

COUNTY OF SANTA CRUZ

ASSISTANT PUBLIC WORKS SUPERINTENDENT

Salary: \$8,653 – 11,554 Monthly

Final Filing Date: 1/23/26

To apply, go directly to:

www.santacruzcountyjobs.com



ABOUT THE COUNTY OF SANTA CRUZ

Santa Cruz County has approximately 268,000 residents and is situated in the northern area of Monterey Bay, 70 miles south of San Francisco and 35 miles southwest of the Silicon Valley. The County's natural beauty is apparent in its pristine beaches, lush redwood forests, and rich farmland. It has an ideal Mediterranean climate with low humidity and 300 days of sunshine a year. Its unique shops and restaurants, coupled with a multitude of cultural and recreational activities, including theatre, music, art as well as golfing, surfing, hiking, and biking, offer a wealth of leisure activities. Higher education includes Cabrillo College and the University of California, Santa Cruz, with two additional State Universities less than an hour's drive away. These elements of high-quality living make Santa Cruz County one of California's most desirable living areas.

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County Equity Statement

Equity in action in Santa Cruz County is a transformative process that embraces individuals of every status, providing unwavering support, dignity, and compassion. Through this commitment, the County ensures intentional opportunities and access, fostering an environment where everyone can thrive and belong.

ABOUT THE POSITION

Under direction, assist in the planning and supervision of the Road Repair and Maintenance, Wastewater/Sanitation, Fleet Services, or Solid Waste Division's activities and facilities; supervise staff assigned to a variety of activities; evaluate personnel and equipment safety, and institute appropriate safety programs; act in the absence of the Superintendent, manager or others; and perform other duties as required.

The current need is in the Wastewater/Sanitation Division; however, the list established from this recruitment may be used to fill current and future vacancies in any of the other Public Works Divisions / assignments (such as Fleet Services, Road Repair/Maintenance, or Disposal Site) during the life of the eligible list.



SUMMARY OF QUALIFICATIONS

Any combination of education and experience that would provide the required knowledge and abilities is qualifying, unless otherwise specified. A typical way to obtain this knowledge and abilities would be:

Four years of experience in one or more of the following: road repair, road construction, operation and maintenance of water and sewage treatment plants, maintenance of transmission facilities, collection systems maintenance, operation and maintenance of refuse transfer stations and refuse landfill facilities or fleet services operations.

At least two years of the qualifying experience must have included supervisory responsibilities.

SPECIAL REQUIREMENTS/CONDITIONS

License, Certificate Requirements all assignments: Possession of a valid California class C driver license.

Wastewater/Sanitation assignment: Within three years of employment must possess all of the following: a Grade I or higher Collection System Maintenance Certificate and a Grade I or higher Mechanical Technologist Certificate, both issued by the California Water Pollution Control Association, and a Grade I or higher Water Treatment Plant Operator Certification issued by the State of California Department of Health Services.

Disposal Site assignment: Manager of Landfill Operations Certificate issued by the Solid Waste Association of North America within one year of employment. (If the examination for certification is not administered within this time frame, this period will be extended to the next examination administration.)

Fleet Services assignment: within six months, possession of a valid class A driver license.

Road and Wastewater/Sanitation assignments: Exposure to cramped spaces and electrical hazards.

Special Working Conditions: All assignments: Exposure to: variable temperatures and weather conditions; heights; high levels of noise; strong, unpleasant odors; infections which might cause chronic disease or death; and the possibility of experiencing burns, bodily injury, exposure to non-ionizing radiation, and contact with toxic substances or chemical irritants.

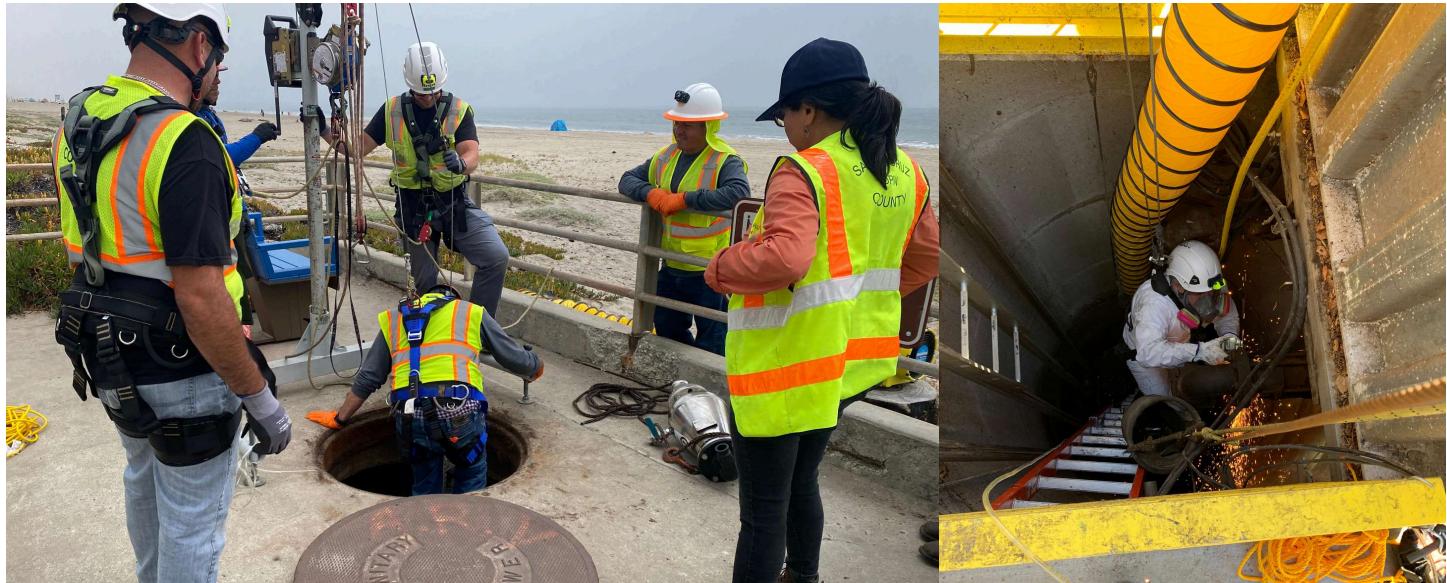
All assignments: Availability to work irregular hours, including responding to twenty-four-hour emergency calls.

