

RESOLUTION NO. 2025-XXX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SANTA ANA AMENDING RESOLUTION NO. 2024-001 TO EFFECT CERTAIN CHANGES TO THE CITY'S CLASSIFICATION AND COMPENSATION PLAN FOR THE EXECUTIVE MANAGEMENT CLASSIFICATION

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SANTA ANA AS FOLLOWS:

Section 1. The City Council of the City of Santa Ana ("City") hereby finds, determines, and declares as follows:

- A. Section 1004 of the City Charter of the City requires the City Manager to prepare, install, and maintain a position classification and pay plan subject to civil service rules and regulations and the approval of the City Council.
- B. It is the City's practice to assign job titles that reflect the duties and responsibilities of the classification and are consistent with other classifications within the City's organizational structure, as well as comparable job titles in the labor market, while maintaining internal pay equity relationships and attracting and retaining qualified candidates.
- C. The City Council regularly amends the City's classification and compensation plan for all full-time and part-time classifications of officers and employees of the City of Santa Ana.
- D. The City Council adopted Resolution No. 2024-001 entitled a Resolution of the City Council of the City of Santa Ana to Effect Certain Changes to the City's Classification and Compensation Plan for Classifications of Employment Designated as Unrepresented Executive Management (EM) on February 20, 2024. Resolution No. 2024-001 replaced previous Unrepresented Executive Management classification and compensation resolutions including 2020-082.
- E. The City Council now desires to amend Resolution No. 2024-001 to make changes to the Executive Management (EM) classification and compensation plan to increase the EM salary rate ranges to reflect a recently completed labor market survey.

Section 2. Section 1A, of Exhibit A to Resolution No. 2024-001, entitled "Unrepresented Executive Management (EM) Classifications" is updated to add the Deputy City Manager classification. Section 1A will now read as follows:

A. Unrepresented Executive Management (EM) Classifications:

Assistant City Manager (EM)  
Chief Technology Innovations Officer (EM)  
Deputy City Manager (EM)  
Executive Director of Community Development (EM)  
Executive Director of Finance and Management Services (EM)  
Executive Director of Human Resources (EM)  
Executive Director of Parks, Recreation and Community Services (EM)  
Executive Director of Planning and Building Safety (EM)  
Executive Director of Public Works (EM)  
Library Services Director (EM)  
Police Chief (EM)

Section 3. Attachment 1 to Exhibit A to Resolution No. 2024-001 listing the Schedule of Salaries for classifications designated as Executive Management (EM) is amended as follows:

- A. The minimum and maximum monthly salary ranges for the Chief Technology Innovations Officer (EM), Executive Director of Community Development (EM), Executive Director of Finance and Management Services (EM), Executive Director of Human Resources (EM), Executive Director of Parks, Recreation, and Community Services (EM), and Library Services Director (EM) classifications are increased from \$14,075 – \$18,315 to \$16,570 – \$21,667.
- B. The minimum and maximum monthly salary ranges for the Deputy City Manager (EM) classification are increased from \$15,537 - \$20,218 to \$16,570 - \$21,667.
- C. The minimum and maximum monthly salary ranges for the Executive Director of Planning and Building Safety (EM) and Executive Director of Public Works (EM) classifications are increased from \$15,537 - \$20,218 to \$16,570 - \$21,667.
- D. The minimum and maximum monthly salary range for the Assistant City Manager (EM) classification is increased from \$17,581 - \$23,245 to \$19,231 – \$25,000.
- E. The minimum and maximum monthly salary range for the Police Chief (EM) classification is increased from \$17,581 - \$23,245 to \$22,064 - \$27,916.
- F. The compensation changes above will be retroactively effective May 4, 2025, which marks the beginning of the current pay period.

Section 4. The Santa Ana City Council hereby approves the updated Unrepresented Executive Management (EM) Classification and Compensation Plan, along with the accompanying updated EM unit Salary Schedule, attached to this resolution as Exhibit A, reflecting classification and compensation amendments as outlined in this and previous City Council approved resolutions, grouped by employee unit as recommended by the California Public Employees' Retirement System ("CalPERS"), and in compliance with CalPERS and Title 2 of the California *Code of Regulations* section 570.5.

Section 5. This resolution shall take effect immediately upon its adoption by the City Council, and the City Clerk shall attest and certify the vote adopting this resolution.

ADOPTED this 3<sup>rd</sup> day of June, 2025.

\_\_\_\_\_  
Valerie Amezcua  
Mayor

APPROVED AS TO FORM:  
Sonia R. Carvalho, City Attorney

By: Laura A. Rossini  
Laura A. Rossini  
Chief Assistant City Attorney

AYES: Councilmembers \_\_\_\_\_

NOES: Councilmembers \_\_\_\_\_

ABSTAIN: Councilmembers \_\_\_\_\_

NOT PRESENT: Councilmembers \_\_\_\_\_

CERTIFICATE OF ATTESTATION AND ORIGINALITY

I, Jennifer L. Hall City Clerk, do hereby attest to and certify the attached Resolution No. 2025-\_\_\_\_ to be the original resolution adopted by the City Council of the City of Santa Ana on May 6, 2025.

Date: \_\_\_\_\_

\_\_\_\_\_  
Jennifer L. Hall  
City Clerk  
City of Santa Ana

**ATTACHMENT 1**

**UNREPRESENTED EXECUTIVE MANAGEMENT (EM)  
MONTHLY WAGE RATE  
SALARY SCHEDULE  
REVISED MAY 6, 2025**

**EFFECTIVE MAY 4, 2025**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
Assistant City Manager (EM)	00090	19,231	25,000
Chief Technology Innovations Officer (EM)	01701	16,570	21,667
Deputy City Manager (EM)	01791	16,570	21,667
Executive Director of Community Development (EM)	02870	16,570	21,667
Executive Director of Finance and Management Services (EM)	01190	16,570	21,667
Executive Director of Human Resources (EM)	01830	16,570	21,667
Executive Director of Parks, Recreation, and Community Services (EM)	05400	16,570	21,667
Executive Director of Planning and Building Safety (EM)	02490	16,570	21,667
Executive Director of Public Works (EM)	02170	16,570	21,667
Library Services Director (EM)	01561	16,570	21,667
Police Chief (EM)	03390	22,064	27,916