

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-time and part-time classifications of officers and employees of the City of Santa Ana.
- D. On June 1, 2021, the City Council adopted Resolution 2021-026 establishing and delineating the compensation and benefit plans for classifications designated as Unrepresented Confidential Middle-Management (CMM) and Unrepresented Confidential Administrative Management (CAM) affording these classifications the same provisions and/or changes in salaries, compensation, and other benefits, unless specified otherwise, as provided to classifications represented by the Santa Ana Management Association (SAMA).
- E. The City has reached an agreement with SAMA for a new memorandum of understanding which includes a three percent (3%) salary increase retroactively effective July 1, 2022, a three percent (3%) salary increase effective the first full pay period after July 1, 2023, and a three percent (3%) salary increase effective the first full pay period after July 1, 2024.
- F. 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. Changing the compensation of the following classifications to the pay rates listed retroactively effective July 1, 2022:

UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
Unrepresented CAM	Principal Employee Relations Analyst (CAM)	737	Monthly	A	\$9,429
				B	\$9,898
				C	\$10,395
				D	\$10,915
				E	\$11,462
Unrepresented CAM	Senior Employee Relations Analyst (CAM)	722	Monthly	A	\$8,764
				B	\$9,203
				C	\$9,661
				D	\$10,146
				E	\$10,655
Unrepresented CMM	Assistant Director of Human Resources (CMM)	26	Monthly	1	\$11,216
				2	\$11,495
				3	\$11,782
				4	\$12,079
				5	\$12,379
				6	\$12,688
				7	\$13,006
				8	\$13,331
				9	\$13,663
				10	\$14,003
				11	\$14,354
				12	\$14,714
				13	\$15,081
				14	\$15,460
				15	\$15,846
				16	\$16,242
				17	\$16,645

Unrepresented CMM	Chief Assistant City Attorney - Employee Relations (Excepted) (CMM)	30	Monthly	1	\$12,379
				2	\$12,688
				3	\$13,006
				4	\$13,331
				5	\$13,663
				6	\$14,003
				7	\$14,354
				8	\$14,714
				9	\$15,081
				10	\$15,460
				11	\$15,846
				12	\$16,242
				13	\$16,645
				14	\$17,063
				15	\$17,489
				16	\$17,926
				17	\$18,375
Unrepresented CMM	Employee Relations Manager (CMM)	22	Monthly	1	\$10,161
				2	\$10,412
				3	\$10,670
				4	\$10,941
				5	\$11,216
				6	\$11,495
				7	\$11,782
				8	\$12,079
				9	\$12,379
				10	\$12,688
				11	\$13,006
				12	\$13,331
				13	\$13,663
				14	\$14,003
				15	\$14,354
				16	\$14,714
				17	\$15,081

Unrepresented CMM	Human Resources Operations Manager (CMM)	22	Monthly	1	\$10,161
				2	\$10,412
				3	\$10,670
				4	\$10,941
				5	\$11,216
				6	\$11,495
				7	\$11,782
				8	\$12,079
				9	\$12,379
				10	\$12,688
				11	\$13,006
				12	\$13,331
				13	\$13,663
				14	\$14,003
				15	\$14,354
				16	\$14,714
				17	\$15,081
Unrepresented CMM	Senior Assistant City Attorney - Employee Relations (Excepted) (CMM)	28	Monthly	1	\$11,782
				2	\$12,079
				3	\$12,379
				4	\$12,688
				5	\$13,006
				6	\$13,331
				7	\$13,663
				8	\$14,003
				9	\$14,354
				10	\$14,714
				11	\$15,081
				12	\$15,460
				13	\$15,846
				14	\$16,242
				15	\$16,645
				16	\$17,063
				17	\$17,489

B. Changing the compensation of the following classifications to the pay rates listed effective July 2, 2023:

UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
Unrepresented CAM	Principal Employee Relations Analyst (CAM)	737	Monthly	A	\$9,712
				B	\$10,195
				C	\$10,707
				D	\$11,242
				E	\$11,806
Unrepresented CAM	Senior Employee Relations Analyst (CAM)	722	Monthly	A	\$9,027
				B	\$9,479
				C	\$9,951
				D	\$10,450
				E	\$10,975
Unrepresented CMM	Assistant Director of Human Resources (CMM)	26	Monthly	1	\$11,552
				2	\$11,840
				3	\$12,135
				4	\$12,441
				5	\$12,750
				6	\$13,069
				7	\$13,396
				8	\$13,731
				9	\$14,073
				10	\$14,423
				11	\$14,785
				12	\$15,155
				13	\$15,533
				14	\$15,924
				15	\$16,321
				16	\$16,729
				17	\$17,144

