

RESOLUTION NO. 2023-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 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. The City Council regularly amends the City's classification and compensation plan for all full- and part-time classifications of officers and employees of the City of Santa Ana.
- D. It is now desired to amend the City's classification and compensation plan.

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

- A. Create the following classifications:

UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
CASA	Administrative Receptionist (Excepted) (UC)	561 UC	Monthly	AA	\$3,876
				A	\$4,068
				B	\$4,271
				C	\$4,486
				D	\$4,710
				E	\$4,945

CASA	Management Analyst – Police Oversight Commission (Excepted) (UC)	668 UC	Monthly	AA	\$6,538
				A	\$6,863
				B	\$7,209
				C	\$7,568
				D	\$7,948
				E	\$8,346
SAMA	Rent Stabilization Manager (MM)	22 MM	Monthly	1	\$9,865
				2	\$10,109
				3	\$10,359
				4	\$10,622
				5	\$10,889
				6	\$11,160
				7	\$11,439
				8	\$11,727
				9	\$12,018
				10	\$12,318
				11	\$12,627
				12	\$12,943
				13	\$13,265
				14	\$13,595
				15	\$13,936
				16	\$14,285
				17	\$14,642
SAMA	Zoo Animal Care Manager (AM)	683 AM	Monthly	A	\$7,034
				B	\$7,386
				C	\$7,754
				D	\$8,142
				E	\$8,549
Seasonal PT	Finance Project Manager (Part-Time)	-	Hourly	1	\$61.28
				2	\$62.82
				3	\$64.38
				4	\$65.99
				5	\$67.66
				6	\$69.33
				7	\$71.07
				8	\$72.85
				9	\$74.67
				10	\$76.53
				11	\$78.43
				12	\$80.40
				13	\$82.41
				14	\$84.47
				15	\$86.60
				16	\$88.75
				17	\$90.98

SEIU FT	Senior Buyer	703 SEIU	Monthly	AAA	\$6,446
				AA	\$6,768
				A	\$7,107
				B	\$7,463
				C	\$7,837
				D	\$8,229
				E	\$8,641
SEIU FT	Transportation Driver	602 SEIU	Monthly	AAA	\$3,935
				AA	\$4,132
				A	\$4,339
				B	\$4,556
				C	\$4,787
				D	\$5,026
				E	\$5,278

B. Delete the following classifications:

UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
SAMA	Transit Program Manager (MM)	25 MM	Monthly	1	\$10,622
				2	\$10,889
				3	\$11,160
				4	\$11,439
				5	\$11,727
				6	\$12,018
				7	\$12,318
				8	\$12,627
				9	\$12,943
				10	\$13,265
				11	\$13,595
				12	\$13,936
				13	\$14,285
				14	\$14,642
				15	\$15,010
				16	\$15,384
				17	\$15,769
SEIU FT	Public Works Project Manager	792 SEIU	Monthly	AAA	\$9,955
				AA	\$10,453
				A	\$10,976
				B	\$11,525
				C	\$12,102
				D	\$12,707
				E	\$13,342

SEIU FT	Recreation and Community Events Supervisor	706 SEIU	Monthly	AAA	\$6,542
				AA	\$6,869
				A	\$7,211
				B	\$7,571
				C	\$7,951
				D	\$8,349
				E	\$8,767
SEIU FT	Senior Grading Specialist	702 SEIU	Monthly	AAA	\$6,415
				AA	\$6,735
				A	\$7,073
				B	\$7,427
				C	\$7,799
				D	\$8,189
				E	\$8,599
SEIU FT	Senior Land Surveyor	802 SEIU	Monthly	AAA	\$10,453
				AA	\$10,976
				A	\$11,525
				B	\$12,102
				C	\$12,707
				D	\$13,342
				E	\$14,009
SEIU FT	Senior Plumbing/Mechanical Systems Specialist	701 SEIU	Monthly	AAA	\$6,384
				AA	\$6,702
				A	\$7,039
				B	\$7,391
				C	\$7,761
				D	\$8,149
				E	\$8,557
SEIU FT	Senior Traffic Engineer	792 SEIU	Monthly	AAA	\$9,955
				AA	\$10,453
				A	\$10,976
				B	\$11,525
				C	\$12,102
				D	\$12,707
				E	\$13,342
SEIU FT	Supervising Buyer	715 SEIU	Monthly	AAA	\$6,835
				AA	\$7,176
				A	\$7,535
				B	\$7,913
				C	\$8,309
				D	\$8,725
				E	\$9,161

