

RESOLUTION NO. 2024-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 hereby finds, determines, and
declares as follows:

- A. Section 1004 of the City Charter 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 classifications 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.
- D. It is now desired to amend the City's classification and compensation plan as
listed herein.

Section 2. The Santa Ana City Council hereby amends the City's classification and
compensation plan as follows:

- A. Create the following classifications:

UNIT	TITLE	STEPS	MIN	MAX
CASA	Claims Adjuster (UC)	6	\$6,971	\$8,897
CASA	Police Oversight Commission Secretary (UC)	6	\$4,877	\$6,232

UNIT	TITLE	STEPS	MIN	MAX
RETIRED ANNUITANT	Police Officer - Retired Annuitant	-	The pay rate is not less than the minimum nor more than the maximum paid monthly to other employees performing comparable duties, divided by 173.333 to equal an hourly rate.	
SAMA	City Attorney's Office Executive Legal Assistant (Excepted) (AM)	5	\$7,649	\$9,298
SEASONAL PT	Human Resources Administrative Assistant (Part-Time)	6	\$26.93	\$34.39
SEASONAL PT	Organizational Development and Training Analyst (Part- Time)	6	\$40.22	\$51.33
SEASONAL PT	Police Investigative Specialist (Part-Time)	5	\$37.22	\$45.24
SEASONAL PT	Police Officer (Part-Time)	5	\$48.92	\$59.46
SEASONAL PT	Senior Organizational Development and Training Analyst (Part- Time)	5	\$53.64	\$65.22
SEIU FT	Site Director	7	\$5,438	\$7,287
SEIU FT	Site Teacher	7	\$4,696	\$6,295
SEIU FT	Tax Compliance Officer	7	\$5,683	\$7,613
SEIU FT	Teacher's Aide	7	\$3,678	\$4,931

UNIT	TITLE	STEPS	MIN	MAX
SEIU PT	Lifeguard (Part-Time)	5	\$18.99	\$23.13
SEIU PT	Parking Meter Technician I (Part-Time)	5	\$27.50	\$33.43
SEIU PT	Permit Services Technician (Part-Time)	5	\$38.31	\$46.57
SEIU PT	Pool Manager (Part-Time)	5	\$23.37	\$28.41
SEIU PT	Senior Lifeguard (Part-Time)	5	\$21.20	\$25.77
SEIU PT	Substitute Teacher (Part-Time)	5	\$29.88	\$36.32

B. Delete the following classifications:

UNIT	TITLE	STEPS	MIN	MAX
POA	Police Property and Evidence Supervisor	5	\$6,547	\$7,956
POA	Traffic Services Specialist	5	\$6,451	\$7,842
SEIU FT	DNA Coordinator	7	\$4,718	\$6,326
SEIU FT	Police Fiscal Officer	7	\$7,613	\$10,211
SEIU PT	Special Events Leader I	5	\$17.02	\$20.69
SEIU PT	Special Events Leader II	5	\$20.77	\$25.25

C. Change the compensation of the following classifications:

FROM					
	UNIT	TITLE	STEPS	MIN	MAX
1	SAMA	Deputy Public Works Director / Water Resources Manager (MM)	17	\$11,552	\$17,144
2	SEASONAL PT	Background Investigator (Part-Time)	5	\$28.45	\$34.60
3	SEASONAL PT	Claims Adjuster (Part-Time)	6	\$39.05	\$49.83
4	SEASONAL PT	Data Analyst (Part-Time)	6	\$37.72	\$48.15
5	SEASONAL PT	Human Resources Analyst (Part-Time)	6	\$36.81	\$46.97
6	SEASONAL PT	Human Resources Communications Specialist (Part-Time)	6	\$36.81	\$46.97
7	SEASONAL PT	Human Resources Specialist (Part-Time)	6	\$24.64	\$31.46
8	SEASONAL PT	Human Resources Technician (Part-Time)	6	\$30.12	\$38.46
9	SEASONAL PT	Police Services Dispatcher (Part-Time)	5	\$36.68	\$44.57
10	SEASONAL PT	Risk Management Analyst (Part-Time)	6	\$36.81	\$46.97
11	SEASONAL PT	Risk Management Specialist (Part-Time)	6	\$24.64	\$31.46
12	SEASONAL PT	Risk Management Technician (Part-Time)	6	\$30.12	\$38.46
13	SEASONAL PT	Senior Human Resources Communications Specialist (Part-Time)	5	\$49.09	\$59.68

TO

	UNIT	TITLE	STEPS	MIN	MAX
1	SAMA	Deputy Public Works Director / Water Resources Manager (MM)	17	\$12,499	\$18,554
2	SEASONAL PT	Background Investigator (Part-Time)	5	\$37.22	\$45.24
3	SEASONAL PT	Claims Adjuster (Part-Time)	6	\$40.22	\$51.33
4	SEASONAL PT	Data Analyst (Part-Time)	6	\$41.22	\$52.62
5	SEASONAL PT	Human Resources Analyst (Part-Time)	6	\$40.22	\$51.33
6	SEASONAL PT	Human Resources Communications Specialist (Part-Time)	6	\$40.22	\$51.33
7	SEASONAL PT	Human Resources Specialist (Part-Time)	6	\$26.93	\$34.39
8	SEASONAL PT	Human Resources Technician (Part-Time)	6	\$32.91	\$42.02
9	SEASONAL PT	Police Services Dispatcher (Part-Time)	5	\$38.14	\$46.36
10	SEASONAL PT	Risk Management Analyst (Part-Time)	6	\$40.22	\$51.33
11	SEASONAL PT	Risk Management Specialist (Part-Time)	6	\$26.93	\$34.39
12	SEASONAL PT	Risk Management Technician (Part-Time)	6	\$32.91	\$42.02
13	SEASONAL PT	Senior Human Resources Communications Specialist (Part-Time)	5	\$53.64	\$65.22

D. Change the title of the following classifications:

FROM					
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	UNIT	TITLE	STEPS	MIN	MAX
1	SEIU PT	Clerk Typist	5	\$22.27	\$27.07
2	SEIU PT	Program Leader	5	\$16.61	\$20.19
3	SEIU PT	Program Coordinator	5	\$20.19	\$24.54
4	SEIU PT	Community Center Aide	5	\$22.26	\$27.06
5	SEIU FT	Recreation Leader	7	\$3,503	\$4,696

TO					
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	UNIT	TITLE	STEPS	MIN	MAX
1	SEIU PT	Senior Office Assistant (Part-Time)	5	\$22.27	\$27.07
2	SEIU PT	Program Leader I (Part- Time)	5	\$16.61	\$20.19
3	SEIU PT	Senior Program Leader (Part-Time)	5	\$20.19	\$24.54
4	SEIU PT	Community Center Aide (Part-Time)	5	\$22.26	\$27.06
5	SEIU FT	Recreation Specialist	7	\$3,503	\$4,696

E. Change the title of the following classifications and make them Terminal (T):

FROM					
	UNIT	TITLE	STEPS	MIN	MAX
1	SEIU PT	Maintenance Attendant	5	\$16.54	\$19.78
2	SEIU FT	Senior Engineer	7	\$10,883	\$14,585
TO					
	UNIT	TITLE	STEPS	MIN	MAX
1	SEIU PT	Maintenance Attendant (Part-Time) (T)	5	\$16.54	\$19.78
2	SEIU FT	Senior Engineer (T)	7	\$10,883	\$14,585

F. Change the compensation and title of the following classifications:

FROM					
	UNIT	TITLE	STEPS	MIN	MAX
1	SEIU FT	Building Technician	7	\$5,029	\$6,740
2	SEIU FT	Combination Building Inspector	7	\$6,514	\$8,730
3	SEIU FT	Senior Combination Building Inspector	7	\$7,180	\$9,625
TO					
	UNIT	TITLE	STEPS	MIN	MAX
1	SEIU FT	Building Inspector	7	\$6,610	\$8,857
2	SEIU FT	Senior Building Inspector	7	\$7,287	\$9,765
3	SEIU FT	Building Inspector Supervisor	7	\$8,032	\$10,775

G. Merge and change the compensation and/or title of the following classifications:

FROM

UNIT	TITLE	STEPS	MIN	MAX
SEIU PT	Senior Program Leader	5	\$17.44	\$21.20
SEIU PT	Recreation Facility Attendant	5	\$18.09	\$22.03

TO

UNIT	TITLE	STEPS	MIN	MAX
SEIU PT	Program Leader II (Part-Time)	5	\$18.09	\$22.03

Section 3. Compensation rates listed herein are inclusive of applicable Memorandum of Understanding salary increase provisions.

