

REQUEST FOR COUNCIL ACTION



CITY COUNCIL MEETING DATE:

OCTOBER 20, 2020

TITLE:

**ADOPT A RESOLUTION AMENDING AND
RESTATING THE CITY'S MASTER PAY
SCHEDULE IN CONFORMANCE WITH
TITLE 2 OF THE CALIFORNIA CODE OF
REGULATIONS SECTION 570.5 AND THE
CALIFORNIA PUBLIC EMPLOYEES'
RETIREMENT SYSTEM (CALPERS)**

/s/ Kristine Ridge

CITY MANAGER

CLERK OF COUNCIL USE ONLY:

APPROVED

- ☐ As Recommended
- ☐ As Amended
- ☐ Ordinance on 1st Reading
- ☐ Ordinance on 2nd Reading
- ☐ Implementing Resolution
- ☐ Set Public Hearing For _____

CONTINUED TO _____

FILE NUMBER _____

RECOMMENDED ACTION

Adopt a resolution amending and restating the City's Master Pay Schedule for all represented and unrepresented employee classifications of the City of Santa Ana covered by a City adopted Classification and Compensation Plan to conform with Title 2 of the California Code of Regulations Section 570.5, listing all employee pay rates on a publicly available master pay schedule approved and adopted by City Council.

DISCUSSION

Adoption of this Resolution (Exhibit 1) will amend the City's Master Pay Schedule to reflect the following changes:

1. The Service Employees International Union Local 721 (SEIU) cost of living adjustment of seven (7) salary ranges (approximately 3.5%), effective July 1, 2020, and other special pay additives, as authorized on November 19, 2019 through successor Memorandum of Understanding (MOU) A-2019-227.
2. The Part-time Civil Service Employees, Service Employees International Union Local 721 (SEIU) cost of living adjustment of seven (7) salary ranges (approximately 3.5%), effective July 1, 2020, and other special pay additives, as authorized on May 5, 2020 through successor Memorandum of Understanding (MOU) A-2020-090.
3. The Santa Ana Management Association (SAMA) cost of living adjustment of 3.5%, effective July 1, 2020, and other special pay additives, as authorized on October 1, 2019 through successor Memorandum of Understanding (MOU) A-2019-185.

Resolution Amending and Restating the City's Master Pay Schedule

October 20, 2020

Page 2

4. The Confidential Association of Santa Ana (CASA) cost of living adjustment of 3.5%, effective July 1, 2020, and other special pay additives, as authorized on October 1, 2019 through successor Memorandum of Understanding (MOU) A-2019-186.
5. The Santa Ana Police Management Association (PMA) cost of living adjustment of eight (8) salary ranges (approximately 4.0%), effective July 1, 2020, and other special pay additives, as authorized on October 1, 2019 through successor Memorandum of Understanding (MOU) A-2019-187.
6. The incorporation of FY20-21 Budget Workforce changes, additions, and deletions to the City's Basic Classification and Compensation Plan, as approved on June 16, 2020 through Resolution No. 2020-052.

Adoption of this resolution (Exhibit 1) will comply with CalPERS' interpretation of the requirements of Title 2 of the California Code of Regulations Section 570.5 by affirming the single Master Salary Schedule already on the City's website and publically available and representing all previously approved actions on individual employee classifications set forth as part of the salary schedule.

CalPERS, pursuant to their interpretation of Title 2 of the California *Code of Regulations* Section 570.5, which recommends all California Public Employees' Retirement System (CalPERS) employers to maintain their compensation levels in one publicly available document, approved and adopted by the governing body, which must meet all of the following requirements:

1. Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws;
2. Identifies the position title for every employee position;
3. Shows the pay rate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
4. Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
5. Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
6. Indicates an effective date and date of any revisions;
7. Is retained by the employer and available for public inspection for not less than five years; and

Resolution Amending and Restating the City's Master Pay Schedule

October 20, 2020

Page 3

8. Does not reference another document in lieu of disclosing the pay rate. CalPERS interprets California Code of Regulations Section 570.5 to require that the City list compensation levels for all positions on one document duly approved and adopted by the City Council.

FISCAL IMPACT

Adoption of a Master Salary Schedule has no fiscal impact to the City for preparation or distribution, as the actions already occurred. If this resolution is not adopted, the potential fiscal impact for retiring employees could be significant because CalPERS has stated that if an agency cannot provide a document meeting the requirements of Title 2 of the California Code of Regulations Section 570.5, then CalPERS must determine that the pay amount fails to meet the definition of pay rate.

Submitted by: Steven V. Pham, Executive Director – Human Resources Department

Exhibit: 1. Resolution

EXHIBIT 1

RESOLUTION NO. 2020-XXX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SANTA ANA AMENDING AND RESTATING THE CITY'S MASTER SALARY SCHEDULE IN CONFORMANCE WITH TITLE 2 OF THE CALIFORNIA CODE OF REGULATIONS, SECTION 570.5 AND THE CALIFORNIA EMPLOYEES' RETIREMENT SYSTEM (CALPERS)

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. The California Public Employees' Retirement System (CalPERS), has requested that all CalPERS employers list their compensation levels on one document, approved and adopted by the governing body, in accordance with Title 2 of the California *Code of Regulations* section 570.5, and meeting all of the following requirements thereof:
- 1) Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws;
 - 2) Identifies the position title for every employee position;
 - 3) Shows the pay rate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
 - 4) Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
 - 5) Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
 - 6) Indicates an effective date and date of any revisions;
 - 7) Is retained by the employer and available for public inspection for not less than five years; and
 - 8) Does not reference another document in lieu of disclosing the pay rate.

Section 2: The Master Salary Schedule was previously prepared, publically available, and compiled from information that was already approved and adopted by the City Council pursuant to previous Resolutions Amending and/or Restating the City's Classification and Compensation Plan, employment agreements, and Memorandums of Understanding with various labor organizations representing City employees.

Section 3: On December 3, 2019, the Santa Ana City Council approved Resolution No. 2019-111 adopting the Master Salary Schedule. It was amended by Resolution Nos. 2020-006 and 2020-063.

Section 4: On November 19, 2019, the Santa Ana City Council approved a Memorandum of Understanding ("MOU") with the Service Employees International Union Local 721. Contained therein, were certain cost of living adjustments (approximately 3.5% effective July 1, 2020) and other special pay additives that have gone into effect with the approval of the MOU.

Section 5: On May 5, 2020, the Santa Ana City Council approved a Memorandum of Understanding ("MOU") with the Part-time Civil Service, Service Employees International Union Local 721. Contained therein, were certain cost of living adjustments (approximately 3.5% effective July 1, 2020) and other special pay additives that have gone into effect with the approval of the MOU.

Section 6: On October 1, 2019 the Santa Ana City Council approved a Memorandum of Understanding ("MOU") with the Santa Ana Management Association (SAMA). Contained therein, were certain cost of living adjustments (3.5% effective July 1, 2020) and other special pay additives that have gone into effect with the approval of the MOU.

Section 7: On October 1, 2019 the Santa Ana City Council approved a Memorandum of Understanding ("MOU") with the Confidential Association of Santa Ana (COSA). Contained therein, were certain cost of living adjustments (3.5% effective July 1, 2020) and other special pay additives that have gone into effect with the approval of the MOU.

Section 7: On October 1, 2019 the Santa Ana City Council approved a Memorandum of Understanding ("MOU") with the Santa Ana Police Management Association (PMA). Contained therein, were certain cost of living adjustments (approximately 4.0% effective July 1, 2020) and other special pay additives that have gone into effect with the approval of the MOU.

Section 8: On June 16, 2020, the Santa Ana City Council approved Resolution No. 2020-052 to effect certain changes to the City's basic classification and compensation plan in the FY20-21 Budget Workforce Changes.

Section 9: The City Council has amended and reestablished the City's Master Pay Schedule on several occasions since its adoption.

Section 10: The City of Santa Ana now desires to amend and restate the City's "Master Salary Schedule" to reflect the changes outlined in Sections 4 through 8 of this Resolution. The Master Salary Schedule as amended is set forth in the attached Attachment "A" to this Resolution and incorporated herein by reference.

Section 11: This Resolution is operative from and after the date upon which it is adopted. The effective dates of the pay ranges for each title and job category identified in the Master Salary Schedule are indicated therein.

ADOPTED this 20th day of October, 2020.

Miguel A. Pulido
Mayor

APPROVED AS TO FORM:

SONIA R. CARVALHO
City Attorney

By: Laura A. Rossini
Laura A. Rossini
Acting 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. 2020-XXX to be the original Resolution adopted by the City Council of the City of Santa Ana on October 20, 2020.

Date: _____

Daisy Gomez, CMC
Clerk of the Council
City of Santa Ana

ATTACHMENT A

CITY OF SANTA ANA MASTER SALARY SCHEDULE



FISCAL YEAR 2020-2021
Update as of July 1, 2020

TABLE OF CONTENTS:

REGULAR CLASSES AND ASSIGNMENT OF CLASSES TO SALARY RATE RANGES.....	P. 01 - 08
PART-TIME CATEGORIES SALARY RATE RANGES.....	P. 09 - 10
DEFINE SALARY RATE RANGE AND STEP ADVANCEMENT.....	P. 11 - 12
SPECIAL COMPENSATION PROVISIONS.....	P. 13 - 17
OTHER PAY ADDITIVES.....	P. 18 - 20
FOOTNOTES.....	P. 21
EFFECTIVE CHANGES, INCORPORATED HEREIN.....	P. 22
PRIMARY SALARY MATRIX (EXHIBIT A).....	P. 23
MIDDLE-MANAGEMENT SALARY MATRIX (EXHIBIT B).....	P. 24
EXECUTIVE MANAGEMENT SALARY MATRIX (EXHIBIT C).....	P. 25

CITY OF SANTA ANA
Consolidated Alphabetical List of Regular Classes
and Assignment of Classes to Salary Rate Ranges
for Fiscal Year 2020-2021

UNIT CODE	JOB CODE	JOB TITLE	Effective 10/1/2019 RANGE NO.	Effective 7/1/2020 RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	01140	ACCOUNTANT I	658	665	5,356	5,623	5,905	6,200	6,510	6,835	7,176
SEIU 6	01150gg	ACCOUNTANT II	687	694	6,170	6,478	6,801	7,141	7,499	7,875	8,269
SEIU 6	07010	ACCOUNTING ASSISTANT	607	614	4,173	4,382	4,601	4,834	5,076	5,330	5,596
SEIU 6	07015	ACCOUNTING ASSISTANT/SYSTEMS TECHNICIAN	607	614	4,173	4,382	4,601	4,834	5,076	5,330	5,596
MID M-NS	01120	ACCOUNTING MANAGER (MM)	MM-25	MM-25	-	-	10,263	-	12,505	-	15,236
SEIU 6	07009	ACCOUNTS PAYABLE SUPERVISOR	661	668	5,434	5,706	5,992	6,291	6,606	6,937	7,283
SEIU 6	01295	ACTIVE TRANSPORTATION COORDINATOR	703	710	6,670	7,005	7,355	7,723	8,109	8,515	8,941
UC	07271	ADMINISTRATIVE SECRETARY (UC)**	610	610	-	4,755	4,993	5,242	5,510	5,786	6,073
MID M-NS	00190	ADMINISTRATIVE SERVICES MANAGER (MM)	MM-22	MM-22	-	-	9,531	-	11,612	-	14,147
POA-NS	03920	ANIMAL SERVICE OFFICER I	660	660	-	-	5,226	5,488	5,762	6,050	6,353
POA-NS	03930	ANIMAL SERVICE OFFICER II	690	690	-	-	6,050	6,353	6,670	7,005	7,355
ADMIN MGMT-NS	02910	APPLICATIONS SYSTEMS MANAGER (AM)**	AM774	AM774	-	-	10,597	11,131	11,688	12,272	12,887
ADMIN MGMT-NS	02915	APPLICATIONS/TECH SUPPORT MANAGER (AM)**	AM784	AM784	-	-	11,131	11,688	12,272	12,887	13,531
SEIU 6	02845	ARTS & CULTURE SPECIALIST	658	665	5,356	5,623	5,905	6,200	6,510	6,835	7,176
SEIU 6	00270	ASSISTANT BUYER	628	635	4,624	4,858	5,101	5,356	5,623	5,905	6,200
MID M-NS	01620	ASSISTANT CITY ATTORNEY (MM)	MM-22	MM-22	-	-	9,531	-	11,612	-	14,147
EXEC-NS	00090	ASSISTANT CITY MANAGER (EM)	EM-44	EM-44	-	-	13,397	-	15,926	-	18,933
MID M-NS	01710	ASSISTANT CLERK OF THE COUNCIL (MM)	MM-18	MM-18	-	-	8,635	-	10,521	-	12,816
MID M-NS	02865	ASSISTANT DIR OF COMMUNITY DEVELOPMENT (MM)	MM-26	MM-26	-	-	10,521	-	12,816	-	15,614
MID M-NS	01180	ASSISTANT DIR OF FINANCE AND MANAGEMENT SVCS (MM)	MM-28	MM-28	-	-	11,052	-	13,465	-	16,406
MID M-NS	01835	ASSISTANT DIR OF HUMAN RESOURCES (MM)	MM-26	MM-26	-	-	10,521	-	12,816	-	15,614
MID M-NS	02492	ASSISTANT DIR OF PLANNING AND BUILDING (MM)	MM-28	MM-28	-	-	11,052	-	13,465	-	16,406
SEIU 6	01601m	ASSISTANT ENGINEER	677	684	5,876	6,170	6,478	6,801	7,141	7,499	7,875
SEIU 6	00530	ASSISTANT FLEET SERVICES TECHNICIAN	603	610	4,091	4,296	4,511	4,741	4,978	5,226	5,488
SEIU 6	04125	ASSISTANT INSTRUMENT TECHNICIAN	635	642	4,787	5,026	5,278	5,542	5,818	6,110	6,415
SEIU 6	05180	ASSISTANT LIBRARIAN	616	623	4,360	4,579	4,810	5,051	5,304	5,569	5,847
SEIU 6	00280	ASSISTANT PARKS/LANDSCAPE PLANNER	668	675	5,623	5,905	6,200	6,510	6,835	7,176	7,535
SEIU 6	01410m/n	ASSISTANT PLAN CHECK ENGINEER	740	747	7,989	8,389	8,809	9,250	9,721	10,207	10,717
SEIU 6	00040	ASSISTANT PLANNER I	667	674	5,596	5,876	6,170	6,478	6,801	7,141	7,499
SEIU 6	02440	ASSISTANT PLANNER II	687	694	6,170	6,478	6,801	7,141	7,499	7,875	8,269
ADMIN MGMT-NS	01772	ASSISTANT PUBLIC WORKS MAINTENANCE MANAGER (AM)**	AM750	AM750	-	-	9,425	9,897	10,392	10,913	11,457
MID M-NS	07721	ASSISTANT TO THE CITY MANAGER (MM)	MM-22	MM-22	-	-	9,531	-	11,612	-	14,147
SEIU 6	02155	ASSISTANT TRAFFIC OPERATIONS ENGINEER	741	748	8,029	8,431	8,853	9,296	9,770	10,258	10,771
SEIU 6	02100m	ASSOCIATE ENGINEER	740	747	7,989	8,389	8,809	9,250	9,721	10,207	10,717
SEIU 6	01040	ASSOCIATE PARK AND LANDSCAPE PLANNER	718	725	7,176	7,535	7,913	8,309	8,725	9,161	9,625
SEIU 6	02280m/n	ASSOCIATE PLAN CHECK ENGINEER	755	762	8,599	9,029	9,482	9,955	10,453	10,976	11,525
SEIU 6	02450	ASSOCIATE PLANNER	717	724	7,141	7,499	7,875	8,269	8,683	9,117	9,577
POA-NS	06170	BACKGROUND INVESTIGATOR	675	675	-	-	5,623	5,905	6,200	6,510	6,835
MID M-NS	00474	BENEFITS AND COMPENSATION MANAGER (MM)	MM-18	MM-18	-	-	8,635	-	10,521	-	12,816
SEIU 6	05150	BIBLIOGRAPHIC TECHNICIAN	606	613	4,152	4,360	4,579	4,810	5,051	5,304	5,569
UC	00497	BUDGET AIDE (UC)**	642	642	-	5,564	5,842	6,134	6,441	6,763	7,102
UC	00496	BUDGET ANALYST (UC)**	668	668	-	6,317	6,631	6,965	7,312	7,679	8,064
ADMIN MGMT-NS	06400	BUDGET AND RESEARCH MANAGER (AM)**	AM764	AM764	-	-	10,093	10,597	11,131	11,688	12,272
ADMIN MGMT-NS	00493	BUDGET SUPERVISOR (AM)**	AM744	AM744	-	-	9,153	9,611	10,093	10,597	11,131
SEIU 6	04315	BUILDING MAINTENANCE AIDE	585	592	3,747	3,935	4,132	4,339	4,556	4,787	5,026
SEIU 6	04310	BUILDING MAINTENANCE SUPERVISOR	677	684	5,876	6,170	6,478	6,801	7,141	7,499	7,875
SEIU 6	04140	BUILDING MAINTENANCE TECHNICIAN	625	632	4,556	4,787	5,026	5,278	5,542	5,818	6,110
MID M-NS	00940	BUILDING SAFETY MANAGER (MM)	MM-26	MM-26	-	-	10,521	-	12,816	-	15,614
SEIU 6	02230q	BUILDING TECHNICIAN	620	627	4,448	4,671	4,906	5,151	5,408	5,678	5,963
SEIU 6	01240	BUSINESS TAX COLLECTOR/INSPECTOR	631	638	4,694	4,930	5,176	5,434	5,706	5,992	6,291
SEIU 6	01350k	BUYER	671	678	5,706	5,992	6,291	6,606	6,937	7,283	7,647

