

CONTRACT EXTENSION TO
THE MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF SANTA ANA AND
PART-TIME NON CIVIL SERVICE EMPLOYEES UNIT
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL

721

The City of Santa Ana (CITY) and the Service Employees International Union (SEIU) have met and agreed to amend the Memorandum of Understanding (MOU) between the CITY and the Part-Time Non Civil Service Unit of SEIU through May 15, 2025. The existing MOU provisions will remain unchanged unless addressed by this addendum. The MOU will be amended as follows:

AMENDED ARTICLES (new language in bold)

- 4.1 Wage Rate Schedule. The wage rates for the designated class titles for employees in the unit are set forth in Exhibit A.

Effective on the first day of the pay period following City Council approval of this MOU, the base salaries for all employees in the bargaining unit will be increased by five percent (5.00%).

Effective on the first day of the pay period following July 1, 2023, the base salaries for all employees in the bargaining unit will be increased by five percent (5.00%).

All employees in the bargaining unit as of City Council approval of the MOU with an original hire date prior to May 1, 2020, and for those who have been since re-hired who are active in the unit will receive a one-time payment of two thousand dollars (\$2,000.00). At the same time, all other active employees in the unit who do not qualify for the one two thousand dollar (\$2,000.00) one-time payment, shall receive a one-time payment of three hundred dollars (\$300.00). The payment will be made as soon as practicable but no later than sixty (60) days of approval of the MOU.

Effective on the first day of the pay period following November 15, 2024, the base salaries for all employees in the bargaining unit will be increased by one percent (1.00%).

- 7.2 Safety Shoes

- A. The City agrees to pay up to two hundred dollars (\$200) per fiscal year per eligible employee, for the purchase and/or repair of approved safety shoes/boots. The option of purchase and/or repair shall be at the sole discretion of the employee.

Effective on the first day of the pay period following November 15, 2024, the City agrees to pay up to three hundred dollars (\$300) per fiscal year per eligible employee, for the purchase and/or repair of approved safety shoes/boots. The option of purchase and/or repair shall be at the sole discretion of the employee.

- B. All safety shoes/boots purchased under this program must meet the requirements under the American Society for Testing and Materials (ASTM) F 2412-05 and F 2413-05.
- C. If **incumbents of a particular classification are** ~~is designated as required its incumbents to~~ wear safety shoes, ~~then it will be mandatory for all incumbents~~ **shall** ~~of that class to~~ wear the type of safety shoe (boot or low-quarter) deemed to be appropriate by the Department Head (some exemptions may be allowed, on a case-by-case basis, depending on the type and amount of exposure to hazard in particular positions) and subject to the approval or disapproval of the Executive Director of Human Resources or designee.

15.1 This MOU will expire on ~~November 15, 2024~~ **May 15, 2025**. The City is willing to begin negotiations for a successor MOU ~~by March 1, 2024 if requested by February 15, 2025. 2024 by the union. If the union makes a request after February 1, 2024,~~ the City agrees to begin negotiations within thirty (30) days of the request to bargain ~~from the union.~~

CITY OF SANTA ANA, A Municipal
Corporation of the State of California

Dated: _____

By: _____
MAYOR

Dated: _____

By: _____
CITY MANAGER

Dated: 1-6-25

By: Fori Schnaider
EXECUTIVE DIRECTOR OF
HUMAN RESOURCES

ATTEST:

APPROVED AS TO FORM:

CLERK OF THE COUNCIL

Peter Brown
Peter Brown
Labor Attorney

This Agreement has been ratified by the membership of the Santa Ana City Employees, Chapter 1939/Service Employees International Union Local 721, Part Time Employees Representation Unit.

Dated: Jan 06, 2025

Ryan Murillo
Ryan Murillo (Jan 6, 2025 10:26 PST)

Ryan Murillo
Chief Negotiator

Dated: Jan 06, 2025

By: R-H
Ruben Hernandez (Jan 6, 2025 12:08 PST)

Ruben Hernandez
SEIU President

Dated: Jan 06, 2025

Carmen
Carmen Acosta (Jan 6, 2025 11:23 PST)

Carmen Acosta
Board Member

Dated: Jan 06, 2025

By: Isaias
Isaias Huizar (Jan 6, 2025 10:47 PST)