Section 4. The Santa Ana City Council hereby approves the updated Salary Schedules for the Confidential Association of the City of Santa Ana (CASA), Santa Ana Police Officers Association (POA), Santa Ana Management Association (SAMA), Seasonal Part-Time (Seasonal PT), Service Employees International Union Full-Time (SEIU FT), and Service Employees International Union Part-Time (SEIU PT) units, attached to this resolution as Exhibit A, reflecting classification and compensation amendments per this and previously approved City Council resolutions, and grouped by employee unit, as recommended by CalPERS, and in compliance with CalPERS California *Code of Regulations* section 570.5.

Section 5. That except as amended by this resolution, all other provisions of the City's classification and compensation plan shall remain in full force and effect.

Section 6. This resolution is effective July 14, 2024, which is the start date of the first full pay period of fiscal year 2024-2025.

ADOPTED this 16th day of July 2024.

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 Hall, City Clerk, do hereby attest to and certify the attached Resolution No. 2024-____ to be the original resolution adopted by the City Council of the City of Santa Ana on July 16, 2024.

Date: _____

Jennifer L. Hall
City Clerk
City of Santa Ana

EXHIBIT A

CONFIDENTIAL ASSOCIATION OF THE CITY OF SANTA ANA (CASA)
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED JULY 16, 2024

JOB TITLE	JOB CODE	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Administrative Receptionist (UC)	07272	4,235	4,445	4,667	4,903	5,147	5,403
Administrative Secretary (UC)	07271	5,378	5,647	5,929	6,232	6,545	6,869
Budget Aide (UC)	00497	6,293	6,606	6,937	7,284	7,649	8,033
Budget Analyst (UC)	00496	7,144	7,499	7,877	8,270	8,685	9,120
Claims Adjuster (UC)	00124	6,971	7,323	7,686	8,071	8,474	8,897
Council Services Secretary (UC)	00830	4,856	5,102	5,356	5,622	5,908	6,200
Data Analyst (UC)	00498	7,144	7,499	7,877	8,270	8,685	9,120
Equity and Inclusion Coordinator (UC)	01515	7,144	7,499	7,877	8,270	8,685	9,120
Executive Assistant (UC)	00900	6,386	6,707	7,041	7,392	7,761	8,150
Executive Secretary (UC)	07392	5,647	5,929	6,232	6,545	6,869	7,214
Executive Secretary to the Police Chief (UC)	00140	5,647	5,929	6,232	6,545	6,869	7,214
Financial Analyst (UC)	00481	6,971	7,323	7,686	8,071	8,474	8,897
Human Resources Administrative Assistant (UC)	07069	4,667	4,903	5,147	5,403	5,676	5,960
Human Resources Analyst (UC)	01520	6,971	7,323	7,686	8,071	8,474	8,897
Human Resources Communications Specialist (UC)	08590	6,971	7,323	7,686	8,071	8,474	8,897
Human Resources Specialist (UC)	07070	4,667	4,903	5,147	5,403	5,676	5,960
Human Resources Technician (UC)	01250	5,705	5,987	6,293	6,606	6,937	7,284
Legal Office Assistant (UC)	07080	3,899	4,092	4,299	4,512	4,739	4,976
Legal Secretary (UC)	07120	4,833	5,076	5,329	5,596	5,876	6,172
Management Aide (UC)	01201	6,293	6,606	6,937	7,284	7,649	8,033
Management Aide (UC)	01200	6,293	6,606	6,937	7,284	7,649	8,033
Management Analyst – Police Oversight Commission (UC)	00148	7,144	7,499	7,877	8,270	8,685	9,120
Management Analyst (UC)	00750	7,144	7,499	7,877	8,270	8,685	9,120
Management Analyst (UC)	01720	7,144	7,499	7,877	8,270	8,685	9,120
Organizational Development and Training Analyst (UC)	00476	6,971	7,323	7,686	8,071	8,474	8,897
Paralegal (UC)	01670	5,731	6,018	6,324	6,639	6,971	7,323
Payroll Systems Analyst (UC)	07400	8,685	9,120	9,574	10,053	10,554	11,081
Payroll Technician (UC)	07410	5,705	5,987	6,293	6,606	6,937	7,284
Police Oversight Commission Secretary (UC)	07322	4,877	5,123	5,378	5,647	5,929	6,232
Risk Management Analyst (UC)	01756	6,971	7,323	7,686	8,071	8,474	8,897
Risk Management Assistant (UC)	01753	4,445	4,667	4,903	5,147	5,403	5,676
Risk Management Specialist (UC)	01758	4,667	4,903	5,147	5,403	5,676	5,960
Risk Management Technician (UC)	01755	5,705	5,987	6,293	6,606	6,937	7,284
Senior Human Resources Specialist (UC)	07300	5,173	5,432	5,705	5,987	6,293	6,606
Senior Human Resources Technician (UC)	00770	6,293	6,606	6,937	7,284	7,649	8,033
Senior Legal Secretary (UC)	07310	5,378	5,647	5,929	6,232	6,545	6,869

EXHIBIT A

**CONFIDENTIAL ASSOCIATION OF THE CITY OF SANTA ANA (CASA)
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED JULY 16, 2024**

JOB TITLE	JOB CODE	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Senior Paralegal (UC)	01675	6,971	7,323	7,686	8,071	8,474	8,897
Senior Payroll Technician (UC)	07415	6,293	6,606	6,937	7,284	7,649	8,033
Training Coordinator (UC)	01280	8,641	9,074	9,526	10,003	10,501	11,028

EXHIBIT A

**SANTA ANA POLICE OFFICERS ASSOCIATION (POA)
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024 TO JULY 12, 2025
REVISED JULY 16, 2024**

SWORN CLASSIFICATIONS

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Police Officer	03200	8,479	8,902	9,349	9,817	10,307
Police Sergeant	03300	10,461	10,984	11,534	12,110	12,716

NON-SWORN CLASSIFICATIONS

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Animal Service Officer I	03920	5,996	6,295	6,611	6,941	7,288
Animal Service Officer II	03930	6,941	7,288	7,653	8,035	8,436
Background Investigator	06170	6,451	6,775	7,112	7,467	7,842
Communications Services Officer	07660	5,852	6,144	6,451	6,775	7,112
Correctional Officer	00310	6,451	6,775	7,112	7,467	7,842
Correctional Supervisor	00370	8,195	8,605	9,036	9,488	9,962
Crime Research Aide	03995	6,808	7,147	7,504	7,879	8,274
Crime Research Analyst	03990	7,728	8,115	8,522	8,947	9,394
Emergency Operations Coordinator	02705	9,036	9,488	9,962	10,461	10,984
Firearms Examiner	07600	8,479	8,902	9,349	9,817	10,307
Forensic Services Supervisor	01360	9,864	10,358	10,876	11,420	11,991
Forensic Specialist I	03970	6,808	7,147	7,504	7,879	8,274
Forensic Specialist II	03980	7,467	7,842	8,235	8,647	9,079
Parking Control Officer	03900	5,051	5,307	5,573	5,852	6,144
Police Athletic / Activities League Assistant Director	03600	5,823	6,114	6,420	6,741	7,077
Police Communications Supervisor	06180	8,035	8,436	8,859	9,303	9,769
Police Community Services Specialist	00780	6,451	6,775	7,112	7,467	7,842
Police Evidence and Supply Specialist	00799	5,937	6,235	6,547	6,874	7,218
Police Evidence and Supply Supervisor	00801	6,547	6,874	7,218	7,578	7,956
Police Investigative Specialist	00790	6,451	6,775	7,112	7,467	7,842
Police Photo / Video Specialist	01100	6,295	6,611	6,941	7,288	7,653
Police Recruit	03870	6,741	7,077	7,431	7,804	8,195
Police Service Officer	03800	5,852	6,144	6,451	6,775	7,112
Police Services Dispatcher	03680	6,611	6,941	7,288	7,653	8,035
Rangemaster	03820	5,852	6,144	6,451	6,775	7,112
Senior Parking Control Officer	01270	5,573	5,852	6,144	6,451	6,775

