

RESOLUTION NO. 2021-XX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SANTA ANA TO AMEND RESOLUTION NO. 2015-026 TO EFFECT CERTAIN CHANGES TO THE CITY'S BASIC CLASSIFICATION AND COMPENSATION PLAN.

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

Section 1: The City Council hereby finds, determines and declares as follows:

- A. Section 1004, Article X of the City Charter of the City of Santa Ana 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. On June 16, 2015, the City Council adopted Resolution No. 2015-026 amending and re-establishing the Basic Classification and Compensation Plan for all Full-Time and Part-Time Classifications of Officers and Employees of the City of Santa Ana.
- C. 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.
- D. The Human Resources Department has completed a review of the various departmental requests to make changes to the City's organizational structure, classification titles, and staffing which revealed the need to effect certain changes to the City's basic classification and compensation plans.
- E. The City Council has amended and reestablished the Basic Classification and Compensation Plan on numerous occasions since its adoption.
- F. It is now desired to amend Council Resolution No. 2015-026, as amended, in order to effect these changes, as shown below:

Section 2: The Santa Ana City Council amends Resolution No. 2015-026, Exhibit "B" as follows:

A. Adding the following full time classification title at the monthly six-step salary rate range indicated:

<u>6-Step Salary Rate Range Effective 1/1/2021</u>		
<u>Classification Title</u>	<u>SRR</u>	<u>Monthly Salary</u> <u>Minimum-Maximum</u>
Equity and Inclusion Coordinator (UC-Exempt)	668	\$6317-\$8064

Section 3: The Santa Ana City Council amends Resolution No. 2015-026, Exhibit "E" as follows:

A. Adding the following full time classification titles at the monthly seventeen-step salary rate range indicated:

<u>17-Step Salary Rate Range Effective 1/1/2021</u>		
<u>Classification Title</u>	<u>SRR</u>	<u>Monthly Salary</u> <u>Minimum-Maximum</u>
Homeless Services Division Manager	MM-22	\$9531-\$14147
Organizational Development and Training Manager	MM-18	\$8635-\$12816

Section 4: The Santa Ana City Council amends Resolution No. 2015-026, Exhibit "F" as follows:

A. Adding the following full time classification titles at the monthly seven-step salary rate range indicated:

<u>7-Step Salary Rate Range Effective 1/1/2021</u>		
<u>Classification Title</u>	<u>SRR</u>	<u>Monthly Salary</u> <u>Minimum-Maximum</u>
Corporate Yard Maintenance Attendant	575	\$3449-\$4624
Enterprise Program Manager	734	\$7499-\$10055
Library Technician	603	\$3954-\$5304
Right of Way Coordinator	603	\$3954-\$5304
Senior Library Technician	623	\$4360-\$5847

Section 5: The Santa Ana City Council amends Resolution No. 2015-026, Exhibit "H" as follows:

A. Adding the title for the following represented categories of non-civil service part-time classification titles at the hourly five-step salary rate range indicated:

5-Step Salary Rate Range Effective 1/1/2021

Classification Title

Library Associate

Senior Library Associate

Hourly Salary

Minimum-Maximum

\$18.96-\$23.07

\$20.13-\$24.46

Section 6: All salary rate range classifications are set forth in the City's "Salary Schedule" as periodically updated.

Section 7: That except as amended by this Resolution, all other provisions of Resolution No. 2015-026 as amended shall remain in full force and effect

Section 8: This Resolution is operative from and after July 1, 2021.

ADOPTED this 1st day of June, 2021.

Vincente Sarmiento
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, Daisy Gomez, Clerk of the Council, do hereby attest to and certify the attached Resolution No. 2021-____ to be the original Resolution adopted by the City Council of the City of Santa Ana on June 1, 2021

Date: _____

Clerk of the Council
City of Santa Ana