Isaias Huizar
Board Member

**SEIU PART-TIME HOURLY WAGE RATE SCHEDULE
EFFECTIVE NOVEMBER 17, 2024**

EXHIBIT A

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Account Clerk I	09041	21.72	22.77	23.91	25.11	26.35
Account Clerk II	09042	24.02	25.21	26.50	27.80	29.19
Administrative Aide	09770	27.53	28.91	30.34	31.87	33.46
Animal Keeper	09000	17.30	18.17	19.08	20.03	21.03
Building Maintenance Assistant	09215	23.66	24.84	26.08	27.41	28.74
Cashier	09040	16.82	17.65	18.53	19.46	20.43
Clerical Aide	09060	17.15	18.02	18.88	19.82	20.81
Combination Inspector	09800	33.63	35.28	37.09	38.93	40.89
Community Center Aide (Part-Time)	09100	22.48	23.60	24.79	26.03	27.33
Computer Technician	09690	21.88	22.97	24.13	25.35	26.63
Customer Service Clerk	09780	22.54	23.66	24.85	26.09	27.41
Data Entry Clerk	09120	18.70	19.64	20.65	21.66	22.76
Engineering Apprentice	09471	23.13	24.29	25.50	26.78	28.12
Equipment Service Attendant	09140	21.05	22.07	23.21	24.33	25.58
General Maintenance Assistant (Part-Time)	09300	18.27	19.20	20.17	21.18	22.25
Information Desk Clerk	09755	18.88	19.82	20.81	21.85	22.94
Janitor	09170	17.24	18.10	19.01	19.96	20.98
Library Associate	09271	21.12	22.18	23.28	24.45	25.68
Library Clerk I	09200	17.59	18.45	19.38	20.38	21.37
Library Clerk II	09210	19.49	20.45	21.45	22.54	23.66
Lifeguard (Part-Time)	05311	19.18	20.16	21.18	22.24	23.36
Maintenance Attendant (Part-Time) (T)	09230	16.71	17.54	18.12	19.03	19.98
Mobile Library Clerk	09280	21.43	22.54	23.63	24.84	26.08
Municipal Utility Reader / Collector	09775	21.57	22.65	23.77	24.97	26.22
Page	09290	16.71	17.54	18.12	19.03	19.98
Park Ranger (Part-Time)	03615	30.33	31.86	33.44	35.14	36.91
Parking Meter Technician I (Part-Time)	07161	27.78	29.17	30.62	32.16	33.76
Permit Parking Aide	09505	23.28	24.44	25.68	26.95	28.29
Permit Services Technician (Part-Time)	02579	38.69	40.64	42.67	44.79	47.04
Planning Technician (Part-Time)	09135	27.65	29.03	30.49	32.02	33.63
Police Records Clerk	09330	20.44	21.43	22.54	23.63	24.84
Police Supply Clerk	09340	20.50	21.53	22.61	23.75	24.94
Pool Manager (Part-Time)	05315	23.60	24.79	26.03	27.33	28.69
Program Leader I (Part-Time)	09360	16.78	17.61	18.49	19.42	20.39
Program Leader II (Part-Time)	09395	18.27	19.20	20.17	21.18	22.25

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Purchasing Clerk	09720	21.62	22.70	23.87	25.04	26.28
Right-of-Way Technician	09900	17.39	18.27	19.22	20.16	21.14
Senior Clerical Aide	09070	18.88	19.82	20.81	21.85	22.94
Senior Library Associate	09270	22.42	23.53	24.68	25.95	27.23
Senior Lifeguard (Part-Time)	05314	21.41	22.48	23.60	24.79	26.03
Senior Maintenance Aide	09250	16.84	17.66	18.54	19.49	20.47
Senior Maintenance Worker	09260	20.47	21.49	22.56	23.69	24.88
Senior Office Assistant (Part-Time)	09090	22.49	23.61	24.80	26.04	27.34
Senior Program Leader (Part-Time)	08160	20.39	21.41	22.48	23.60	24.79
Senior Special Employment Counselor	08370	22.61	23.75	24.94	26.18	27.49
Stores Aide	09460	20.08	21.09	22.11	23.24	24.37
Substitute Teacher (Part-Time)	05319	30.18	31.68	33.27	34.94	36.68
Tutor	08420	17.39	18.26	19.17	20.13	21.14
Water Conservation Representative	09960	17.77	18.64	19.56	20.54	21.61