EXHIBIT A

**SANTA ANA POLICE OFFICERS ASSOCIATION (POA)
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 13, 2025 TO JULY 11, 2026
REVISED JULY 16, 2024**

SWORN CLASSIFICATIONS

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Police Officer	03200	8,818	9,258	9,723	10,210	10,719
Police Sergeant	03300	10,879	11,423	11,995	12,594	13,225

NON-SWORN CLASSIFICATIONS

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Animal Service Officer I	03920	6,236	6,547	6,875	7,219	7,580
Animal Service Officer II	03930	7,219	7,580	7,959	8,356	8,773
Background Investigator	06170	6,709	7,046	7,396	7,766	8,156
Communications Services Officer	07660	6,086	6,390	6,709	7,046	7,396
Correctional Officer	00310	6,709	7,046	7,396	7,766	8,156
Correctional Supervisor	00370	8,523	8,949	9,397	9,868	10,360
Crime Research Aide	03995	7,080	7,433	7,804	8,194	8,605
Crime Research Analyst	03990	8,037	8,440	8,863	9,305	9,770
Emergency Operations Coordinator	02705	9,397	9,868	10,360	10,879	11,423
Firearms Examiner	07600	8,818	9,258	9,723	10,210	10,719
Forensic Services Supervisor	01360	10,259	10,772	11,311	11,877	12,471
Forensic Specialist I	03970	7,080	7,433	7,804	8,194	8,605
Forensic Specialist II	03980	7,766	8,156	8,564	8,993	9,442
Parking Control Officer	03900	5,253	5,519	5,796	6,086	6,390
Police Athletic / Activities League Assistant Director	03600	6,056	6,359	6,677	7,011	7,360
Police Communications Supervisor	06180	8,356	8,773	9,213	9,675	10,160
Police Community Services Specialist	00780	6,709	7,046	7,396	7,766	8,156
Police Evidence and Supply Specialist	00799	6,174	6,484	6,809	7,149	7,507
Police Evidence and Supply Supervisor	00801	6,809	7,149	7,507	7,881	8,274
Police Investigative Specialist	00790	6,709	7,046	7,396	7,766	8,156
Police Photo / Video Specialist	01100	6,547	6,875	7,219	7,580	7,959
Police Recruit	03870	7,011	7,360	7,728	8,116	8,523
Police Service Officer	03800	6,086	6,390	6,709	7,046	7,396
Police Services Dispatcher	03680	6,875	7,219	7,580	7,959	8,356
Rangemaster	03820	6,086	6,390	6,709	7,046	7,396
Senior Parking Control Officer	01270	5,796	6,086	6,390	6,709	7,046

EXHIBIT A

**SANTA ANA POLICE OFFICERS ASSOCIATION (POA)
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 12, 2026
REVISED JULY 16, 2024**

SWORN CLASSIFICATIONS

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Police Officer	03200	9,171	9,628	10,112	10,618	11,148
Police Sergeant	03300	11,314	11,880	12,475	13,098	13,754

NON-SWORN CLASSIFICATIONS

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Animal Service Officer I	03920	6,485	6,809	7,150	7,508	7,883
Animal Service Officer II	03930	7,508	7,883	8,277	8,690	9,124
Background Investigator	06170	6,977	7,328	7,692	8,077	8,482
Communications Services Officer	07660	6,329	6,646	6,977	7,328	7,692
Correctional Officer	00310	6,977	7,328	7,692	8,077	8,482
Correctional Supervisor	00370	8,864	9,307	9,773	10,263	10,774
Crime Research Aide	03995	7,363	7,730	8,116	8,522	8,949
Crime Research Analyst	03990	8,358	8,778	9,218	9,677	10,161
Emergency Operations Coordinator	02705	9,773	10,263	10,774	11,314	11,880
Firearms Examiner	07600	9,171	9,628	10,112	10,618	11,148
Forensic Services Supervisor	01360	10,669	11,203	11,763	12,352	12,970
Forensic Specialist I	03970	7,363	7,730	8,116	8,522	8,949
Forensic Specialist II	03980	8,077	8,482	8,907	9,353	9,820
Parking Control Officer	03900	5,463	5,740	6,028	6,329	6,646
Police Athletic / Activities League Assistant Director	03600	6,298	6,613	6,944	7,291	7,654
Police Communications Supervisor	06180	8,690	9,124	9,582	10,062	10,566
Police Community Services Specialist	00780	6,977	7,328	7,692	8,077	8,482
Police Evidence and Supply Specialist	00799	6,421	6,743	7,081	7,435	7,807
Police Evidence and Supply Supervisor	00801	7,081	7,435	7,807	8,196	8,605
Police Investigative Specialist	00790	6,977	7,328	7,692	8,077	8,482
Police Photo / Video Specialist	01100	6,809	7,150	7,508	7,883	8,277
Police Recruit	03870	7,291	7,654	8,037	8,441	8,864
Police Service Officer	03800	6,329	6,646	6,977	7,328	7,692
Police Services Dispatcher	03680	7,150	7,508	7,883	8,277	8,690
Rangemaster	03820	6,329	6,646	6,977	7,328	7,692
Senior Parking Control Officer	01270	6,028	6,329	6,646	6,977	7,328

