SANTA CRUZ REGIONAL 9-1-1



495 Upper Park Rd, Santa Cruz, CA 95065 831.471.1000 Fax 831.471.1010 www.scr911.org

Amethyst Uchida, General Manager

COMMUNICATIONS PERSONNEL POLICY/PROCEDURE

Policy No. 1160 Date Issued: April 21, 1994

Section: 1000 – Personnel Policies Date Revised: July 27, 2023

SUBJECT: SALARY SCHEDULES

APPROVED: <signed copy on file>

Board Chairperson

- 1.0 For employees covered by collective bargaining agreements, salaries shall be reviewed and set forth as part of the negotiation process and published within the Memorandum of Understanding.
- 2.0 For employees not covered by collective bargaining agreements, the Board of Directors will set the salaries for each position as set forth by this policy with the effective date as indicated in each modification.
- 3.0 Executive Compensation
 - 3.1 Effective September 5, 2020, the General Manager's salary schedule is as follows:

Anı	nual	Mor	nthly	Ho	urly
Min	Max	Min	Max	Min	Max
\$175,926.40	\$175,926.40	\$14,660.94	\$14,660.94	\$84.58	\$84.58

3.2 Effective October 30, 2021, the General Manager's salary schedule is as follows:

	Annual	Monthly	Hourly
Step 1	\$152,817.60	\$12,734.80	\$73.47
Step 2	\$160,451.20	\$13,370.93	\$77.14
Step 3	\$168,480.00	\$14,040.00	\$81.00
Step 4	\$176,904.00	\$14,742.00	\$85.05

Policy No. 1160 Page 1 of 11

3.3 Effective October 29, 2022, the General Manager's salary schedule is as follows:

	Annual	Monthly	Hourly
Step 1	\$157,393.60	\$13,116.13	\$75.67
Step 2	\$165,256.00	\$13,771.33	\$79.45
Step 3	\$173,534.40	\$14,461.20	\$83.43
Step 4	\$182,208.00	\$15,184.00	\$87.60

3.4 Effective October 28, 2023, the General Manager's salary schedule is as follows:

	Annual	Monthly	Hourly
Step 1	\$160,534.40	\$13,377.87	\$77.18
Step 2	\$168,563.20	\$14,046.93	\$81.04
Step 3	\$177,008.00	\$14,750.67	\$85.10
Step 4	\$185,848.00	\$15,487.33	\$89.35

3.5 Effective October 27, 2024, the General Manager's salary schedule is as follows:

	Annual	Monthly	Hourly
Step 1	\$163,758.40	\$13,646.53	\$78.73
Step 2	\$171,932.80	\$14,327.73	\$82.66
Step 3	\$180,544.00	\$15,045.33	\$86.80
Step 4	\$189,571.20	\$15,797.60	\$91.14

4.0 Effective June 27, 2020, the salary ranges for the following F.L.S.A. Exempt (Management) positions are established as follows:

	Anı	nual	Mo	nthly	Ног	ırly
Title	MIN	MAX	MIN	MAX	MIN	MAX
Assistant General						
Manager	\$107,265.60	\$143,374.40	\$8,938.80	\$11,947.87	\$51.57	\$68.93
Division Manager	\$88,566.40	\$118,372.80	\$7,380.53	\$9,864.40	\$42.58	\$56.91
Systems Manager	\$88,566.40	\$118,372.80	\$7,380.53	\$9,864.40	\$42.58	\$56.91
Systems Coordinator	\$78,520.00	\$104,936.00	\$6,543.33	\$8,744.67	\$37.75	\$50.45
Operations Supervisor	\$77,043.20	\$102,960.00	\$6,420.27	\$8,580.00	\$37.04	\$49.50
Systems Supervisor	\$77,043.20	\$102,960.00	\$6,420.27	\$8,580.00	\$37.04	\$49.50

Policy No. 1160 Page 2 of 11

5.0 Effective July 9, 2022, the salary ranges for the following F.L.S.A Exempt (Management) positions are established as follows:

	Anı	nual	Mo	nthly	Hou	ırly
Title	MIN	MAX	MIN	MAX	MIN	MAX
Assistant General						
Manager	\$110,489.60	\$147,659.20	\$9,207.47	\$12,304.93	\$53.12	\$70.99
Division Manager	\$91,208.00	\$121,908.80	\$7,600.67	\$10,159.07	\$43.85	\$58.61
Systems Manager	\$92,414.40	\$123,510.40	\$7,701.20	\$10,292.53	\$44.43	\$59.38
Systems Coordinator	\$80,870.40	\$108,097.60	\$6,739.20	\$9,008.13	\$38.88	\$51.97
Operations						
Supervisor	\$79,352.00	\$106,038.40	\$6,612.67	\$8,836.53	\$38.15	\$50.98
Systems Supervisor	\$81,640.00	\$109,116.80	\$6,803.33	\$9,093.07	\$39.25	\$52.46

6.0 Effective July 8, 2023, the salary ranges for the following F.L.S.A Exempt (Management) positions are established as follows:

	Anı	nual	Mo	nthly	Ног	ırly
Title	MIN	MAX	MIN	MAX	MIN	MAX
Assistant General						
Manager	\$112,694.40	\$150,612.80	\$9,391.20	\$12,551.07	\$54.18	\$72.41
Division Manager	\$102,169.60	\$136,552.00	\$8,514.13	\$11,379.33	\$49.12	\$65.65
Systems Manager	\$103,480.00	\$138,320.00	\$8,623.33	\$11,526.67	\$49.75	\$66.50
Systems Coordinator	\$87,401.60	\$116,792.00	\$7,283.47	\$9,732.67	\$42.02	\$56.15
Operations Supervisor	\$88,878.40	\$118,788.80	\$7,406.53	\$9,899.07	\$42.73	\$57.11
Systems Supervisor	\$85,737.60	\$114,587.20	\$7,144.80	\$9,548.93	\$41.22	\$55.09

7.0 Effective January 6, 2024, the salary ranges for the following F.L.S.A Exempt (Management) positions are established as follows:

	Anı	nual	Mo	nthly	Ног	ırly
Title	MIN	MAX	MIN	MAX	MIN	MAX
Assistant General						
Manager	\$114,961.60	\$153,628.80	\$9,580.13	\$12,802.40	\$57.97	\$77.48
Division Manager	\$104,208.00	\$139,276.80	\$8,684.00	\$11,606.40	\$50.10	\$66.96
Systems Manager	\$106,932.80	\$142,916.80	\$8,911.07	\$11,909.73	\$51.41	\$68.71
Systems Coordinator	\$91,769.60	\$122,636.80	\$7,647.47	\$10,219.73	\$44.12	\$58.96
Operations Supervisor	\$90,646.40	\$121,139.20	\$7,553.87	\$10,094.93	\$43.58	\$58.24
Systems Supervisor	\$90,646.40	\$121,139.20	\$7,553.87	\$10,094.93	\$43.58	\$58.24

Policy No. 1160 Page 3 of 11

8.0 Effective June 27, 2020, the Salary Steps for the following Non- Exempt, confidential positions are established as follows:

8.1 Office Supervisor

Step	Hourly
Step 1	\$27.96
Step 2	\$29.36
Step 3	\$30.83
Step 4	\$32.37
Step 5	\$33.99
Step 6	\$35.69
Step 7	\$37.47
Step 8 (TOP)	\$39.35

8.2 Senior Administrative Assistant:

Step	Hourly
Step 1	\$23.29
Step 2	\$24.46
Step 3	\$25.68
Step 4	\$26.97
Step 5	\$28.31
Step 6	\$29.73
Step 7	\$31.22
Step 8 (TOP)	\$32.78

8.3 Administrative Assistant:

Step	<u>Hourly</u>
Step 1	\$19.17
Step 2	\$20.12
Step 3	\$21.13
Step 4	\$22.19
Step 5	\$23.30
Step 6	\$24.46
Step 7	\$25.68
Step 8 (TOP)	\$26.97
• '	