CITY OF SANTA ANA
Consolidated Alphabetical List of Regular Classes
and Assignment of Classes to Salary Rate Ranges
for Fiscal Year 2020-2021

UNIT CODE	JOB CODE	JOB TITLE	Effective 10/1/2019 RANGE NO.	Effective 7/1/2020 RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	07030	CENTRAL SERVICES SUPERVISOR	632	639	4,718	4,954	5,201	5,461	5,734	6,021	6,322
MID M-NS	01650	CHIEF ASSISTANT CITY ATTORNEY (MM)	MM-30	MM-30	-	-	11,612	-	14,147	-	17,237
EXEC-NS	01701	CHIEF TECHNOLOGY INNOVATIONS OFFICER (EM)	EM-35	EM-35	-	-	10,731	-	12,752	-	15,158
APPOINT	01690	CITY ATTORNEY (EM)*	N/A	N/A	-	-	-	Per Contract	-	-	-
APPOINT	01790	CITY MANAGER (EM)*	N/A	N/A	-	-	-	Per Contract: \$24,167 Monthly (\$290,000 annually)	-	-	-
MID M-NS	02150	CITY TRAFFIC ENGINEER (MM)	MM-25	MM-25	-	-	10,263	-	12,505	-	15,236
SEIU 6	02132m	CIVIL ENGINEER	755	762	8,599	9,029	9,482	9,955	10,453	10,976	11,525
APPOINT	01990	CLERK OF THE COUNCIL (EM)*	EM-33	EM-33	-	-	Per Contract: (STEP 14) \$14,075/MO	-	-	-	-
MID M-NS	02780h	CODE ENFORCEMENT ASSOCIATE	625	632	4,556	4,787	5,026	5,278	5,542	5,818	6,110
SEIU 6	02750	CODE ENFORCEMENT MANAGER (MM)	MM-26	MM-26	-	-	10,521	-	12,816	-	15,614
SEIU 6	02740h	CODE ENFORCEMENT OFFICER	669	676	5,650	5,934	6,230	6,542	6,869	7,211	7,571
ADMIN MGMT-NS	02745	CODE ENFORCEMENT PRINCIPAL (AM)**	AM725	AM725	-	-	8,342	8,758	9,196	9,659	10,141
SEIU 6	00707h	CODE ENFORCEMENT SUPERVISOR	693	700	6,353	6,670	7,005	7,355	7,723	8,109	8,515
SEIU 6	06430q	COMBINATION BUILDING INSPECTOR	673	680	5,762	6,050	6,353	6,670	7,005	7,355	7,723
POA-NS	07660	COMMUNICATIONS SERVICES OFFICER	655	655	-	-	5,101	5,356	5,623	5,905	6,200
SEIU 6	07585	COMMUNITY DEVELOPMENT ANALYST	682	689	6,021	6,322	6,638	6,971	7,319	7,685	8,069
SEIU 6	07321	COMMUNITY DEVELOPMENT COMMISSION SECRETARY	604	611	4,111	4,317	4,533	4,764	5,002	5,252	5,515
MID M-NS	07615	COMMUNITY DEVELOPMENT MANAGER (MM)	MM-22	MM-22	-	-	9,531	-	11,612	-	14,147
SEIU 6	05000	COMMUNITY LIAISON	688	695	6,200	6,510	6,835	7,176	7,535	7,913	8,309
SEIU 6	02240u	CONSTRUCTION INSPECTOR	667	674	5,596	5,876	6,170	6,478	6,801	7,141	7,499
SEIU 6	01850w	CONTRACTS ADMINISTRATOR	673	680	5,762	6,050	6,353	6,670	7,005	7,355	7,723
MID M-NS	04780	CORPORATE YARD FACILITIES/FLEET SVCS MGR (MM)	MM-22	MM-22	-	-	9,531	-	11,612	-	14,147
PMA-NS	01971	CORRECTIONAL MANAGER (RM)	M762	M770	-	8,941	9,388	9,857	10,350	10,868	-
POA-NS	00310dd/oo/uu	CORRECTIONAL OFFICER	675	675	-	-	5,623	5,905	6,200	6,510	6,835
SEIU 6	07630	CORRECTIONAL RECORDS SPECIALIST	568	575	3,449	3,622	3,803	3,994	4,194	4,404	4,624
SEIU 6	07629	CORRECTIONAL RECORDS SUPERVISOR	645	652	5,026	5,278	5,542	5,818	6,110	6,415	6,735
POA-NS	00370uu/vv	CORRECTIONAL SUPERVISOR	724	724	-	-	7,141	7,499	7,875	8,269	8,683
MID M-NS	00400	COUNCIL SERVICES MANAGER (MM)	MM-22	MM-22	-	-	9,531	-	11,612	-	14,147
UC	00830	COUNCIL SERVICES SECRETARY (UC)**	589	589	-	4,295	4,511	4,736	4,971	5,224	5,482
COUNCIL	08700	COUNCIL MEMBER	N/A	N/A	-	-	1,000	-	-	-	-
POA-NS	03995	CRIME RESEARCH AIDE	686	686	-	-	5,934	6,230	6,542	6,869	7,211
POA-NS	03990	CRIME RESEARCH ANALYST	712	712	-	-	6,735	7,073	7,427	7,799	8,189
SEIU 6	04005	CUSTODIAL AIDE/PORTER	530	537	2,867	3,010	3,160	3,318	3,484	3,658	3,841
SEIU 6	04000k	CUSTODIAN	560	567	3,318	3,484	3,658	3,841	4,034	4,236	4,448
SEIU 6	04090	CUSTODIAN SUPERVISOR	616	623	4,360	4,579	4,810	5,051	5,304	5,569	5,847
SEIU 6	01220k	CUSTOMER SERVICE REPRESENTATIVE	615	622	4,339	4,556	4,787	5,026	5,278	5,542	5,818
SEIU 6	04200	DATA ENTRY OFFICE ASST	585	592	3,747	3,935	4,132	4,339	4,556	4,787	5,026
MID M-NS	01610	DEPUTY CITY ATTORNEY (MM)	MM-12	MM-12	-	-	7,443	-	9,069	-	11,052
MID M-NS	00315	DEPUTY CITY ENGINEER (MM)	MM-25	MM-25	-	-	10,263	-	12,505	-	15,236
EXEC-NS	01791	DEPUTY CITY MANAGER (EM)	EM-39	EM-39	-	-	11,842	-	14,075	-	16,732
SEIU 6	07050	DEPUTY CLERK OF THE COUNCIL	627	634	4,601	4,834	5,076	5,330	5,596	5,876	6,170
MID M-NS	02251	DEPUTY PUBLIC WORKS DIR/CONSTRUCTION SERVICES MGR (MM)	MM-26	MM-26	-	-	10,521	-	12,816	-	15,614
MID M-NS	04430	DEPUTY PUBLIC WORKS DIR/MAINTENANCE SERVICES MGR (MM)	MM-24	MM-24	-	-	10,009	-	12,200	-	14,864
MID M-NS	00320	DEPUTY PUBLIC WORKS DIRECTOR/CITY ENGINEER (MM)	MM-28	MM-28	-	-	11,052	-	13,465	-	16,406
MID M-NS	04410	DEPUTY PUBLIC WORKS DIRECTOR/WATER RSRCs MGR (MM)	MM-26	MM-26	-	-	10,521	-	12,816	-	15,614
SEIU 6	03100	DNA COORDINATOR	607	614	4,173	4,382	4,601	4,834	5,076	5,330	5,596
MID M-NS	02690	ECONOMIC DEVELOPMENT MANAGER (MM)	MM-22	MM-22	-	-	9,531	-	11,612	-	14,147
SEIU 6	00560	ECONOMIC DEVELOPMENT SPECIALIST I	688	695	6,200	6,510	6,835	7,176	7,535	7,913	8,309
SEIU 6	00550	ECONOMIC DEVELOPMENT SPECIALIST II	717	724	7,141	7,499	7,875	8,269	8,683	9,117	9,577
SEIU 6	00350	ECONOMIC DEVELOPMENT SPECIALIST III	747	754	8,269	8,683	9,117	9,577	10,055	10,558	11,086
POA-NS	02705	EMERGENCY OPERATIONS COORDINATOR	744	744	-	-	7,875	8,269	8,683	9,117	9,577

CITY OF SANTA ANA
Consolidated Alphabetical List of Regular Classes
and Assignment of Classes to Salary Rate Ranges
for Fiscal Year 2020-2021

UNIT CODE	JOB CODE	JOB TITLE	Effective 10/1/2019 RANGE NO.	Effective 7/1/2020 RANGE NO.	AAA	AA	MONTHLY SALARY RATE RANGES					E
							A	B	C	D		
SEIU 6	02030	ENGINEERING AIDE	621	628	4,470	4,694	4,930	5,176	5,434	5,706	5,992	
SEIU 6	02035	ENGINEERING TECHNICIAN	631	638	4,694	4,930	5,176	5,434	5,706	5,992	6,291	
SEIU 6	04040hh	EQUIPMENT OPERATOR	627	634	4,601	4,834	5,076	5,330	5,596	5,876	6,170	
SEIU 6	04215	EQUIPMENT OPERATOR - WATER SERVICES	631	638	4,694	4,930	5,176	5,434	5,706	5,992	6,291	
UC	00900	EXECUTIVE ASSISTANT (UC)**	645	645	-	5,646	5,930	6,226	6,536	6,863	7,207	
EXEC-NS	02870	EXECUTIVE DIR OF COMMUNITY DEVELOPMENT (EM)	EM-38	EM-38	-	-	11,553	-	13,733	-	16,325	
EXEC-NS	01190	EXECUTIVE DIR OF FINANCE AND MGMT SVCS (EM)	EM-37	EM-37	-	-	11,273	-	13,397	-	15,926	
EXEC-NS	01830	EXECUTIVE DIR OF HUMAN RESOURCES (EM)	EM-37	EM-37	-	-	11,273	-	13,397	-	15,926	
EXEC-NS	05400	EXECUTIVE DIR OF PARKS, REC & COMMUNITY SVCS (EM)	EM-37	EM-37	-	-	11,273	-	13,397	-	15,926	
EXEC-NS	02490	EXECUTIVE DIR OF PLANNING AND BLDG SAFETY (EM)	EM-42	EM-42	-	-	12,752	-	15,158	-	18,021	
EXEC-NS	02170	EXECUTIVE DIR OF PUBLIC WORKS (EM)	EM-41	EM-41	-	-	12,444	-	14,788	-	17,581	
UC	07392	EXECUTIVE SECRETARY (UC)**	615	615	-	4,874	5,118	5,375	5,646	5,930	6,226	
UC	00140	EXECUTIVE SECRETARY TO THE POLICE CHIEF (UC)**	620	620	-	4,993	5,242	5,510	5,786	6,073	6,379	
MID M-NS	04376	FACILITIES AND FLEET MAINTENANCE MANAGER (MM)	MM-22	MM-22	-	-	9,531	-	11,612	-	14,147	
ADMIN MGMT-NS	04377	FACILITIES MAINTENANCE MANAGER (AM)	AM723	AM723	-	-	8,260	8,674	9,109	9,565	10,044	
MID M-NS	04375	FACILITIES MAINTENANCE SUPERINTENDENT (MM)	MM-18	MM-18	-	-	8,635	-	10,521	-	12,816	
SEIU 6	04370	FACILITIES SUPERVISOR	677	684	5,876	6,170	6,478	6,801	7,141	7,499	7,875	
UC	00481	FINANCIAL ANALYST (UC)**	663	663	-	6,164	6,475	7,761	8,149	8,557	8,985	
POA-NS	07600ww	FIREARMS EXAMINER	731	731	-	-	7,391	7,761	8,149	8,557	8,985	
SEIU 6	00500	FLEET PARTS SPECIALIST	642	649	4,954	5,201	5,461	5,734	6,021	6,322	6,638	
ADMIN MGMT-NS	04785	FLEET SERVICES MANAGER (AM)	AM723	AM723	-	-	8,260	8,674	9,109	9,565	10,044	
SEIU 6	04770e	FLEET SERVICES SUPERVISOR	691	698	6,291	6,606	6,937	7,283	7,647	8,029	8,431	
SEIU 6	04720b/e	FLEET SERVICES TECHNICIAN I	632	639	4,718	4,954	5,201	5,461	5,734	6,021	6,322	
SEIU 6	04730b/e	FLEET SERVICES TECHNICIAN II	652	659	5,201	5,461	5,734	6,021	6,322	6,638	6,971	
SEIU 6	00450b/e	FLEET SERVICES TECHNICIAN III	667	674	5,596	5,876	6,170	6,478	6,801	7,141	7,499	
POA-NS	01360	FORENSIC SERVICES SUPERVISOR	762	762	-	-	8,599	9,029	9,482	9,955	10,453	
POA-NS	03970v/yv/zz	FORENSIC SPECIALIST I	686	686	-	-	5,934	6,230	6,542	6,869	7,211	
POA-NS	03980dd/yv/zz/aaa	FORENSIC SPECIALIST II	705	705	-	-	6,510	6,835	7,176	7,535	7,913	
SEIU 6	04190	GENERAL MAINTENANCE LEADER	646	653	5,051	5,304	5,569	5,847	6,140	6,446	6,768	
SEIU 6	01010	GENERAL MAINTENANCE SUPERVISOR	677	684	5,876	6,170	6,478	6,801	7,141	7,499	7,875	
SEIU 6	04180	GENERAL MAINTENANCE WORKER	625	632	4,556	4,787	5,026	5,278	5,542	5,818	6,110	
SEIU 6	02190	GIS ADMINISTRATOR	712	719	6,971	7,319	7,685	8,069	8,473	8,897	9,342	
SEIU 6	02192	GIS SYSTEMS ANALYST/PROGRAMMER	694	701	6,384	6,702	7,039	7,391	7,761	8,149	8,557	
SEIU 6	01500	GRAPHICS DESIGNER I	628	635	4,624	4,858	5,101	5,356	5,623	5,905	6,200	
SEIU 6	02400k	GRAPHICS DESIGNER II	648	655	5,101	5,356	5,623	5,905	6,200	6,510	6,835	
ADMIN MGMT-NS	03750	HOMELESS SERVICES MANAGER (AM)**	AM764	AM764	-	-	10,093	10,597	11,131	11,688	12,272	
SEIU 6	01885	HOUSING AUTHORITY ANALYST	685	692	6,110	6,415	6,735	7,073	7,427	7,799	8,189	
SEIU 6	07640	HOUSING AUTHORITY COORDINATOR	748	755	8,309	8,725	9,161	9,625	10,105	10,611	11,142	
SEIU 6	02720	HOUSING AUTHORITY OPERATIONS SUPERVISOR	706	713	6,768	7,107	7,463	7,837	8,229	8,641	9,073	
MID M-NS	02460	HOUSING DIVISION MANAGER (MM)	MM-22	MM-22	-	-	9,531	-	11,612	-	14,147	
SEIU 6	07580	HOUSING PROGRAMS AIDE	597	604	3,974	4,173	4,382	4,601	4,834	5,076	5,330	
SEIU 6	01840	HOUSING PROGRAMS ANALYST	706	713	6,768	7,107	7,463	7,837	8,229	8,641	9,073	
SEIU 6	00520	HOUSING PROGRAMS COORDINATOR	748	755	8,309	8,725	9,161	9,625	10,105	10,611	11,142	
SEIU 6	01890	HOUSING SPECIALIST I	610	617	4,236	4,448	4,671	4,906	5,151	5,408	5,678	
SEIU 6	01900k	HOUSING SPECIALIST II	631	638	4,694	4,930	5,176	5,434	5,706	5,992	6,291	
UC	07069	HUMAN RESOURCES ADMINISTRATIVE ASSISTANT (UC)**	581	581	-	4,127	4,334	4,551	4,778	5,018	5,269	
UC	01520	HUMAN RESOURCES ANALYST (UC)**	663	663	-	6,164	6,475	6,796	7,136	7,492	7,867	
UC	07070	HUMAN RESOURCES SPECIALIST (UC)**	581	581	-	4,127	4,334	4,551	4,778	5,018	5,269	
UC	01250	HUMAN RESOURCES TECHNICIAN (UC)**	622	622	-	5,044	5,295	5,564	5,842	6,134	6,441	
MID M-NS	00960	INFORMATION SERVICES AND NETWORK MANAGER (MM)	MM-22	MM-22	-	-	9,531	-	11,612	-	14,147	
SEIU 6	02670k	INFORMATION SERVICES REPRESENTATIVE	621	628	4,470	4,694	4,930	5,176	5,434	5,706	5,992	

