

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
SEIU FT	Transportation Driver	602 SEIU	Monthly	E	\$8,641
				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
SEIU FT	Senior Grading Specialist	702 SEIU	Monthly	E	\$8,767
				AAA	\$6,415
				AA	\$6,735
				A	\$7,073
				B	\$7,427
				C	\$7,799
SEIU FT	Senior Land Surveyor	802 SEIU	Monthly	D	\$8,189
				E	\$8,599
				AAA	\$10,453
				AA	\$10,976
				A	\$11,525
				B	\$12,102
SEIU FT	Senior Plumbing/Mechanical Systems Specialist	701 SEIU	Monthly	C	\$12,707
				D	\$13,342
				E	\$14,009
				AAA	\$6,384
				AA	\$6,702
				A	\$7,039
SEIU FT	Senior Traffic Engineer	792 SEIU	Monthly	B	\$7,391
				C	\$7,761
				D	\$8,149
				E	\$8,557
				AAA	\$9,955
				AA	\$10,453
SEIU FT	Supervising Buyer	715 SEIU	Monthly	A	\$10,976
				B	\$11,525
				C	\$12,102
				D	\$12,707
				E	\$13,342
				AAA	\$6,835
SEIU FT	Supervising Buyer	715 SEIU	Monthly	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
SEIU FT	Survey Party Technician I	650 SEIU	Monthly	E	\$9,117
				AAA	\$4,978
				AA	\$5,226
				A	\$5,488
				B	\$5,762
				C	\$6,050
SEIU FT	Survey Party Technician II	681 SEIU	Monthly	D	\$6,353
				E	\$6,670
				AAA	\$5,790
				AA	\$6,080
				A	\$6,384
				B	\$6,702
SEIU PT	Senior Tutor	-	Hourly	C	\$7,039
				D	\$7,391
				E	\$7,761
				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					
					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
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
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
TO	SEIU FT		Deputy City Clerk	641 SEIU	Monthly	E	\$6,384
						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
TO	SEIU FT		Park Maintenance Leader	660 SEIU	Monthly	E	\$7,005
						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
TO	SEIU FT	Park Maintenance Supervisor	691 SEIU	Monthly	E	\$8,149
					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
TO	SEIU FT	Park Maintenance Worker	639 SEIU	Monthly	E	\$6,322
					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	
TO	SEIU FT	Park Maintenance Assistant	575 SEIU	Monthly	E	\$4,624	
					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	
TO	SEIU FT	Public Works Projects Manager	741 SEIU	Monthly	E	\$10,401	
					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
TO	SEIU FT		Accounts Payable Technician	621 SEIU	Monthly	E	\$5,790
						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
TO	SEIU FT		Senior Deputy City Clerk	674 SEIU	Monthly	E	\$7,499
						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	
TO	SEIU FT	Solid Waste Enforcement Officer	683 SEIU	Monthly	E	\$7,837	
					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