

Santa Cruz Regional 9-1-1 Master Salary Schedule

Date Revised: 8/8/2024

Date Approved: 8/15/2024

Unrepresented Management (Exempt) Employees

FOR YEAR 2024

Title	Step	Hourly	Monthly	Annual	Effective Date	Orig. Date Approved
General Manager	1	\$78.73	\$13,646.56	\$163,758.73	10/26/2024	10/28/2021
	2	\$82.67	\$14,328.89	\$171,946.67	10/26/2024	10/28/2021
	3	\$86.80	\$15,045.33	\$180,544.00	10/26/2024	10/28/2021
	4	\$91.14	\$15,797.60	\$189,571.20	10/26/2024	10/28/2021

Title	Pay Rate - Hourly		Pay Rate - Monthly		Pay Rate - Annual		Effective Date	Orig. Date Approved
	MIN	MAX	MIN	MAX	MIN	MAX		
Assistant General Manager	\$55.26	\$73.86	\$9,578.40	\$12,802.40	\$114,940.80	\$153,628.80	1/6/2024	5/25/2023
Operations Division Manager	\$50.10	\$66.96	\$8,684.00	\$11,606.40	\$104,208.00	\$139,276.80	1/6/2024	5/25/2023
Systems Division Manager	\$51.41	\$68.71	\$8,911.07	\$11,909.73	\$106,932.80	\$142,916.80	1/6/2024	5/25/2023
P.S. Comm Operations Coordinator	\$44.42	\$59.37	\$7,699.47	\$10,290.80	\$92,393.60	\$123,489.60	1/6/2024	5/25/2023
P.S. Comm. Systems Coordinator	\$44.12	\$58.96	\$7,647.47	\$10,219.73	\$91,769.60	\$122,636.80	1/6/2024	5/25/2023
P.S. Comm. Operations Supervisor	\$43.58	\$58.25	\$7,553.87	\$10,096.67	\$90,646.40	\$121,160.00	1/6/2024	5/25/2023
I.T. Systems Supervisor	\$43.28	\$57.85	\$7,501.87	\$10,027.33	\$90,022.40	\$120,328.00	1/6/2024	5/25/2023

Unrepresented (Non-Exempt) Employees

FOR YEAR 2024

Title	Step	Hourly	Monthly	Annual	Effective Date	Orig. Date Approved
Office Supervisor	1	\$29.97	\$5,194.80	\$62,337.60	1/6/2024	7/28/2022
	2	\$31.46	\$5,453.07	\$65,436.80	1/6/2024	7/28/2022
	3	\$33.04	\$5,726.93	\$68,723.20	1/6/2024	7/28/2022
	4	\$34.69	\$6,012.93	\$72,155.20	1/6/2024	7/28/2022
	5	\$36.42	\$6,312.80	\$75,753.60	1/6/2024	7/28/2022
	6	\$38.24	\$6,628.27	\$79,539.20	1/6/2024	7/28/2022
	7	\$40.16	\$6,961.07	\$83,532.80	1/6/2024	7/28/2022
	8	\$42.16	\$7,307.73	\$87,692.80	1/6/2024	7/28/2022
Senior Systems Technician	1	\$33.88	\$5,872.53	\$70,470.40	1/6/2024	7/28/2022
	2	\$35.57	\$6,165.47	\$73,985.60	1/6/2024	7/28/2022
	3	\$37.35	\$6,474.00	\$77,688.00	1/6/2024	7/28/2022
	4	\$39.22	\$6,798.13	\$81,577.60	1/6/2024	7/28/2022
	5	\$41.18	\$7,137.87	\$85,654.40	1/6/2024	7/28/2022
	6	\$43.24	\$7,494.93	\$89,939.20	1/6/2024	7/28/2022
	7	\$45.40	\$7,869.33	\$94,432.00	1/6/2024	7/28/2022
	8	\$47.67	\$8,262.80	\$99,153.60	1/6/2024	7/28/2022
Systems Technician	1	\$29.80	\$5,165.33	\$61,984.00	1/6/2024	5/25/2023
	2	\$31.29	\$5,423.60	\$65,083.20	1/6/2024	5/25/2023
	3	\$32.85	\$5,694.00	\$68,328.00	1/6/2024	5/25/2023
	4	\$34.50	\$5,980.00	\$71,760.00	1/6/2024	5/25/2023
	5	\$36.22	\$6,278.13	\$75,337.60	1/6/2024	5/25/2023
	6	\$38.03	\$6,591.87	\$79,102.40	1/6/2024	5/25/2023
	7	\$39.93	\$6,921.20	\$83,054.40	1/6/2024	5/25/2023
	8	\$41.93	\$7,267.87	\$87,214.40	1/6/2024	5/25/2023
GIS Technician	1	\$29.80	\$5,165.33	\$61,984.00	1/6/2024	5/25/2023
	2	\$31.29	\$5,423.60	\$65,083.20	1/6/2024	5/25/2023
	3	\$32.85	\$5,694.00	\$68,328.00	1/6/2024	5/25/2023
	4	\$34.50	\$5,980.00	\$71,760.00	1/6/2024	5/25/2023
	5	\$36.22	\$6,278.13	\$75,337.60	1/6/2024	5/25/2023
	6	\$38.03	\$6,591.87	\$79,102.40	1/6/2024	5/25/2023
	7	\$39.93	\$6,921.20	\$83,054.40	1/6/2024	5/25/2023
	8	\$41.93	\$7,267.87	\$87,214.40	1/6/2024	5/25/2023

Unrepresented (Non-Exempt) Employees

FOR YEAR 2024

Title	Step	Hourly	Pay Rate		Effective Date	Orig. Date Approved
			Monthly	Annual		
Support Services Administrative Analyst	1	\$33.88	\$5,872.53	\$70,470.40	1/6/2024	7/28/2022
	2	\$35.57	\$6,165.47	\$73,985.60	1/6/2024	7/28/2022
	3	\$37.35	\$6,474.00	\$77,688.00	1/6/2024	7/28/2022
	4	\$39.22	\$6,798.13	\$81,577.60	1/6/2024	7/28/2022
	5	\$41.18	\$7,137.87	\$85,654.40	1/6/2024	7/28/2022
	6	\$43.24	\$7,494.93	\$89,939.20	1/6/2024	7/28/2022
	7	\$45.40	\$7,869.33	\$94,432.00	1/6/2024	7/28/2022
	8	\$47.67	\$8,262.80	\$99,153.60	1/6/2024	7/28/2022
Senior Administrative Assistant	1	\$24.96	\$4,326.40	\$51,916.80	1/6/2024	7/28/2022
	2	\$26.21	\$4,543.07	\$54,516.80	1/6/2024	7/28/2022
	3	\$27.52	\$4,770.13	\$57,241.60	1/6/2024	7/28/2022
	4	\$28.90	\$5,009.33	\$60,112.00	1/6/2024	7/28/2022
	5	\$30.34	\$5,258.93	\$63,107.20	1/6/2024	7/28/2022
	6	\$31.86	\$5,522.40	\$66,268.80	1/6/2024	7/28/2022
	7	\$33.45	\$5,798.00	\$69,576.00	1/6/2024	7/28/2022
	8	\$35.12	\$6,087.47	\$73,049.60	1/6/2024	7/28/2022
Administrative Assistant	1	\$20.54	\$3,560.27	\$42,723.20	1/6/2024	7/28/2022
	2	\$21.56	\$3,737.07	\$44,844.80	1/6/2024	7/28/2022
	3	\$22.64	\$3,924.27	\$47,091.20	1/6/2024	7/28/2022
	4	\$23.78	\$4,121.87	\$49,462.40	1/6/2024	7/28/2022
	5	\$24.96	\$4,326.40	\$51,916.80	1/6/2024	7/28/2022
	6	\$26.21	\$4,543.07	\$54,516.80	1/6/2024	7/28/2022
	7	\$27.52	\$4,770.13	\$57,241.60	1/6/2024	7/28/2022
	8	\$28.90	\$5,009.33	\$60,112.00	1/6/2024	7/28/2022
Communications Intern	N/A	CA Minimum Wage		12/22/2023	7/28/2022	

FOR YEAR 2024

Title	Pay Rate - Hourly		Pay Rate - Monthly		Pay Rate - Annual		Effective Date	Orig. Date Approved
	MIN	MAX	MIN	MAX	MIN	MAX		
Assistant General Manager	\$56.93	\$76.08	\$9,867.87	\$13,187.20	\$118,414.40	\$158,246.40	8/17/2024	8/15/2024
Operations Division Manager	\$51.61	\$68.97	\$8,945.73	\$11,954.80	\$107,348.80	\$143,457.60	8/17/2024	8/15/2024
Systems Division Manager	\$52.95	\$70.77	\$9,178.00	\$12,266.80	\$110,136.00	\$147,201.60	8/17/2024	8/15/2024
P.S. Comm Operations Coordinator	\$45.75	\$61.15	\$7,930.00	\$10,599.33	\$95,160.00	\$127,192.00	8/17/2024	8/15/2024
P.S. Comm. Systems Coordinator	\$45.44	\$60.73	\$7,876.27	\$10,526.53	\$94,515.20	\$126,318.40	8/17/2024	8/15/2024
P.S. Comm. Operations Supervisor	\$44.89	\$59.99	\$7,780.93	\$10,398.27	\$93,371.20	\$124,779.20	8/17/2024	8/15/2024
I.T. Systems Supervisor	\$44.58	\$59.58	\$7,727.20	\$10,327.20	\$92,726.40	\$123,926.40	8/17/2024	8/15/2024

Unrepresented (Non-Exempt) Employees

FOR YEAR 2024

Title	Step	Hourly	Pay Rate		Effective Date	Orig. Date Approved
			Monthly	Annual		
Administrative Services Supervisor	1	\$30.87	\$5,350.80	\$64,209.60	8/17/2024	8/15/2024
	2	\$32.41	\$5,617.73	\$67,412.80	8/17/2024	8/15/2024
	3	\$34.03	\$5,898.53	\$70,782.40	8/17/2024	8/15/2024
	4	\$35.74	\$6,194.93	\$74,339.20	8/17/2024	8/15/2024
	5	\$37.52	\$6,503.47	\$78,041.60	8/17/2024	8/15/2024
	6	\$39.40	\$6,829.33	\$81,952.00	8/17/2024	8/15/2024
	7	\$41.37	\$7,170.80	\$86,049.60	8/17/2024	8/15/2024
	8	\$43.44	\$7,529.60	\$90,355.20	8/17/2024	8/15/2024
Information Technology Analyst	1	\$34.90	\$6,049.33	\$72,592.00	8/17/2024	8/15/2024
	2	\$36.65	\$6,352.67	\$76,232.00	8/17/2024	8/15/2024
	3	\$38.48	\$6,669.87	\$80,038.40	8/17/2024	8/15/2024
	4	\$40.40	\$7,002.67	\$84,032.00	8/17/2024	8/15/2024
	5	\$42.42	\$7,352.80	\$88,233.60	8/17/2024	8/15/2024
	6	\$44.54	\$7,720.27	\$92,643.20	8/17/2024	8/15/2024
	7	\$46.77	\$8,106.80	\$97,281.60	8/17/2024	8/15/2024
	8	\$49.11	\$8,512.40	\$102,148.80	8/17/2024	8/15/2024
Senior Systems Technician	1	\$34.90	\$6,049.33	\$72,592.00	8/17/2024	8/15/2024
	2	\$36.65	\$6,352.67	\$76,232.00	8/17/2024	8/15/2024
	3	\$38.48	\$6,669.87	\$80,038.40	8/17/2024	8/15/2024
	4	\$40.40	\$7,002.67	\$84,032.00	8/17/2024	8/15/2024