SEIU FT	Survey Party Chief	714 SEIU	Monthly	AAA	\$6,801
				AA	\$7,141
				A	\$7,499
				B	\$7,875
				C	\$8,269
				D	\$8,683
				E	\$9,117
SEIU FT	Survey Party Technician I	650 SEIU	Monthly	AAA	\$4,978
				AA	\$5,226
				A	\$5,488
				B	\$5,762
				C	\$6,050
				D	\$6,353
				E	\$6,670
SEIU FT	Survey Party Technician II	681 SEIU	Monthly	AAA	\$5,790
				AA	\$6,080
				A	\$6,384
				B	\$6,702
				C	\$7,039
				D	\$7,391
				E	\$7,761
SEIU PT	Senior Tutor	-	Hourly	A	\$18.98
				B	\$19.93
				C	\$20.93
				D	\$21.92
				E	\$23.02

C. Amend the compensation of the following classifications:

		UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SAMA	Code Enforcement Principal (AM)	725 AM	Monthly	A	\$8,634	
					B	\$9,065	
					C	\$9,518	
					D	\$9,997	
					E	\$10,496	
TO	SAMA	Code Enforcement Principal (AM)	760 AM	Monthly	A	\$10,243	
					B	\$10,756	
					C	\$11,295	
					D	\$11,858	
					E	\$12,451	

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SAMA	Permit Services Principal (AM)	725 AM	Monthly	A	\$8,634
					B	\$9,065
					C	\$9,518
					D	\$9,997
					E	\$10,496
TO	SAMA	Permit Services Principal (AM)	745 AM	Monthly	A	\$9,518
					B	\$9,997
					C	\$10,496
					D	\$11,022
					E	\$11,580

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SEIU FT	Accounts Payable Supervisor	675 SEIU	Monthly	AAA	\$5,623
					AA	\$5,905
					A	\$6,200
					B	\$6,510
					C	\$6,835
					D	\$7,176
					E	\$7,535
TO	SEIU FT	Accounts Payable Supervisor	730 SEIU	Monthly	AAA	\$7,355
					AA	\$7,723
					A	\$8,109
					B	\$8,515
					C	\$8,941
					D	\$9,388
					E	\$9,857

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SEIU FT	Tree Maintenance Supervisor	691 SEIU	Monthly	AAA	\$6,080
					AA	\$6,384
					A	\$6,702
					B	\$7,039
					C	\$7,391
					D	\$7,761
					E	\$8,149
TO	SEIU FT	Tree Maintenance Supervisor	692 SEIU	Monthly	AAA	\$6,110
					AA	\$6,415
					A	\$6,735
					B	\$7,073
					C	\$7,427
					D	\$7,799
					E	\$8,189

D. Amend the job titles of the following classifications:

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SAMA	Assistant Clerk Of The Council (MM)	18 MM	Monthly	1	\$8,937
					2	\$9,159
					3	\$9,386
					4	\$9,621
					5	\$9,865
					6	\$10,109
					7	\$10,359
					8	\$10,622
					9	\$10,889
					10	\$11,160
					11	\$11,439
					12	\$11,727
					13	\$12,018
					14	\$12,318
					15	\$12,627
					16	\$12,943
					17	\$13,265
TO	SAMA	Assistant City Clerk (MM)	18 MM	Monthly	1	\$8,937
					2	\$9,159
					3	\$9,386
					4	\$9,621
					5	\$9,865
					6	\$10,109
					7	\$10,359
					8	\$10,622
					9	\$10,889
					10	\$11,160
					11	\$11,439
					12	\$11,727
					13	\$12,018
					14	\$12,318
					15	\$12,627
					16	\$12,943
					17	\$13,265

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SAMA	Deputy Public Works Director / Construction Services Manager (MM)	26 MM	Monthly	1	\$10,889
					2	\$11,160
					3	\$11,439
					4	\$11,727
					5	\$12,018
					6	\$12,318
					7	\$12,627
					8	\$12,943
					9	\$13,265
					10	\$13,595
					11	\$13,936
					12	\$14,285
					13	\$14,642
					14	\$15,010
					15	\$15,384
					16	\$15,769
					17	\$16,160
TO	SAMA	Deputy Public Works Director / Parks, Fleet, and Facilities Manager (MM)	26 MM	Monthly	1	\$10,889
					2	\$11,160
					3	\$11,439
					4	\$11,727
					5	\$12,018
					6	\$12,318
					7	\$12,627
					8	\$12,943
					9	\$13,265
					10	\$13,595
					11	\$13,936
					12	\$14,285
					13	\$14,642
					14	\$15,010
					15	\$15,384
					16	\$15,769
					17	\$16,160

