

RESOLUTION NO. 2023-XXX

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 of the City of Santa Ana hereby finds, determines, and declares as follows:

- A. Section 1004 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. 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. On June 16, 2015, the City Council adopted Resolution No. 2015-026 amending and reestablishing the Basic 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 has amended and reestablished the Basic Classification and Compensation Plan on numerous occasions since its adoption.
- E. On December 20, 2022, the City Council implemented the terms and conditions of the City's last, best, and final offer made to the Santa Ana Police Officers Association ("SAPOA") on September 8, 2022 that included a base salary increase of three (3) percent effective the pay period following City Council approval, or January 1, 2023.
- F. It is now desired to amend Resolution No. 2015-026, as amended, and its corresponding exhibits in order to effect these changes, as shown below.

Section 2. The Santa Ana City Council amends Resolution No. 2015-026, as amended, and its corresponding exhibits as follows:

- A. Updating the following Exhibit D monthly steps for SAPOA classifications per the implemented terms and conditions of the City's last, best, and final offer dated September 8, 2022 that included a base salary increase of three (3) percent effective January 1, 2023:

JOB TITLE	SRR	A	B	C	D	E
Animal Service Officer I	668	\$5,597	\$5,877	\$6,172	\$6,480	\$6,804
Animal Service Officer II	698	\$6,480	\$6,804	\$7,145	\$7,501	\$7,876
Background Investigator	683	\$6,022	\$6,324	\$6,639	\$6,971	\$7,320
Communications Services Officer	663	\$5,463	\$5,736	\$6,022	\$6,324	\$6,639
Correctional Officer	683	\$6,022	\$6,324	\$6,639	\$6,971	\$7,320
Correctional Supervisor	732	\$7,650	\$8,033	\$8,435	\$8,857	\$9,300
Crime Research Aide	694	\$6,355	\$6,672	\$7,005	\$7,355	\$7,724
Crime Research Analyst	720	\$7,215	\$7,576	\$7,955	\$8,352	\$8,770
Emergency Operations Coordinator	752	\$8,435	\$8,857	\$9,300	\$9,766	\$10,254
Firearms Examiner	739	\$7,916	\$8,311	\$8,727	\$9,164	\$9,622
Forensic Services Supervisor	770	\$9,209	\$9,670	\$10,153	\$10,661	\$11,194
Forensic Specialist I	694	\$6,355	\$6,672	\$7,005	\$7,355	\$7,724
Forensic Specialist II	713	\$6,971	\$7,320	\$7,687	\$8,072	\$8,476
Parking Control Officer	633	\$4,716	\$4,954	\$5,203	\$5,463	\$5,736
Police Athletic/Activities League Assistant Director	662	\$5,436	\$5,708	\$5,993	\$6,293	\$6,607
Police Communications Supervisor	728	\$7,501	\$7,876	\$8,270	\$8,684	\$9,119
Police Community Services Specialist	683	\$6,022	\$6,324	\$6,639	\$6,971	\$7,320
Police Evidence and Supply Specialist	666	\$5,543	\$5,820	\$6,112	\$6,417	\$6,738
Police Evidence and Supply Supervisor	686	\$6,112	\$6,417	\$6,738	\$7,075	\$7,427
Police Investigative Specialist	683	\$6,022	\$6,324	\$6,639	\$6,971	\$7,320
Police Officer	739	\$7,916	\$8,311	\$8,727	\$9,164	\$9,622
Police Photo/Video Specialist	678	\$5,877	\$6,172	\$6,480	\$6,804	\$7,145
Police Property and Evidence Supervisor	686	\$6,112	\$6,417	\$6,738	\$7,075	\$7,427
Police Recruit	692	\$6,293	\$6,607	\$6,937	\$7,285	\$7,650
Police Sergeant	782	\$9,766	\$10,254	\$10,767	\$11,305	\$11,871
Police Service Officer	663	\$5,463	\$5,736	\$6,022	\$6,324	\$6,639
Police Services Dispatcher	688	\$6,172	\$6,480	\$6,804	\$7,145	\$7,501
Rangemaster	663	\$5,463	\$5,736	\$6,022	\$6,324	\$6,639
Senior Parking Control Officer	653	\$5,203	\$5,463	\$5,736	\$6,022	\$6,324
Traffic Services Specialist	683	\$6,022	\$6,324	\$6,639	\$6,971	\$7,320

B. Adding the following classifications effective February 26, 2023, which is the start date of the first full pay period following City Council approval.

