

RESOLUTION NO. 2025-XXX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
SANTA ANA TO EFFECT CERTAIN CHANGES TO THE CITY'S
CLASSIFICATION AND COMPENSATION PLAN

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 approved a salary adjustment for the City Manager from \$315,000 to \$340,200 effective March 18, 2025.
- E. It is now desired to amend the City's classification and compensation plan to reflect the approved change to the City Manager's salary.

Section 2. The Santa Ana City Council hereby approves an updated Salary Schedule for the Council Appointee unit, attached to this resolution as Exhibit A, reflecting classification and compensation amendments per previously approved City Council agreements and amendments to agreements, 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 3. This resolution supersedes Resolution No. 2024-060.

Section 4. 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 1st day of April 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 April 1, 2025.

Date: _____

Jennifer L. Hall
City Clerk
City of Santa Ana

EXHIBIT A

**COUNCIL APPOINTEE
SALARY SCHEDULE
REVISED APRIL 1, 2025**

EFFECTIVE MARCH 18, 2025

| JOB TITLE | JOB CODE | ANNUAL PAY RATE |
|-------------------|-----------------|------------------------|
| City Manager (EM) | 01790 | 340,200 |
| City Clerk (EM) | 01990 | 195,083 |