Senior Systems Technician	5	\$42.42	\$7,352.80	\$88,233.60	8/17/2024	8/15/2024
	6	\$44.54	\$7,720.27	\$92,643.20	8/17/2024	8/15/2024
	7	\$46.77	\$8,106.80	\$97,281.60	8/17/2024	8/15/2024
	8	\$49.11	\$8,512.40	\$102,148.80	8/17/2024	8/15/2024
Systems Technician	1	\$30.69	\$5,319.60	\$63,835.20	8/17/2024	8/15/2024
	2	\$32.22	\$5,584.80	\$67,017.60	8/17/2024	8/15/2024
	3	\$33.83	\$5,863.87	\$70,366.40	8/17/2024	8/15/2024
	4	\$35.52	\$6,156.80	\$73,881.60	8/17/2024	8/15/2024
	5	\$37.30	\$6,465.33	\$77,584.00	8/17/2024	8/15/2024
	6	\$39.17	\$6,789.47	\$81,473.60	8/17/2024	8/15/2024
	7	\$41.13	\$7,129.20	\$85,550.40	8/17/2024	8/15/2024
	8	\$43.19	\$7,486.27	\$89,835.20	8/17/2024	8/15/2024
GIS Technician	1	\$30.69	\$5,319.60	\$63,835.20	8/17/2024	8/15/2024
	2	\$32.22	\$5,584.80	\$67,017.60	8/17/2024	8/15/2024
	3	\$33.83	\$5,863.87	\$70,366.40	8/17/2024	8/15/2024
	4	\$35.52	\$6,156.80	\$73,881.60	8/17/2024	8/15/2024
	5	\$37.30	\$6,465.33	\$77,584.00	8/17/2024	8/15/2024
	6	\$39.17	\$6,789.47	\$81,473.60	8/17/2024	8/15/2024
	7	\$41.13	\$7,129.20	\$85,550.40	8/17/2024	8/15/2024
	8	\$43.19	\$7,486.27	\$89,835.20	8/17/2024	8/15/2024

Unrepresented (Non-Exempt) Employees

FOR YEAR 2024

Title	Step	Hourly	Monthly	Annual	Effective Date	Orig. Date Approved
Administrative Analyst	1	\$34.90	\$6,049.33	\$72,592.00	8/17/2024	8/15/2024
	2	\$36.65	\$6,352.67	\$76,232.00	8/17/2024	8/15/2024
	3	\$38.48	\$6,669.87	\$80,038.40	8/17/2024	8/15/2024
	4	\$40.40	\$7,002.67	\$84,032.00	8/17/2024	8/15/2024
	5	\$42.42	\$7,352.80	\$88,233.60	8/17/2024	8/15/2024
	6	\$44.54	\$7,720.27	\$92,643.20	8/17/2024	8/15/2024
	7	\$46.77	\$8,106.80	\$97,281.60	8/17/2024	8/15/2024
	8	\$49.11	\$8,512.40	\$102,148.80	8/17/2024	8/15/2024
Senior Administrative Assistant	1	\$25.71	\$4,456.40	\$53,476.80	8/17/2024	8/15/2024
	2	\$27.00	\$4,680.00	\$56,160.00	8/17/2024	8/15/2024
	3	\$28.35	\$4,914.00	\$58,968.00	8/17/2024	8/15/2024
	4	\$29.77	\$5,160.13	\$61,921.60	8/17/2024	8/15/2024
	5	\$31.26	\$5,418.40	\$65,020.80	8/17/2024	8/15/2024
	6	\$32.82	\$5,688.80	\$68,265.60	8/17/2024	8/15/2024
	7	\$34.46	\$5,973.07	\$71,676.80	8/17/2024	8/15/2024
	8	\$36.18	\$6,271.20	\$75,254.40	8/17/2024	8/15/2024
Administrative Assistant	1	\$21.16	\$3,667.73	\$44,012.80	8/17/2024	8/15/2024
	2	\$22.22	\$3,851.47	\$46,217.60	8/17/2024	8/15/2024
	3	\$23.33	\$4,043.87	\$48,526.40	8/17/2024	8/15/2024
	4	\$24.50	\$4,246.67	\$50,960.00	8/17/2024	8/15/2024
	5	\$25.73	\$4,459.87	\$53,518.40	8/17/2024	8/15/2024
	6	\$27.02	\$4,683.47	\$56,201.60	8/17/2024	8/15/2024
	7	\$28.37	\$4,917.47	\$59,009.60	8/17/2024	8/15/2024
	8	\$29.79	\$5,163.60	\$61,963.20	8/17/2024	8/15/2024
Communications Intern	N/A	CA Minimum Wage		12/21/2024	8/15/2024	

Represented (Non-Exempt) Employees (Operating Engineers Local 3 Bargaining Unit)

FOR YEAR 2024

Title	Step	Hourly	Monthly	Annual	Effective Date	Date
						Approved by Board
Public Safety Dispatcher III	1	\$35.98	\$6,236.53	\$74,838.40	1/6/2024	5/25/2023
	2	\$37.77	\$6,547.11	\$78,565.35	1/6/2024	5/25/2023
	3	\$39.66	\$6,874.47	\$82,493.62	1/6/2024	5/25/2023
	4	\$41.65	\$7,218.88	\$86,626.55	1/6/2024	5/25/2023
	5	\$43.73	\$7,579.82	\$90,957.88	1/6/2024	5/25/2023
	6	\$45.92	\$7,958.81	\$95,505.77	1/6/2024	5/25/2023
	7	\$48.21	\$8,356.76	\$100,281.06	1/6/2024	5/25/2023
	8	\$50.62	\$8,774.59	\$105,295.11	1/6/2024	5/25/2023
Public Safety Dispatcher II	1	\$28.38	\$4,919.20	\$59,030.40	1/6/2024	5/25/2023
	2	\$29.80	\$5,165.16	\$61,981.92	1/6/2024	5/25/2023
	3	\$31.29	\$5,423.42	\$65,081.02	1/6/2024	5/25/2023
	4	\$32.86	\$5,695.13	\$68,341.57	1/6/2024	5/25/2023
	5	\$34.50	\$5,979.89	\$71,758.65	1/6/2024	5/25/2023
	6	\$36.23	\$6,279.48	\$75,353.76	1/6/2024	5/25/2023
	7	\$38.04	\$6,593.45	\$79,121.45	1/6/2024	5/25/2023
	8	\$39.94	\$6,923.13	\$83,077.52	1/6/2024	5/25/2023
Public Safety Dispatcher II (EMD)	1	\$29.13	\$5,049.20	\$60,590.40	1/6/2024	5/25/2023
	2	\$30.55	\$5,295.16	\$63,541.92	1/6/2024	5/25/2023
	3	\$32.04	\$5,553.42	\$66,641.02	1/6/2024	5/25/2023
	4	\$33.61	\$5,825.13	\$69,901.57	1/6/2024	5/25/2023
	5	\$35.25	\$6,109.89	\$73,318.65	1/6/2024	5/25/2023
	6	\$36.98	\$6,409.48	\$76,913.76	1/6/2024	5/25/2023
	7	\$38.79	\$6,723.45	\$80,681.45	1/6/2024	5/25/2023
	8	\$40.69	\$7,053.13	\$84,637.52	1/6/2024	5/25/2023
Public Safety Dispatcher II (Law Cross-Trained)	1	\$30.88	\$5,352.53	\$64,230.40	1/6/2024	5/25/2023
	2	\$32.30	\$5,598.49	\$67,181.92	1/6/2024	5/25/2023
	3	\$33.79	\$5,856.75	\$70,281.02	1/6/2024	5/25/2023
	4	\$35.36	\$6,128.46	\$73,541.57	1/6/2024	5/25/2023
	5	\$37.00	\$6,413.22	\$76,958.65	1/6/2024	5/25/2023
	6	\$38.73	\$6,712.81	\$80,553.76	1/6/2024	5/25/2023
	7	\$40.54	\$7,026.79	\$84,321.45	1/6/2024	5/25/2023
	8	\$42.44	\$7,356.46	\$88,277.52	1/6/2024	5/25/2023
Public Safety Dispatcher II (EMD & Law)	1	\$31.63	\$5,482.53	\$65,790.40	1/6/2024	5/25/2023
	2	\$33.05	\$5,728.49	\$68,741.92	1/6/2024	5/25/2023
	3	\$34.54	\$5,986.75	\$71,841.02	1/6/2024	5/25/2023
	4	\$36.11	\$6,258.46	\$75,101.57	1/6/2024	5/25/2023
	5	\$37.75	\$6,543.22	\$78,518.65	1/6/2024	5/25/2023
	6	\$39.48	\$6,842.81	\$82,113.76	1/6/2024	5/25/2023
	7	\$41.29	\$7,156.79	\$85,881.45	1/6/2024	5/25/2023
	8	\$43.19	\$7,486.46	\$89,837.52	1/6/2024	5/25/2023

FOR YEAR 2024

Title	Step	Hourly	Monthly	Annual	Effective Date	Date
						5/25/2023
Public Safety Dispatcher II (Fire/EMS)	1	\$30.38	\$5,265.87	\$63,190.40	1/6/2024	5/25/2023
	2	\$31.80	\$5,511.83	\$66,141.92	1/6/2024	5/25/2023
	3	\$33.29	\$5,770.08	\$69,241.02	1/6/2024	5/25/2023
	4	\$34.86	\$6,041.80	\$72,501.57	1/6/2024	5/25/2023
	5	\$36.50	\$6,326.55	\$75,918.65	1/6/2024	5/25/2023
	6	\$38.23	\$6,626.15	\$79,513.76	1/6/2024	5/25/2023
	7	\$40.04	\$6,940.12	\$83,281.45	1/6/2024	5/25/2023
	8	\$41.94	\$7,269.79	\$87,237.52	1/6/2024	5/25/2023