CITY OF SANTA ANA
Consolidated Alphabetical List of Regular Classes
and Assignment of Classes to Salary Rate Ranges
for Fiscal Year 2020-2021

UNIT CODE	JOB CODE	JOB TITLE	Effective 10/1/2019 RANGE NO.	Effective 7/1/2020 RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	04130	INSTRUMENT TECHNICIAN	653	660	5,226	5,488	5,762	6,050	6,353	6,670	7,005
PMA-NS	03231	JAIL ADMINISTRATOR (RM)	M852	M860	-	13,871	14,565	15,293	16,058	16,861	-
SEIU 6	07090	LEAD ACCOUNTING ASSISTANT	641	648	4,930	5,176	5,434	5,706	5,992	6,291	6,606
SEIU 6	07628	LEAD CORRECTIONAL RECORDS SPECIALIST	610	617	4,236	4,448	4,671	4,906	5,151	5,408	5,678
SEIU 6	07110	LEAD POLICE RECORDS SPECIALIST	620	627	4,448	4,671	4,906	5,151	5,408	5,678	5,963
UC	07080	LEGAL OFFICE ASSISTANT (UC)**	544	544	-	3,447	3,618	3,801	3,989	4,190	4,399
UC	07120	LEGAL SECRETARY (UC)**	588	588	-	4,272	4,488	4,712	4,948	5,196	5,457
SEIU 6	05110k	LIBRARIAN	656	663	5,304	5,569	5,847	6,140	6,446	6,768	7,107
MID M-NS	05195	LIBRARY OPERATIONS MANAGER (MM)	MM-17	MM-17	-	8,423	-	10,263	-	12,505	-
SEIU 6	05050k	LIBRARY SERVICES ASSISTANT	558	565	3,285	3,449	3,622	3,803	3,994	4,194	4,404
EXEC-NS	01561	LIBRARY SERVICES DIRECTOR (EM)	EM-33	EM-33	-	10,211	-	12,138	-	14,428	-
SEIU 6	07000	LOAN SPECIALIST	658	665	5,356	5,623	5,905	6,200	6,510	6,835	7,176
SEIU 6	07170	MAIL CLERK/MESSENGER	539	546	2,995	3,144	3,302	3,467	3,640	3,822	4,014
SEIU 6	00740	MAINTENANCE ASSISTANT	561	568	3,335	3,501	3,676	3,861	4,054	4,257	4,470
SEIU 6	04050	MAINTENANCE WORKER I	581	588	3,676	3,861	4,054	4,257	4,470	4,694	4,930
SEIU 6	04060bb/s	MAINTENANCE WORKER II	606	613	4,152	4,360	4,579	4,810	5,051	5,304	5,569
UC	01200	MANAGEMENT AIDE (UC)**	642	642	-	5,564	5,842	6,134	6,441	6,763	7,102
UC	01720	MANAGEMENT ANALYST (UC)**	668	668	-	6,317	6,631	6,965	7,312	7,679	8,064
UC	00750	MANAGEMENT ASSISTANT (EXEMPT) (UC)**	668	668	-	6,317	6,631	6,965	7,312	7,679	8,064
COUNCIL	08710	MAYOR	N/A	N/A	-	1,000	-	-	-	-	-
SEIU 6	01210	METER READER COLLECTOR	606	613	4,152	4,360	4,579	4,810	5,051	5,304	5,569
SEIU 6	00020	MICRO SYSTEMS TECHNICIAN	642	649	4,954	5,201	5,461	5,734	6,021	6,322	6,638
SEIU 6	06450	NETWORK ENGINEER	742	749	8,069	8,473	8,897	9,342	9,819	10,309	10,825
SEIU 6	06460	NETWORK SPECIALIST/WAN SYSTEMS ADMINISTRATOR	702	709	6,638	6,971	7,319	7,685	8,069	8,473	8,897
SEIU 6	06440	NPDES MANAGER	728	735	7,535	7,913	8,309	8,725	9,161	9,625	10,105
SEIU 6	07180	OFFICE ASSISTANT	560	567	3,318	3,484	3,658	3,841	4,034	4,236	4,448
SEIU 6	07190	OFFICE SPECIALIST	535	542	2,936	3,082	3,237	3,398	3,568	3,747	3,935
UC	01670	PARALEGAL (EXEMPT) (UC)**	623	623	-	5,068	5,322	5,591	5,871	6,164	6,475
SEIU 6	04860	PARK MAINTENANCE AIDE	459	466	2,027	2,128	2,234	2,346	2,463	2,587	2,717
SEIU 6	03610	PARK RANGER	646	653	5,051	5,304	5,569	5,847	6,140	6,446	6,768
SEIU 6	04320	PARK SERVICES INSPECTION SUPERVISOR	678	685	5,905	6,200	6,510	6,835	7,176	7,535	7,913
SEIU 6	04105	PARK SERVICES INSPECTOR I	586	593	3,765	3,954	4,152	4,360	4,579	4,810	5,051
SEIU 6	04106	PARK SERVICES INSPECTOR II	630	637	4,671	4,906	5,151	5,408	5,678	5,963	6,260
MID M-NS	04104	PARK SERVICES SUPERINTENDENT (MM)	N/A	MM-18	-	-	8,635	-	10,521	-	12,816
POA-NS	03900pp	PARKING CONTROL OFFICER	625	625	-	-	4,404	4,624	4,858	5,101	5,356
SEIU 6	02890	PARKING METER OPERATIONS SUPERVISOR	644	651	5,002	5,252	5,515	5,790	6,080	6,384	6,702
SEIU 6	07160	PARKING METER TECHNICIAN I	589	596	3,822	4,014	4,215	4,426	4,648	4,882	5,126
SEIU 6	00080k	PARKING METER TECHNICIAN II	619	626	4,426	4,648	4,882	5,126	5,382	5,650	5,934
ADMIN MGMT-NS	07405	PAYROLL MANAGER (AM)**	AM750	AM750	-	-	9,425	9,897	10,392	10,913	11,457
UC	07400	PAYROLL SYSTEMS ANALYST (UC)**	708	708	-	7,679	8,064	8,465	8,889	9,332	9,798
UC	07410k	PAYROLL TECHNICIAN (UC)**	622	622	-	5,044	5,295	5,564	5,842	6,134	6,441
SEIU 6	07200	PERMIT SERVICES PROCESSOR	605	612	4,132	4,339	4,556	4,787	5,026	5,278	5,542
SEIU 6	02590	PERMIT SERVICES SUPERVISOR	693	700	6,353	6,670	7,005	7,355	7,723	8,109	8,515
SEIU 6	02580	PERMIT SERVICES TECHNICIAN	657	664	5,330	5,596	5,876	6,170	6,478	6,801	7,141
SEIU 6	00050	PLANNING ASSISTANT	647	654	5,076	5,330	5,596	5,876	6,170	6,478	6,801
SEIU 6	07320	PLANNING COMMISSION SECRETARY	628	635	4,624	4,858	5,101	5,356	5,623	5,905	6,200
MID M-NS	02500	PLANNING MANAGER (MM)	MM-26	MM-26	-	-	10,521	-	12,816	-	15,614
SEIU 6	02271	PLANS EXAMINER	N/A	726	7,211	7,571	7,951	8,349	8,767	9,205	9,673
PMA-NS	00181	POLICE ADMINISTRATIVE BUDGET MANAGER (RM)	M816	M824	-	11,640	12,223	12,834	13,476	14,150	-
PMA-NS	00180	POLICE ADMINISTRATIVE MANAGER (RM)	M793	M801	-	10,401	10,922	11,468	12,041	12,643	-
POA-NS	03600	POLICE ATHLETIC/ACTIVITIES LEAGUE ASSISTANT DIRECTOR	654	654	-	-	5,076	5,330	5,596	5,876	6,170

CITY OF SANTA ANA
Consolidated Alphabetical List of Regular Classes
and Assignment of Classes to Salary Rate Ranges
for Fiscal Year 2020-2021

UNIT CODE	JOB CODE	JOB TITLE	Effective 10/1/2019 RANGE NO.	Effective 7/1/2020 RANGE NO.	AAA	AA	A	B	C	D	E
PMA-SWORN	03360	POLICE CAPTAIN (RM)**	M873	M881	-	-	15,368	16,136	16,943	17,790	18,680
EXEC-SWORN	03390	POLICE CHIEF (EM)	EM-47	EM-47	-	-	14,428	-	17,152	-	20,388
PMA-NS	03370	POLICE COMMUNICATIONS MANAGER (RM)	M778	M786	-	-	10,156	10,664	11,198	11,757	-
POA-NS	06180	POLICE COMMUNICATIONS SUPERVISOR	720	720	-	-	7,005	7,355	7,723	8,109	8,515
POA-NS	00780	POLICE COMMUNITY SERVICES SPECIALIST	675	675	-	-	5,623	5,905	6,200	6,510	6,835
POA-NS	00799	POLICE EVIDENCE AND SUPPLY SPECIALIST	658	658	-	-	5,176	5,434	5,706	5,992	6,291
POA-NS	00801	POLICE EVIDENCE AND SUPPLY SUPERVISOR	678	678	-	-	5,706	5,992	6,291	6,606	6,937
SEIU 6	06290	POLICE FISCAL OFFICER	705	712	6,735	7,073	7,427	7,799	8,189	8,599	9,029
SEIU 6	06295	POLICE FISCAL SERVICES SUPERVISOR	674	681	5,790	6,080	6,384	6,702	7,039	7,391	7,761
POA-NS	00790tt	POLICE INVESTIGATIVE SPECIALIST	675	675	-	-	5,623	5,905	6,200	6,510	6,835
PMA-SWORN	03350	POLICE LIEUTENANT (RM)**	M839	M847	-	-	13,027	13,678	14,362	15,080	15,834
POA-SWORN	03200j/dd/ee/rr/ss/tt	POLICE OFFICER	731	731	-	-	7,391	7,761	8,149	8,557	8,985
POA-NS	01100	POLICE PHOTO/VIDEO SPECIALIST	670	670	-	-	5,488	5,762	6,050	6,353	6,670
POA-NS	00800	POLICE PROPERTY AND EVIDENCE SUPERVISOR	678	678	-	-	5,706	5,992	6,291	6,606	6,937
SEIU 6	07220	POLICE RECORDS SPECIALIST	578	585	3,622	3,803	3,994	4,194	4,404	4,624	4,858
SEIU 6	07230	POLICE RECORDS SUPERVISOR	645	652	5,026	5,278	5,542	5,818	6,110	6,415	6,735
POA-NS	03870	POLICE RECRUIT	684	684	-	-	5,876	6,170	6,478	6,801	7,141
POA-SWORN	03300dd/ee/tt	POLICE SERGEANT	774	774	-	-	9,117	9,577	10,055	10,558	11,086
POA-NS	03800	POLICE SERVICE OFFICER	655	655	-	-	5,101	5,356	5,623	5,905	6,200
POA-NS	03680d	POLICE SERVICES DISPATCHER	680	680	-	-	5,762	6,050	6,353	6,670	7,005
PMA-NS	02931	POLICE SYSTEMS MANAGER (RM)	M816	M824	-	-	11,640	12,223	12,834	13,476	14,150
SEIU 6	06475	POLICE SYSTEMS SUPPORT ANALYST	728	735	7,535	7,913	8,309	8,725	9,161	9,625	10,105
MID M-NS	02129	PRINCIPAL CIVIL ENGINEER (MM)	MM-25	MM-25	-	-	10,263	-	12,505	-	15,236
ADMIN MGMT-NS	01519	PRINCIPAL HUMAN RESOURCES ANALYST (AM)**	AM737	AM737	-	-	8,844	9,285	9,751	10,239	10,752
SEIU 6	05115	PRINCIPAL LIBRARIAN	679	686	5,934	6,230	6,542	6,869	7,211	7,571	7,951
ADMIN MGMT-NS	00151	PRINCIPAL MANAGEMENT ANALYST (AM)**	AM734	AM734	-	-	8,718	9,153	9,611	10,093	10,597
ADMIN MGMT-NS	02471	PRINCIPAL PLANNER (AM)**	AM760	AM760	-	-	8,997	9,392	9,819	10,309	10,825
SEIU 6	02630	PRINCIPAL PROGRAMMER ANALYST	742	749	8,069	8,473	8,897	9,342	9,819	10,309	10,825
SEIU 6	01460	PROGRAMMER ANALYST	702	709	6,638	6,971	7,319	7,685	8,069	8,473	8,897
ADMIN MGMT-NS	06145	PROJECT MANAGEMENT OFFICER (AM)**	AM784	AM784	-	-	11,131	11,688	12,272	12,887	13,531
SEIU 6	06140bb	PROJECTS MANAGER	727	734	7,499	7,875	8,269	8,683	9,117	9,577	10,055
SEIU 6	07250	PROPERTY CONTROL SPECIALIST	606	613	4,152	4,360	4,579	4,810	5,051	5,304	5,569
ADMIN MGMT-NS	01800	PUBLIC AFFAIRS INFORMATION OFFICER (AM)	AM743	AM743	-	-	9,109	9,565	10,044	10,546	11,076
SEIU 6	04040	PUBLIC WORKS CREW LEADER	646	653	5,051	5,304	5,569	5,847	6,140	6,446	6,768
SEIU 6	04519	PUBLIC WORKS DISPATCHER	592	599	3,880	4,074	4,278	4,493	4,718	4,954	5,201
SEIU 6	04344	PUBLIC WORKS PROJECT MANAGER	778	785	9,625	10,105	10,611	11,142	11,699	12,284	12,898
SEIU 6	04340bb	PUBLIC WORKS PROJECTS SPECIALIST	689	696	6,230	6,542	6,869	7,211	7,571	7,951	8,349
SEIU 6	05030	PUBLIC WORKS SAFETY COORDINATOR	685	692	6,110	6,415	6,735	7,073	7,427	7,799	8,189
SEIU 6	01345	PURCHASING SPECIALIST	607	614	4,173	4,382	4,601	4,834	5,076	5,330	5,596
SEIU 6	01340	PURCHASING SUPERVISOR	716	723	7,107	7,463	7,837	8,229	8,641	9,073	9,529
POA-NS	03820	RANGEMASTER	655	655	-	-	5,101	5,356	5,623	5,905	6,200
SEIU 6	00060	RECEPTIONIST	574	581	3,550	3,728	3,915	4,111	4,317	4,533	4,764
SEIU 6	07430	RECORDS SPECIALIST	601	608	4,054	4,257	4,470	4,694	4,930	5,176	5,434
SEIU 6	00460	RECREATION AND COMMUNITY SERVICES MANAGER (MM)	692	699	6,322	6,638	6,971	7,319	7,685	8,069	8,473
MID M-NS	01945	RECREATION AND COMMUNITY SERVICES SUPERVISOR	MM-22	MM-22	-	-	9,531	-	11,612	-	14,147
SEIU 6	01940	RECREATION LEADER	707	714	6,801	7,141	7,499	7,875	8,269	8,683	9,117
SEIU 6	05310	RECREATION PROGRAM COORDINATOR	546	553	3,098	3,253	3,415	3,586	3,765	3,954	4,152
SEIU 6	05330	REPROGRAPHIC EQUIPMENT OPERATOR	626	633	4,579	4,810	5,051	5,304	5,569	5,847	6,140
SEIU 6	07260	RESIDENTIAL CONSTRUCTION SPECIALIST	568	575	3,449	3,622	3,803	3,994	4,194	4,404	4,624
SEIU 6	02710	REVENUE SUPERVISOR	667	674	5,596	5,876	6,170	6,478	6,801	7,141	7,499
SEIU 6	01090		663	670	5,488	5,762	6,050	6,353	6,670	7,005	7,355