EXHIBIT A

SANTA ANA MANAGEMENT ASSOCIATION (SAMA)
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED JULY 16, 2024

ADMINISTRATIVE MANAGEMENT

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Applications Systems Manager (AM)	02910	11,985	12,590	13,219	13,879	14,575
Assistant Public Works Maintenance Manager (AM)	01772	10,659	11,193	11,753	12,342	12,957
Budget and Research Manager (AM)	06400	11,414	11,985	12,590	13,219	13,879
Budget Supervisor (AM)	00493	10,352	10,869	11,414	11,985	12,590
City Attorney's Office Executive Legal Assistant (Excepted) (AM)	07392	7,649	8,033	8,431	8,853	9,298
Code Enforcement Principal (AM)	02745	11,193	11,753	12,342	12,957	13,606
Enterprise Program Manager (AM)	01769	10,659	11,193	11,753	12,342	12,957
Facilities Maintenance Manager (AM)	04377	9,341	9,810	10,302	10,818	11,360
Fleet Services Manager (AM)	04785	9,341	9,810	10,302	10,818	11,360
Homeless Services Manager (AM)	03750	11,414	11,985	12,590	13,219	13,879
Information Technology Infrastructure Supervisor (AM)	01705	11,360	11,926	12,527	13,152	13,811
Payroll Manager (AM)	07405	10,659	11,193	11,753	12,342	12,957
Payroll Supervisor (AM)	07404	9,810	10,302	10,818	11,360	11,926
Permit Services Principal (AM)	02589	10,401	10,924	11,469	12,045	12,654
Principal Community Planner (AM)	07609	11,193	11,753	12,342	12,957	13,606
Principal Human Resources Analyst (AM)	01519	10,003	10,501	11,028	11,579	12,160
Principal Management Analyst (AM)	00151	9,860	10,352	10,869	11,414	11,985
Principal Management Analyst (Excepted) (AM)	00149	9,860	10,352	10,869	11,414	11,985
Principal Planner (AM)	02471	11,193	11,753	12,342	12,957	13,606
Project Management Officer (AM)	06145	12,590	13,219	13,879	14,575	15,304
Public Affairs Information Officer (Excepted) (AM)	01800	10,302	10,818	11,360	11,926	12,527
Risk Management Supervisor (AM)	01751	9,341	9,810	10,302	10,818	11,360
Secretary to the City Manager (Excepted) (AM)	01071	7,649	8,033	8,431	8,853	9,298
Senior Budget Analyst (AM)	00494	8,641	9,074	9,526	10,003	10,501
Senior Financial Analyst (AM)	00482	9,074	9,526	10,003	10,501	11,028
Senior Human Resources Analyst (AM)	01541	9,298	9,763	10,250	10,764	11,304
Senior Human Resources Communications Specialist (AM)	08595	9,298	9,763	10,250	10,764	11,304
Senior Legal Management Analyst (Excepted) (AM)	02791	8,641	9,074	9,526	10,003	10,501
Senior Management Analyst (AM)	00152	8,641	9,074	9,526	10,003	10,501
Senior Management Analyst (Excepted) (AM)	00153	8,641	9,074	9,526	10,003	10,501
Senior Organizational Development and Training Analyst (AM)	00477	9,298	9,763	10,250	10,764	11,304
Senior Risk Management Analyst (AM)	01757	9,298	9,763	10,250	10,764	11,304
Supervisor of Inspections (AM)	02371	10,401	10,924	11,469	12,045	12,654
Zoo Animal Care Manager (AM)	05490	7,686	8,071	8,474	8,897	9,341

EXHIBIT A

SANTA ANA MANAGEMENT ASSOCIATION (SAMA)

MONTHLY WAGE RATE SCHEDULE

EFFECTIVE JULY 14, 2024

REVISED JULY 16, 2024

MIDDLE MANAGEMENT

JOB TITLE	JOB CODE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
Accounting Manager (MM)	01120	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231
Administrative Services Manager (MM)	00190	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Assistant City Attorney (Excepted) (MM)	01620	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Assistant City Clerk (MM)	01710	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495
Assistant Director of Community Development (MM)	02865	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658
Assistant Director of Finance and Management Services (MM)	01180	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658	18,102	18,554
Assistant Director of Parks, Recreation, and Community Services (MM)	00380	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658
Assistant Director of Planning and Building (MM)	02492	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658	18,102	18,554
Assistant to the City Manager (Excepted) (MM)	07721	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Benefits and Compensation Manager (MM)	00474	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495
Building Safety Manager (MM)	00940	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658
Chief Assistant City Attorney (Excepted) (MM)	01650	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658	18,102	18,554	19,018	19,494
City Traffic Engineer (MM)	02150	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231
Code Enforcement Manager (MM)	02750	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658
Corporate Yard Facilities / Fleet Services Manager (MM)	04780	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Council Services Manager (Excepted) (MM)	00400	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Deputy City Attorney (Excepted) (MM)	01610	8,418	8,630	8,851	9,068	9,293	9,526	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499
Deputy City Engineer (MM)	00315	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231
Deputy Parks, Recreation, and Community Services Director (Recreation) (MM)	01945	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999

EXHIBIT A**SANTA ANA MANAGEMENT ASSOCIATION (SAMA)****MONTHLY WAGE RATE SCHEDULE****EFFECTIVE JULY 14, 2024****REVISED JULY 16, 2024**

JOB TITLE	JOB CODE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
Deputy Parks, Recreation, and Community Services Director (Zoo) (MM)	05480	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Deputy Public Works Director / City Engineer (MM)	00320	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658	18,102	18,554
Deputy Public Works Director / Maintenance Services Manager (MM)	04430	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811
Deputy Public Works Director / Parks, Fleet, and Facilities Manager (MM)	02251	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658
Deputy Public Works Director / Water Resources Manager (MM)	04410	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658	18,102	18,554
Economic Development Manager (MM)	02690	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Facilities and Fleet Maintenance Manager (MM)	04376	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Facilities Maintenance Superintendent (MM)	04375	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495
Homeless Services Division Manager (MM)	03751	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Housing Division Manager (MM)	02460	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Information Technology Applications Manager (MM)	02915	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Information Technology Infrastructure Manager (MM)	00960	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Library Operations Manager (MM)	05195	9,526	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143
Organizational Development and Training Manager (MM)	00475	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495
Park and Landscape Design Manager (MM)	05540	9,526	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143
Park Services Superintendent (MM)	04104	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495
Planning Manager (MM)	02500	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658
Principal Civil Engineer (MM)	02129	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231
Principal Plan Check Engineer (MM)	00331	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Rent Stabilization Manager (MM)	02465	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Risk Manager (MM)	01750	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999

EXHIBIT A

SANTA ANA MANAGEMENT ASSOCIATION (SAMA)

MONTHLY WAGE RATE SCHEDULE

EFFECTIVE JULY 14, 2024

REVISED JULY 16, 2024

JOB TITLE	JOB CODE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
Safety Administrator (MM)	05020	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495
Senior Assistant City Attorney (Excepted) (MM)	01630	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658	18,102	18,554
Strategic Communications Manager (Excepted) (MM)	02925	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856
Transportation Manager (MM)	01080	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231
Treasury and Customer Services Manager (MM)	01170	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999

EXHIBIT A

**SEASONAL PART-TIME (SEASONAL PT)
HOURLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED JULY 16, 2024**

JOB TITLE	JOB CODE	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Administrative Intern	08000	-	18.15	19.06	-	-	-
Animal Control Officer	08995	-	23.96	25.16	26.42	27.75	29.13
Background Investigator (Part-Time)	09315	-	37.22	39.09	41.03	43.08	45.24
Budget Intern	09790	-	19.97	20.96	-	-	-
Claims Adjuster (Part-Time)	00125	40.22	42.25	44.34	46.56	48.89	51.33
Cold Case Investigator	09316	-	28.45	29.87	31.38	32.94	34.60
Correctional Services Officer	00360	-	20.01	21.01	22.06	23.19	24.32
Data Analyst (Part-Time)	00489	41.22	43.26	45.45	47.71	50.11	52.62
Engineering Intern	09130	-	19.97	20.96	-	-	-
Fingerprint Examiner	07605	-	29.88	31.39	32.94	34.59	36.32
Forensic Ballistics Technician	08500	-	24.56	25.80	27.09	28.45	29.87
Human Resources Administrative Assistant (Part-Time)	08550	26.93	28.29	29.69	31.17	32.75	34.39
Human Resources Analyst (Part-Time)	08570	40.22	42.25	44.34	46.56	48.89	51.33
Human Resources Clerical Aide	07071	-	16.50	17.33	18.19	19.10	20.06
Human Resources Communications Specialist (Part-Time)	08575	40.22	42.25	44.34	46.56	48.89	51.33
Human Resources Specialist (Part-Time)	08580	26.93	28.29	29.69	31.17	32.75	34.39
Human Resources Technician (Part-Time)	08581	32.91	34.54	36.31	38.11	40.02	42.02
Jail Transportation Officer	09345	-	25.80	27.09	28.45	29.87	31.38
Law Clerk	08610	-	16.50	17.33	18.19	19.10	20.06
Management Intern	08080	-	21.96	23.06	-	-	-
Organizational Development and Training Analyst (Part-Time)	08560	40.22	42.25	44.34	46.56	48.89	51.33
Personnel Board Secretary (Part-Time)	08851	29.00	30.45	31.97	33.57	35.25	37.01
Police Cadet	08130	-	16.50	17.33	18.19	19.10	20.06
Police Investigative Specialist (Part-Time)	00795	-	37.22	39.09	41.03	43.08	45.24
Police Officer (Part-Time)	03210	-	48.92	51.36	53.94	56.64	59.46
Police Reserve Level 1	08135	-	29.16	-	-	-	-
Police Reserve Level 2	08136	-	20.83	-	-	-	-
Police Reserve Level 3	08137	-	16.66	-	-	-	-
Police Services Dispatcher (Part-Time)	03690	-	38.14	40.05	42.05	44.15	46.36
Risk Management Analyst (Part-Time)	09969	40.22	42.25	44.34	46.56	48.89	51.33
Risk Management Specialist (Part-Time)	09972	26.93	28.29	29.69	31.17	32.75	34.39
Risk Management Technician (Part-Time)	09971	32.91	34.54	36.31	38.11	40.02	42.02
Senior Administrative Intern	08100	-	19.97	20.96	-	-	-
Senior Human Resources Communications Specialist (Part-Time)	08582	-	53.64	56.33	59.14	62.10	65.22