8.4 P.S. Communications Geographic Information System Technician:

Step	Hourly
Step 1	\$26.51
Step 2	\$27.83
Step 3	\$29.23
Step 4	\$30.69

Policy No. 1160 Page 4 of 11

Step 5	\$32.22
Step 6	\$33.83
Step 7	\$35.52
Step 8 (TOP)	\$37.30

8.5 P.S. Communications Systems Technician:

Step	Hourly
Step 1	\$26.51
Step 2	\$27.83
Step 3	\$29.23
Step 4	\$30.69
Step 5	\$32.22
Step 6	\$33.83
Step 7	\$35.52
Step 8 (TOP)	\$37.30

8.6 P.S. Communications Senior Systems Technician:

Step	Hourly
Step 1	\$31.61
Step 2	\$33.19
Step 3	\$34.85
Step 4	\$36.60
Step 5	\$38.43
Step 6	\$40.35
Step 7	\$42.36
Step 8 (TOP)	\$44.48

- 9.0 Effective July 9, 2022, the Salary Steps for the following Non- Exempt, confidential positions are established as follows:
 - 9.1 Office Supervisor

Step	<u>Hourly</u>
Step 1	\$28.80
Step 2	\$30.24
Step 3	\$31.75
Step 4	\$33.34
Step 5	\$35.01
Step 6	\$36.76
Step 7	\$38.60
Step 8 (TOP)	\$40.53
<u> </u>	

9.2 Senior Administrative Assistant:

Step	Hour	lv

Policy No. 1160 Page 5 of 11

Step 1	\$23.99
Step 2	\$25.19
Step 3	\$26.45
Step 4	\$27.77
Step 5	\$29.16
Step 6	\$30.62
Step 7	\$32.15
Step 8 (TOP)	\$33.76

9.3 Administrative Assistant:

Step	Hourly
Step 1	\$19.74
Step 2	\$20.73
Step 3	\$21.76
Step 4	\$22.85
Step 5	\$23.99
Step 6	\$25.19
Step 7	\$26.45
Step 8 (TOP)	\$27.78

9.4 P.S. Communications Geographic Information System Technician:

Step	Hourly
Step 1	\$27.30
Step 2	\$28.67
Step 3	\$30.10
Step 4	\$31.61
Step 5	\$33.19
Step 6	\$34.85
Step 7	\$36.59
Step 8 (TOP)	\$38.42

9.5 P.S. Communications Systems Technician:

Step	Hourly
Step 1	\$27.30
Step 2	\$28.67
Step 3	\$30.10
Step 4	\$31.61
Step 5	\$33.19
Step 6	\$34.85
Step 7	\$36.59
Step 8 (TOP)	\$38.42

9.6 P.S. Communications Senior Systems Technician:

Policy No. 1160 Page 6 of 11

Step	Hourly
	-
Step 1	\$32.56
Step 2	\$34.19
Step 3	\$35.90
Step 4	\$37.69
Step 5	\$39.58
Step 6	\$41.56
Step 7	\$43.64
Step 8 (TOP)	\$45.82

9.7 Support Services Administrative Analyst:

Step	Hourly
Step 1	\$32.56
Step 2	\$34.19
Step 3	\$35.90
Step 4	\$37.69
Step 5	\$39.58
Step 6	\$41.56
Step 7	\$43.64
Step 8 (TOP)	\$45.82

9.8 P.S. Communications Intern:

Step	<u> Hourly</u>	
Step 1	Minimum Wage	

- 10.0 Effective July 8, 2023, the Salary Steps for the following Non- Exempt, confidential positions are established as follows:
 - 10.1 Office Supervisor

Step	Hourly
Step 1	\$29.38
Step 2	\$30.85
Step 3	\$32.39
Step 4	\$34.01
Step 5	\$35.71
Step 6	\$37.49
Step 7	\$39.37
Step 8 (TOP)	\$41.34
_	

10.2 Senior Administrative Assistant:

Step	Hour	·lv

Policy No. 1160 Page 7 of 11

Step 1	\$24.47
Step 2	\$25.70
Step 3	\$26.98
Step 4	\$28.33
Step 5	\$29.75
Step 6	\$31.23
Step 7	\$32.80
Step 8 (TOP)	\$34.43