Public Safety Dispatcher II (Law & Fire/EMS)	1	\$32.88	\$5,699.20	\$68,390.40	1/6/2024	5/25/2023
	2	\$34.30	\$5,945.16	\$71,341.92	1/6/2024	5/25/2023
	3	\$35.79	\$6,203.42	\$74,441.02	1/6/2024	5/25/2023
	4	\$37.36	\$6,475.13	\$77,701.57	1/6/2024	5/25/2023
	5	\$39.00	\$6,759.89	\$81,118.65	1/6/2024	5/25/2023
	6	\$40.73	\$7,059.48	\$84,713.76	1/6/2024	5/25/2023
	7	\$42.54	\$7,373.45	\$88,481.45	1/6/2024	5/25/2023
	8	\$44.44	\$7,703.13	\$92,437.52	1/6/2024	5/25/2023
Public Safety Dispatcher I	1	\$25.53	\$4,425.20	\$53,102.40	1/6/2024	5/25/2023
	2	\$26.81	\$4,646.46	\$55,757.52	1/6/2024	5/25/2023
	3	\$28.15	\$4,878.78	\$58,545.40	1/6/2024	5/25/2023
	4	\$29.56	\$5,123.21	\$61,478.52	1/6/2024	5/25/2023
	5	\$31.03	\$5,379.37	\$64,552.45	1/6/2024	5/25/2023
	6	\$32.59	\$5,648.34	\$67,780.07	1/6/2024	5/25/2023
	7	\$34.22	\$5,930.76	\$71,169.07	1/6/2024	5/25/2023
	8	\$35.93	\$6,227.29	\$74,727.53	1/6/2024	5/25/2023
Public Safety Dispatcher I (EMD)	1	\$26.28	\$4,555.20	\$54,662.40	1/6/2024	5/25/2023
	2	\$27.56	\$4,776.46	\$57,317.52	1/6/2024	5/25/2023
	3	\$28.90	\$5,008.78	\$60,105.40	1/6/2024	5/25/2023
	4	\$30.31	\$5,253.21	\$63,038.52	1/6/2024	5/25/2023
	5	\$31.78	\$5,509.37	\$66,112.45	1/6/2024	5/25/2023
	6	\$33.34	\$5,778.34	\$69,340.07	1/6/2024	5/25/2023
	7	\$34.97	\$6,060.76	\$72,729.07	1/6/2024	5/25/2023
	8	\$36.68	\$6,357.29	\$76,287.53	1/6/2024	5/25/2023
Public Safety Dispatcher Asst II	1	\$25.36	\$4,395.73	\$52,748.80	1/6/2024	5/25/2023
	2	\$26.62	\$4,614.64	\$55,375.69	1/6/2024	5/25/2023
	3	\$27.95	\$4,845.37	\$58,144.47	1/6/2024	5/25/2023
	4	\$29.35	\$5,087.64	\$61,051.70	1/6/2024	5/25/2023
	5	\$30.82	\$5,342.02	\$64,104.28	1/6/2024	5/25/2023
	6	\$32.36	\$5,609.12	\$67,309.50	1/6/2024	5/25/2023
	7	\$33.98	\$5,889.58	\$70,674.97	1/6/2024	5/25/2023
	8	\$35.68	\$6,184.06	\$74,208.72	1/6/2024	5/25/2023
Public Safety Dispatcher Asst II (EMD)	1	\$26.11	\$4,525.73	\$54,308.80	1/6/2024	5/25/2023
	2	\$27.37	\$4,744.64	\$56,935.69	1/6/2024	5/25/2023
	3	\$28.70	\$4,975.37	\$59,704.47	1/6/2024	5/25/2023
	4	\$30.10	\$5,217.64	\$62,611.70	1/6/2024	5/25/2023
	5	\$31.57	\$5,472.02	\$65,664.28	1/6/2024	5/25/2023
	6	\$33.11	\$5,739.12	\$68,869.50	1/6/2024	5/25/2023
	7	\$34.73	\$6,019.58	\$72,234.97	1/6/2024	5/25/2023
	8	\$36.43	\$6,314.06	\$75,768.72	1/6/2024	5/25/2023
Public Safety Dispatcher Asst I	1	\$22.95	\$3,978.00	\$47,736.00	1/6/2024	5/25/2023
	2	\$24.10	\$4,176.90	\$50,122.80	1/6/2024	5/25/2023
	3	\$25.30	\$4,385.75	\$52,628.94	1/6/2024	5/25/2023
	4	\$26.57	\$4,605.03	\$55,260.39	1/6/2024	5/25/2023
	5	\$27.90	\$4,835.28	\$58,023.41	1/6/2024	5/25/2023
	6	\$29.29	\$5,077.05	\$60,924.58	1/6/2024	5/25/2023
	7	\$30.76	\$5,330.90	\$63,970.81	1/6/2024	5/25/2023
	8	\$32.29	\$5,597.45	\$67,169.35	1/6/2024	5/25/2023
Extra-Help Dispatcher	Min/Hr	\$28.38	Max/Hr	\$50.62	1/6/2024	5/25/2023

Represented (Non-Exempt) Employees (Operating Engineers Local 3 Bargaining Unit)

FOR YEAR 2024

Title	Step	Hourly	Monthly	Annual	Effective Date	Date
						Approved by Board
Public Safety Dispatcher III	1	\$36.70	\$6,361.26	\$76,335.17	7/6/2024	5/23/2024
	2	\$38.53	\$6,679.33	\$80,151.93	7/6/2024	5/23/2024
	3	\$40.46	\$7,013.29	\$84,159.52	7/6/2024	5/23/2024
	4	\$42.48	\$7,363.96	\$88,367.50	7/6/2024	5/23/2024
	5	\$44.61	\$7,732.16	\$92,785.87	7/6/2024	5/23/2024
	6	\$46.84	\$8,118.76	\$97,425.17	7/6/2024	5/23/2024
	7	\$49.18	\$8,524.70	\$102,296.43	7/6/2024	5/23/2024
	8	\$51.64	\$8,950.94	\$107,411.25	7/6/2024	5/23/2024
	1	\$28.95	\$5,017.58	\$60,211.01	7/6/2024	5/23/2024
	2	\$30.39	\$5,268.46	\$63,221.56	7/6/2024	5/23/2024

Public Safety Dispatcher II	3	\$31.91	\$5,531.89	\$66,382.64	7/6/2024	5/23/2024
	4	\$33.51	\$5,808.48	\$69,701.77	7/6/2024	5/23/2024
	5	\$35.19	\$6,098.90	\$73,186.86	7/6/2024	5/23/2024
	6	\$36.95	\$6,403.85	\$76,846.20	7/6/2024	5/23/2024
	7	\$38.79	\$6,724.04	\$80,688.51	7/6/2024	5/23/2024
	8	\$40.73	\$7,060.24	\$84,722.93	7/6/2024	5/23/2024
Public Safety Dispatcher II (EMD)	1	\$29.70	\$5,147.58	\$61,771.01	7/6/2024	5/23/2024
	2	\$31.14	\$5,398.46	\$64,781.56	7/6/2024	5/23/2024
	3	\$32.66	\$5,661.89	\$67,942.64	7/6/2024	5/23/2024
	4	\$34.26	\$5,938.48	\$71,261.77	7/6/2024	5/23/2024
	5	\$35.94	\$6,228.90	\$74,746.86	7/6/2024	5/23/2024
	6	\$37.70	\$6,533.85	\$78,406.20	7/6/2024	5/23/2024
	7	\$39.54	\$6,854.04	\$82,248.51	7/6/2024	5/23/2024
	8	\$41.48	\$7,190.24	\$86,282.93	7/6/2024	5/23/2024
Public Safety Dispatcher II (Law Cross-Trained)	1	\$31.45	\$5,450.92	\$65,411.01	7/6/2024	5/23/2024
	2	\$32.89	\$5,701.80	\$68,421.56	7/6/2024	5/23/2024
	3	\$34.41	\$5,965.22	\$71,582.64	7/6/2024	5/23/2024
	4	\$36.01	\$6,241.81	\$74,901.77	7/6/2024	5/23/2024
	5	\$37.69	\$6,532.24	\$78,386.86	7/6/2024	5/23/2024
	6	\$39.45	\$6,837.18	\$82,046.20	7/6/2024	5/23/2024
	7	\$41.29	\$7,157.38	\$85,888.51	7/6/2024	5/23/2024
	8	\$43.23	\$7,493.58	\$89,922.93	7/6/2024	5/23/2024
Public Safety Dispatcher II (EMD & Law)	1	\$32.20	\$5,580.92	\$66,971.01	7/6/2024	5/23/2024
	2	\$33.64	\$5,831.80	\$69,981.56	7/6/2024	5/23/2024
	3	\$35.16	\$6,095.22	\$73,142.64	7/6/2024	5/23/2024
	4	\$36.76	\$6,371.81	\$76,461.77	7/6/2024	5/23/2024
	5	\$38.44	\$6,662.24	\$79,946.86	7/6/2024	5/23/2024
	6	\$40.20	\$6,967.18	\$83,606.20	7/6/2024	5/23/2024
	7	\$42.04	\$7,287.38	\$87,448.51	7/6/2024	5/23/2024
	8	\$43.98	\$7,623.58	\$91,482.93	7/6/2024	5/23/2024

FOR YEAR 2024

Title	Step	Hourly	Monthly	Annual	Effective Date	Date
						Approved by Board
Public Safety Dispatcher II (Fire/EMS)	1	\$30.95	\$5,364.25	\$64,371.01	7/6/2024	5/23/2024
	2	\$32.39	\$5,615.13	\$67,381.56	7/6/2024	5/23/2024
	3	\$33.91	\$5,878.55	\$70,542.64	7/6/2024	5/23/2024
	4	\$35.51	\$6,155.15	\$73,861.77	7/6/2024	5/23/2024
	5	\$37.19	\$6,445.57	\$77,346.86	7/6/2024	5/23/2024
	6	\$38.95	\$6,750.52	\$81,006.20	7/6/2024	5/23/2024
	7	\$40.79	\$7,070.71	\$84,848.51	7/6/2024	5/23/2024
	8	\$42.73	\$7,406.91	\$88,882.93	7/6/2024	5/23/2024
Public Safety Dispatcher II (Law & Fire/EMS)	1	\$33.45	\$5,797.58	\$69,571.01	7/6/2024	5/23/2024
	2	\$34.89	\$6,048.46	\$72,581.56	7/6/2024	5/23/2024
	3	\$36.41	\$6,311.89	\$75,742.64	7/6/2024	5/23/2024
	4	\$38.01	\$6,588.48	\$79,061.77	7/6/2024	5/23/2024
	5	\$39.69	\$6,878.90	\$82,546.86	7/6/2024	5/23/2024
	6	\$41.45	\$7,183.85	\$86,206.20	7/6/2024	5/23/2024
	7	\$43.29	\$7,504.04	\$90,048.51	7/6/2024	5/23/2024
	8	\$45.23	\$7,840.24	\$94,082.93	7/6/2024	5/23/2024
Public Safety Dispatcher I	1	\$26.04	\$4,513.70	\$54,164.45	7/6/2024	5/23/2024
	2	\$27.34	\$4,739.39	\$56,872.67	7/6/2024	5/23/2024
	3	\$28.71	\$4,976.36	\$59,716.30	7/6/2024	5/23/2024
	4	\$30.15	\$5,225.18	\$62,702.12	7/6/2024	5/23/2024
	5	\$31.65	\$5,486.44	\$65,837.23	7/6/2024	5/23/2024
	6	\$33.24	\$5,760.76	\$69,129.09	7/6/2024	5/23/2024
	7	\$34.90	\$6,048.80	\$72,585.54	7/6/2024	5/23/2024
	8	\$36.64	\$6,351.23	\$76,214.82	7/6/2024	5/23/2024
Public Safety Dispatcher I (EMD)	1	\$26.79	\$4,643.70	\$55,724.45	7/6/2024	5/23/2024
	2	\$28.09	\$4,869.39	\$58,432.67	7/6/2024	5/23/2024
	3	\$29.46	\$5,106.36	\$61,276.30	7/6/2024	5/23/2024
	4	\$30.90	\$5,355.18	\$64,262.12	7/6/2024	5/23/2024
	5	\$32.40	\$5,616.44	\$67,397.23	7/6/2024	5/23/2024
	6	\$33.99	\$5,890.76	\$70,689.09	7/6/2024	5/23/2024
	7	\$35.65	\$6,178.80	\$74,145.54	7/6/2024	5/23/2024