EXHIBIT A

**SEASONAL PART-TIME (SEASONAL PT)
HOURLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED JULY 16, 2024**

JOB TITLE	JOB CODE	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Senior Organizational Development and Training Analyst (Part-Time)	08565	-	53.64	56.33	59.14	62.10	65.22
Student Intern	08600	-	16.50	17.33	-	-	-

EXHIBIT A

SEASONAL PART-TIME (SEASONAL PT)

HOURLY WAGE RATE SCHEDULE

EFFECTIVE JULY 14, 2024

REVISED JULY 16, 2024

JOB TITLE	JOB CODE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
Finance Project Manager (Part-Time)	00491	61.28	62.82	64.38	65.99	67.66	69.33	71.07	72.85	74.67	76.53	78.43	80.40	82.41	84.47	86.60	88.75	90.98

EXHIBIT A

SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED JULY 16, 2024

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Accountant I	01140	6,053	6,357	6,674	7,008	7,359	7,726	8,112
Accountant II	01150	6,974	7,323	7,688	8,072	8,476	8,900	9,345
Accounting Assistant	07010	4,718	4,955	5,205	5,465	5,737	6,023	6,326
Accounting Assistant / Systems Technician	07015	4,718	4,955	5,205	5,465	5,737	6,023	6,326
Accounts Payable Supervisor	07009	8,032	8,436	8,857	9,301	9,765	10,262	10,775
Accounts Payable Technician	01345	4,718	4,955	5,205	5,465	5,737	6,023	6,326
Active Transportation Coordinator	01295	7,540	7,918	8,314	8,730	9,167	9,625	10,109
Arts and Culture Specialist	02845	6,053	6,357	6,674	7,008	7,359	7,726	8,112
Assistant Buyer	00270	5,230	5,491	5,765	6,053	6,357	6,674	7,008
Assistant Community Planner	07611	6,326	6,641	6,974	7,323	7,688	8,072	8,476
Assistant Engineer	01601	6,641	6,974	7,323	7,688	8,072	8,476	8,900
Assistant Fleet Services Technician	00530	4,626	4,857	5,103	5,359	5,627	5,908	6,203
Assistant Instrument Technician	04125	5,412	5,683	5,966	6,264	6,578	6,906	7,251
Assistant Librarian	05180	4,931	5,179	5,438	5,709	5,995	6,295	6,610
Assistant Park and Landscape Planner	00280	6,357	6,674	7,008	7,359	7,726	8,112	8,518
Assistant Plan Check Engineer	01410	9,033	9,485	9,960	10,458	10,981	11,530	12,106
Assistant Planner I	00040	6,326	6,641	6,974	7,323	7,688	8,072	8,476
Assistant Planner II	02440	6,974	7,323	7,688	8,072	8,476	8,900	9,345
Assistant Traffic Operations Engineer	02155	9,078	9,533	10,009	10,509	11,034	11,588	12,166
Associate Community Planner	02455	8,072	8,476	8,900	9,345	9,814	10,313	10,828
Associate Engineer	02100	9,033	9,485	9,960	10,458	10,981	11,530	12,106
Associate Park and Landscape Planner	01040	8,112	8,518	8,945	9,393	9,862	10,365	10,883
Associate Plan Check Engineer	02280	9,719	10,211	10,720	11,257	11,820	12,412	13,033
Associate Planner	02450	8,072	8,476	8,900	9,345	9,814	10,313	10,828
Bibliographic Technician	05150	4,696	4,931	5,179	5,438	5,709	5,995	6,295
Building Inspector	02230	6,610	6,940	7,287	7,650	8,032	8,436	8,857
Building Inspector Supervisor	06431	8,032	8,436	8,857	9,301	9,765	10,262	10,775
Building Maintenance Aide	04315	4,237	4,450	4,672	4,906	5,154	5,412	5,683
Building Maintenance Supervisor	04310	6,641	6,974	7,323	7,688	8,072	8,476	8,900
Building Maintenance Technician	04140	5,154	5,412	5,683	5,966	6,264	6,578	6,906
Business Tax Collector / Inspector	01240	5,307	5,572	5,850	6,143	6,450	6,773	7,110
Buyer	01350	6,450	6,773	7,110	7,468	7,841	8,234	8,645
Central Services Supervisor	07030	5,332	5,599	5,879	6,173	6,482	6,805	7,145
Civil Engineer	02132	9,719	10,211	10,720	11,257	11,820	12,412	13,033
Code Enforcement Associate	02780	5,154	5,412	5,683	5,966	6,264	6,578	6,906
Code Enforcement Officer	02740	6,388	6,707	7,042	7,395	7,765	8,153	8,560

EXHIBIT A

SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED JULY 16, 2024

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Code Enforcement Supervisor	00070	7,180	7,540	7,918	8,314	8,730	9,167	9,625
Community Development Analyst	07585	6,805	7,145	7,504	7,880	8,274	8,688	9,123
Community Development Commission Secretary	07321	4,648	4,881	5,128	5,385	5,655	5,937	6,234
Community Liaison	05000	7,008	7,359	7,726	8,112	8,518	8,945	9,393
Community Planning Assistant	00055	5,737	6,023	6,326	6,641	6,974	7,323	7,688
Construction Inspector	02240	6,326	6,641	6,974	7,323	7,688	8,072	8,476
Corporate Yard Maintenance Attendant	04070	3,900	4,096	4,301	4,517	4,742	4,980	5,230
Correctional Records Specialist	07630	4,096	4,301	4,517	4,742	4,980	5,230	5,491
Correctional Records Supervisor	07629	5,683	5,966	6,264	6,578	6,906	7,251	7,613
Custodial Aide / Porter	04005	3,238	3,400	3,570	3,748	3,936	4,133	4,340
Custodian	04000	3,748	3,936	4,133	4,340	4,558	4,785	5,029
Custodian Supervisor	04090	4,931	5,179	5,438	5,709	5,995	6,295	6,610
Customer Service Representative	01220	4,906	5,154	5,412	5,683	5,966	6,264	6,578
Data Entry Office Assistant	04200	4,237	4,450	4,672	4,906	5,154	5,412	5,683
Deputy City Clerk	07050	5,205	5,465	5,737	6,023	6,326	6,641	6,974
Economic Development Specialist I	00560	7,008	7,359	7,726	8,112	8,518	8,945	9,393
Economic Development Specialist II	00550	8,072	8,476	8,900	9,345	9,814	10,313	10,828
Economic Development Specialist III	00350	9,345	9,814	10,313	10,828	11,370	11,940	12,535
Engineering Aide	02030	5,054	5,307	5,572	5,850	6,143	6,450	6,773
Engineering Technician	02035	5,307	5,572	5,850	6,143	6,450	6,773	7,110
Equipment Operator	00440	5,205	5,465	5,737	6,023	6,326	6,641	6,974
Equipment Operator - Water Services	04215	5,307	5,572	5,850	6,143	6,450	6,773	7,110
Facilities Supervisor	04370	6,641	6,974	7,323	7,688	8,072	8,476	8,900
Fleet Parts Specialist	00500	5,599	5,879	6,173	6,482	6,805	7,145	7,504
Fleet Services Supervisor	04770	7,110	7,468	7,841	8,234	8,645	9,078	9,533
Fleet Services Technician I	04720	5,332	5,599	5,879	6,173	6,482	6,805	7,145
Fleet Services Technician II	04730	5,879	6,173	6,482	6,805	7,145	7,504	7,880
Fleet Services Technician III	00450	6,326	6,641	6,974	7,323	7,688	8,072	8,476
General Maintenance Assistant	00740	3,767	3,955	4,153	4,361	4,580	4,809	5,054
General Maintenance Leader	04190	5,709	5,995	6,295	6,610	6,940	7,287	7,650
General Maintenance Supervisor	01010	6,641	6,974	7,323	7,688	8,072	8,476	8,900
General Maintenance Worker	04180	5,154	5,412	5,683	5,966	6,264	6,578	6,906
GIS Administrator	02190	7,880	8,274	8,688	9,123	9,579	10,059	10,562
GIS Systems Analyst / Programmer	02192	7,215	7,576	7,956	8,354	8,773	9,211	9,673
GIS Technician	02193	5,599	5,879	6,173	6,482	6,805	7,145	7,504