10.3 Administrative Assistant:

Step	Hourly
Step 1	\$20.14
Step 2	\$21.14
Step 3	\$22.20
Step 4	\$23.31
Step 5	\$24.47
Step 6	\$25.70
Step 7	\$26.98
Step 8 (TOP)	\$28.33

10.4 P.S. Communications Geographic Information System Technician:

Step	Hourly
Step 1	\$29.22
Step 2	\$30.68
Step 3	\$32.21
Step 4	\$33.82
Step 5	\$35.51
Step 6	\$37.29
Step 7	\$39.15
Step 8 (TOP)	\$41.11

10.5 P.S. Communications Systems Technician:

Step	Hourly
Step 1	\$29.22
Step 2	\$30.68
Step 3	\$32.21
Step 4	\$33.82
Step 5	\$35.51
Step 6	\$37.29
Step 7	\$39.15
Step 8 (TOP)	\$41.11

10.6 P.S. Communications Senior Systems Technician:

Policy No. 1160 Page 8 of 11

Step	Hourly
Step 1	\$33.21
Step 2	\$34.87
Step 3	\$36.62
Step 4	\$38.45
Step 5	\$40.37
Step 6	\$42.39
Step 7	\$44.51
Step 8 (TOP)	\$46.73

10.7 Support Services Administrative Analyst:

Step	Hourly
Step 1	\$33.21
Step 2	\$34.87
Step 3	\$36.62
Step 4	\$38.45
Step 5	\$40.37
Step 6	\$42.39
Step 7	\$44.51
Step 8 (TOP)	\$46.73

10.8 P.S. Communications Intern:

Step	<u> Hourly</u>	
Step 1	Minimum Wage	

- 11.0 Effective January 6, 2024, the Salary Steps for the following Non-Exempt, confidential positions are established as follows:
 - 11.1 Office Supervisor

Step	Hourly
Step 1	\$29.97
Step 2	\$31.46
Step 3	\$33.04
Step 4	\$34.69
Step 5	\$36.42
Step 6	\$38.24
Step 7	\$40.16
Step 8 (TOP)	\$42.16

Policy No. 1160 Page 9 of 11

11.2 Senior Administrative Assistant:

Step	Hourly
Step 1	\$24.96
Step 2	\$26.21
Step 3	\$27.52
Step 4	\$28.90
Step 5	\$30.34
Step 6	\$31.86
Step 7	\$33.45
Step 8 (TOP)	\$35.12

11.3 Administrative Assistant:

Hourly
\$20.54
\$21.56
\$22.64
\$23.78
\$24.96
\$26.21
\$27.52
\$28.90

11.4 P.S. Communications Geographic Information System Technician:

Step	Hourly
Step 1	\$29.80
Step 2	\$31.29
Step 3	\$32.85
Step 4	\$34.50
Step 5	\$36.22
Step 6	\$38.03
Step 7	\$39.93
Step 8 (TOP)	\$41.93

11.5 P.S. Communications Systems Technician:

Step	Hourly
Step 1	\$29.80
Step 2	\$31.29
Step 3	\$32.85
Step 4	\$34.50
Step 5	\$36.22
Step 6	\$38.03
Step 7	\$39.93

Policy No. 1160 Page 10 of 11

11.6 P.S. Communications Senior Systems Technician:

Step	Hourly
Step 1	\$33.88
Step 2	\$35.57
Step 3	\$37.35
Step 4	\$39.22
Step 5	\$41.18
Step 6	\$43.24
Step 7	\$45.40
Step 8 (TOP)	\$47.67

11.7 Support Services Administrative Analyst:

Step	Hourly
Step 1	\$33.88
Step 2	\$35.57
Step 3	\$37.35
Step 4	\$39.22
Step 5	\$41.18
Step 6	\$43.24
Step 7	\$45.40
Step 8 (TOP)	\$47.67

11.8 P.S. Communications Intern:

Step	<u>Hourly</u>
Step 1	Minimum Wage

Policy No. 1160 Page 11 of 11