	8	\$37.39	\$6,481.23	\$77,774.82	7/6/2024	5/23/2024
Public Safety Dispatcher Asst II	1	\$25.87	\$4,483.65	\$53,803.78	7/6/2024	5/23/2024
	2	\$27.16	\$4,707.83	\$56,493.96	7/6/2024	5/23/2024
	3	\$28.52	\$4,943.22	\$59,318.66	7/6/2024	5/23/2024
	4	\$29.94	\$5,190.38	\$62,284.60	7/6/2024	5/23/2024
	5	\$31.44	\$5,449.90	\$65,398.83	7/6/2024	5/23/2024
	6	\$33.01	\$5,722.40	\$68,668.77	7/6/2024	5/23/2024
	7	\$34.66	\$6,008.52	\$72,102.21	7/6/2024	5/23/2024
	8	\$36.40	\$6,308.94	\$75,707.32	7/6/2024	5/23/2024
Public Safety Dispatcher Asst II (EMD)	1	\$26.62	\$4,613.65	\$55,363.78	7/6/2024	5/23/2024
	2	\$27.91	\$4,837.83	\$58,053.96	7/6/2024	5/23/2024
	3	\$29.27	\$5,073.22	\$60,878.66	7/6/2024	5/23/2024
	4	\$30.69	\$5,320.38	\$63,844.60	7/6/2024	5/23/2024
	5	\$32.19	\$5,579.90	\$66,958.83	7/6/2024	5/23/2024
	6	\$33.76	\$5,852.40	\$70,228.77	7/6/2024	5/23/2024
	7	\$35.41	\$6,138.52	\$73,662.21	7/6/2024	5/23/2024
	8	\$37.15	\$6,438.94	\$77,267.32	7/6/2024	5/23/2024
Public Safety Dispatcher Asst I	1	\$23.41	\$4,057.56	\$48,690.72	7/6/2024	5/23/2024
	2	\$24.58	\$4,260.44	\$51,125.26	7/6/2024	5/23/2024
	3	\$25.81	\$4,473.46	\$53,681.52	7/6/2024	5/23/2024
	4	\$27.10	\$4,697.13	\$56,365.59	7/6/2024	5/23/2024
	5	\$28.45	\$4,931.99	\$59,183.87	7/6/2024	5/23/2024
	6	\$29.88	\$5,178.59	\$62,143.07	7/6/2024	5/23/2024
	7	\$31.37	\$5,437.52	\$65,250.22	7/6/2024	5/23/2024
	8	\$32.94	\$5,709.39	\$68,512.73	7/6/2024	5/23/2024
Extra-Help Dispatcher	Min/Hr	\$28.95	Max/Hr	\$51.64	7/6/2024	5/23/2024

Santa Cruz Regional 9-1-1 Master Salary Schedule

Date Revised: 11/25/2024

Date Approved: 12/5/2024

Unrepresented Management (Exempt) Employees

FOR YEAR 2025

Title	Step	Hourly	Monthly	Annual	Effective Date	Orig. Date Approved
General Manager	1	\$78.73	\$13,646.56	\$163,758.73	10/26/2024	10/28/2021
	2	\$82.67	\$14,328.89	\$171,946.67	10/26/2024	10/28/2021
	3	\$86.80	\$15,045.33	\$180,544.00	10/26/2024	10/28/2021
	4	\$91.14	\$15,797.60	\$189,571.20	10/26/2024	10/28/2021

Title	Pay Rate - Hourly		Pay Rate - Monthly		Pay Rate - Annual		Effective Date	Orig. Date Approved
	MIN	MAX	MIN	MAX	MIN	MAX		
Assistant General Manager	\$58.63	\$78.36	\$10,162.53	\$13,582.40	\$121,950.40	\$162,988.80	7/5/2025	8/15/2024
Operations Division Manager	\$53.15	\$71.04	\$9,212.67	\$12,313.60	\$110,552.00	\$147,763.20	7/5/2025	8/15/2024
Systems Division Manager	\$54.54	\$72.90	\$9,453.60	\$12,636.00	\$113,443.20	\$151,632.00	7/5/2025	8/15/2024
P.S. Comm Operations Coordinator	\$47.12	\$62.98	\$8,167.47	\$10,916.53	\$98,009.60	\$130,998.40	7/5/2025	8/15/2024
P.S. Comm. Systems Coordinator	\$46.80	\$62.55	\$8,112.00	\$10,842.00	\$97,344.00	\$130,104.00	7/5/2025	8/15/2024
P.S. Comm. Operations Supervisor	\$46.23	\$61.79	\$8,013.20	\$10,710.27	\$96,158.40	\$128,523.20	7/5/2025	8/15/2024
I.T. Systems Supervisor	\$45.92	\$61.37	\$7,959.47	\$10,637.47	\$95,513.60	\$127,649.60	7/5/2025	8/15/2024

Unrepresented (Non-Exempt) Employees

FOR YEAR 2025

Title	Step	Hourly	Monthly	Annual	Effective Date	Orig. Date Approved
Administrative Services Supervisor	1	\$31.80	\$5,512.00	\$66,144.00	7/5/2025	8/15/2024
	2	\$33.39	\$5,787.60	\$69,451.20	7/5/2025	8/15/2024
	3	\$35.06	\$6,077.07	\$72,924.80	7/5/2025	8/15/2024
	4	\$36.81	\$6,380.40	\$76,564.80	7/5/2025	8/15/2024
	5	\$38.65	\$6,699.33	\$80,392.00	7/5/2025	8/15/2024
	6	\$40.58	\$7,033.87	\$84,406.40	7/5/2025	8/15/2024
	7	\$42.61	\$7,385.73	\$88,628.80	7/5/2025	8/15/2024
	8	\$44.74	\$7,754.93	\$93,059.20	7/5/2025	8/15/2024
Information Technology Analyst	1	\$35.95	\$6,231.33	\$74,776.00	7/5/2025	8/15/2024
	2	\$37.75	\$6,543.33	\$78,520.00	7/5/2025	8/15/2024
	3	\$39.64	\$6,870.93	\$82,451.20	7/5/2025	8/15/2024
	4	\$41.62	\$7,214.13	\$86,569.60	7/5/2025	8/15/2024
	5	\$43.70	\$7,574.67	\$90,896.00	7/5/2025	8/15/2024
	6	\$45.89	\$7,954.27	\$95,451.20	7/5/2025	8/15/2024
	7	\$48.18	\$8,351.20	\$100,214.40	7/5/2025	8/15/2024
	8	\$50.59	\$8,768.93	\$105,227.20	7/5/2025	8/15/2024
Senior Systems Technician	1	\$35.95	\$6,231.33	\$74,776.00	7/5/2025	8/15/2024
	2	\$37.75	\$6,543.33	\$78,520.00	7/5/2025	8/15/2024
	3	\$39.64	\$6,870.93	\$82,451.20	7/5/2025	8/15/2024
	4	\$41.62	\$7,214.13	\$86,569.60	7/5/2025	8/15/2024
	5	\$43.70	\$7,574.67	\$90,896.00	7/5/2025	8/15/2024
	6	\$45.89	\$7,954.27	\$95,451.20	7/5/2025	8/15/2024
	7	\$48.18	\$8,351.20	\$100,214.40	7/5/2025	8/15/2024
	8	\$50.59	\$8,768.93	\$105,227.20	7/5/2025	8/15/2024
Systems Technician	1	\$31.61	\$5,479.07	\$65,748.80	7/5/2025	8/15/2024
	2	\$33.19	\$5,752.93	\$69,035.20	7/5/2025	8/15/2024
	3	\$34.85	\$6,040.67	\$72,488.00	7/5/2025	8/15/2024
	4	\$36.59	\$6,342.27	\$76,107.20	7/5/2025	8/15/2024
	5	\$38.42	\$6,659.47	\$79,913.60	7/5/2025	8/15/2024
	6	\$40.34	\$6,992.27	\$83,907.20	7/5/2025	8/15/2024
	7	\$42.36	\$7,342.40	\$88,108.80	7/5/2025	8/15/2024
	8	\$44.48	\$7,709.87	\$92,518.40	7/5/2025	8/15/2024