EXHIBIT A

SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED JULY 16, 2024

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Graphics Designer I	01500	5,230	5,491	5,765	6,053	6,357	6,674	7,008
Graphics Designer II	02400	5,765	6,053	6,357	6,674	7,008	7,359	7,726
Housing Authority Analyst	01885	6,906	7,251	7,613	7,994	8,395	8,815	9,257
Housing Authority Coordinator	07640	9,393	9,862	10,365	10,883	11,427	11,998	12,598
Housing Authority Operations Supervisor	02720	7,650	8,032	8,436	8,857	9,301	9,765	10,262
Housing Programs Aide	07580	4,494	4,718	4,955	5,205	5,465	5,737	6,023
Housing Programs Analyst	01840	7,650	8,032	8,436	8,857	9,301	9,765	10,262
Housing Programs Coordinator	00520	9,393	9,862	10,365	10,883	11,427	11,998	12,598
Housing Specialist I	01890	4,785	5,029	5,281	5,544	5,823	6,113	6,419
Housing Specialist II	01900	5,307	5,572	5,850	6,143	6,450	6,773	7,110
Information Services Representative	02670	5,054	5,307	5,572	5,850	6,143	6,450	6,773
Information Technology Support Supervisor	06470	8,274	8,688	9,123	9,579	10,059	10,562	11,090
Information Technology Support Technician I	00021	5,079	5,332	5,599	5,879	6,173	6,482	6,805
Information Technology Support Technician II	00020	5,599	5,879	6,173	6,482	6,805	7,145	7,504
Instrument Technician	04130	5,908	6,203	6,514	6,838	7,180	7,540	7,918
Lead Accounting Assistant	07090	5,572	5,850	6,143	6,450	6,773	7,110	7,468
Lead Correctional Records Specialist	07628	5,029	5,281	5,544	5,823	6,113	6,419	6,740
Lead Police Records Specialist	07110	5,029	5,281	5,544	5,823	6,113	6,419	6,740
Librarian	05110	5,995	6,295	6,610	6,940	7,287	7,650	8,032
Library Services Assistant	05050	3,714	3,900	4,096	4,301	4,517	4,742	4,980
Library Technician	05076	4,471	4,696	4,931	5,179	5,438	5,709	5,995
Loan Specialist	07000	6,053	6,357	6,674	7,008	7,359	7,726	8,112
Mail Clerk / Messenger	07170	3,387	3,557	3,734	3,920	4,116	4,322	4,538
Maintenance Worker I	04050	4,153	4,361	4,580	4,809	5,054	5,307	5,572
Maintenance Worker II	04060	4,696	4,931	5,179	5,438	5,709	5,995	6,295
Meter Reader Collector	01210	4,696	4,931	5,179	5,438	5,709	5,995	6,295
Network Engineer	06450	9,123	9,579	10,059	10,562	11,090	11,644	12,227
Network Specialist / WAN Systems Administrator	06460	7,504	7,880	8,274	8,688	9,123	9,579	10,059
NPDES Manager	06440	8,518	8,945	9,393	9,862	10,365	10,883	11,427
Office Assistant	07180	3,748	3,936	4,133	4,340	4,558	4,785	5,029
Office Specialist	07190	3,320	3,486	3,659	3,843	4,035	4,237	4,450
Park Ranger	03610	5,709	5,995	6,295	6,610	6,940	7,287	7,650
Park Services Inspection Supervisor	04320	6,674	7,008	7,359	7,726	8,112	8,518	8,945
Park Services Inspector I	04105	4,258	4,471	4,696	4,931	5,179	5,438	5,709

EXHIBIT A

SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED JULY 16, 2024

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Park Services Inspector II	04106	5,281	5,544	5,823	6,113	6,419	6,740	7,076
Parking Meter Operations Supervisor	02890	5,655	5,937	6,234	6,546	6,872	7,215	7,576
Parking Meter Technician I	07160	4,322	4,538	4,767	5,006	5,256	5,518	5,794
Parking Meter Technician II	00080	5,006	5,256	5,518	5,794	6,083	6,388	6,707
Permit Services Processor	07200	4,672	4,906	5,154	5,412	5,683	5,966	6,264
Permit Services Supervisor	02590	7,180	7,540	7,918	8,314	8,730	9,167	9,625
Permit Services Technician	02580	6,023	6,326	6,641	6,974	7,323	7,688	8,072
Planning Assistant	00050	5,737	6,023	6,326	6,641	6,974	7,323	7,688
Planning Commission Secretary	07320	5,230	5,491	5,765	6,053	6,357	6,674	7,008
Planning Technician	00641	4,955	5,205	5,465	5,737	6,023	6,326	6,641
Plans Examiner	02271	8,153	8,560	8,989	9,439	9,911	10,417	10,937
Police Fiscal Services Supervisor	06295	6,546	6,872	7,215	7,576	7,956	8,354	8,773
Police Records Specialist	07220	4,096	4,301	4,517	4,742	4,980	5,230	5,491
Police Records Supervisor	07230	5,683	5,966	6,264	6,578	6,906	7,251	7,613
Police Systems Support Analyst	06475	8,518	8,945	9,393	9,862	10,365	10,883	11,427
Principal Librarian	05115	6,707	7,042	7,395	7,765	8,153	8,560	8,989
Principal Programmer Analyst	02630	9,123	9,579	10,059	10,562	11,090	11,644	12,227
Programmer Analyst	01460	7,504	7,880	8,274	8,688	9,123	9,579	10,059
Property Control Specialist	07250	4,696	4,931	5,179	5,438	5,709	5,995	6,295
Public Works Contracts Administrator	01850	6,514	6,838	7,180	7,540	7,918	8,314	8,730
Public Works Crew Leader	04040	5,709	5,995	6,295	6,610	6,940	7,287	7,650
Public Works Dispatcher	04519	4,384	4,603	4,834	5,079	5,332	5,599	5,879
Public Works Projects Manager	06140	8,476	8,900	9,345	9,814	10,313	10,828	11,370
Public Works Projects Specialist	04340	7,042	7,395	7,765	8,153	8,560	8,989	9,439
Public Works Safety Assistant	05031	4,450	4,672	4,906	5,154	5,412	5,683	5,966
Public Works Safety Coordinator	05030	6,906	7,251	7,613	7,994	8,395	8,815	9,257
Purchasing Supervisor	01340	8,032	8,436	8,857	9,301	9,765	10,262	10,775
Receptionist	00060	4,015	4,216	4,427	4,648	4,881	5,128	5,385
Records Specialist	07430	4,580	4,809	5,054	5,307	5,572	5,850	6,143
Recreation and Community Services Supervisor	01940	7,688	8,072	8,476	8,900	9,345	9,814	10,313
Recreation Program Coordinator	05330	5,179	5,438	5,709	5,995	6,295	6,610	6,940
Recreation Specialist	05310	3,503	3,678	3,861	4,055	4,258	4,471	4,696
Reprographic Equipment Operator	07260	3,900	4,096	4,301	4,517	4,742	4,980	5,230
Residential Construction Specialist	02710	6,326	6,641	6,974	7,323	7,688	8,072	8,476
Revenue Supervisor	01090	6,203	6,514	6,838	7,180	7,540	7,918	8,314