CITY OF SANTA ANA
Consolidated Alphabetical List of Regular Classes
and Assignment of Classes to Salary Rate Ranges
for Fiscal Year 2020-2021

UNIT CODE	JOB CODE	JOB TITLE	Effective 10/1/2019 RANGE NO.	Effective 7/1/2020 RANGE NO.	AAA	AA	A	B	C	D	E
UC	01756	RISK MANAGEMENT ANALYST (UC)**	652	652	-	5,842	6,134	6,441	6,763	7,102	7,455
UC	01753	RISK MANAGEMENT ASSISTANT (UC)**	571	571	-	3,930	4,127	4,334	4,551	4,778	5,018
ADMIN MGMT-NS	01751	RISK MANAGEMENT SUPERVISOR (AM)**	AM723	AM723	-	-	8,260	8,674	9,109	9,565	10,044
UC	01755	RISK MANAGEMENT TECHNICIAN (UC)**	622	622	-	5,044	5,295	5,564	5,842	6,134	6,441
MID M-NS	01750	RISK MANAGER (MM)	MM-22	MM-22	-	-	9,531	-	11,612	-	14,147
SEIU 6	02200	SANITATION INSPECTOR I	617	624	4,382	4,601	4,834	5,076	5,330	5,596	5,876
SEIU 6	02210	SANITATION INSPECTOR II	658	665	5,356	5,623	5,905	6,200	6,510	6,835	7,176
SEIU 6	07270	SECRETARY	605	612	4,132	4,339	4,556	4,787	5,026	5,278	5,542
ADMIN MGMT-NS	01071	SECRETARY TO THE CITY MANAGER (AM)**	AM682	AM682	-	-	6,763	7,102	7,455	7,828	8,221
SEIU 6	01055	SECURITY ELECTRONICS TECHNICIAN	681	688	5,992	6,291	6,606	6,937	7,283	7,647	8,029
SEIU 6	07490	SENIOR ACCOUNTANT	705	712	6,735	7,073	7,427	7,799	8,189	8,599	9,029
SEIU 6	07280k	SENIOR ACCOUNTING ASSISTANT	622	629	4,493	4,718	4,954	5,201	5,461	5,734	6,021
SEIU 6	07016	SENIOR ACCOUNTING ASSISTANT/SYSTEMS TECHNICIAN	622	629	4,493	4,718	4,954	5,201	5,461	5,734	6,021
MID M-NS	01630	SENIOR ASSISTANT CITY ATTORNEY (MM)	MM-28	MM-28	-	-	11,052	-	13,465	-	16,406
ADMIN MGMT-NS	00494	SENIOR BUDGET ANALYST (AM)**	AM707	AM707	-	-	7,641	8,023	8,423	8,844	9,285
SEIU 6	02131m	SENIOR CIVIL ENGINEER	778	785	9,625	10,105	10,611	11,142	11,699	12,284	12,898
SEIU 6	06431q	SENIOR COMBINATION BUILDING INSPECTOR	693	700	6,353	6,670	7,005	7,355	7,723	8,109	8,515
SEIU 6	07584	SENIOR COMMUNITY DEVELOPMENT ANALYST	711	718	6,937	7,283	7,647	8,029	8,431	8,853	9,296
SEIU 6	07610	SENIOR COMMUNITY PLANNER	737	744	7,875	8,269	8,683	9,117	9,577	10,055	10,558
SEIU 6	02239u	SENIOR CONSTRUCTION INSPECTOR	693	700	6,353	6,670	7,005	7,355	7,723	8,109	8,515
SEIU 6	07650	SENIOR CORRECTIONAL RECORDS SPECIALIST	595	602	3,935	4,132	4,339	4,556	4,787	5,026	5,278
SEIU 6	07290ff	SENIOR DEPUTY CLERK OF THE COUNCIL	660	667	5,408	5,678	5,963	6,260	6,574	6,903	7,247
SEIU 6	02180q	SENIOR ELECTRICAL SYSTEMS SPECIALIST (T)	687	694	6,170	6,478	6,801	7,141	7,499	7,875	8,269
SEIU 6	02111m	SENIOR ENGINEER	778	785	9,625	10,105	10,611	11,142	11,699	12,284	12,898
ADMIN MGMT-NS	00482	SENIOR FINANCIAL ANALYST (AM)**	AM717	AM717	-	-	8,023	8,423	8,844	9,285	9,751
SEIU 6	00840	SENIOR FLEET SERVICES SUPERVISOR	711	718	6,937	7,283	7,647	8,029	8,431	8,853	9,296
SEIU 6	02260	SENIOR GRADING SPECIALIST	688	695	6,200	6,510	6,835	7,176	7,535	7,913	8,309
SEIU 6	01860	SENIOR HOUSING SPECIALIST	674	681	5,790	6,080	6,384	6,702	7,039	7,391	7,761
ADMIN MGMT-NS	01541	SENIOR HUMAN RESOURCES ANALYST (AM)**	AM722	AM722	-	-	8,221	8,633	9,063	9,517	9,995
UC	07300	SENIOR HUMAN RESOURCES SPECIALIST (UC)**	602	602	-	4,574	4,803	5,044	5,295	5,564	5,842
UC	00770	SENIOR HUMAN RESOURCES TECHNICIAN (UC)**	642	642	-	5,564	5,842	6,134	6,441	6,763	7,102
SEIU 6	02040	SENIOR LAND SURVEYOR	788	795	10,105	10,611	11,142	11,699	12,284	12,898	13,543
UC	02790	SENIOR LEGAL MANAGEMENT ASSISTANT (EXEMPT) (UC)**	697	697	-	7,275	7,641	8,023	8,423	8,844	9,285
UC	07310	SENIOR LEGAL SECRETARY (UC)**	610	610	-	4,755	4,993	5,242	5,510	5,786	6,073
SEIU 6	05109k	SENIOR LIBRARIAN	662	669	5,461	5,734	6,021	6,322	6,638	6,971	7,319
ADMIN MGMT-NS	00132	SENIOR MANAGEMENT ANALYST (AM)**	AM707	AM707	-	-	7,641	8,023	8,423	8,844	9,285
UC	06360	SENIOR MANAGEMENT ASSISTANT (EXEMPT) (UC)**	697	697	-	7,275	7,641	8,023	8,423	8,844	9,285
SEIU 6	07330	SENIOR OFFICE ASSISTANT	585	592	3,747	3,935	4,132	4,339	4,556	4,787	5,026
SEIU 6	07360	SENIOR OFFICE SPECIALIST	560	567	3,318	3,484	3,658	3,841	4,034	4,236	4,448
UC	01675	SENIOR PARALEGAL (EXEMPT) (UC)**	663	663	-	6,164	6,478	6,796	7,136	7,492	7,867
SEIU 6	06330	SENIOR PARK SERVICES INSPECTION SUPERVISOR	711	718	6,937	7,283	7,647	8,029	8,431	8,853	9,296
POA-NS	01270	SENIOR PARKING CONTROL OFFICER	645	645	-	-	4,858	5,101	5,356	5,623	5,905
UC	07415	SENIOR PAYROLL TECHNICIAN (UC)**	642	642	-	5,564	5,842	6,134	6,441	6,763	7,102
SEIU 6	00330m/n	SENIOR PLAN CHECK ENGINEER	778	785	9,625	10,105	10,611	11,142	11,699	12,284	12,898
SEIU 6	02470	SENIOR PLANNER	743	750	8,109	8,515	8,941	9,388	9,857	10,350	10,868
SEIU 6	02430q	SENIOR PLUMBING/MECHANICAL SYSTEMS SPEC.	687	694	6,170	6,478	6,801	7,141	7,499	7,875	8,269
SEIU 6	07370	SENIOR POLICE RECORDS SPECIALIST	605	612	4,132	4,339	4,556	4,787	5,026	5,278	5,542
SEIU 6	01470	SENIOR PROGRAMMER ANALYST	722	729	7,319	7,685	8,069	8,473	8,897	9,342	9,819
SEIU 6	02700	SENIOR RESIDENTIAL CONSTRUCTION SPECIALIST	687	694	6,170	6,478	6,801	7,141	7,499	7,875	8,269
SEIU 6	00990k	SENIOR SYSTEMS ADMINISTRATOR	695	702	6,415	6,735	7,073	7,427	7,799	8,189	8,599
SEIU 6	02151m	SENIOR TRAFFIC ENGINEER	778	785	9,625	10,105	10,611	11,142	11,699	12,284	12,898

CITY OF SANTA ANA
Consolidated Alphabetical List of Regular Classes
and Assignment of Classes to Salary Rate Ranges
for Fiscal Year 2020-2021