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SAMA	Recreation and Community Services Manager (MM)	22 MM	Monthly	1	\$9,865
					2	\$10,109
					3	\$10,359
					4	\$10,622
					5	\$10,889
					6	\$11,160
					7	\$11,439
					8	\$11,727
					9	\$12,018
					10	\$12,318
					11	\$12,627
					12	\$12,943
					13	\$13,265
					14	\$13,595
					15	\$13,936
					16	\$14,285
					17	\$14,642
TO	SAMA	Deputy Parks, Recreation, and Community Services Director (Recreation) (MM)	22 MM	Monthly	1	\$9,865
					2	\$10,109
					3	\$10,359
					4	\$10,622
					5	\$10,889
					6	\$11,160
					7	\$11,439
					8	\$11,727
					9	\$12,018
					10	\$12,318
					11	\$12,627
					12	\$12,943
					13	\$13,265
					14	\$13,595
					15	\$13,936
					16	\$14,285
					17	\$14,642

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SAMA	Senior Legal Management Assistant (Excepted) (AM)	707 AM	Monthly	A	\$7,908
					B	\$8,304
					C	\$8,718
					D	\$9,154
					E	\$9,610
TO	SAMA	Senior Legal Management Analyst (Excepted) (AM)	707 AM	Monthly	A	\$7,908
					B	\$8,304
					C	\$8,718
					D	\$9,154
					E	\$9,610

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SAMA	Zoo Manager (MM)	22 MM	Monthly	1	\$9,865
					2	\$10,109
					3	\$10,359
					4	\$10,622
					5	\$10,889
					6	\$11,160
					7	\$11,439
					8	\$11,727
					9	\$12,018
					10	\$12,318
					11	\$12,627
					12	\$12,943
					13	\$13,265
					14	\$13,595
					15	\$13,936
					16	\$14,285
					17	\$14,642
TO	SAMA	Deputy Parks, Recreation, and Community Services Director (Zoo) (MM)	22 MM	Monthly	1	\$9,865
					2	\$10,109
					3	\$10,359
					4	\$10,622
					5	\$10,889
					6	\$11,160
					7	\$11,439
					8	\$11,727
					9	\$12,018
					10	\$12,318
					11	\$12,627
					12	\$12,943
					13	\$13,265
					14	\$13,595
					15	\$13,936
					16	\$14,285
					17	\$14,642

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	Seasonal PT	Background Investigator	-	Hourly	A	\$28.45
					B	\$29.87
					C	\$31.38
					D	\$32.94
					E	\$34.60
TO	Seasonal PT	Background Investigator (Part-Time)	-	Hourly	A	\$28.45
					B	\$29.87
					C	\$31.38
					D	\$32.94
					E	\$34.60

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SEIU FT	Assistant Parks/Landscape Planner	682 SEIU	Monthly	AAA	\$5,818
					AA	\$6,110
					A	\$6,415
					B	\$6,735
					C	\$7,073
					D	\$7,427
					E	\$7,799
TO	SEIU FT	Assistant Park and Landscape Planner	682 SEIU	Monthly	AAA	\$5,818
					AA	\$6,110
					A	\$6,415
					B	\$6,735
					C	\$7,073
					D	\$7,427
					E	\$7,799

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SEIU FT	Contracts Administrator	687 SEIU	Monthly	AAA	\$5,963
					AA	\$6,260
					A	\$6,574
					B	\$6,903
					C	\$7,247
					D	\$7,609
					E	\$7,989
TO	SEIU FT	Public Works Contracts Administrator	687 SEIU	Monthly	AAA	\$5,963
					AA	\$6,260
					A	\$6,574
					B	\$6,903
					C	\$7,247
					D	\$7,609
					E	\$7,989

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SEIU FT	Deputy Clerk of the Council	641 SEIU	Monthly	AAA	\$4,764
					AA	\$5,002
					A	\$5,252
					B	\$5,515
					C	\$5,790
					D	\$6,080
					E	\$6,384
TO	SEIU FT	Deputy City Clerk	641 SEIU	Monthly	AAA	\$4,764
					AA	\$5,002
					A	\$5,252
					B	\$5,515
					C	\$5,790
					D	\$6,080
					E	\$6,384

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SEIU FT	General Maintenance Leader	660 SEIU	Monthly	AAA	\$5,226
					AA	\$5,488
					A	\$5,762
					B	\$6,050
					C	\$6,353
					D	\$6,670
					E	\$7,005
TO	SEIU FT	Park Maintenance Leader	660 SEIU	Monthly	AAA	\$5,226
					AA	\$5,488
					A	\$5,762
					B	\$6,050
					C	\$6,353
					D	\$6,670
					E	\$7,005