Unrepresented (Non-Exempt) Employees

FOR YEAR 2025

Title	Step	Hourly	Monthly	Annual	Effective Date	Orig. Date Approved
GIS Technician	1	\$31.61	\$5,479.07	\$65,748.80	7/5/2025	8/15/2024
	2	\$33.19	\$5,752.93	\$69,035.20	7/5/2025	8/15/2024
	3	\$34.85	\$6,040.67	\$72,488.00	7/5/2025	8/15/2024
	4	\$36.59	\$6,342.27	\$76,107.20	7/5/2025	8/15/2024
	5	\$38.42	\$6,659.47	\$79,913.60	7/5/2025	8/15/2024
	6	\$40.34	\$6,992.27	\$83,907.20	7/5/2025	8/15/2024
	7	\$42.36	\$7,342.40	\$88,108.80	7/5/2025	8/15/2024
	8	\$44.48	\$7,709.87	\$92,518.40	7/5/2025	8/15/2024
Administrative Analyst	1	\$35.95	\$6,231.33	\$74,776.00	7/5/2025	8/15/2024
	2	\$37.75	\$6,543.33	\$78,520.00	7/5/2025	8/15/2024
	3	\$39.64	\$6,870.93	\$82,451.20	7/5/2025	8/15/2024
	4	\$41.62	\$7,214.13	\$86,569.60	7/5/2025	8/15/2024
	5	\$43.70	\$7,574.67	\$90,896.00	7/5/2025	8/15/2024
	6	\$45.89	\$7,954.27	\$95,451.20	7/5/2025	8/15/2024
	7	\$48.18	\$8,351.20	\$100,214.40	7/5/2025	8/15/2024
	8	\$50.59	\$8,768.93	\$105,227.20	7/5/2025	8/15/2024
Accounting Technician	1	\$27.56	\$4,777.07	\$57,324.80	1/4/2025	12/5/2024
	2	\$28.94	\$5,016.27	\$60,195.20	1/4/2025	12/5/2024
	3	\$30.39	\$5,267.60	\$63,211.20	1/4/2025	12/5/2024
	4	\$31.91	\$5,531.07	\$66,372.80	1/4/2025	12/5/2024
	5	\$33.51	\$5,808.40	\$69,700.80	1/4/2025	12/5/2024
	6	\$35.19	\$6,099.60	\$73,195.20	1/4/2025	12/5/2024
	7	\$36.95	\$6,404.67	\$76,856.00	1/4/2025	12/5/2024
	8	\$38.80	\$6,725.33	\$80,704.00	1/4/2025	12/5/2024
Accounting Technician	1	\$28.39	\$4,920.93	\$59,051.20	7/5/2025	12/5/2024
	2	\$29.81	\$5,167.07	\$62,004.80	7/5/2025	12/5/2024
	3	\$31.30	\$5,425.33	\$65,104.00	7/5/2025	12/5/2024
	4	\$32.87	\$5,697.47	\$68,369.60	7/5/2025	12/5/2024
	5	\$34.51	\$5,981.73	\$71,780.80	7/5/2025	12/5/2024
	6	\$36.24	\$6,281.60	\$75,379.20	7/5/2025	12/5/2024
	7	\$38.05	\$6,595.33	\$79,144.00	7/5/2025	12/5/2024
	8	\$39.95	\$6,924.67	\$83,096.00	7/5/2025	12/5/2024
Senior Administrative Assistant	1	\$26.48	\$4,589.87	\$55,078.40	7/5/2025	8/15/2024
	2	\$27.80	\$4,818.67	\$57,824.00	7/5/2025	8/15/2024
	3	\$29.19	\$5,059.60	\$60,715.20	7/5/2025	8/15/2024
	4	\$30.65	\$5,312.67	\$63,752.00	7/5/2025	8/15/2024
	5	\$32.18	\$5,577.87	\$66,934.40	7/5/2025	8/15/2024
	6	\$33.79	\$5,856.93	\$70,283.20	7/5/2025	8/15/2024
	7	\$35.48	\$6,149.87	\$73,798.40	7/5/2025	8/15/2024
	8	\$37.25	\$6,456.67	\$77,480.00	7/5/2025	8/15/2024
Administrative Assistant	1	\$21.79	\$3,776.93	\$45,323.20	7/5/2025	8/15/2024
	2	\$22.88	\$3,965.87	\$47,590.40	7/5/2025	8/15/2024
	3	\$24.02	\$4,163.47	\$49,961.60	7/5/2025	8/15/2024
	4	\$25.22	\$4,371.47	\$52,457.60	7/5/2025	8/15/2024
	5	\$26.48	\$4,589.87	\$55,078.40	7/5/2025	8/15/2024
	6	\$27.80	\$4,818.67	\$57,824.00	7/5/2025	8/15/2024
	7	\$29.19	\$5,059.60	\$60,715.20	7/5/2025	8/15/2024
	8	\$30.65	\$5,312.67	\$63,752.00	7/5/2025	8/15/2024
Communications Intern	N/A	CA Minimum Wage		12/21/2024	8/15/2024	

Represented (Non-Exempt) Employees (Operating Engineers Local 3 Bargaining Unit)

FOR YEAR 2025

Title	Step	Hourly	Monthly	Annual	Effective Date	Date
						Approved by Board
Public Safety Dispatcher III	1	\$37.43	\$6,488.49	\$77,861.87	1/4/2025	5/23/2024
	2	\$39.31	\$6,812.91	\$81,754.96	1/4/2025	5/23/2024
	3	\$41.27	\$7,153.56	\$85,842.71	1/4/2025	5/23/2024
	4	\$43.33	\$7,511.24	\$90,134.85	1/4/2025	5/23/2024
	5	\$45.50	\$7,886.80	\$94,641.59	1/4/2025	5/23/2024
	6	\$47.78	\$8,281.14	\$99,373.67	1/4/2025	5/23/2024
	7	\$50.16	\$8,695.20	\$104,342.35	1/4/2025	5/23/2024
	8	\$52.67	\$9,129.96	\$109,559.47	1/4/2025	5/23/2024
Public Safety Dispatcher II	1	\$29.53	\$5,117.94	\$61,415.23	1/4/2025	5/23/2024
	2	\$31.00	\$5,373.83	\$64,485.99	1/4/2025	5/23/2024
	3	\$32.55	\$5,642.52	\$67,710.29	1/4/2025	5/23/2024
	4	\$34.18	\$5,924.65	\$71,095.80	1/4/2025	5/23/2024
	5	\$35.89	\$6,220.88	\$74,650.59	1/4/2025	5/23/2024
	6	\$37.68	\$6,531.93	\$78,383.12	1/4/2025	5/23/2024
	7	\$39.57	\$6,858.52	\$82,302.28	1/4/2025	5/23/2024
	8	\$41.55	\$7,201.45	\$86,417.39	1/4/2025	5/23/2024
Public Safety Dispatcher II (EMD)	1	\$30.28	\$5,247.94	\$62,975.23	1/4/2025	5/23/2024
	2	\$31.75	\$5,503.83	\$66,045.99	1/4/2025	5/23/2024
	3	\$33.30	\$5,772.52	\$69,270.29	1/4/2025	5/23/2024
	4	\$34.93	\$6,054.65	\$72,655.80	1/4/2025	5/23/2024
	5	\$36.64	\$6,350.88	\$76,210.59	1/4/2025	5/23/2024
	6	\$38.43	\$6,661.93	\$79,943.12	1/4/2025	5/23/2024
	7	\$40.32	\$6,988.52	\$83,862.28	1/4/2025	5/23/2024
	8	\$42.30	\$7,331.45	\$87,977.39	1/4/2025	5/23/2024
Public Safety Dispatcher II (Law Cross-Trained)	1	\$32.03	\$5,551.27	\$66,615.23	1/4/2025	5/23/2024
	2	\$33.50	\$5,807.17	\$69,685.99	1/4/2025	5/23/2024
	3	\$35.05	\$6,075.86	\$72,910.29	1/4/2025	5/23/2024
	4	\$36.68	\$6,357.98	\$76,295.80	1/4/2025	5/23/2024
	5	\$38.39	\$6,654.22	\$79,850.59	1/4/2025	5/23/2024
	6	\$40.18	\$6,965.26	\$83,583.12	1/4/2025	5/23/2024
	7	\$42.07	\$7,291.86	\$87,502.28	1/4/2025	5/23/2024
	8	\$44.05	\$7,634.78	\$91,617.39	1/4/2025	5/23/2024
Public Safety Dispatcher II (EMD & Law)	1	\$32.78	\$5,681.27	\$68,175.23	1/4/2025	5/23/2024
	2	\$34.25	\$5,937.17	\$71,245.99	1/4/2025	5/23/2024
	3	\$35.80	\$6,205.86	\$74,470.29	1/4/2025	5/23/2024
	4	\$37.43	\$6,487.98	\$77,855.80	1/4/2025	5/23/2024
	5	\$39.14	\$6,784.22	\$81,410.59	1/4/2025	5/23/2024
	6	\$40.93	\$7,095.26	\$85,143.12	1/4/2025	5/23/2024
	7	\$42.82	\$7,421.86	\$89,062.28	1/4/2025	5/23/2024
	8	\$44.80	\$7,764.78	\$93,177.39	1/4/2025	5/23/2024
Public Safety Dispatcher II (Fire/EMS)	1	\$31.53	\$5,464.60	\$65,575.23	1/4/2025	5/23/2024
	2	\$33.00	\$5,720.50	\$68,645.99	1/4/2025	5/23/2024
	3	\$34.55	\$5,989.19	\$71,870.29	1/4/2025	5/23/2024
	4	\$36.18	\$6,271.32	\$75,255.80	1/4/2025	5/23/2024
	5	\$37.89	\$6,567.55	\$78,810.59	1/4/2025	5/23/2024
	6	\$39.68	\$6,878.59	\$82,543.12	1/4/2025	5/23/2024
	7	\$41.57	\$7,205.19	\$86,462.28	1/4/2025	5/23/2024
	8	\$43.55	\$7,548.12	\$90,577.39	1/4/2025	5/23/2024

Represented (Non-Exempt) Employees (Operating Engineers Local 3 Bargaining Unit)