EXHIBIT A

SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED JULY 16, 2024

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Right-of-Way Coordinator	00118	4,471	4,696	4,931	5,179	5,438	5,709	5,995
Sanitation Inspector I	02200	4,955	5,205	5,465	5,737	6,023	6,326	6,641
Sanitation Inspector II	02210	6,053	6,357	6,674	7,008	7,359	7,726	8,112
Secretary	07270	4,672	4,906	5,154	5,412	5,683	5,966	6,264
Security Electronics Technician	01055	6,773	7,110	7,468	7,841	8,234	8,645	9,078
Senior Accountant	07490	7,613	7,994	8,395	8,815	9,257	9,719	10,211
Senior Accounting Assistant	07280	5,079	5,332	5,599	5,879	6,173	6,482	6,805
Senior Accounting Assistant / Systems Technician	07016	5,079	5,332	5,599	5,879	6,173	6,482	6,805
Senior Building Inspector	06430	7,287	7,650	8,032	8,436	8,857	9,301	9,765
Senior Buyer	00275	7,042	7,395	7,765	8,153	8,560	8,989	9,439
Senior Civil Engineer	02131	10,883	11,427	11,998	12,598	13,228	13,891	14,585
Senior Community Development Analyst	07584	7,841	8,234	8,645	9,078	9,533	10,009	10,509
Senior Community Planner	07610	8,900	9,345	9,814	10,313	10,828	11,370	11,940
Senior Construction Inspector	02239	7,180	7,540	7,918	8,314	8,730	9,167	9,625
Senior Correctional Records Specialist	07650	4,672	4,906	5,154	5,412	5,683	5,966	6,264
Senior Deputy City Clerk	07290	6,113	6,419	6,740	7,076	7,431	7,803	8,194
Senior Engineer (T)	02111	10,883	11,427	11,998	12,598	13,228	13,891	14,585
Senior Fleet Services Supervisor	00840	7,841	8,234	8,645	9,078	9,533	10,009	10,509
Senior Housing Specialist	01860	6,546	6,872	7,215	7,576	7,956	8,354	8,773
Senior Librarian	05109	6,173	6,482	6,805	7,145	7,504	7,880	8,274
Senior Library Technician	05075	4,931	5,179	5,438	5,709	5,995	6,295	6,610
Senior Office Assistant	07330	4,237	4,450	4,672	4,906	5,154	5,412	5,683
Senior Office Specialist	07360	3,748	3,936	4,133	4,340	4,558	4,785	5,029
Senior Park Services Inspection Supervisor	06330	7,841	8,234	8,645	9,078	9,533	10,009	10,509
Senior Permit Services Technician	02581	6,450	6,773	7,110	7,468	7,841	8,234	8,645
Senior Plan Check Engineer	00330	10,883	11,427	11,998	12,598	13,228	13,891	14,585
Senior Planner	02470	9,167	9,625	10,109	10,614	11,146	11,703	12,288
Senior Police Records Specialist	07370	4,672	4,906	5,154	5,412	5,683	5,966	6,264
Senior Programmer Analyst	01470	8,274	8,688	9,123	9,579	10,059	10,562	11,090
Senior Residential Construction Specialist	02700	6,974	7,323	7,688	8,072	8,476	8,900	9,345
Senior Systems Administrator	00990	7,251	7,613	7,994	8,395	8,815	9,257	9,719
Senior Transportation Analyst	01290	10,883	11,427	11,998	12,598	13,228	13,891	14,585
Senior Water Services Supervisor	07776	7,880	8,274	8,688	9,123	9,579	10,059	10,562
Senior Water Systems Operator	06240	6,514	6,838	7,180	7,540	7,918	8,314	8,730
Site Director	05316	5,438	5,709	5,995	6,295	6,610	6,940	7,287

EXHIBIT A

SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED JULY 16, 2024

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Site Teacher	05317	4,696	4,931	5,179	5,438	5,709	5,995	6,295
Solid Waste Enforcement Officer	02741	6,388	6,707	7,042	7,395	7,765	8,153	8,560
Stock Clerk	01310	4,580	4,809	5,054	5,307	5,572	5,850	6,143
Storekeeper	01320	5,438	5,709	5,995	6,295	6,610	6,940	7,287
Stores and City Yard Property Specialist	01315	5,438	5,709	5,995	6,295	6,610	6,940	7,287
Stormwater Coordinator	00115	7,359	7,726	8,112	8,518	8,945	9,393	9,862
Street Lighting Maintenance Worker	04280	5,599	5,879	6,173	6,482	6,805	7,145	7,504
Street Maintenance Supervisor	04360	6,674	7,008	7,359	7,726	8,112	8,518	8,945
Street Painter	04160	5,029	5,281	5,544	5,823	6,113	6,419	6,740
Supervising Accountant	07500	8,476	8,900	9,345	9,814	10,313	10,828	11,370
Supervising Library Services Assistant	05055	4,340	4,558	4,785	5,029	5,281	5,544	5,823
Supervising Park Ranger	07470	6,450	6,773	7,110	7,468	7,841	8,234	8,645
Systems Administrator	00120	6,203	6,514	6,838	7,180	7,540	7,918	8,314
Systems Technician	01060	4,626	4,857	5,103	5,359	5,627	5,908	6,203
Tax Compliance Officer	01245	5,683	5,966	6,264	6,578	6,906	7,251	7,613
Teacher's Aide	05318	3,678	3,861	4,055	4,258	4,471	4,696	4,931
Telecommunications Coordinator	00710	7,576	7,956	8,354	8,773	9,211	9,673	10,160
Telecommunications Customer Service Representative	07140	4,931	5,179	5,438	5,709	5,995	6,295	6,610
Transportation Driver	01081	4,301	4,517	4,742	4,980	5,230	5,491	5,765
Treasury Services Specialist	01165	5,465	5,737	6,023	6,326	6,641	6,974	7,323
Treasury Services Supervisor	07020	6,143	6,450	6,773	7,110	7,468	7,841	8,234
Tree Maintenance Supervisor	04330	6,674	7,008	7,359	7,726	8,112	8,518	8,945
Tree Trimmer	04170	5,029	5,281	5,544	5,823	6,113	6,419	6,740
Utilities Billing / Systems Technician	01215	4,906	5,154	5,412	5,683	5,966	6,264	6,578
Utilities Customer Service Supervisor	01219	6,203	6,514	6,838	7,180	7,540	7,918	8,314
Video Technician	06320	6,234	6,546	6,872	7,215	7,576	7,956	8,354
Water Conservation Specialist	07740	6,173	6,482	6,805	7,145	7,504	7,880	8,274
Water Services Crew Leader	07750	5,879	6,173	6,482	6,805	7,145	7,504	7,880
Water Services Meter Repairer I	07755	4,809	5,054	5,307	5,572	5,850	6,143	6,450
Water Services Meter Repairer II	07756	5,281	5,544	5,823	6,113	6,419	6,740	7,076
Water Services Production Supervisor	07795	6,805	7,145	7,504	7,880	8,274	8,688	9,123
Water Services Quality Coordinator	07760	7,540	7,918	8,314	8,730	9,167	9,625	10,109
Water Services Quality Inspector	07765	6,173	6,482	6,805	7,145	7,504	7,880	8,274
Water Services Quality Supervisor	07770	6,940	7,287	7,650	8,032	8,436	8,857	9,301
Water Services Supervisor	07775	6,940	7,287	7,650	8,032	8,436	8,857	9,301