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SEIU FT	General Maintenance Supervisor	691 SEIU	Monthly	AAA	\$6,080
					AA	\$6,384
					A	\$6,702
					B	\$7,039
					C	\$7,391
					D	\$7,761
					E	\$8,149
TO	SEIU FT	Park Maintenance Supervisor	691 SEIU	Monthly	AAA	\$6,080
					AA	\$6,384
					A	\$6,702
					B	\$7,039
					C	\$7,391
					D	\$7,761
					E	\$8,149

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SEIU FT	General Maintenance Worker	639 SEIU	Monthly	AAA	\$4,718
					AA	\$4,954
					A	\$5,201
					B	\$5,461
					C	\$5,734
					D	\$6,021
					E	\$6,322
TO	SEIU FT	Park Maintenance Worker	639 SEIU	Monthly	AAA	\$4,718
					AA	\$4,954
					A	\$5,201
					B	\$5,461
					C	\$5,734
					D	\$6,021
					E	\$6,322

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SEIU FT	Maintenance Assistant	575 SEIU	Monthly	AAA	\$3,449
					AA	\$3,622
					A	\$3,803
					B	\$3,994
					C	\$4,194
					D	\$4,404
					E	\$4,624
TO	SEIU FT	Park Maintenance Assistant	575 SEIU	Monthly	AAA	\$3,449
					AA	\$3,622
					A	\$3,803
					B	\$3,994
					C	\$4,194
					D	\$4,404
					E	\$4,624

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SEIU FT	Projects Manager	741 SEIU	Monthly	AAA	\$7,761
					AA	\$8,149
					A	\$8,557
					B	\$8,985
					C	\$9,434
					D	\$9,906
					E	\$10,401
TO	SEIU FT	Public Works Projects Manager	741 SEIU	Monthly	AAA	\$7,761
					AA	\$8,149
					A	\$8,557
					B	\$8,985
					C	\$9,434
					D	\$9,906
					E	\$10,401

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SEIU FT	Purchasing Specialist	621 SEIU	Monthly	AAA	\$4,317
					AA	\$4,533
					A	\$4,764
					B	\$5,002
					C	\$5,252
					D	\$5,515
					E	\$5,790
TO	SEIU FT	Accounts Payable Technician	621 SEIU	Monthly	AAA	\$4,317
					AA	\$4,533
					A	\$4,764
					B	\$5,002
					C	\$5,252
					D	\$5,515
					E	\$5,790

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SEIU FT	Senior Deputy Clerk of the Council	674 SEIU	Monthly	AAA	\$5,596
					AA	\$5,876
					A	\$6,170
					B	\$6,478
					C	\$6,801
					D	\$7,141
					E	\$7,499
TO	SEIU FT	Senior Deputy City Clerk	674 SEIU	Monthly	AAA	\$5,596
					AA	\$5,876
					A	\$6,170
					B	\$6,478
					C	\$6,801
					D	\$7,141
					E	\$7,499

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SEIU FT	Solid Waste Code Enforcement Officer	683 SEIU	Monthly	AAA	\$5,847
					AA	\$6,140
					A	\$6,446
					B	\$6,768
					C	\$7,107
					D	\$7,463
					E	\$7,837
TO	SEIU FT	Solid Waste Enforcement Officer	683 SEIU	Monthly	AAA	\$5,847
					AA	\$6,140
					A	\$6,446
					B	\$6,768
					C	\$7,107
					D	\$7,463
					E	\$7,837

	UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
FROM	SEIU PT	Park Maintenance Assistant	-	Hourly	A	\$17.23
					B	\$18.10
					C	\$19.02
					D	\$19.97
					E	\$20.98
TO	SEIU PT	Park Maintenance Assistant (Part-Time)	-	Hourly	A	\$17.23
					B	\$18.10
					C	\$19.02
					D	\$19.97
					E	\$20.98

Section 3. This Resolution is effective July 2, 2023, which is the start date of the first full pay period in Fiscal Year 2023-2024.

ADOPTED this 6th day of June 2023.

Valerie Amezcua
Mayor

APPROVED AS TO FORM:
Sonia R. Carvalho
City Attorney

By: Laura A. Rossini
Laura A. Rossini
Chief Assistant City Attorney – Employee Relations

AYES: Councilmembers _____

NOES: Councilmembers _____

ABSTAIN: Councilmembers _____

NOT PRESENT: Councilmembers _____

CERTIFICATE OF ATTESTATION AND ORIGINALITY

I, _____, City Clerk, 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 June 6, 2023.

Date: _____

Jennifer L. Hall
City Clerk
City of Santa Ana