FOR YEAR 2025

Title	Step	Hourly	Monthly	Annual	Effective Date	Date
						Approved by Board
Public Safety Dispatcher II (Law & Fire/EMS)	1	\$34.03	\$5,897.94	\$70,775.23	1/4/2025	5/23/2024
	2	\$35.50	\$6,153.83	\$73,845.99	1/4/2025	5/23/2024
	3	\$37.05	\$6,422.52	\$77,070.29	1/4/2025	5/23/2024
	4	\$38.68	\$6,704.65	\$80,455.80	1/4/2025	5/23/2024
	5	\$40.39	\$7,000.88	\$84,010.59	1/4/2025	5/23/2024
	6	\$42.18	\$7,311.93	\$87,743.12	1/4/2025	5/23/2024
	7	\$44.07	\$7,638.52	\$91,662.28	1/4/2025	5/23/2024
	8	\$46.05	\$7,981.45	\$95,777.39	1/4/2025	5/23/2024
Public Safety Dispatcher I	1	\$26.56	\$4,603.98	\$55,247.74	1/4/2025	5/23/2024
	2	\$27.89	\$4,834.18	\$58,010.12	1/4/2025	5/23/2024
	3	\$29.28	\$5,075.89	\$60,910.63	1/4/2025	5/23/2024
	4	\$30.75	\$5,329.68	\$63,956.16	1/4/2025	5/23/2024
	5	\$32.29	\$5,596.16	\$67,153.97	1/4/2025	5/23/2024
	6	\$33.90	\$5,875.97	\$70,511.67	1/4/2025	5/23/2024
	7	\$35.59	\$6,169.77	\$74,037.25	1/4/2025	5/23/2024
	8	\$37.37	\$6,478.26	\$77,739.11	1/4/2025	5/23/2024
Public Safety Dispatcher I (EMD)	1	\$27.31	\$4,733.98	\$56,807.74	1/4/2025	5/23/2024
	2	\$28.64	\$4,964.18	\$59,570.12	1/4/2025	5/23/2024
	3	\$30.03	\$5,205.89	\$62,470.63	1/4/2025	5/23/2024
	4	\$31.50	\$5,459.68	\$65,516.16	1/4/2025	5/23/2024
	5	\$33.04	\$5,726.16	\$68,713.97	1/4/2025	5/23/2024
	6	\$34.65	\$6,005.97	\$72,071.67	1/4/2025	5/23/2024
	7	\$36.34	\$6,299.77	\$75,597.25	1/4/2025	5/23/2024
	8	\$38.12	\$6,608.26	\$79,299.11	1/4/2025	5/23/2024
Public Safety Dispatcher Asst II	1	\$26.38	\$4,573.32	\$54,879.85	1/4/2025	5/23/2024
	2	\$27.70	\$4,801.99	\$57,623.84	1/4/2025	5/23/2024
	3	\$29.09	\$5,042.09	\$60,505.04	1/4/2025	5/23/2024
	4	\$30.54	\$5,294.19	\$63,530.29	1/4/2025	5/23/2024
	5	\$32.07	\$5,558.90	\$66,706.80	1/4/2025	5/23/2024
	6	\$33.67	\$5,836.85	\$70,042.14	1/4/2025	5/23/2024
	7	\$35.36	\$6,128.69	\$73,544.25	1/4/2025	5/23/2024
	8	\$37.13	\$6,435.12	\$77,221.46	1/4/2025	5/23/2024
Public Safety Dispatcher Asst II (EMD)	1	\$27.13	\$4,703.32	\$56,439.85	1/4/2025	5/23/2024
	2	\$28.45	\$4,931.99	\$59,183.84	1/4/2025	5/23/2024
	3	\$29.84	\$5,172.09	\$62,065.04	1/4/2025	5/23/2024
	4	\$31.29	\$5,424.19	\$65,090.29	1/4/2025	5/23/2024
	5	\$32.82	\$5,688.90	\$68,266.80	1/4/2025	5/23/2024
	6	\$34.42	\$5,966.85	\$71,602.14	1/4/2025	5/23/2024
	7	\$36.11	\$6,258.69	\$75,104.25	1/4/2025	5/23/2024
	8	\$37.88	\$6,565.12	\$78,781.46	1/4/2025	5/23/2024
Public Safety Dispatcher Asst I	1	\$23.88	\$4,138.71	\$49,664.53	1/4/2025	5/23/2024
	2	\$25.07	\$4,345.65	\$52,147.76	1/4/2025	5/23/2024
	3	\$26.32	\$4,562.93	\$54,755.15	1/4/2025	5/23/2024
	4	\$27.64	\$4,791.08	\$57,492.91	1/4/2025	5/23/2024
	5	\$29.02	\$5,030.63	\$60,367.55	1/4/2025	5/23/2024
	6	\$30.47	\$5,282.16	\$63,385.93	1/4/2025	5/23/2024
	7	\$32.00	\$5,546.27	\$66,555.23	1/4/2025	5/23/2024
	8	\$33.60	\$5,823.58	\$69,882.99	1/4/2025	5/23/2024
Extra-Help Dispatcher	Min/Hr	\$29.53	Max/Hr	\$52.67	1/4/2025	5/23/2024

Represented (Non-Exempt) Employees (Operating Engineers Local 3 Bargaining Unit)

FOR YEAR 2025

Title	Step	Hourly	Monthly	Annual	Effective Date	Date Approved by
						Board
Public Safety Dispatcher III	1	\$38.56	\$6,683.14	\$80,197.73	7/5/2025	5/23/2024
	2	\$40.48	\$7,017.30	\$84,207.61	7/5/2025	5/23/2024
	3	\$42.51	\$7,368.17	\$88,417.99	7/5/2025	5/23/2024
	4	\$44.63	\$7,736.57	\$92,838.89	7/5/2025	5/23/2024
	5	\$46.87	\$8,123.40	\$97,480.84	7/5/2025	5/23/2024
	6	\$49.21	\$8,529.57	\$102,354.88	7/5/2025	5/23/2024
	7	\$51.67	\$8,956.05	\$107,472.63	7/5/2025	5/23/2024
	8	\$54.25	\$9,403.85	\$112,846.26	7/5/2025	5/23/2024
Public Safety Dispatcher II	1	\$30.41	\$5,271.47	\$63,257.69	7/5/2025	5/23/2024
	2	\$31.93	\$5,535.05	\$66,420.57	7/5/2025	5/23/2024
	3	\$33.53	\$5,811.80	\$69,741.60	7/5/2025	5/23/2024
	4	\$35.21	\$6,102.39	\$73,228.68	7/5/2025	5/23/2024
	5	\$36.97	\$6,407.51	\$76,890.11	7/5/2025	5/23/2024
	6	\$38.81	\$6,727.88	\$80,734.62	7/5/2025	5/23/2024
	7	\$40.76	\$7,064.28	\$84,771.35	7/5/2025	5/23/2024
	8	\$42.79	\$7,417.49	\$89,009.92	7/5/2025	5/23/2024
Public Safety Dispatcher II (EMD)	1	\$31.16	\$5,401.47	\$64,817.69	7/5/2025	5/23/2024
	2	\$32.68	\$5,665.05	\$67,980.57	7/5/2025	5/23/2024
	3	\$34.28	\$5,941.80	\$71,301.60	7/5/2025	5/23/2024
	4	\$35.96	\$6,232.39	\$74,788.68	7/5/2025	5/23/2024
	5	\$37.72	\$6,537.51	\$78,450.11	7/5/2025	5/23/2024
	6	\$39.56	\$6,857.88	\$82,294.62	7/5/2025	5/23/2024
	7	\$41.51	\$7,194.28	\$86,331.35	7/5/2025	5/23/2024
	8	\$43.54	\$7,547.49	\$90,569.92	7/5/2025	5/23/2024
Public Safety Dispatcher II (Law Cross-Trained)	1	\$32.91	\$5,704.81	\$68,457.69	7/5/2025	5/23/2024
	2	\$34.43	\$5,968.38	\$71,620.57	7/5/2025	5/23/2024
	3	\$36.03	\$6,245.13	\$74,941.60	7/5/2025	5/23/2024
	4	\$37.71	\$6,535.72	\$78,428.68	7/5/2025	5/23/2024
	5	\$39.47	\$6,840.84	\$82,090.11	7/5/2025	5/23/2024
	6	\$41.31	\$7,161.22	\$85,934.62	7/5/2025	5/23/2024
	7	\$43.26	\$7,497.61	\$89,971.35	7/5/2025	5/23/2024
	8	\$45.29	\$7,850.83	\$94,209.92	7/5/2025	5/23/2024
Public Safety Dispatcher II (EMD & Law)	1	\$33.66	\$5,834.81	\$70,017.69	7/5/2025	5/23/2024
	2	\$35.18	\$6,098.38	\$73,180.57	7/5/2025	5/23/2024
	3	\$36.78	\$6,375.13	\$76,501.60	7/5/2025	5/23/2024
	4	\$38.46	\$6,665.72	\$79,988.68	7/5/2025	5/23/2024
	5	\$40.22	\$6,970.84	\$83,650.11	7/5/2025	5/23/2024
	6	\$42.06	\$7,291.22	\$87,494.62	7/5/2025	5/23/2024
	7	\$44.01	\$7,627.61	\$91,531.35	7/5/2025	5/23/2024
	8	\$46.04	\$7,980.83	\$95,769.92	7/5/2025	5/23/2024
Public Safety Dispatcher II (Fire/EMS)	1	\$32.41	\$5,618.14	\$67,417.69	7/5/2025	5/23/2024
	2	\$33.93	\$5,881.71	\$70,580.57	7/5/2025	5/23/2024
	3	\$35.53	\$6,158.47	\$73,901.60	7/5/2025	5/23/2024
	4	\$37.21	\$6,449.06	\$77,388.68	7/5/2025	5/23/2024
	5	\$38.97	\$6,754.18	\$81,050.11	7/5/2025	5/23/2024
	6	\$40.81	\$7,074.55	\$84,894.62	7/5/2025	5/23/2024
	7	\$42.76	\$7,410.95	\$88,931.35	7/5/2025	5/23/2024
	8	\$44.79	\$7,764.16	\$93,169.92	7/5/2025	5/23/2024
Public Safety Dispatcher II (Law & Fire/EMS)	1	\$34.91	\$6,051.47	\$72,617.69	7/5/2025	5/23/2024
	2	\$36.43	\$6,315.05	\$75,780.57	7/5/2025	5/23/2024
	3	\$38.03	\$6,591.80	\$79,101.60	7/5/2025	5/23/2024
	4	\$39.71	\$6,882.39	\$82,588.68	7/5/2025	5/23/2024
	5	\$41.47	\$7,187.51	\$86,250.11	7/5/2025	5/23/2024
	6	\$43.31	\$7,507.88	\$90,094.62	7/5/2025	5/23/2024
	7	\$45.26	\$7,844.28	\$94,131.35	7/5/2025	5/23/2024
	8	\$47.29	\$8,197.49	\$98,369.92	7/5/2025	5/23/2024

Represented (Non-Exempt) Employees (Operating Engineers Local 3 Bargaining Unit)

FOR YEAR 2025

Title	Step	Hourly	Monthly	Annual	Effective Date	Date
						Approved by Board
Public Safety Dispatcher I	1	\$27.36	\$4,742.10	\$56,905.17	7/5/2025	5/23/2024
	2	\$28.73	\$4,979.20	\$59,750.43	7/5/2025	5/23/2024
	3	\$30.16	\$5,228.16	\$62,737.95	7/5/2025	5/23/2024
	4	\$31.67	\$5,489.57	\$65,874.85	7/5/2025	5/23/2024
	5	\$33.25	\$5,764.05	\$69,168.59	7/5/2025	5/23/2024
	6	\$34.92	\$6,052.25	\$72,627.02	7/5/2025	5/23/2024
	7	\$36.66	\$6,354.86	\$76,258.37	7/5/2025	5/23/2024
	8	\$38.50	\$6,672.61	\$80,071.29	7/5/2025	5/23/2024
Public Safety Dispatcher I (EMD)	1	\$28.11	\$4,872.10	\$58,465.17	7/5/2025	5/23/2024
	2	\$29.48	\$5,109.20	\$61,310.43	7/5/2025	5/23/2024
	3	\$30.91	\$5,358.16	\$64,297.95	7/5/2025	5/23/2024
	4	\$32.42	\$5,619.57	\$67,434.85	7/5/2025	5/23/2024
	5	\$34.00	\$5,894.05	\$70,728.59	7/5/2025	5/23/2024
	6	\$35.67	\$6,182.25	\$74,187.02	7/5/2025	5/23/2024
	7	\$37.41	\$6,484.86	\$77,818.37	7/5/2025	5/23/2024
	8	\$39.25	\$6,802.61	\$81,631.29	7/5/2025	5/23/2024
Public Safety Dispatcher Asst II	1	\$27.18	\$4,710.52	\$56,526.25	7/5/2025	5/23/2024
	2	\$28.53	\$4,946.05	\$59,352.56	7/5/2025	5/23/2024
	3	\$29.96	\$5,193.35	\$62,320.19	7/5/2025	5/23/2024
	4	\$31.46	\$5,453.02	\$65,436.20	7/5/2025	5/23/2024
	5	\$33.03	\$5,725.67	\$68,708.01	7/5/2025	5/23/2024
	6	\$34.68	\$6,011.95	\$72,143.41	7/5/2025	5/23/2024
	7	\$36.42	\$6,312.55	\$75,750.58	7/5/2025	5/23/2024
	8	\$38.24	\$6,628.18	\$79,538.11	7/5/2025	5/23/2024
Public Safety Dispatcher Asst II (EMD)	1	\$27.93	\$4,840.52	\$58,086.25	7/5/2025	5/23/2024
	2	\$29.28	\$5,076.05	\$60,912.56	7/5/2025	5/23/2024
	3	\$30.71	\$5,323.35	\$63,880.19	7/5/2025	5/23/2024
	4	\$32.21	\$5,583.02	\$66,996.20	7/5/2025	5/23/2024
	5	\$33.78	\$5,855.67	\$70,268.01	7/5/2025	5/23/2024
	6	\$35.43	\$6,141.95	\$73,703.41	7/5/2025	5/23/2024
	7	\$37.17	\$6,442.55	\$77,310.58	7/5/2025	5/23/2024
	8	\$38.99	\$6,758.18	\$81,098.11	7/5/2025	5/23/2024
Public Safety Dispatcher Asst I	1	\$24.59	\$4,262.87	\$51,154.47	7/5/2025	5/23/2024
	2	\$25.82	\$4,476.02	\$53,712.19	7/5/2025	5/23/2024
	3	\$27.11	\$4,699.82	\$56,397.80	7/5/2025	5/23/2024
	4	\$28.47	\$4,934.81	\$59,217.69	7/5/2025	5/23/2024
	5	\$29.89	\$5,181.55	\$62,178.58	7/5/2025	5/23/2024
	6	\$31.39	\$5,440.63	\$65,287.51	7/5/2025	5/23/2024
	7	\$32.96	\$5,712.66	\$68,551.88	7/5/2025	5/23/2024
	8	\$34.61	\$5,998.29	\$71,979.48	7/5/2025	5/23/2024
Extra-Help Dispatcher	Min/Hr	\$30.41	Max/Hr	\$54.25	7/5/2025	5/23/2024

