.07		6,239.88	8,331.97
VICTIM SERVICES REP	11/9/2024	BY4	VY	No	41	30.06	31.28	32.50	33.81	35.20	36.56	38.01		5,210.30	6,588.27
WAREHOUSE SUPERVISOR	11/9/2024	CK5	WJ	Yes	41	28.26	29.38	30.58	31.74	33.02	34.33	35.69		4,898.31	6,186.15
WAREHOUSE WORKER	11/9/2024	CK3	Y9	No	41	25.38	26.41	27.41	28.46	29.63	30.80	32.03		4,399.12	5,551.76
WATER QUALITY SPEC I	1/4/2025	TJ2	XI	No	41	34.83	36.25	37.68	39.19	40.79	42.39	44.09		6,037.08	7,642.12
WATER QUALITY SPEC II	1/4/2025	TJ3	JV	No	41	37.65	39.12	40.53	42.63	44.59	46.65	48.54		6,525.87	8,413.44
WATER QUALITY SPEC III	1/4/2025	TJ6	UQ	No	41	42.48	44.19	45.92	47.75	49.68	51.68	53.74		7,363.06	9,314.75
WATER RESRCE PROG MGR	9/14/2024	GC4	SW	No	11	56.98	59.99	63.14	66.46	69.96	73.63	77.52		9,876.34	13,436.54
WDB DIRECTOR	9/14/2024	SP4	JS	Yes	11	61.59	64.66	67.82	71.11	74.62	78.32	82.25		10,675.39	14,256.39
WELFARE FRAUD INV I	1/4/2025	RH2	KP	No	41	37.32	38.78	40.30	41.91	43.62	45.34	47.17		6,468.68	8,175.98
WELFARE FRAUD INV II	1/4/2025	RH3	VF	No	41	47.85	47.85	47.85	47.85	49.72	51.73	53.80		8,293.84	9,325.15