UNIT CODE	JOB CODE	JOB TITLE	Effective 10/1/2019 RANGE NO.	Effective 7/1/2020 RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	01290m	SENIOR TRANSPORTATION ANALYST	778	785	9,625	10,105	10,611	11,142	11,699	12,284	12,898
SEIU 6	07776	SENIOR WATER SERVICES SUPERVISOR	712	719	6,971	7,319	7,685	8,069	8,473	8,897	9,342
SEIU 6	06240	SENIOR WATER SYSTEMS OPERATOR	673	680	5,762	6,050	6,353	6,670	7,005	7,355	7,723
SEIU 6	01310	STOCK CLERK	601	608	4,054	4,257	4,470	4,694	4,930	5,176	5,434
SEIU 6	01320	STORE KEEPER	636	643	4,810	5,051	5,304	5,569	5,847	6,140	6,446
SEIU 6	01315	STORES AND CITY YARD PROPERTY SPECIALIST	636	643	4,810	5,051	5,304	5,569	5,847	6,140	6,446
SEIU 6	00115	STORMWATER COORDINATOR	698	705	6,510	6,835	7,176	7,535	7,913	8,309	8,725
MID M-NS	02925	STRATEGIC COMMUNICATIONS MANAGER (MM)	MM-19	MM-19	-	-	8,849	-	10,783	-	13,135
SEIU 6	04280	STREET LIGHTING MAINTENANCE WORKER	642	649	4,954	5,201	5,461	5,734	6,021	6,322	6,638
SEIU 6	04360	STREET MAINTENANCE SUPERVISOR	678	685	5,905	6,200	6,510	6,835	7,176	7,535	7,913
SEIU 6	04160	STREET PAINTER	620	627	4,448	4,671	4,906	5,151	5,408	5,678	5,963
SEIU 6	07500	SUPERVISING ACCOUNTANT	727	734	7,499	7,875	8,269	8,683	9,117	9,577	10,055
SEIU 6	00269	SUPERVISING BUYER	701	708	6,606	6,937	7,283	7,647	8,029	8,431	8,853
SEIU 6	05055	SUPERVISING LIBRARY SERVICES ASSISTANT	590	597	3,841	4,034	4,236	4,448	4,671	4,906	5,151
SEIU 6	07470	SUPERVISING PARK RANGER	671	678	5,706	5,992	6,291	6,606	6,937	7,283	7,647
ADMIN MGMT-NS	02371	SUPERVISOR OF INSPECTIONS (AM)**	AM745	AM745	-	-	9,196	9,659	10,141	10,649	11,188
SEIU 6	02070	SURVEY PARTY CHIEF	700	707	6,574	6,903	7,247	7,609	7,989	8,389	8,809
SEIU 6	02050	SURVEY PARTY TECHNICIAN I	636	643	4,810	5,051	5,304	5,569	5,847	6,140	6,446
SEIU 6	02060	SURVEY PARTY TECHNICIAN II	667	674	5,596	5,876	6,170	6,478	6,801	7,141	7,499
SEIU 6	00120	SYSTEMS ADMINISTRATOR	663	670	5,488	5,762	6,050	6,353	6,670	7,005	7,355
SEIU 6	06470	SYSTEMS SUPPORT ANALYST	722	729	7,319	7,685	8,069	8,473	8,897	9,342	9,819
SEIU 6	01060	SYSTEMS TECHNICIAN	603	610	4,091	4,296	4,511	4,741	4,978	5,226	5,488
SEIU 6	00710	TELECOMMUNICATIONS COORDINATOR	704	711	6,702	7,039	7,391	7,761	8,149	8,557	8,985
SEIU 6	07140	TELECOMMUNICATIONS CUSTOMER SERVICE REP.	616	623	4,360	4,579	4,810	5,051	5,304	5,569	5,847
POA-NS	00860	TRAFFIC SERVICES SPECIALIST	675	675	-	-	5,623	5,905	6,200	6,510	6,835
UC	01280	TRAINING COORDINATOR (UC)**	707	707	-	7,641	8,023	8,423	8,844	9,285	9,751
MID M-NS	00200	TRANSIT PROGRAM MANAGER (MM)	MM-25	MM-25	-	-	10,263	-	12,505	-	15,236
MID M-NS	01080	TRANSPORTATION MANAGER (MM)	MM-25	MM-25	-	-	10,263	-	12,505	-	15,236
MID M-NS	01170	TREASURY AND CUSTOMER SERVICES MANAGER (MM)	MM-22	MM-22	-	-	9,531	-	11,612	-	14,147
SEIU 6	07020	TREASURY SERVICES SUPERVISOR	661	668	5,434	5,706	5,992	6,291	6,606	6,937	7,283
SEIU 6	04330bb	TREE MAINTENANCE SUPERVISOR	677	684	5,876	6,170	6,478	6,801	7,141	7,499	7,875
SEIU 6	04170bb	TREE TRIMMER	620	627	4,448	4,671	4,906	5,151	5,408	5,678	5,963
SEIU 6	01215	UTILITIES BILLING/SYSTEMS TECHNICIAN	615	622	4,339	4,556	4,787	5,026	5,278	5,542	5,818
SEIU 6	01219	UTILITIES CUSTOMER SERVICE SUPERVISOR	652	659	5,201	5,461	5,734	6,021	6,322	6,638	6,971
SEIU 6	06320	VIDEO TECHNICIAN	664	671	5,515	5,790	6,080	6,384	6,702	7,039	7,391
SEIU 6	07750	WATER SERVICES CREW LEADER	652	659	5,201	5,461	5,734	6,021	6,322	6,638	6,971
SEIU 6	07755	WATER SERVICES METER REPAIRER I	611	618	4,257	4,470	4,694	4,930	5,176	5,434	5,706
SEIU 6	07756	WATER SERVICES METER REPAIRER II	630	637	4,671	4,906	5,151	5,408	5,678	5,963	6,260
SEIU 6	07795	WATER SERVICES PRODUCTION SUPERVISOR	682	689	6,021	6,322	6,638	6,971	7,319	7,685	8,069
SEIU 6	07760	WATER SERVICES QUALITY COORDINATOR	703	710	6,670	7,005	7,355	7,723	8,109	8,515	8,941
SEIU 6	07765	WATER SERVICES QUALITY INSPECTOR	662	669	5,461	5,734	6,021	6,322	6,638	6,971	7,319
SEIU 6	07770	WATER SERVICES QUALITY SUPERVISOR	686	693	6,140	6,446	6,768	7,107	7,463	7,837	8,229
SEIU 6	07775	WATER SERVICES SUPERVISOR	686	693	6,140	6,446	6,768	7,107	7,463	7,837	8,229
SEIU 6	07780	WATER SERVICES UTILITY INSPECTOR	662	669	5,461	5,734	6,021	6,322	6,638	6,971	7,319
SEIU 6	07785	WATER SERVICES WORKER I	586	593	3,765	3,954	4,152	4,360	4,579	4,810	5,051
SEIU 6	07790	WATER SERVICES WORKER II	611	618	4,257	4,470	4,694	4,930	5,176	5,434	5,706
SEIU 6	04540	WATER SYSTEMS ELECTRICIAN	673	680	5,762	6,050	6,353	6,670	7,005	7,355	7,723
SEIU 6	00880	WATER SYSTEMS OPERATOR I	614	621	4,317	4,533	4,764	5,002	5,252	5,515	5,790
SEIU 6	00920	WATER SYSTEMS OPERATOR II	634	641	4,764	5,002	5,252	5,515	5,790	6,080	6,384
SEIU 6	04530	WATER SYSTEMS OPERATOR III	648	655	5,101	5,356	5,623	5,905	6,200	6,510	6,835
SEIU 6	01006	WEB SYSTEMS TECHNICIAN	603	610	4,091	4,296	4,511	4,741	4,978	5,226	5,488

CITY OF SANTA ANA
Consolidated Alphabetical List of Regular Classes
and Assignment of Classes to Salary Rate Ranges
for Fiscal Year 2020-2021

UNIT CODE	JOB CODE	JOB TITLE	Effective 10/1/2019 RANGE NO.	Effective 7/1/2020 RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	01005	WEBSITE ENTRY SPECIALIST	576	583	3,586	3,765	3,954	4,152	4,360	4,579	4,810
SEIU 6	02390	WORK CENTER COORDINATOR	747	754	8,269	8,683	9,117	9,577	10,055	10,558	11,086
SEIU 6	08371	WORKFORCE SPECIALIST I	603	610	4,091	4,296	4,511	4,741	4,978	5,226	5,488
SEIU 6	08372k	WORKFORCE SPECIALIST II	627	634	4,601	4,834	5,076	5,330	5,596	5,876	6,170
SEIU 6	08373k	WORKFORCE SPECIALIST III	647	654	5,076	5,330	5,596	5,876	6,170	6,478	6,801
SEIU 6	08374	WORKFORCE SPECIALIST IV	702	709	6,638	6,971	7,319	7,685	8,069	8,473	8,897
SEIU 6	05313	YOUTH SERVICES TECHNICIAN	596	603	3,954	4,152	4,360	4,579	4,810	5,051	5,304
SEIU 6	05430	ZOO CURATOR	658	665	5,356	5,623	5,905	6,200	6,510	6,835	7,176
SEIU 6	05450	ZOO CURATOR OF EDUCATION	662	669	5,461	5,734	6,021	6,322	6,638	6,971	7,319
SEIU 6	05451	ZOO CURATOR OF HEALTH	N/A	662	5,278	5,542	5,818	6,110	6,415	6,735	7,073
SEIU 6	00930	ZOO EDUCATION SPECIALIST	613	620	4,296	4,511	4,741	4,978	5,226	5,488	5,762
SEIU 6	05420	ZOO KEEPER I	578	585	3,622	3,803	3,994	4,194	4,404	4,624	4,858
SEIU 6	05410	ZOO KEEPER II	608	615	4,194	4,404	4,624	4,858	5,101	5,356	5,623
MID M-NS	05480	ZOO MANAGER (MM)	MM-22	MM-22	-	-	9,531	-	11,612	-	14,147
SEIU 6	05485	ZOO OPERATIONS COORDINATOR	632	639	4,718	4,954	5,201	5,461	5,734	6,021	6,322

NOTES:

*Per Contract.

**AM and CASA Rate Ranges Frozen as of 10/1/2014 and No Longer Reflected on the Current Salary Schedule Matrix.

CITY OF SANTA ANA
Consolidated Alphabetical List of Salaries and Wages
for Various Part-time Categories
for Fiscal Year 2020-2021

CLASS TITLES AND WAGE RATES FOR REPRESENTED CATEGORIES OF NON-CIVIL SERVICE PART-TIME EMPLOYMENT										
UNIT CODE	JOB CODE	JOB TITLE (REPRESENTED PART-TIME)	POS. NO.	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E	
SEIU PT	09041	ACCOUNT CLERK I	2936		19.50	20.45	21.47	22.55	23.67	
SEIU PT	09042	ACCOUNT CLERK II	2977		21.57	22.64	23.80	24.96	26.21	
SEIU PT	09770	ADMINISTRATIVE AIDE	2917		24.72	25.96	27.25	28.62	30.05	
SEIU PT	09000	ANIMAL KEEPER	2761		15.53	16.31	17.13	17.99	18.89	
SEIU PT	09215	BUILDING MAINTENANCE ASSISTANT			21.25	22.30	23.42	24.62	25.81	
SEIU PT	09040	CASHIER	2724		15.10	15.86	16.65	17.48	18.35	
SEIU PT	09060	CLERICAL AIDE	2763		15.40	16.18	16.95	17.80	18.69	
SEIU PT	09090	CLERK TYPIST	2765		20.20	21.21	22.27	23.38	24.55	
SEIU PT	09800	COMBINATION INSPECTOR	3097		30.20	31.69	33.30	34.95	36.72	
SEIU PT	09100	COMMUNITY CENTER AIDE	2766		20.19	21.20	22.26	23.37	24.54	
SEIU PT	09690	COMPUTER TECHNICIAN	2859		19.65	20.63	21.67	22.76	23.91	
SEIU PT	09780	CUSTOMER SERVICE CLERK	2913		20.25	21.25	22.31	23.43	24.62	
SEIU PT	09120	DATA ENTRY CLERK	2768		16.79	17.64	18.55	19.46	20.44	
SEIU PT	09140	EQUIP. SVC. ATTENDANT	2769		18.90	19.82	20.85	21.85	22.97	
SEIU PT	09755	INFORMATION DESK CLERK	3456		16.95	17.80	18.69	19.62	20.60	
SEIU PT	09170	JANITOR	2771		15.49	16.26	17.07	17.92	18.84	
SEIU PT	09190	LIBRARY ASSISTANT	2772		18.96	19.91	20.90	21.96	23.07	
SEIU PT	09200	LIBRARY CLERK I	2773		15.80	16.57	17.41	18.30	19.19	
SEIU PT	09210	LIBRARY CLERK II	2732		17.50	18.37	19.27	20.25	21.25	
SEIU PT	09230	MAINTENANCE ATTENDANT	2734		15.00	15.75	16.28	17.09	17.94	
SEIU PT	09280	MOBILE LIBRARY CLERK	2774		19.25	20.25	21.23	22.30	23.42	
SEIU PT	09775	MUNICIPAL UTILITY READER/COLL.	3027		19.37	20.34	21.34	22.42	23.54	
SEIU PT	09290	PAGE	2775		15.00	15.75	16.28	17.09	17.94	
SEIU PT	09300	PARK MAINTENANCE ASST.	2776		16.41	17.24	18.11	19.02	19.98	
SEIU PT	03615	PARK RANGER (PART TIME)	2806		27.24	28.61	30.03	31.55	33.14	
SEIU PT	09505	PERMIT PARKING AIDE	2989		20.90	21.95	23.07	24.20	25.41	
SEIU PT	09135	PLANNING TECHNICIAN	3059		24.84	26.07	27.38	28.75	30.20	
SEIU PT	09330	POLICE RECORDS CLERK	2778		18.36	19.25	20.25	21.23	22.30	
SEIU PT	09340	POLICE SUPPLY CLERK	2738		18.41	19.33	20.30	21.32	22.39	
SEIU PT	08160	PROGRAM COORDINATOR	2739		18.31	19.23	20.19	21.20	22.26	
SEIU PT	09360	PROGRAM LEADER	2780		15.07	15.82	16.61	17.44	18.31	
SEIU PT	09720	PURCHASING CLERK	2760		19.42	20.39	21.43	22.49	23.60	
SEIU PT	09395	RECREATION FACILITY ATTENDANT	3579		16.41	17.24	18.11	19.02	19.98	
SEIU PT	09900	RIGHT OF WAY TECHNICIAN	3096		15.62	16.41	17.26	18.10	18.98	
SEIU PT	09070	SENIOR CLERICAL AIDE	2782		16.95	17.80	18.69	19.62	20.60	
SEIU PT	09400	SENIOR PROGRAM LEADER	2783		15.82	16.61	17.44	18.31	19.23	
SEIU PT	09430	SPECIAL EVENTS LEADER I	2746		15.44	16.21	17.02	17.87	18.76	
SEIU PT	09440	SPECIAL EVENTS LEADER II	2747		18.84	19.78	20.77	21.81	22.90	
SEIU PT	08170	SR. LIBRARY ASSISTANT	2750		20.13	21.13	22.17	23.30	24.46	
SEIU PT	09250	SR. MAINTENANCE AIDE	2752		15.12	15.87	16.66	17.50	18.38	
SEIU PT	09260	SR. MAINTENANCE WORKER	2753		18.38	19.30	20.27	21.28	22.34	
SEIU PT	08370	SR. SPECIAL EMP. COUNSELOR	2754		15.62	16.41	17.26	18.10	18.98	
SEIU PT	08410	SR. TUTOR	2755		18.08	18.98	19.93	20.88	21.92	
SEIU PT	09460	STORES AIDE	2784		18.03	18.94	19.86	20.87	21.89	
SEIU PT	08420	TUTOR	2757		15.62	16.40	17.22	18.08	18.98	
SEIU PT	09960	WATER CONSERVATION REPRESENTATIVE			15.95	16.74	17.57	18.45	19.41	

CITY OF SANTA ANA
Consolidated Alphabetical List of Salaries and Wages
for Various Part-time Categories
for Fiscal Year 2020-2021

CLASS TITLES AND WAGE RATES FOR SEASONAL AND OTHER UNAFFILIATED CATEGORIES OF NON-CIVIL SERVICE PART-TIME		POS. NO.	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
UNIT CODE	JOB CODE JOB TITLE (UNAFFILIATED PART-TIME)							
SEASONAL PT	08000 ADMINISTRATIVE INTERN	2722	-	16.28	17.09	-	-	-
SEASONAL PT	08995 ANIMAL CONTROL OFFICER	3148	-	23.96	25.16	26.42	27.75	29.13
SEASONAL PT	09315 BACKGROUND INVESTIGATOR	3071	-	28.45	29.87	31.38	32.94	34.60
SEASONAL PT	09790 BUDGET INTERN	3241	-	17.94	18.84	-	-	-
SEASONAL PT	09316 COLD CASE INVESTIGATOR	3108	-	28.45	29.87	31.38	32.94	34.60
SEASONAL PT	00360 CORRECTIONAL SERVICES OFFICER	3257	-	20.01	21.01	22.06	23.19	24.32
SEASONAL PT	09130 ENGINEERING INTERN		-	17.94	18.84	-	-	-
SEASONAL PT	07605 FINGERPRINT EXAMINER	3111	-	29.88	31.39	32.94	34.59	36.32
SEASONAL PT	08500 FORENSIC BALLISTICS TECHNICIAN	3085	-	24.56	25.80	27.09	28.45	29.87
SEASONAL PT	07071 HUMAN RESOURCES CLERICAL AIDE		-	15.40	16.18	16.95	17.80	18.69
SEASONAL PT	09345 JAIL TRANSPORTATION OFFICER		-	25.80	27.09	28.45	29.87	31.38
SEASONAL PT	08610 LAW CLERK	2729	-	15.10	15.84	16.63	17.49	18.35
SEASONAL PT	08080 MANAGEMENT INTERN	2759	-	20.77	21.81	-	-	-
SEASONAL PT	08130 POLICE CADET	2736	-	15.10	15.86	16.65	17.48	18.35
SEASONAL PT	08135 POLICE RESERVE LEVEL 1	3187	-	29.16	-	-	-	-
SEASONAL PT	08136 POLICE RESERVE LEVEL 2	3186	-	20.83	-	-	-	-
SEASONAL PT	08137 POLICE RESERVE LEVEL 3	3188	-	16.66	-	-	-	-
SEASONAL PT	08100 SR. ADMINISTRATIVE INTERN	2749	-	17.94	18.84	-	-	-
SEASONAL PT	08600 STUDENT INTERN	2756	-	15.00	15.75	-	-	-