EXHIBIT A

SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED JULY 16, 2024

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Water Services Utility Inspector	07780	6,173	6,482	6,805	7,145	7,504	7,880	8,274
Water Services Worker I	07785	4,258	4,471	4,696	4,931	5,179	5,438	5,709
Water Services Worker II	07790	4,809	5,054	5,307	5,572	5,850	6,143	6,450
Water Systems Electrician	04540	6,514	6,838	7,180	7,540	7,918	8,314	8,730
Water Systems Operator I	00880	4,881	5,128	5,385	5,655	5,937	6,234	6,546
Water Systems Operator II	00920	5,385	5,655	5,937	6,234	6,546	6,872	7,215
Water Systems Operator III	04530	5,765	6,053	6,357	6,674	7,008	7,359	7,726
Web Systems Technician	01006	4,626	4,857	5,103	5,359	5,627	5,908	6,203
Website Entry Specialist	01005	4,055	4,258	4,471	4,696	4,931	5,179	5,438
Work Center Coordinator	02390	9,345	9,814	10,313	10,828	11,370	11,940	12,535
Workforce Specialist I	08371	4,626	4,857	5,103	5,359	5,627	5,908	6,203
Workforce Specialist II	08372	5,205	5,465	5,737	6,023	6,326	6,641	6,974
Workforce Specialist III	08373	5,737	6,023	6,326	6,641	6,974	7,323	7,688
Workforce Specialist IV	08374	7,504	7,880	8,274	8,688	9,123	9,579	10,059
Youth Services Technician	05313	4,471	4,696	4,931	5,179	5,438	5,709	5,995
Zoo Curator	05430	6,053	6,357	6,674	7,008	7,359	7,726	8,112
Zoo Curator of Education	05450	6,173	6,482	6,805	7,145	7,504	7,880	8,274
Zoo Curator of Health	05451	5,966	6,264	6,578	6,906	7,251	7,613	7,994
Zoo Education Specialist	00930	4,857	5,103	5,359	5,627	5,908	6,203	6,514
Zoo Keeper I	05420	4,096	4,301	4,517	4,742	4,980	5,230	5,491
Zoo Keeper II	05410	4,742	4,980	5,230	5,491	5,765	6,053	6,357
Zoo Operations Coordinator	05485	5,332	5,599	5,879	6,173	6,482	6,805	7,145

The (T) designates a terminal classification. A position classification that has been designated as terminal by formal City Council action will be deleted from the City's Classification and Compensation Plan when vacated by its last remaining incumbent. No new appointments may be made to a classification that has been so assigned.

EXHIBIT A

SERVICE EMPLOYEES INTERNATIONAL UNION PART-TIME (SEIU PT)
HOURLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED JULY 16, 2024

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Account Clerk I	09041	21.50	22.54	23.67	24.86	26.09
Account Clerk II	09042	23.78	24.96	26.24	27.52	28.90
Administrative Aide	09770	27.26	28.62	30.04	31.55	33.13
Animal Keeper	09000	17.13	17.99	18.89	19.83	20.82
Building Maintenance Assistant	09215	23.43	24.59	25.82	27.14	28.46
Cashier	09040	16.65	17.48	18.35	19.27	20.23
Clerical Aide	09060	16.98	17.84	18.69	19.62	20.60
Combination Inspector	09800	33.30	34.93	36.72	38.54	40.49
Community Center Aide (Part-Time)	09100	22.26	23.37	24.54	25.77	27.06
Computer Technician	09690	21.66	22.74	23.89	25.10	26.37
Customer Service Clerk	09780	22.32	23.43	24.60	25.83	27.14
Data Entry Clerk	09120	18.51	19.45	20.45	21.45	22.53
Engineering Apprentice	09471	22.90	24.05	25.25	26.51	27.84
Equipment Service Attendant	09140	20.84	21.85	22.98	24.09	25.33
General Maintenance Assistant (Part-Time)	09300	18.09	19.01	19.97	20.97	22.03
Information Desk Clerk	09755	18.69	19.62	20.60	21.63	22.71
Janitor	09170	17.07	17.92	18.82	19.76	20.77
Library Associate	09271	20.91	21.96	23.05	24.21	25.43
Library Clerk I	09200	17.42	18.27	19.19	20.18	21.16
Library Clerk II	09210	19.30	20.25	21.24	22.32	23.43
Lifeguard (Part-Time)	05311	18.99	19.96	20.97	22.02	23.13
Maintenance Attendant (Part-Time) (T)	09230	16.54	17.37	17.94	18.84	19.78
Mobile Library Clerk	09280	21.22	22.32	23.40	24.59	25.82
Municipal Utility Reader / Collector	09775	21.36	22.43	23.53	24.72	25.96
Page	09290	16.54	17.37	17.94	18.84	19.78
Park Ranger (Part-Time)	03615	30.03	31.54	33.11	34.79	36.54
Parking Meter Technician I (Part-Time)	07161	27.50	28.88	30.32	31.84	33.43
Permit Parking Aide	09505	23.05	24.20	25.43	26.68	28.01
Permit Services Technician (Part-Time)	02579	38.31	40.24	42.25	44.35	46.57
Planning Technician (Part-Time)	09135	27.38	28.74	30.19	31.70	33.30
Police Records Clerk	09330	20.24	21.22	22.32	23.40	24.59
Police Supply Clerk	09340	20.30	21.32	22.39	23.51	24.69
Pool Manager (Part-Time)	05315	23.37	24.54	25.77	27.06	28.41
Program Leader I (Part-Time)	09360	16.61	17.44	18.31	19.23	20.19
Program Leader II (Part-Time)	09395	18.09	19.01	19.97	20.97	22.03
Purchasing Clerk	09720	21.41	22.48	23.63	24.79	26.02

EXHIBIT A

SERVICE EMPLOYEES INTERNATIONAL UNION PART-TIME (SEIU PT)
HOURLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED JULY 16, 2024

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Right-of-Way Technician	09900	17.22	18.09	19.03	19.96	20.93
Senior Clerical Aide	09070	18.69	19.62	20.60	21.63	22.71
Senior Library Associate	09270	22.20	23.30	24.44	25.69	26.96
Senior Lifeguard (Part-Time)	05314	21.20	22.26	23.37	24.54	25.77
Senior Maintenance Aide	09250	16.67	17.49	18.36	19.30	20.27
Senior Maintenance Worker	09260	20.27	21.28	22.34	23.46	24.63
Senior Office Assistant (Part-Time)	09090	22.27	23.38	24.55	25.78	27.07
Senior Program Leader (Part-Time)	08160	20.19	21.20	22.26	23.37	24.54
Senior Special Employment Counselor	08370	17.22	18.09	19.03	19.96	20.93
Stores Aide	09460	19.88	20.88	21.89	23.01	24.13
Substitute Teacher (Part-Time)	05319	29.88	31.37	32.94	34.59	36.32
Tutor	08420	17.22	18.08	18.98	19.93	20.93
Water Conservation Representative	09960	17.59	18.46	19.37	20.34	21.40

The (T) designates a terminal classification. A position classification that has been designated as terminal by formal City Council action will be deleted from the City's Classification and Compensation Plan when vacated by its last remaining incumbent. No new appointments may be made to a classification that has been so assigned.