Santa Cruz Regional 9-1-1 Master Salary Schedule

Date Revised:11/25/2024

Date Approved: 12/5/2024

Unrepresented Management (Exempt) Employees

FOR YEAR 2026

Title	Step	Hourly	Monthly	Annual	Effective Date	Orig. Date Approved
General Manager	1	\$78.73	\$13,646.56	\$163,758.73	10/26/2024	10/28/2021
	2	\$82.67	\$14,328.89	\$171,946.67	10/26/2024	10/28/2021
	3	\$86.80	\$15,045.33	\$180,544.00	10/26/2024	10/28/2021
	4	\$91.14	\$15,797.60	\$189,571.20	10/26/2024	10/28/2021

Title	Pay Rate - Hourly		Pay Rate - Monthly		Pay Rate - Annual		Effective Date	Orig. Date Approved
	MIN	MAX	MIN	MAX	MIN	MAX		
Assistant General Manager	\$60.69	\$81.11	\$10,519.60	\$14,059.07	\$126,235.20	\$168,708.80	7/4/2026	8/15/2024
Operations Division Manager	\$55.01	\$73.53	\$9,535.07	\$12,745.20	\$114,420.80	\$152,942.40	7/4/2026	8/15/2024
Systems Division Manager	\$56.45	\$75.45	\$9,784.67	\$13,078.00	\$117,416.00	\$156,936.00	7/4/2026	8/15/2024
P.S. Comm Operations Coordinator	\$48.77	\$65.18	\$8,453.47	\$11,297.87	\$101,441.60	\$135,574.40	7/4/2026	8/15/2024
P.S. Comm. Systems Coordinator	\$48.44	\$64.74	\$8,396.27	\$11,221.60	\$100,755.20	\$134,659.20	7/4/2026	8/15/2024
P.S. Comm. Operations Supervisor	\$47.85	\$63.95	\$8,294.00	\$11,084.67	\$99,528.00	\$133,016.00	7/4/2026	8/15/2024
I.T. Systems Supervisor	\$47.53	\$63.52	\$8,238.53	\$11,010.13	\$98,862.40	\$132,121.60	7/4/2026	8/15/2024

Unrepresented (Non-Exempt) Employees

FOR YEAR 2026

Title	Step	Hourly	Monthly	Annual	Effective Date	Orig. Date Approved
Administrative Services Supervisor	1	\$32.91	\$5,704.40	\$68,452.80	7/4/2026	8/15/2024
	2	\$34.56	\$5,990.40	\$71,884.80	7/4/2026	8/15/2024
	3	\$36.29	\$6,290.27	\$75,483.20	7/4/2026	8/15/2024
	4	\$38.10	\$6,604.00	\$79,248.00	7/4/2026	8/15/2024
	5	\$40.01	\$6,935.07	\$83,220.80	7/4/2026	8/15/2024
	6	\$42.01	\$7,281.73	\$87,380.80	7/4/2026	8/15/2024
	7	\$44.11	\$7,645.73	\$91,748.80	7/4/2026	8/15/2024
	8	\$46.32	\$8,028.80	\$96,345.60	7/4/2026	8/15/2024
Information Technology Analyst	1	\$37.21	\$6,449.73	\$77,396.80	7/4/2026	8/15/2024
	2	\$39.07	\$6,772.13	\$81,265.60	7/4/2026	8/15/2024
	3	\$41.02	\$7,110.13	\$85,321.60	7/4/2026	8/15/2024
	4	\$43.07	\$7,465.47	\$89,585.60	7/4/2026	8/15/2024
	5	\$45.22	\$7,838.13	\$94,057.60	7/4/2026	8/15/2024
	6	\$47.48	\$8,229.87	\$98,758.40	7/4/2026	8/15/2024
	7	\$49.85	\$8,640.67	\$103,688.00	7/4/2026	8/15/2024
	8	\$52.34	\$9,072.27	\$108,867.20	7/4/2026	8/15/2024
Senior Systems Technician	1	\$37.21	\$6,449.73	\$77,396.80	7/4/2026	8/15/2024
	2	\$39.07	\$6,772.13	\$81,265.60	7/4/2026	8/15/2024
	3	\$41.02	\$7,110.13	\$85,321.60	7/4/2026	8/15/2024
	4	\$43.07	\$7,465.47	\$89,585.60	7/4/2026	8/15/2024
	5	\$45.22	\$7,838.13	\$94,057.60	7/4/2026	8/15/2024
	6	\$47.48	\$8,229.87	\$98,758.40	7/4/2026	8/15/2024
	7	\$49.85	\$8,640.67	\$103,688.00	7/4/2026	8/15/2024
	8	\$52.34	\$9,072.27	\$108,867.20	7/4/2026	8/15/2024
Systems Technician	1	\$32.72	\$5,671.47	\$68,057.60	7/4/2026	8/15/2024
	2	\$34.36	\$5,955.73	\$71,468.80	7/4/2026	8/15/2024
	3	\$36.08	\$6,253.87	\$75,046.40	7/4/2026	8/15/2024
	4	\$37.88	\$6,565.87	\$78,790.40	7/4/2026	8/15/2024
	5	\$39.77	\$6,893.47	\$82,721.60	7/4/2026	8/15/2024
	6	\$41.76	\$7,238.40	\$86,860.80	7/4/2026	8/15/2024
	7	\$43.85	\$7,600.67	\$91,208.00	7/4/2026	8/15/2024
	8	\$46.04	\$7,980.27	\$95,763.20	7/4/2026	8/15/2024

Unrepresented (Non-Exempt) Employees

FOR YEAR 2026

Title	Step	Hourly	Monthly	Annual	Effective Date	Orig. Date Approved
GIS Technician	1	\$32.72	\$5,671.47	\$68,057.60	7/4/2026	8/15/2024
	2	\$34.36	\$5,955.73	\$71,468.80	7/4/2026	8/15/2024
	3	\$36.08	\$6,253.87	\$75,046.40	7/4/2026	8/15/2024
	4	\$37.88	\$6,565.87	\$78,790.40	7/4/2026	8/15/2024
	5	\$39.77	\$6,893.47	\$82,721.60	7/4/2026	8/15/2024
	6	\$41.76	\$7,238.40	\$86,860.80	7/4/2026	8/15/2024
	7	\$43.85	\$7,600.67	\$91,208.00	7/4/2026	8/15/2024
	8	\$46.04	\$7,980.27	\$95,763.20	7/4/2026	8/15/2024
Administrative Analyst	1	\$37.21	\$6,449.73	\$77,396.80	7/4/2026	8/15/2024
	2	\$39.07	\$6,772.13	\$81,265.60	7/4/2026	8/15/2024
	3	\$41.02	\$7,110.13	\$85,321.60	7/4/2026	8/15/2024
	4	\$43.07	\$7,465.47	\$89,585.60	7/4/2026	8/15/2024
	5	\$45.22	\$7,838.13	\$94,057.60	7/4/2026	8/15/2024
	6	\$47.48	\$8,229.87	\$98,758.40	7/4/2026	8/15/2024
	7	\$49.85	\$8,640.67	\$103,688.00	7/4/2026	8/15/2024
	8	\$52.34	\$9,072.27	\$108,867.20	7/4/2026	8/15/2024
Accounting Technician	1	\$29.38	\$5,092.53	\$61,110.40	7/4/2026	12/5/2024
	2	\$30.85	\$5,347.33	\$64,168.00	7/4/2026	12/5/2024
	3	\$32.39	\$5,614.27	\$67,371.20	7/4/2026	12/5/2024
	4	\$34.01	\$5,895.07	\$70,740.80	7/4/2026	12/5/2024
	5	\$35.71	\$6,189.73	\$74,276.80	7/4/2026	12/5/2024
	6	\$37.50	\$6,500.00	\$78,000.00	7/4/2026	12/5/2024
	7	\$39.38	\$6,825.87	\$81,910.40	7/4/2026	12/5/2024
	8	\$41.35	\$7,167.33	\$86,008.00	7/4/2026	12/5/2024
Senior Administrative Assistant	1	\$27.41	\$4,751.07	\$57,012.80	7/4/2026	8/15/2024
	2	\$28.78	\$4,988.62	\$59,863.44	7/4/2026	8/15/2024
	3	\$30.22	\$5,238.05	\$62,856.61	7/4/2026	8/15/2024
	4	\$31.73	\$5,499.95	\$65,999.44	7/4/2026	8/15/2024
	5	\$33.32	\$5,774.95	\$69,299.41	7/4/2026	8/15/2024
	6	\$34.98	\$6,063.70	\$72,764.39	7/4/2026	8/15/2024
	7	\$36.73	\$6,366.88	\$76,402.60	7/4/2026	8/15/2024
	8	\$38.57	\$6,685.23	\$80,222.73	7/4/2026	8/15/2024
Administrative Assistant	1	\$22.55	\$3,908.67	\$46,904.00	7/4/2026	8/15/2024
	2	\$23.68	\$4,104.53	\$49,254.40	7/4/2026	8/15/2024
	3	\$24.86	\$4,309.07	\$51,708.80	7/4/2026	8/15/2024
	4	\$26.10	\$4,524.00	\$54,288.00	7/4/2026	8/15/2024
	5	\$27.41	\$4,751.07	\$57,012.80	7/4/2026	8/15/2024
	6	\$28.78	\$4,988.53	\$59,862.40	7/4/2026	8/15/2024
	7	\$30.22	\$5,238.13	\$62,857.60	7/4/2026	8/15/2024
	8	\$31.73	\$5,499.87	\$65,998.40	7/4/2026	8/15/2024
Communications Intern	N/A	CA Minimum Wage			12/20/2025	8/15/2024