CLASS TITLES AND WAGE RATES FOR REPRESENTED CATEGORIES OF SANTA ANA MANAGEMENT ASSOCIATION (SAMA) CIVIL SERVICE PART-TIME EMPLOYMENT		POS. NO.	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
UNIT CODE	JOB CODE JOB TITLE (SAMA PART-TIME CIVIL SERVICE)							
SAMA-AM-PTCS	01541 SR HUMAN RESOURCES ANALYST	722 AM-NSWN		47.43	49.81	52.29	54.91	57.66

CLASS TITLES AND WAGE RATES FOR REPRESENTED CATEGORIES OF CONFIDENTIAL ASSOCIATION OF SANTA ANA (CASA) CIVIL SERVICE PART-TIME EMPLOYMENT		POS. NO.	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
UNIT CODE	JOB CODE JOB TITLE (CASA PART-TIME CIVIL SERVICE)							
CASA-PTCS	01250 HUMAN RESOURCES TECHNICIAN (UC)	622 UC	29.10	30.55	32.10	33.70	35.39	37.16

CLASS TITLES AND WAGE RATES FOR REPRESENTED CATEGORIES OF SEIU LOCAL 721 - CITY OF SANTA ANA PART-TIME CIVIL SERVICE UNIT EMPLOYMENT		POS. NO.	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
UNIT CODE	JOB CODE JOB TITLE (SEIU PART-TIME CIVIL SERVICE)							
SEIU PTCS	00270 ASSISTANT BUYER	621	28.03	29.43	30.90	32.44	34.07	35.77
SEIU PTCS	07180 OFFICE ASSISTANT	553	20.10	21.10	22.16	23.27	24.44	25.66
SEIU PTCS	04860 PARK MAINTENANCE AIDE	452	12.28	12.89	13.53	14.21	14.93	15.68
SEIU PTCS	00050 PLANNING ASSISTANT	640	30.75	32.29	33.90	35.60	37.37	39.24
SEIU PTCS	07270 SECRETARY	598	25.03	26.29	27.62	29.00	30.45	31.97
SEIU PTCS	07584 SENIOR COMMUNITY DEVELOPMENT ANALYST	704	42.02	44.12	46.32	48.64	51.08	53.63

DEFINE SALARY RATE RANGES AND STEP ADVANCEMENT:

The City's basic salary and wage schedule provides for a number of ranges of pay rates (salary rate ranges), each comprised of pay steps or rates. The steps are identified by the letters 'AAA' to 'E' inclusive. Not all salary rate ranges are comprised of seven steps or letters (e.g., SAMA has 17 steps, identified by numbers).

For employees, the purpose of each step and the length of service required for advancement within the rate range are summarized as follows:

For non-management employees, represented by SEIU (Primary Salary Matrix, Exhibit A):

AAA Step Normal beginning pay rate.

AA Step Automatic Increase - After 6 months' service in next lower step. Also optional hiring rate.

A Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.

B Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.

C Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.

D Step Automatic Increase - After 12 months' service in next lower step. Also maximum hiring rate.

E Step Merit Rate - After 12 months' service in next lower step.

For part-time civil service employees, represented by SEIU (Primary Salary Matrix, Exhibit A):

AA Step Normal beginning pay rate.

A Step Automatic Increase - After 1,040 hours' service in next lower step. Also optional hiring rate.

B Step Automatic Increase - After 2,080 hours' service in next lower step. Also optional hiring rate.

C Step Automatic Increase - After 2,080 hours' service in next lower step. Also optional hiring rate.

D Step Automatic Increase - After 2,080 hours' service in next lower step. Also optional hiring rate.

E Step Automatic Increase - After 3,120 hours' service in next lower step. Also maximum hiring rate.

For non-management employees, represented by POA Sworn/non-Sworn (Primary Salary Matrix, Exhibit A):

A Step Normal beginning pay rate.

B Step Automatic Increase - After 6 months' service in next lower step. Also optional hiring rate.

C Step Automatic Increase - After 12 months' service in next lower step.

D Step Automatic Increase - After 12 months' service in next lower step.

E Step Merit Rate - After 12 months' service in next lower step.

For non-sworn management employees, represented by PMA (Primary Salary Matrix, Exhibit A):

Advancement in the SAMA salary rate ranges is granted only for continued meritorious performance of service.

AA Step Normal beginning pay rate.

A Step Merit Rate - After 6 months' service in next lower step. Also optional hiring rate.

B Step Merit Rate - After 12 months' service in next lower step. Also optional hiring rate.

C Step Merit Rate - After 12 months' service in next lower step. Also maximum hiring rate.

D Step Merit Rate - After 12 months' service in next lower step.

For sworn management employees, represented by PMA (Primary Salary Matrix, Exhibit A):

Advancement in the PMA salary rate ranges is granted only for continued meritorious performance of service.

A Step Normal beginning pay rate.

B Step Merit Rate - After 12 months' service in next lower step. Also optional hiring rate.

C Step Merit Rate - After 12 months' service in next lower step. Also optional hiring rate.

D Step Merit Rate - After 12 months' service in next lower step. Also maximum hiring rate.

E Step Merit Rate - After 12 months' service in next lower step.

For non-sworn and sworn management employees, represented by PMA Annual Performance Based Bonus Pay:

Performance rated as Significantly Exceeds Expectations ('5'), one-time bonus payment of five percent (5%).

Performance rated as Exceeds Expectations ('4'), one-time bonus payment of five percent (2.5%).

Performance rated as Meets Expectations ('3'), ineligible for a bonus payment.

Performance rated as Meets Expectations ('2'), ineligible for a bonus payment.

Performance rated as Meets Expectations ('1'), ineligible for a bonus payment.

For non-management employees, represented by CASA (Off the Matrix):

- AA Step Normal beginning pay rate.
- A Step Automatic Increase - After 6 months' service in next lower step. Also optional hiring rate.
- B Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.
- C Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.
- D Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.
- E Step Merit Rate - After 12 months' service in next lower step. Also optional hiring rate.

For administrative-management employees (AM), represented by SAMA (Off the Matrix):

Advancement in the SAMA salary rate ranges is granted only for continued meritorious performance of service.

- A Step Normal beginning pay rate.
- B Step Merit Rate - After 12 months' service in next lower step. Also optional hiring rate.
- C Step Merit Rate - After 12 months' service in next lower step. Also optional hiring rate.
- D Step Merit Rate - After 12 months' service in next lower step. Also maximum hiring rate.
- E Step Merit Rate - After 12 months' service in next lower step.

For middle-management employees (MM), represented by SAMA (MM Matrix, Exhibit B):

Advancement in the SAMA salary rate ranges is granted only for continued meritorious performance of service.

SAMA middle-management classifications merit rate ranges are from step "1" through "17"

SAMA middle-management optimal hiring rate states are from step "1" through "6"

SAMA middle-management maximum hiring range is step "9"

SAMA step advancement from "1" through "15" are advanced in two-step increments in an annual basis.

SAMA step advancement from "16" through "17" are advanced in one-step increments in an annual basis.

For Executive Management employees (EM), represented by Executive Management (EM Matrix, Exhibit C):

EM classifications rate ranges are from step "1" through "15".

EM classifications optimal and maximum hiring rate is step "15".

EM merit step advancement from "1" through 15" are done annually via a performance review.

EM performance rated as "Significantly Exceeds Expectations" is advanced three (3) step ranges (7.5%).

EM performance rated as "Exceeds Expectations" is advanced two (2) step ranges (5.0%).

EM performance rated as "Meets Expectations" is advanced one (1) step range (2.5%).

EM performance rated as "Below Expectations" or "Unacceptable" does not advance into a higher step rate.

For part-time employees, represented by SEIU (Off the Matrix):

- A Step Normal beginning pay rate.
- B Step Automatic Increase – After 1,040 hours' service in next lower step. Also optional hiring rate.
- C Step Automatic Increase – After 1,040 hours' service in next lower step. Also optional hiring rate.
- D Step Automatic Increase – After 1,040 hours' service in next lower step. Also optional hiring rate.
- E Step Automatic Increase – After 1,040 hours' service in next lower step. Also optional hiring rate.

For part-time employees, non-represented (Off the Matrix):

- A Step Normal beginning pay rate.
- B Step Automatic Increase – After 1,040 hours' service in next lower step. Also optional hiring rate.
- C Step Automatic Increase – After 1,040 hours' service in next lower step. Also optional hiring rate.
- D Step Automatic Increase – After 1,040 hours' service in next lower step. Also optional hiring rate.
- E Step Automatic Increase – After 1,040 hours' service in next lower step. Also optional hiring rate.

In the primary salary schedule matrix (Exhibit A), each salary range is identified by a three-digit number. The first two digits are listed in the first vertical column on the left and the third digit is listed horizontally across the top and identifies the appropriate column. This three-digit range number locates the starting step ("AAA, AA" or "A") of the range depending on whether the class has been assigned 5, 6 or 7 steps and the subsequent steps ("AA, A," "B," "C," "D" and "E") are found in the column directly below the starting step.

For example, "AAA" step of Range No. 501 is found to be \$2402 by moving down the left column (Range No.) to the number 50 (the first two digits of the Range No.), then horizontally to column 1 (the third digit of the Range No.). The "AAA" step of \$2402 has the remaining steps shown directly below; thus the full, seven-step range is 2402-2523-2650-2782-2921-3067-3221. In the same manner, Range No. 555 is found to be 3129-3285-3449-3622-3803-3994-4194.

SPECIAL COMPENSATION PROVISIONS:

Lower case letters appearing next to certain occupational code numbers in the above listing refer to special compensation provisions, shown below, that may be applicable to certain incumbents of the classes of employment so identified.

Note: SEIU MOU Article V Section 1B Limitation on Assignment Pay Differentials

Employees hired after August 31, 2010 or hired before August 31, 2010, who did not receive assignment pay under section 5.1 of this article prior to June 30, 2013, shall not be eligible to receive it.

SEIU MOU Article V section 10 Limitation on Career Development Incentive Pay

With the exception of employee classifications listed below*, employees covered by this MOU and already receiving career development incentive pay under section 5.10 prior to June 30, 2012 and who continue to meet the qualifications described in the applicable career development incentive pay provisions of section 5.8 shall continue to receive said pay under the current career development incentive pay formulas. Employees who have not received career development pay prior to June 30, 2012 shall not be eligible to receive it.

The employee classifications listed below* covered by this MOU and already receiving career development incentive pay under section 5.9 prior to June 30, 2013 and who continue to meet the qualifications described in the applicable career development incentive pay provisions of section 5.9 shall continue to receive said pay under the current career development incentive pay formulas. Employees in the classifications listed below who have not received career development pay prior to June 30, 2013 will not thereafter be eligible to receive it.

*Associate Engineer, Senior Civil Engineer, Senior Engineer, Senior Traffic Engineer.

- (a) (Reserved)
- (b) Incumbents in the classifications of Fleet Services Technician I, II and III who possess nationally recognized certifications for Automotive Service Excellence Master Certification (ASE) and ASE Alternative Fuel, will be paid an assignment pay differential at a rate set five (5) salary rate ranges (approximately 2.5%) for said certification above their then current base monthly salary step. The restrictions set forth in Section 5.1.B do not apply to this provision. (SEIU MOU Article V Section 1C)
- (c) (Reserved)
- (d) An incumbent in the class of Police Services Dispatcher who is continuously and regularly assigned to and actually performing in a lead supervisory and trainer capacity over an assigned shift of Police Services Dispatchers will be paid at a rate set ten (10) salary rate ranges (approximately 5.0%) above his or her then current base monthly salary step. (POA MOU Article V Section 1A)
- (e) Incumbents in the classifications of Fleet Services Technician I, II, III, and Fleet Services Supervisor, who maintain a valid State of California Commercial Driver's License and are assigned to an area that requires the possession of either a Class "A" or Class "B" license in the course and scope of their work shall be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above their then current base monthly salary step. (SEIU MOU Article V Section 1.C.3)
- (f) (Reserved)
- (g) (Reserved)
- (h) Incumbents in the classifications of: Code Enforcement Associate, Code Enforcement Officer, Code Enforcement Supervisor who obtain or possess a valid certificate in any of four Career Development Incentive areas shall receive incentive pay worth five salary rate ranges (approximately 2.5%) for each certificate not to exceed five (5) certificates or a total of twenty-five salary rate ranges (approximately 12.5%). If an incumbent has obtained four (4) certificates from list, he or she then shall be eligible to earn an additional five (5) salary rate ranges (approximately 2.5%) pay additive upon completion of both the SCACEO/CACEO Intermediate and SCACEO/CACEO Advanced Certifications. (SEIU MOU Article V Section 9D)
- (i) (Reserved)

- (j) Incumbents in the class of Police Officer who are continuously and regularly assigned to and actually performing duties of a Corporal will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. If a Corporal is assigned to lead a work unit without a Sergeant, he or she will be paid an additional five (5) salary rate ranges (approximately 2.5%) above his or her base monthly salary step for such assignment. At the present time, Directed Patrols and Civic Center Patrol units are examples of such assignments. (POA MOU Article V Section 1C)
- (k) Incumbents regularly and continuously assigned to lead a functional unit which includes two (2) or more positions in the same or lower classifications as the incumbent may be compensated at a rate set ten (10) salary rate ranges (approximately 5%) above his or her then current base monthly salary step. (SEIU MOU Article V Section 2), and/or (Council Resolution No. 82-110 Section 3.1, as amended by Resolution No. 91-103), and/or (Resolution No. 99-023) and (POA MOU Article V Section 1N)
- (l) (Reserved)
- (m) Incumbents in the classifications of Assistant Engineer, Associate Engineer, Civil Engineer, Senior Civil Engineer, Senior Engineer, Senior Traffic Engineer, Assistant Plan Check Engineer, Associate Plan Check Engineer, Senior Plan Check Engineer, or Senior Transportation Analyst will be eligible for career incentive pay for any certificates approved for their classification at a rate set of ten (10) salary rate ranges (approximately 5%) above his or her then current base monthly salary step for valid registration(s) as a Registered Engineer by the State of California or as a Structural Engineer by the State of California (a total of twenty (20) salary rate ranges (approximately 10% for both). Additionally, said incumbents who possess a valid certificate issued by the ICBO (or similar nationally recognized certifying organization) in the areas of accessibility/usability (one specialty area), residential energy plan check, or non-residential energy plan check, shall be paid an incentive pay differential at a rate set above his or her then current base monthly salary step in accordance with the following schedule: One certificate from one specialty area: five (5) salary rate ranges (approximately 2.5%); an additional certificate from a second specialty area (total of two): ten (10) salary rate ranges (approximately 5%); an additional certificate from a third specialty area (total of three): fifteen (15) salary rate ranges (approximately 7.5%). (SEIU MOU Article V Section 9.A) and/or (as amended by Resolution No. 97-028)
In no event shall the application of this Career Development Incentive Program result in an individual being eligible to earn more than twenty (25) salary rate ranges (approximately 12.5%) above his or her current monthly base salary step. (SEIU MOU Article V Section 9)
- (n) An incumbent who was employed as of August 16, 1991 in the classification of Assistant Plan Check Engineer, Associate Plan Check Engineer, Senior Plan Check Engineer and who as of December 31, 1987 had possessed a valid Plan Examiner Certificate issued by the ICBO shall continue to be paid at a rate set ten (10) salary rate ranges (approximately 5%) above his or her then current base salary step. However effective January 1, 1988 said ten (10) range differential shall be reduced to five (5) salary rate ranges (approximately 2.5%) for any incumbent of said classifications who is issued his or her initial certificate on or after January 1, 1988. (SEIU MOU Article V Section 9B)
- (o) (Reserved)
- (p) (Reserved)
- (q) An incumbent in one of the classifications of: Combination Building Inspector, Senior Combination Building Inspector, Building Technician, or Senior Plumbing/Mechanical Systems Specialist who possess a valid certificate issued by the ICBO (or similar nationally recognized certifying organization) in relevant areas (see MOU for full details) shall be paid an incentive pay differential at a rate set above his or her then current base monthly salary step as follows: One certificate from one specialty area: five (5) salary rate ranges (approximately 2.5%); an additional certificate from a second specialty area (total of two): ten (10) salary rate ranges (approximately 5%); an additional certificate from a third specialty area (total of three): fifteen (15) salary rate ranges (approximately 7.5%); an additional certificate from a fourth specialty area (total of four): twenty (20) salary rate ranges (approximately 10%); an additional certificate from the fifth specialty area (total of five): twenty-five (25) salary rate ranges (approximately 12.5%). (SEIU MOU Article V Section 9C)
- (r) (Reserved)

