



County of Santa Cruz

Invites you to apply for:

DEPARTMENT FISCAL OFFICER

Open and Promotional

Salary: \$9,871 – 13,190 / Month

****September 2026 – 5.54% increase to base pay**

Closing Date: Friday, June 5, 2026

SUPPLEMENTAL QUESTIONNAIRE REQUIRED

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.



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THE POSITION:

The Departmental Fiscal Officer position serves as the lead fiscal and financial management role and is responsible for ensuring the department's fiscal integrity, regulatory compliance, and effective stewardship of public funds. The ideal candidate will be a strategic, solutions-oriented fiscal leader who possesses strong technical financial expertise combined with exceptional interpersonal and communication skills. Beyond traditional fiscal management, this position requires an individual who can proactively uncover and leverage funding sources, cost savings, alternative allocations, or underutilized fiscal resources to support departmental operations, projects, and strategic initiatives. The department is seeking a candidate who approaches fiscal management not only from a compliance perspective, but also from a strategic and resource-development mindset. **The current vacancy is in the General Services Department. The list established from this recruitment will be used to fill the current vacancy and any future vacancies during the life of the list.**

THE REQUIREMENTS:

Any combination of training and experience that would provide the required knowledge and abilities is qualifying. A typical way to obtain these knowledge and abilities would be:

Three years of increasingly responsible accounting and budget control experience which includes one year as a fiscal supervisor or manager.

KNOWLEDGE:

Thorough knowledge of accounting practices, principles and procedures; budgeting and financial operations; and cost accounting practices and procedures. Working knowledge of the principles and practices of supervision; the application of data processing to accounting operations; and auditing principles, practices and procedures.

ABILITY TO:

Learn governmental budgeting and financial operations; plan, organize and manage varied accounting and fiscal programs; supervise, train and evaluate the work of subordinate staff; prepare clear, concise and complex technical accounting, statistical and budgetary reports; interpret and apply legal and administrative concepts to fiscal functions; develop or revise accounting systems to meet changing needs; establish and maintain effective working relationships with departmental staff and others contacted in the course of work; evaluate fiscal policies and practices, define problems, and develop solutions; plan, coordinate and initiate action necessary to implement recommendations, new procedures and new methods; and learn to operate a computer terminal to input, access and analyze data.

THE EXAMINATION:

Your application and supplemental questionnaire will be reviewed to determine if you have met the education, experience, training and/or licensing requirements as stated on the job announcement. If you meet these criteria and are one of the best qualified, you may be required to compete in any combination of written, oral and/or performance examinations or a competitive evaluation of training and experience as described on your application and supplemental questionnaire. You must pass all components of the examination to be placed on the eligible list. The examination may be eliminated if there are ten or fewer qualified applicants. If the eligible list is established without the administration of the announced examination, the life of the eligible list will be six months and your overall score will be based upon an evaluation of your application and supplemental questionnaire. If during those six months it is necessary to administer another examination for this job class, you will be invited to take the examination to remain on the eligible list.

DEPARTMENT FISCAL OFFICER – 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.

NOTE: 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 experience as a fiscal analyst, supervisor, or manager. Please be specific about the size of the budget you oversaw, the number of staff under your administration, their job titles, and the range and diversity of financial responsibilities they handled.
- 2) Please provide an example of a new fiscal process you managed or developed. Describe the new or existing process along with any issues you encountered and how those issues were overcome.

HOW TO APPLY:

Apply online at www.santacruzcountyjobs.com or mail/bring an application and supplemental questionnaire to: Santa Cruz County Human Resources Department, 701 Ocean Street, Suite 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 Resources Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

Women, people of color and people with disabilities are encouraged to apply. If you have a disability that requires test accommodation, please call (831) 454-2600.

To comply with the 1986 Immigration Reform and Control Act, Santa Cruz County verifies that all new employees are either U.S. citizens or persons authorized to work in the U.S.

Some positions may require fingerprinting and/or background investigation.

EMPLOYEE BENEFITS:

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.

SICK LEAVE - Six days per year.

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

MEDICAL PLAN - The County contracts with CalPERS to offer a range of medical plans. For most of these plans, the County covers the majority of the premiums for employees and eligible dependents.

DENTAL PLAN - Depending on the plan, the County may cover the cost of employee and eligible dependent coverage.

VISION PLAN - The County covers the cost of employee coverage, and the employee has the option to purchase coverage for eligible dependents.

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 paying a County medical premium may choose to participate in this pre-tax program.

HEALTH CARE FLEXIBLE SPENDING ALLOWANCE (HCFSA) - 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.