

# County of Santa Cruz

INVITES YOU TO APPLY FOR:



## SENIOR DEPARTMENTAL ADMINISTRATIVE ANALYST

Supplemental Questionnaire Required

Promotional Only

Job # 25-US5-01

Salary: \$8,358 – 11,157 / Month

Closing Date: Friday, October 24, 2025

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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.*

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**THE JOB:** Under direction, collect, organize, and analyze data involved with organizational and functional studies, management information systems and data processing, administrative systems and procedures or preparation of budget proposals; prepare detailed research reports and recommendations; provide departmental information to other departments and agencies; and do other work as required. **The current vacancy is in the Probation Department. The list established will be used to fill the current vacancy and it may also be used to fill other vacancies during the life of the eligible 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:

Equivalent to graduation from college with completion of courses in business, public administration or related field **AND** three years of administrative or staff experience which includes responsibility for budgets and some experience as a supervisor.

**Special Requirements:** Some positions may require possession of a valid Class C California Driver License, or the employee must be able to provide suitable transportation which is approved by the appointing authority.

**Knowledge:** Thorough knowledge of the principles and practices of administration and organization. Working knowledge of the principles and practices of public budgeting, accounting and finance; principles and techniques of administrative survey, evaluation, and analysis; and principles and practices of supervision and



training. Some knowledge of the operations of the assigned department; application of data processing to departmental operations; and purchasing procedures.

**Ability to:** Plan, organize and coordinate departmental fiscal and other programs; supervise, train and evaluate subordinate staff; define, analyze, evaluate and solve administrative and fiscal problems; establish and maintain an effective working relationship with others; interpret, apply and explain laws, legislation, ordinances, and administrative policies and procedures; learn to operate a personal computer to design programs, to store, retrieve and analyze information; prepare clear and concise oral and written reports; and communicate effectively before groups.

**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.

**HOW TO APPLY:** Apply online at [www.santacruzcountyjobs.com](http://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.

## **SENIOR DEPARTMENTAL ADMINISTRATIVE ANALYST – 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 in detail your supervisory experience. Please include the type and number of staff supervised.
2. Please provide an example and your experience in planning, developing, and executing a complex project. Be specific about your role, the process you used, and the outcome of your efforts.
3. Describe your experience in grant management, including seeking and applying for grants, financial reporting and compliance.

### **EMPLOYEE BENEFITS:**

**VACATION** – 16 days 1<sup>st</sup> 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 (HCFA)** – 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.**

**County of Santa Cruz**

[www.santacruzcountyjobs.com](http://www.santacruzcountyjobs.com)