- (s) An incumbent in the classification of Maintenance Worker II (assigned to the tree crew) who possesses a valid certificate issued by the International Society of Arboriculture (ISA) as a certified Tree Worker shall be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (SEIU MOU Article V Section 9H)
- (t) (Reserved)
- (u) An incumbent in the classification of Construction Inspector or Senior Construction Inspector who possess a valid certificate issued by the ICBO (or similar nationally recognized certifying organization) in the areas of reinforced concrete, structural masonry, structural steel/welding, electrical inspection, plumbing inspection, plans examiner, or C27 landscape contractors license, shall be paid an incentive pay differential at a rate set above his or her then current base monthly salary step as follows: One certificate from one specialty area: five (5) salary rate ranges (approximately 2.5%); an additional certificate from a second specialty area (total of two): ten (10) salary rate ranges (approximately 5%); an additional certificate from a third specialty area (total of three): fifteen (15) salary rate ranges (approximately 7.5%); an additional certificate from a fourth specialty area (total of four): twenty (20) salary rate ranges (approximately 10%); and an additional certificate from the fifth specialty area (total of five) twenty-five (25) salary rate ranges (approximately 12.5%). (SEIU MOU Article V Section 9E)
- (v) (Reserved)
- (w) An incumbent in the classification of Contracts Administrator who possess a valid certificate issued by the ICBO (or similar nationally recognized certifying organization) in the areas of plumbing inspection, electrical inspection, plans examiner, C27 landscape contractors license, turf grass management, or certified arborist (ISA), shall be paid an incentive pay differential at a rate set above his or her then current base monthly salary step as follows: One certificate from one specialty area: five (5) salary rate ranges (approximately 2.5%); an additional certificate from a second specialty area (total of two): ten (10) salary rate ranges (approximately 5%); an additional certificate from a third specialty area (total of three): fifteen (15) salary rate ranges (approximately 7.5%); an additional certificate from a fourth specialty area (total of four) twenty (20) salary rate ranges (approximately 10%); and an additional certificate from the fifth specialty area (total of five): twenty-five (25) salary rate ranges (approximately 12.5%). (SEIU MOU Article V Section 9F)
- (x) (Reserved)
- (y) Incumbents in the class of Forensic Specialist I, who are regularly and continuously assigned to and actually performing duties in a "lead" supervisory capacity over a primary functional unit of Forensic Specialist I employees, will be paid at a rate set ten (10) salary rate ranges (approximately 5.0%) above their then current base monthly salary step. (POA MOU Article V Section 1B)
- (z) (Reserved)
- (aa) (Reserved)
- (bb) Incumbents in one of the classifications of Projects Manager, Tree Maintenance Supervisor, Tree Trimmer, Maintenance Worker II (assigned to the tree crew), or Public Works Projects Specialist who possess a valid certificate issued by the International Society of Arboriculture (ISA) as a certified arborist shall be paid at a rate of set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (SEIU MOU Article V Section 9G)
- (cc) (Reserved)
- (dd) An employee who is continuously and regularly assigned as a Training Officer working in either Field Operations, the Detention facility, or as a Forensic Specialist II will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (POA MOU Article V Section 1F as amended by Ninth Side Letter Amendment to the Memorandum of Understanding Between the City of Santa Ana and the Santa Ana POA)
- (ee) An employee who is continuously and regularly assigned to and actually performing duties of an Internal Affairs Officer will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (POA MOU Article V Section 1G)
- (ff)

- (ff) The incumbent of the classification Senior Deputy Clerk of the Council designated by Resolution 91-073 as third in command in the Clerk of the Council's office with full signature authority for the Clerk in the clerk and Assistant Clerk's absence, will be paid an additional ten salary rate ranges (approximately 5%) above the current base monthly salary step to which he or she would otherwise be entitled. (Council Resolution No.82-110 Section 3.1[ff], as amended by Resolution No. 91-103)
- (gg) The incumbent in the class of Accountant II who, at the discretion of the appointing authority, is regularly and continuously assigned electronic data processing (EDP) systems coordination responsibilities, will be paid an additional ten salary rate ranges (approximately 5%) above the current base monthly salary step to which he or she would otherwise be entitled. (Council Resolution No.82-110 Section 3.1[gg], as amended by Resolution No. 92-034)
- (hh) An incumbent in the class of Equipment Operator who, at the discretion of the appointing authority, is regularly and continuously assigned, on a full-time basis, to operate a Motor Grader, will be paid an additional ten salary rate ranges (five percent) above the current base monthly salary step to which he or she would otherwise be entitled. (Council Resolution No. 82-110 Section 3.1[hh], as amended by Resolution No. 92-034)
- (ii) (Reserved)
- (jj) (Reserved)
- (kk) (Reserved)
- (ll) (Reserved)
- (mm) (Reserved)
- (nn) (Reserved)
- (oo) Incumbents in the classification of Correctional Officer who are continuously and regularly assigned to and actually performing duties of a Correctional Supervisor will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (POA MOU Article V Section 1D)
- (pp) An employee who is continuously and regularly assigned to perform training functions as a Parking Control Officer will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (POA MOU Article V Section 1H)
- (qq) (Reserved)
- (rr) Incumbents in the classification of Police Officer who are continuously and regularly assigned as a Canine Officer will be paid at a rate set ten (10) salary rate ranges (approximately 5%) above his or her then current base monthly salary step. (POA MOU Article V Section 1I)
- (ss) Incumbents in the classification of Police Officer who are continuously and regularly assigned to and actually performing duties of a Motor Officer assigned to the Traffic Division will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (POA MOU Article V Section 1J)
- (tt) An incumbent, identified by the Police Department, who is continuously and regularly assigned to and actually performing duties of a Detective/Investigator assigned to the Investigations Division or Special Investigations Units as well as Police Investigative Specialist, Background Investigator, Collision Investigator, and Graffiti Task Force Investigator, will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (POA MOU Article V Section 1K)
- (uu) Incumbents in the classifications of Correctional Officer or Correctional Supervisor, who are continuously and regularly assigned to either the 207(k) 7/12.5 Detention Work Schedule, or the 4/10.5 Detention Administration Work Schedule, shall be paid at a rate set six (6) salary rate ranges (approximately 3%) above his or her then current base monthly salary step. (POA MOU Article V Section 1L)
- (vv) (Reserved)

- (ww) Incumbents in the classification of Firearms Examiner who are regularly and continuously assigned to and actually performing duties in a "lead" supervisory capacity over a primary functional unit, will be paid at a rate set ten (10) salary rate ranges (approximately 5.0%) above their then current base monthly salary step. (POA MOU Article V Section 1M and Council Resolution No. 2005-026)
- (xx) Reserved
- (yy) Incumbents in the classifications of Forensic Specialist I and Forensic Specialist II who are continuously and regularly assigned as a Tenprint - AFIS Technician will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above their then current base monthly salary step. (POA MOU Article V Section 10)
- (zz) Incumbents in the classifications of Forensic Specialist I and Forensic Specialist II who are continuously and regularly assigned as a Fingerprint Analyst will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above their then current base monthly salary step. (POA MOU Article V Section 1P)

OTHER PAY ADDITIVES:

1. BILINGUAL PAY. Qualified personnel in the below-listed representational categories who meet the required criteria specified in the Memorandum of Understanding (or Pay Plan) covering their job classification will receive a monthly pay differential above their current base monthly salary step in the amounts specified below by representational category:
 - (I) SEIU (Service Employees International Union): (SEIU MOU Article 5.3B, C):
 - Primary Bilingual Assignments: \$175.00 per month.
 - Secondary Bilingual Assignments: \$40.00 per month.
 - (II) SEIU Part-time Civil Service (Service Employees International Union): (SEIU Article 5.3 B-C)
 - Primary Bilingual Assignments: prorated amount based on \$175 per 173.33 hours.
 - Secondary Bilingual Assignments: prorated amount based on \$40 per 173.33 hours.
 - (III) SEIU Part-time Non Civil Service (Service Employees International Union): (SEIU Article 4.5 B-C)
 - Primary Bilingual Assignments: \$1.01 above base hourly rate.
 - Secondary Bilingual Assignments: \$0.23 above base hourly rate.
 - (IV) SAMA (Santa Ana Management Association): (SAMA MOU Article 6.1.B-C):
 - Primary Bilingual Assignments: \$175.00 per month.
 - Secondary Bilingual Assignments: \$40.00 per month.
 - (V) CASA (Confidential Association of Santa Ana): (CASA MOU Article 6.3.B-C):
 - Primary Bilingual Assignments: \$175.00 per month.
 - Secondary Bilingual Assignments: \$40.00 per month.
 - (VI) POA (Police Officers Association): (POA MOU Article V Section 3C,D,E,F):
 - Sworn: Street Level Proficiency. The amount equal to the product obtained by multiplying the step "E" base salary rate of employee by five (5) salary rate ranges (approximately 2.5%).
 - Sworn: Complex Level Proficiency. The amount equal to the product obtained by multiplying the step "E" base salary rate of employee by ten (10) salary rate ranges (approximately 5%).
 - Non Sworn: Primary Level Proficiency: \$175.00 per month.
 - Non Sworn: Secondary Level Proficiency: \$40.00 per month.
 - (VII) PMA (Santa Ana Police Management Association): (PMA MOU Article 5.1):
 - Primary Bilingual Assignments: \$175.00 per month.
 - (VIII) EMT (Executive Management): (EM RESO Section 2):
 - Bilingual Assignment shall be paid in the highest amount as available to represented management employees.
2. SHIFT DIFFERENTIAL.
 - (I) SEIU, Generally.

An employee in a classification represented by SEIU who is continuously and regularly assigned to a schedule of work which requires that he or she actually work a minimum of four and one-half (4 1/2 hours) between the hours of 5:00 p.m. and 7:00 a.m. will be paid a shift differential for his or her entire work shift at a rate set ten (10) salary rate ranges (approximately 5%) higher than his or her then current base monthly salary step except however such shift pay differential shall not be applicable to employees in the classification of Park Ranger and Supervising Park Ranger. (SEIU MOU Article V Section 4A)
 - (II) Library Department Employees.

Employees hired and assigned to the Library prior to December 1, 1987 who work evening shifts until closing time, but who are not otherwise eligible for shift differential as provided under Subsection (a) above, shall receive as special shift pay, an amount equal to one-half (1/2) of one hour's pay for each day they work an evening shift until closing time. Said special shift pay shall be computed on the hourly equivalent of the base monthly salary step. Such half-hour's pay shall not be counted toward the computation of overtime. Such special library shift pay differential shall not be applicable to library employees hired on or after December 1, 1987. (SEIU MOU Article V Section 4B)

(III) Early Morning Street Crews.

A Street Maintenance employee who is assigned to traffic painting or downtown cleanup crews who is continuously and regularly assigned to a schedule of work which requires that he or she actually work at least fifty percent (50%) of his or her normal daily work shift between the hours of 1:00 a.m. and 7:00 a.m. will be paid a shift differential for his or her entire work shift at a rate set ten (10) salary rate ranges (approximately 5%) higher than his or her then current base monthly salary step. (SEIU MOU Article V Section 4C)

(IV) Standby Pay.

Employees who are released from active duty but who are required by their department to leave notice where they can be reached and be available to return to active duty when required by the department at any time other than their regularly scheduled working hours, shall be said to be on standby duty. Employees shall receive four hundred fifty dollars (\$450) per week when assigned to be on standby duty. Employees who "trade" days will have that time deducted from their pay on a prorated daily rate based on a seven (7) day week. Employees who cover the day shall be paid at the daily rate. All trades must be approved by the Supervisor or Manager.

Water Production, Water Maintenance, Public Works Maintenance, Building Maintenance, and Information Technology Department and staff shall be required to serve on standby duty and receive standby pay as defined above. The City's preference will be to accomplish the above through volunteers; however, qualified employees may be directed to be on standby if the number of volunteers is insufficient. In addition to Standby Pay, if an employee is able to handle the incident by phone or other electronic means without reporting to duty, he shall be entitled to overtime pay at the rate of 15 minutes or actual time spent per incident whichever is greater, paid at time and one-half (T 1/2) per incident. Additional Standby Pay programs may be implemented with the approval of the Department Head and City Manager. (SEIU MOU Article V Section 5.A-D)

(V) (POA) Police Officers Association

Incumbents in the classification of Animal Service Officer I or II, Forensic Specialist I or II, Crime Research Analyst, Police Communications Supervisor, Police Investigative Specialist, Police Property & Evidence Specialist, Police Service Officer, Police Evidence and Supply Specialist, Police Services Dispatcher, Communications Services Officer, Correctional Officer, Correctional Supervisor, and Parking Control Officer who are continuously and regularly assigned to a schedule of work which require that he or she actually work a minimum of four and one-half (4 1/2) hours between the hours of 5:00 P.M. and 7:00 A.M. will be paid a shift differential at a rate set ten (10) salary rate ranges (approximately 5.0%) above his or her then current base monthly salary step. (POA MOU Article V Section 2)

Effective July 1, 2017 each Sworn employee who is continuously and regularly assigned to a schedule of work that requires that he or she actually work a minimum of four and one-half (4 1/2) hours between the hours of 5:00 P.M. and 7:00 A.M. will be paid a shift differential at a rate set at 2.5% above his or her base monthly salary. (POA MOU Article V Section 2)

(VI) (CASA) Confidential Association of the City of Santa Ana

An employee in a classification represented by CASA who is continuously and regularly assigned to a schedule of work which requires that he or she actually work a minimum of four and one-half (4 1/2) hours between the hours of 5:00 p.m. and 7:00 a.m., shall be paid a shift differential for his or her entire work shift at a rate set ten (10) salary rate ranges (approximately 5%) higher than his or her then-current base monthly salary step. (CASA MOU Article 6 Section 4A)

(VII) Standby Pay

Employees who are released from active duty but who are required by their department to leave notice where they can be reached and be available to return to active duty when required by the department at any time other than their regularly scheduled working hours, shall be said to be on standby duty. Effective no later than the first (1st) day of the second (2nd) payroll period following Council approval, such employees shall receive two hundred dollars (\$200) per week when assigned to be on standby duty. (CASA MOU Article 6 Section 4B)

3. NOTARY PUBLIC

(I) SEIU (Service Employees International Union)

An employee that is required by a Department Head or their designee to perform the duties of a Notary Public for the City, in addition to regular duties shall be paid a monthly differential of forty dollars (\$40) above his or her then current base monthly salary step. (SEIU MOU Article V Section 1.D),