Unrepresented CMM	Chief Assistant City Attorney - Employee Relations (Excepted) (CMM)	30	Monthly	1	\$12,750
				2	\$13,069
				3	\$13,396
				4	\$13,731
				5	\$14,073
				6	\$14,423
				7	\$14,785
				8	\$15,155
				9	\$15,533
				10	\$15,924
				11	\$16,321
				12	\$16,729
				13	\$17,144
				14	\$17,575
				15	\$18,014
				16	\$18,464
				17	\$18,926
Unrepresented CMM	Employee Relations Manager (CMM)	22	Monthly	1	\$10,466
				2	\$10,724
				3	\$10,990
				4	\$11,269
				5	\$11,552
				6	\$11,840
				7	\$12,135
				8	\$12,441
				9	\$12,750
				10	\$13,069
				11	\$13,396
				12	\$13,731
				13	\$14,073
				14	\$14,423
				15	\$14,785
				16	\$15,155
				17	\$15,533

Unrepresented CMM	Human Resources Operations Manager (CMM)	22	Monthly	1	\$10,466
				2	\$10,724
				3	\$10,990
				4	\$11,269
				5	\$11,552
				6	\$11,840
				7	\$12,135
				8	\$12,441
				9	\$12,750
				10	\$13,069
				11	\$13,396
				12	\$13,731
				13	\$14,073
				14	\$14,423
				15	\$14,785
				16	\$15,155
				17	\$15,533
Unrepresented CMM	Senior Assistant City Attorney - Employee Relations (Excepted) (CMM)	28	Monthly	1	\$12,135
				2	\$12,441
				3	\$12,750
				4	\$13,069
				5	\$13,396
				6	\$13,731
				7	\$14,073
				8	\$14,423
				9	\$14,785
				10	\$15,155
				11	\$15,533
				12	\$15,924
				13	\$16,321
				14	\$16,729
				15	\$17,144
				16	\$17,575
				17	\$18,014

C. Changing the compensation of the following classifications to the pay rates listed effective July 14, 2024:

UNIT	JOB TITLE	SRR	BASIS	STEP	RATE
Unrepresented CAM	Principal Employee Relations Analyst (CAM)	737	Monthly	A	\$10,003
				B	\$10,501
				C	\$11,028
				D	\$11,579
				E	\$12,160
Unrepresented CAM	Senior Employee Relations Analyst (CAM)	722	Monthly	A	\$9,298
				B	\$9,763
				C	\$10,250
				D	\$10,764
				E	\$11,304
Unrepresented CMM	Assistant Director of Human Resources (CMM)	26	Monthly	1	\$11,899
				2	\$12,195
				3	\$12,499
				4	\$12,814
				5	\$13,133
				6	\$13,461
				7	\$13,798
				8	\$14,143
				9	\$14,495
				10	\$14,856
				11	\$15,229
				12	\$15,610
				13	\$15,999
				14	\$16,402
				15	\$16,811
				16	\$17,231
				17	\$17,658

Unrepresented CMM	Chief Assistant City Attorney - Employee Relations (Excepted) (CMM)	30	Monthly	1	\$13,133
				2	\$13,461
				3	\$13,798
				4	\$14,143
				5	\$14,495
				6	\$14,856
				7	\$15,229
				8	\$15,610
				9	\$15,999
				10	\$16,402
				11	\$16,811
				12	\$17,231
				13	\$17,658
				14	\$18,102
				15	\$18,554
				16	\$19,018
				17	\$19,494
Unrepresented CMM	Employee Relations Manager (CMM)	22	Monthly	1	\$10,780
				2	\$11,046
				3	\$11,320
				4	\$11,607
				5	\$11,899
				6	\$12,195
				7	\$12,499
				8	\$12,814
				9	\$13,133
				10	\$13,461
				11	\$13,798
				12	\$14,143
				13	\$14,495
				14	\$14,856
				15	\$15,229
				16	\$15,610
				17	\$15,999

Unrepresented CMM	Human Resources Operations Manager (CMM)	22	Monthly	1	\$10,780
				2	\$11,046
				3	\$11,320
				4	\$11,607
				5	\$11,899
				6	\$12,195
				7	\$12,499
				8	\$12,814
				9	\$13,133
				10	\$13,461
				11	\$13,798
				12	\$14,143
				13	\$14,495
				14	\$14,856
				15	\$15,229
				16	\$15,610
				17	\$15,999
Unrepresented CMM	Senior Assistant City Attorney - Employee Relations (Excepted) (CMM)	28	Monthly	1	\$12,499
				2	\$12,814
				3	\$13,133
				4	\$13,461
				5	\$13,798
				6	\$14,143
				7	\$14,495
				8	\$14,856
				9	\$15,229
				10	\$15,610
				11	\$15,999
				12	\$16,402
				13	\$16,811
				14	\$17,231
				15	\$17,658
				16	\$18,102
				17	\$18,554

Section 3. This resolution is to be operative from and after the date in which it is adopted.

ADOPTED this 6th day of June 2023.

Valerie Amezcua
Mayor

APPROVED AS TO FORM:
Sonia R. Carvalho
City Attorney

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

AYES: Councilmembers _____

NOES: Councilmembers _____

ABSTAIN: Councilmembers _____

NOT PRESENT: Councilmembers _____

CERTIFICATE OF ATTESTATION AND ORIGINALITY

I, Jennifer Hall, 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 Hall
City Clerk
City of Santa Ana