Represented (Non-Exempt) Employees (Operating Engineers Local 3 Bargaining Unit)

FOR YEAR 2026

Title	Step	Hourly	Monthly	Annual	Effective Date	Date
						Approved by Board
Public Safety Dispatcher III	1	\$39.91	\$6,917.05	\$83,004.65	7/4/2026	5/23/2024
	2	\$41.90	\$7,262.91	\$87,154.88	7/4/2026	5/23/2024
	3	\$44.00	\$7,626.05	\$91,512.62	7/4/2026	5/23/2024
	4	\$46.20	\$8,007.35	\$96,088.26	7/4/2026	5/23/2024
	5	\$48.51	\$8,407.72	\$100,892.67	7/4/2026	5/23/2024
	6	\$50.93	\$8,828.11	\$105,937.30	7/4/2026	5/23/2024
	7	\$53.48	\$9,269.51	\$111,234.17	7/4/2026	5/23/2024
	8	\$56.15	\$9,732.99	\$116,795.88	7/4/2026	5/23/2024
Public Safety Dispatcher II	1	\$31.48	\$5,456.53	\$65,478.40	7/4/2026	8/15/2024
	2	\$33.05	\$5,728.67	\$68,744.00	7/4/2026	8/15/2024
	3	\$34.70	\$6,014.67	\$72,176.00	7/4/2026	8/15/2024
	4	\$36.44	\$6,316.27	\$75,795.20	7/4/2026	8/15/2024
	5	\$38.26	\$6,631.73	\$79,580.80	7/4/2026	8/15/2024
	6	\$40.17	\$6,962.80	\$83,553.60	7/4/2026	8/15/2024
	7	\$42.18	\$7,311.20	\$87,734.40	7/4/2026	8/15/2024
	8	\$44.29	\$7,676.93	\$92,123.20	7/4/2026	8/15/2024
Public Safety Dispatcher II (EMD)	1	\$32.23	\$5,586.53	\$67,038.40	7/4/2026	8/15/2024
	2	\$33.80	\$5,858.67	\$70,304.00	7/4/2026	8/15/2024
	3	\$35.45	\$6,144.67	\$73,736.00	7/4/2026	8/15/2024
	4	\$37.19	\$6,446.27	\$77,355.20	7/4/2026	8/15/2024
	5	\$39.01	\$6,761.73	\$81,140.80	7/4/2026	8/15/2024
	6	\$40.92	\$7,092.80	\$85,113.60	7/4/2026	8/15/2024
	7	\$42.93	\$7,441.20	\$89,294.40	7/4/2026	8/15/2024
	8	\$45.04	\$7,806.93	\$93,683.20	7/4/2026	8/15/2024
Public Safety Dispatcher II (Law Cross-Trained)	1	\$33.98	\$5,889.87	\$70,678.40	7/4/2026	8/15/2024
	2	\$35.55	\$6,162.00	\$73,944.00	7/4/2026	8/15/2024
	3	\$37.20	\$6,448.00	\$77,376.00	7/4/2026	8/15/2024
	4	\$38.94	\$6,749.60	\$80,995.20	7/4/2026	8/15/2024
	5	\$40.76	\$7,065.07	\$84,780.80	7/4/2026	8/15/2024
	6	\$42.67	\$7,396.13	\$88,753.60	7/4/2026	8/15/2024
	7	\$44.68	\$7,744.53	\$92,934.40	7/4/2026	8/15/2024
	8	\$46.79	\$8,110.27	\$97,323.20	7/4/2026	8/15/2024
Public Safety Dispatcher II (EMD & Law)	1	\$34.73	\$6,019.87	\$72,238.40	7/4/2026	8/15/2024
	2	\$36.30	\$6,292.00	\$75,504.00	7/4/2026	8/15/2024
	3	\$37.95	\$6,578.00	\$78,936.00	7/4/2026	8/15/2024
	4	\$39.69	\$6,879.60	\$82,555.20	7/4/2026	8/15/2024
	5	\$41.51	\$7,195.07	\$86,340.80	7/4/2026	8/15/2024
	6	\$43.42	\$7,526.13	\$90,313.60	7/4/2026	8/15/2024
	7	\$45.43	\$7,874.53	\$94,494.40	7/4/2026	8/15/2024
	8	\$47.54	\$8,240.27	\$98,883.20	7/4/2026	8/15/2024
Public Safety Dispatcher II (Fire/EMS)	1	\$33.48	\$5,803.20	\$69,638.40	7/4/2026	8/15/2024
	2	\$35.05	\$6,075.33	\$72,904.00	7/4/2026	8/15/2024
	3	\$36.70	\$6,361.33	\$76,336.00	7/4/2026	8/15/2024
	4	\$38.44	\$6,662.93	\$79,955.20	7/4/2026	8/15/2024
	5	\$40.26	\$6,978.40	\$83,740.80	7/4/2026	8/15/2024
	6	\$42.17	\$7,309.47	\$87,713.60	7/4/2026	8/15/2024
	7	\$44.18	\$7,657.87	\$91,894.40	7/4/2026	8/15/2024
	8	\$46.29	\$8,023.60	\$96,283.20	7/4/2026	8/15/2024
Public Safety Dispatcher II (Law & Fire/EMS)	1	\$35.98	\$6,236.53	\$74,838.40	7/4/2026	8/15/2024
	2	\$37.55	\$6,508.67	\$78,104.00	7/4/2026	8/15/2024
	3	\$39.20	\$6,794.67	\$81,536.00	7/4/2026	8/15/2024
	4	\$40.94	\$7,096.27	\$85,155.20	7/4/2026	8/15/2024
	5	\$42.76	\$7,411.73	\$88,940.80	7/4/2026	8/15/2024
	6	\$44.67	\$7,742.80	\$92,913.60	7/4/2026	8/15/2024
	7	\$46.68	\$8,091.20	\$97,094.40	7/4/2026	8/15/2024
	8	\$48.79	\$8,456.93	\$101,483.20	7/4/2026	8/15/2024

Represented (Non-Exempt) Employees (Operating Engineers Local 3 Bargaining Unit)

FOR YEAR 2026

Title	Step	Hourly	Monthly	Annual	Effective Date	Date
						Approved by Board
Public Safety Dispatcher I	1	\$28.32	\$4,908.80	\$58,905.60	7/4/2026	8/15/2024
	2	\$29.74	\$5,154.93	\$61,859.20	7/4/2026	8/15/2024
	3	\$31.23	\$5,413.20	\$64,958.40	7/4/2026	8/15/2024
	4	\$32.79	\$5,683.60	\$68,203.20	7/4/2026	8/15/2024
	5	\$34.43	\$5,967.87	\$71,614.40	7/4/2026	8/15/2024
	6	\$36.15	\$6,266.00	\$75,192.00	7/4/2026	8/15/2024
	7	\$37.96	\$6,579.73	\$78,956.80	7/4/2026	8/15/2024
	8	\$39.86	\$6,909.07	\$82,908.80	7/4/2026	8/15/2024
Public Safety Dispatcher I (EMD)	1	\$29.07	\$5,038.80	\$60,465.60	7/4/2026	8/15/2024
	2	\$30.49	\$5,284.93	\$63,419.20	7/4/2026	8/15/2024
	3	\$31.98	\$5,543.20	\$66,518.40	7/4/2026	8/15/2024
	4	\$33.54	\$5,813.60	\$69,763.20	7/4/2026	8/15/2024
	5	\$35.18	\$6,097.87	\$73,174.40	7/4/2026	8/15/2024
	6	\$36.90	\$6,396.00	\$76,752.00	7/4/2026	8/15/2024
	7	\$38.71	\$6,709.73	\$80,516.80	7/4/2026	8/15/2024
	8	\$40.61	\$7,039.07	\$84,468.80	7/4/2026	8/15/2024
Public Safety Dispatcher Asst II	1	\$28.13	\$4,875.87	\$58,510.40	7/4/2026	8/15/2024
	2	\$29.54	\$5,120.27	\$61,443.20	7/4/2026	8/15/2024
	3	\$31.02	\$5,376.80	\$64,521.60	7/4/2026	8/15/2024
	4	\$32.57	\$5,645.47	\$67,745.60	7/4/2026	8/15/2024
	5	\$34.20	\$5,928.00	\$71,136.00	7/4/2026	8/15/2024
	6	\$35.91	\$6,224.40	\$74,692.80	7/4/2026	8/15/2024
	7	\$37.71	\$6,536.40	\$78,436.80	7/4/2026	8/15/2024
	8	\$39.60	\$6,864.00	\$82,368.00	7/4/2026	8/15/2024
Public Safety Dispatcher Asst II (EMD)	1	\$28.88	\$5,005.87	\$60,070.40	7/4/2026	8/15/2024
	2	\$30.29	\$5,250.27	\$63,003.20	7/4/2026	8/15/2024
	3	\$31.77	\$5,506.80	\$66,081.60	7/4/2026	8/15/2024
	4	\$33.32	\$5,775.47	\$69,305.60	7/4/2026	8/15/2024
	5	\$34.95	\$6,058.00	\$72,696.00	7/4/2026	8/15/2024
	6	\$36.66	\$6,354.40	\$76,252.80	7/4/2026	8/15/2024
	7	\$38.46	\$6,666.40	\$79,996.80	7/4/2026	8/15/2024
	8	\$40.35	\$6,994.00	\$83,928.00	7/4/2026	8/15/2024
Public Safety Dispatcher Asst I	1	\$25.45	\$4,412.07	\$52,944.88	7/4/2026	5/23/2024
	2	\$26.73	\$4,632.68	\$55,592.12	7/4/2026	5/23/2024
	3	\$28.06	\$4,864.31	\$58,371.73	7/4/2026	5/23/2024
	4	\$29.47	\$5,107.53	\$61,290.31	7/4/2026	5/23/2024
	5	\$30.94	\$5,362.90	\$64,354.83	7/4/2026	5/23/2024
	6	\$32.49	\$5,631.05	\$67,572.57	7/4/2026	5/23/2024
	7	\$34.11	\$5,912.60	\$70,951.20	7/4/2026	5/23/2024
	8	\$35.82	\$6,208.23	\$74,498.76	7/4/2026	5/23/2024
Extra-Help Dispatcher	Min/Hr	\$31.48	Max/Hr	\$56.15	7/4/2026	5/23/2024