SPECIAL REQUIREMENTS/CONDITIONS

Fleet Services assignment: Alcohol and drug tests will be administered to all candidates prior to final selection for positions requiring class A or B driver license upon entry and to employees in positions requiring these licenses, as mandated by Department of Transportation federal regulations. In addition, all candidates must provide specific employment history for up to the past ten years for all jobs they have held which required operation of a commercial motor vehicle.

Complete job specification can be found here:

<https://www2.santacruzcountyca.gov/personnel/Specs/MV5spec.html>



HOW TO APPLY

Apply online at www.santacruzcountyjobs.com or mail/bring an application and supplemental questionnaire to: Santa Cruz County Human Services Department, 701 Ocean Street, Room 510, Santa Cruz, CA 95060. For information, call (831) 454-2600. Hearing Impaired TDD/TTY: 711. Applications will meet the final filing date if received: 1) in the Human Services Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

HIGHLIGHTED BENEFIT OFFERINGS

VACATION - 16 days 1st year, increasing to 31 days per year after 15 years of service. Available after 1 year of service.

ADMINISTRATIVE LEAVE - One week advanced upon appointment; two weeks accrued each year; can be taken in cash or time off.

HOLIDAYS - 14 paid holidays per year.

SICKLEAVE - Six days per year.

BEREAVEMENT LEAVE - 3 days paid in California, 5 days paid out-of-state.

MEDICAL PLAN - The County contracts with CalPERS for a variety of medical plans. For most plans, County contributions pay a majority of the premiums for employees and eligible dependents.

DENTAL PLAN - County pays for employee and eligible dependent coverage.

VISION PLAN - The County pays for employee coverage. Employee may purchase eligible dependent coverage.

RETIREMENT AND SOCIAL SECURITY - Pension formula 2% at age 60 or 2% at age 62 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013 (PEPRA). Pension benefit determined by final average compensation of three years. County participates in Social Security.

LIFE INSURANCE - County paid \$50,000 term policy. Employee may purchase additional life insurance.

LONG TERM DISABILITY PLAN - Plan pays 66 2/3% of the first \$13,500, up to \$9,000 per month maximum.

DEPENDENT-CARE PLAN - Employees who pay for qualifying child or dependent care expenses may elect this pre-tax program.

H-CARE PLAN - Employees who pay a County medical premium may elect this pretax program.

HEALTH CARE FLEXIBLE SPENDING ALLOWANCE (HCFS) - Employees may elect this pre-tax program to cover qualifying health care expenses.

DEFERRED COMPENSATION - A deferred compensation plan is available to employees.

Note: Provisions of this bulletin do not constitute an expressed or implied contract.

SUPPLEMENTAL QUESTIONNAIRE

The supplemental questions are designed specifically for this recruitment. Applications received without the required supplemental information will be screened out of the selection process. Employment experiences referred to in your response *must* also be included in the Employment History section of the application.

Please answer the question(s) below as completely and thoroughly as possible, as your answer(s) may be used to assess your qualifications for movement to the next step in the recruitment process.

1. Describe your training and experience that demonstrates your ability to plan, schedule, supervise and evaluate the work of subordinates. Include in your response your supervisory experience, including the length and the number of staff you supervised, their job titles and functions, the scope of your responsibility, and the name of your employer.
2. Describe your experience in any or all of the following program areas demonstrating your knowledge and ability to plan and organize work and evaluate operations of a public works facility such as:
 - a. Wastewater collection and sewage treatment plant operations
 - b. Road / drainage repair, maintenance, and construction
 - c. Disposal site/refuse stations and recycling facilities
 - d. Fleet services
3. Describe your experience interacting with regulatory agencies and complying with local, state and federal requirements, including any you may have with the Department of Transportation regulations and California Terminal Inspections.
4. Describe your experience that demonstrates long-range planning and scheduling of public works projects. Include any asset management systems used, as well as software database and other technology used to create forms, charts, and reports.
5. List any relevant certificates that you hold (if any), including the name of the certificate, the issuing agency and date, and the expiration date.