JOB TITLE	EXH	SRR	BASIS	STEP	RATE
Data Analyst (UC)	B	668	Monthly	AA	\$6,538
				A	\$6,863
				B	\$7,209
				C	\$7,568
				D	\$7,948
				E	\$8,346
Human Resources Communications Specialist (UC)	B	663	Monthly	AA	\$6,380
				A	\$6,702
				B	\$7,034
				C	\$7,386
				D	\$7,754
				E	\$8,142
Senior Human Resources Communications Specialist (AM)	E	722	Monthly	A	\$8,509
				B	\$8,935
				C	\$9,380
				D	\$9,850
				E	\$10,345
Data Analyst (Part-Time)	I	-	Hourly	AA	\$37.72
				A	\$39.59
				B	\$41.59
				C	\$43.66
				D	\$45.85
				E	\$48.15
Personnel Board Secretary (Part-Time)	I	-	Hourly	AA	\$29.00
				A	\$30.45
				B	\$31.97
				C	\$33.57
				D	\$35.25
				E	\$37.01
Senior Human Resources Communications Specialist (Part-Time)	I	-	Hourly	A	\$49.09
				B	\$51.55
				C	\$54.12
				D	\$56.83
				E	\$59.68

- C. Deleting the following classification effective February 26, 2023, which is the start date of the first full pay period following City Council approval.

JOB TITLE	EXH	SRR	BASIS	STEP	RATE
Risk Management Technician	I	-	Hourly	A	\$31.62
				B	\$33.23
				C	\$34.88
				D	\$36.63
				E	\$38.46

- D. Changing the compensation of the following classifications to the pay rates listed below effective February 26, 2023, which is the start date of the first full pay period following City Council approval.

JOB TITLE	EXH	SRR	BASIS	STEP	RATE
Utilities Customer Service Supervisor	F	677	Monthly	AAA	\$5,678
				AA	\$5,963
				A	\$6,260
				B	\$6,574
				C	\$6,903
				D	\$7,247
				E	\$7,609
Administrative Intern	I	-	Hourly	A	\$18.15
				B	\$19.06
Budget Intern	I	-	Hourly	A	\$19.97
				B	\$20.96
Engineering Intern	I	-	Hourly	A	\$19.97
				B	\$20.96
Management Intern	I	-	Hourly	A	\$21.96
				B	\$23.06
Senior Administrative Intern	I	-	Hourly	A	\$19.97
				B	\$20.96

- E. Changing the job title of the following classifications effective February 26, 2023, which is the start date of the first full pay period following City Council approval.

Change 'Equity and Inclusion Coordinator (Exempt) (UC)' to:

JOB TITLE	EXH	SRR	BASIS	STEP	RATE
Equity and Inclusion Coordinator (Excepted) (UC)	B	668	Monthly	AA	\$6,538
				A	\$6,863
				B	\$7,209
				C	\$7,568
				D	\$7,948
				E	\$8,346

Change 'Planning Technician' to:

JOB TITLE	EXH	SRR	BASIS	STEP	RATE
Planning Technician (Part-Time)	H	-	Hourly	A	\$26.08
				B	\$27.37
				C	\$28.75
				D	\$30.19
				E	\$31.71


Section 3. Except as amended by this Resolution, all other provisions of Resolution No. 2015-026, as amended, and its corresponding exhibits shall remain in full force and effect.

Section 4. This Resolution is to be operative from and after the date which it is adopted.

ADOPTED this 21st day of February, 2023.

Valerie Amezcua
Mayor

APPROVED AS TO FORM:
Sonia R. Carvalho
City Attorney

By: 
Laura A. Rossini
Chief Assistant City Attorney

AYES: Councilmembers _____

NOES: Councilmembers _____

ABSTAIN: Councilmembers _____

NOT PRESENT: Councilmembers _____

CERTIFICATE OF ATTESTATION AND ORIGINALITY

I, _____, Clerk of the Council, do hereby attest to and certify the attached Resolution No. 2023-____ to be the original Resolution adopted by the City Council of the City of Santa Ana on February 21, 2023.

Date: _____

Clerk of the Council
City of Santa Ana