(II) (CASA) Confidential Association of the City of Santa Ana

Full-time incumbents in any classification who are required by a Department Head or their designee to perform the duties of a Notary Public for the City, in addition to regular duties, shall be paid a monthly pay premium of forty dollars (\$40) above his or her then current base monthly salary step. (CASA MOU Article 6 Section 1B)

3. CONFIDENTIAL PREMIUM

(I) (CASA) Confidential Association of the City of Santa Ana

An employee who is routinely and consistently assigned to sensitive positions by a Department Head, involving labor negotiations which require trust and discretion, in accordance with Government Code section 3507.5, will be paid at a rate set 2.5%, above the current base monthly salary step. (CASA MOU Article 6 Section 6)

FOOTNOTES:

Employee groups and City Council appointed employees are designated as follows:

"ADMIN MGMT-NS",	denotes classifications defined as Administrative Management (AM) personnel under the terms of the Memorandum of Understanding (MOU) (A-2019-185) between the City and the Santa Ana Management Association (SAMA) from January 1, 2019 to June 30, 2022;
"MID M-NS"	denotes classifications defined as Middle Management (MM) personnel under the terms of the Memorandum of Understanding (MOU) (A-2019-185) between the City and the Santa Ana Management Association (SAMA) from January 1, 2019 to June 30, 2022;
"SAMA-AM-PTCS"	denotes classifications defined as Administrative Management (AM) "Part-Time Civil Service" (PTCS) personnel under the terms of the Memorandum of Understanding (MOU) (A-2019-185) between the City and the Santa Ana Management Association (SAMA) from January 1, 2019 to June 30, 2022;
"APPOINT"	denotes City Manager; City Attorney, and Clerk of the Council;
"EXEC-NS", "EXEC-SWORN"	denotes classifications defined as "Executive Management" (EM) Non-Sworn and Sworn personnel under the terms of Santa Ana City Council Resolution No. 2015-026;
"PMA-NS", "PMA-SWORN"	denotes classifications defined as Represented Management (RM) personnel covered by the Memorandum of Understanding (MOU) (A-2019-187) between the City and Santa Ana Police Management Association (PMA) from July 1, 2018 to June 30, 2021;
"POA-NS", POA-SWORN	denotes classifications defined as Non-Sworn and Sworn covered by the Memorandum of Understanding (MOU) (A-2019-027) between the City and the Santa Ana Police Officers Association (POA) from July 1, 2018 to June 30, 2021;
"SEIU 6"	denotes classifications covered by the Memorandum of Understanding (MOU) (A-2019-227) between the City and the Service Employees International Union Local 721 Chapter 1939, AFL-CIO, (SEIU) from July 1, 2019 to June 30, 2022;
"PT CS SEIU 6"	denotes classifications defined as "Part-Time Civil Service" (PTCS) personnel under the terms of Memorandum of Understanding (MOU) (A-2020-090) between the City and the Service Employees International Union Local 721 Chapter 1939, AFL-CIO, (SEIU) (A-2020-090) from July 1, 2019 to June 30, 2022;
"SEIU PT"	denotes regular, long-term part-time classes covered by the Memorandum of Understanding (MOU) (A-2016-034) between the City and the Service Employees International Union (SEIU), Local 721 Chapter 1939, AFL-CIO, Part-time Employees' Representation Unit from July 1, 2015 to June 30, 2017;
"UC"	denotes classifications defined as "Confidential" (UC) personnel under the terms of Memorandum of Understanding (MOU) (A-2019-186) between the City and the Confidential Association of the City of Santa Ana (CASA) for January 1, 2019 to June 30, 2022
"PT CS CASA"	denotes classifications defined as "Confidential" (UC) "Part-Time Civil Service" (PTCS) under the terms of Memorandum of Understanding (MOU) (A-2019-186) between the City and the Confidential Association of Santa Ana (CASA) for January 1, 2019 to June 30, 2022

Notes:

Unrepresented "Executive Management" (EM) personnel, and as such, are eligible to receive certain employee benefits which are different from and/or greater than those available to non-management personnel.

(T) designates a "terminal" class. A position classification that has been designated as "terminal" by formal City Council action will be deleted from the City's Basic Classification and Compensation Plan when vacated by its last remaining incumbent. No new appointments may be made to a class that has been so designated.

EFFECTIVE CHANGES, INCORPORATED HEREIN:

- 1) The Service Employees International Union Local 721 (SEIU) cost of living adjustment of seven (7) salary ranges (approximately 3.5%), effective July 1, 2020, and other special pay additives, as authorized on November 19, 2019 through successor Memorandum of Understanding (MOU) A-2019-227.
- 2) The Part-time Civil Service Employees, Service Employees International Union Local 721 (SEIU) cost of living adjustment of seven (7) salary ranges (approximately 3.5%), effective July 1, 2020, and other special pay additives, as authorized on May 5, 2020 through successor Memorandum of Understanding (MOU) A-2020-090.
- 3) The Santa Ana Management Association (SAMA) cost of living adjustment of 3.5%, effective July 1, 2020, and other special pay additives, as authorized on October 1, 2019 through successor Memorandum of Understanding (MOU) A-2019-185 and
- 4) The Confidential Association of Santa Ana (COSA) cost of living adjustment of 3.5%, effective July 1, 2020, and other special pay additives, as authorized on October 1, 2019 through successor Memorandum of Understanding (MOU) A-2019-186.
- 5) The Santa Ana Police Management Association (PMA) cost of living adjustment of eight (8) salary ranges (approximately 4.0%), effective July 1, 2020, and other special pay additives, as authorized on October 1, 2019 through successor Memorandum of Understanding (MOU) A-2019-187 and First Amendment to MOU (A-2019-186-01).
- 6) The incorporation of changes, deletions, and additions to the City's Basic Classification and Compensation Plan, as approved on June 16, 2020 through Resolution No. 2020-052.

EXHIBIT A
Primary Matrix
Effective 7/1/2020

RANGE	0	1	2	3	4	5	6	7	8	9
45	1874	1883	1892	1902	1911	1921	1930	1940	1950	1960
46	1968	1977	1987	1997	2007	2017	2027	2037	2048	2058
47	2066	2076	2086	2097	2107	2118	2128	2139	2150	2160
48	2169	2179	2190	2201	2212	2223	2234	2246	2257	2268
49	2277	2288	2299	2311	2322	2334	2346	2357	2369	2381
50	2391	2402	2414	2427	2439	2451	2463	2475	2488	2500
51	2511	2523	2536	2548	2561	2574	2587	2600	2613	2626
52	2637	2650	2663	2676	2690	2703	2717	2730	2744	2758
53	2769	2782	2796	2810	2824	2838	2853	2867	2881	2896
54	2907	2921	2936	2950	2965	2980	2995	3010	3025	3040
55	3052	3067	3082	3098	3113	3129	3144	3160	3176	3192
56	3205	3221	3237	3253	3269	3285	3302	3318	3335	3352
57	3365	3381	3398	3415	3432	3449	3467	3484	3501	3519
58	3533	3550	3568	3586	3604	3622	3640	3658	3676	3695
59	3710	3728	3747	3765	3784	3803	3822	3841	3861	3880
60	3896	3915	3935	3954	3974	3994	4014	4034	4054	4074
61	4091	4111	4132	4152	4173	4194	4215	4236	4257	4278
62	4296	4317	4339	4360	4382	4404	4426	4448	4470	4493
63	4511	4533	4556	4579	4601	4624	4648	4671	4694	4718
64	4741	4764	4787	4810	4834	4858	4882	4906	4930	4954
65	4978	5002	5026	5051	5076	5101	5126	5151	5176	5201
66	5226	5252	5278	5304	5330	5356	5382	5408	5434	5461
67	5488	5515	5542	5569	5596	5623	5650	5678	5706	5734
68	5762	5790	5818	5847	5876	5905	5934	5963	5992	6021
69	6050	6080	6110	6140	6170	6200	6230	6260	6291	6322
70	6353	6384	6415	6446	6478	6510	6542	6574	6606	6638
71	6670	6702	6735	6768	6801	6835	6869	6903	6937	6971
72	7005	7039	7073	7107	7141	7176	7211	7247	7283	7319
73	7355	7391	7427	7463	7499	7535	7571	7609	7647	7685
74	7723	7761	7799	7837	7875	7913	7951	7989	8029	8069
75	8109	8149	8189	8229	8269	8309	8349	8389	8431	8473
76	8515	8557	8599	8641	8683	8725	8767	8809	8853	8897
77	8941	8985	9029	9073	9117	9161	9205	9250	9296	9342
78	9388	9434	9482	9529	9577	9625	9673	9721	9770	9819
79	9857	9906	9955	10005	10055	10105	10156	10207	10258	10309
80	10350	10401	10453	10506	10558	10611	10664	10717	10771	10825
81	10868	10922	10976	11031	11086	11142	11198	11254	11310	11366
82	11411	11468	11525	11583	11640	11699	11757	11816	11875	11934
83	11982	12041	12102	12162	12223	12284	12345	12407	12469	12532
84	12581	12643	12707	12770	12834	12898	12963	13027	13093	13158
85	13210	13275	13342	13409	13476	13543	13611	13678	13748	13816
86	13871	13939	14009	14079	14150	14220	14292	14362	14435	14507
87	14565	14636	14709	14783	14858	14931	15007	15080	15157	15232
88	15293	15368	15444	15522	15601	15678	15757	15834	15915	15994
89	16058	16136	16216	16298	16381	16462	16545	16626	16711	16794
90	16861	16943	17027	17113	17200	17285	17372	17457	17547	17634
91	17704	17790	17878	17969	18060	18149	18241	18330	18424	18516
92	18589	18680	18772	18867	18963	19056	19153	19247	19345	19442

EXHIBIT B

Schedule of Salary Rate Ranges for Represented
Middle-Management Classes of Employment
Effective 7/1/2020

RANGE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
MM-10	7088	7263	7443	7631	7826	8018	8216	8423	8635	8849	9069	9296	9531	9767	10009	10263	10521
MM-11	7263	7443	7631	7826	8018	8216	8423	8635	8849	9069	9296	9531	9767	10009	10263	10521	10783
MM-12	7443	7631	7826	8018	8216	8423	8635	8849	9069	9296	9531	9767	10009	10263	10521	10783	11052
MM-13	7631	7826	8018	8216	8423	8635	8849	9069	9296	9531	9767	10009	10263	10521	10783	11052	11330
MM-14	7826	8018	8216	8423	8635	8849	9069	9296	9531	9767	10009	10263	10521	10783	11052	11330	11612
MM-15	8018	8216	8423	8635	8849	9069	9296	9531	9767	10009	10263	10521	10783	11052	11330	11612	11901
MM-16	8216	8423	8635	8849	9069	9296	9531	9767	10009	10263	10521	10783	11052	11330	11612	11901	12200
MM-17	8423	8635	8849	9069	9296	9531	9767	10009	10263	10521	10783	11052	11330	11612	11901	12200	12505
MM-18	8635	8849	9069	9296	9531	9767	10009	10263	10521	10783	11052	11330	11612	11901	12200	12505	12816
MM-19	8849	9069	9296	9531	9767	10009	10263	10521	10783	11052	11330	11612	11901	12200	12505	12816	13135
MM-20	9069	9296	9531	9767	10009	10263	10521	10783	11052	11330	11612	11901	12200	12505	12816	13135	13465
MM-21	9296	9531	9767	10009	10263	10521	10783	11052	11330	11612	11901	12200	12505	12816	13135	13465	13802
MM-22	9531	9767	10009	10263	10521	10783	11052	11330	11612	11901	12200	12505	12816	13135	13465	13802	14147
MM-23	9767	10009	10263	10521	10783	11052	11330	11612	11901	12200	12505	12816	13135	13465	13802	14147	14502
MM-24	10009	10263	10521	10783	11052	11330	11612	11901	12200	12505	12816	13135	13465	13802	14147	14502	14864
MM-25	10263	10521	10783	11052	11330	11612	11901	12200	12505	12816	13135	13465	13802	14147	14502	14864	15236
MM-26	10521	10783	11052	11330	11612	11901	12200	12505	12816	13135	13465	13802	14147	14502	14864	15236	15614
MM-27	10783	11052	11330	11612	11901	12200	12505	12816	13135	13465	13802	14147	14502	14864	15236	15614	16006
MM-28	11052	11330	11612	11901	12200	12505	12816	13135	13465	13802	14147	14502	14864	15236	15614	16006	16406
MM-29	11330	11612	11901	12200	12505	12816	13135	13465	13802	14147	14502	14864	15236	15614	16006	16406	16815
MM-30	11612	11901	12200	12505	12816	13135	13465	13802	14147	14502	14864	15236	15614	16006	16406	16815	17237
MM-31	11901	12200	12505	12816	13135	13465	13802	14147	14502	14864	15236	15614	16006	16406	16815	17237	17664
MM-32	12200	12505	12816	13135	13465	13802	14147	14502	14864	15236	15614	16006	16406	16815	17237	17664	18108
MM-33	12505	12816	13135	13465	13802	14147	14502	14864	15236	15614	16006	16406	16815	17237	17664	18108	18560
MM-34	12816	13135	13465	13802	14147	14502	14864	15236	15614	16006	16406	16815	17237	17664	18108	18560	19024
MM-35	13135	13465	13802	14147	14502	14864	15236	15614	16006	16406	16815	17237	17664	18108	18560	19024	19499
MM-36	13465	13802	14147	14502	14864	15236	15614	16006	16406	16815	17237	17664	18108	18560	19024	19499	19986
MM-37	13802	14147	14502	14864	15236	15614	16006	16406	16815	17237	17664	18108	18560	19024	19499	19986	20485
MM-38	14147	14502	14864	15236	15614	16006	16406	16815	17237	17664	18108	18560	19024	19499	19986	20485	20998
MM-39	14502	14864	15236	15614	16006	16406	16815	17237	17664	18108	18560	19024	19499	19986	20485	20998	21522
MM-40	14864	15236	15614	16006	16406	16815	17237	17664	18108	18560	19024	19499	19986	20485	20998	21522	22060

EXHIBIT C
Schedule of Salary Rate Ranges for Represented
Executive-Management Classes of Employment
Effective 7/1/2017

RANGE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15
EM-20	7407	7592	7780	7973	8176	8379	8588	8805	9025	9253	9483	9719	9964	10211	10470
EM-21	7592	7780	7973	8176	8379	8588	8805	9025	9253	9483	9719	9964	10211	10470	10731
EM-22	7780	7973	8176	8379	8588	8805	9025	9253	9483	9719	9964	10211	10470	10731	10998
EM-23	7973	8176	8379	8588	8805	9025	9253	9483	9719	9964	10211	10470	10731	10998	11273
EM-24	8176	8379	8588	8805	9025	9253	9483	9719	9964	10211	10470	10731	10998	11273	11553
EM-25	8379	8588	8805	9025	9253	9483	9719	9964	10211	10470	10731	10998	11273	11553	11842
EM-26	8588	8805	9025	9253	9483	9719	9964	10211	10470	10731	10998	11273	11553	11842	12138
EM-27	8805	9025	9253	9483	9719	9964	10211	10470	10731	10998	11273	11553	11842	12138	12444
EM-28	9025	9253	9483	9719	9964	10211	10470	10731	10998	11273	11553	11842	12138	12444	12752
EM-29	9253	9483	9719	9964	10211	10470	10731	10998	11273	11553	11842	12138	12444	12752	13072
EM-30	9483	9719	9964	10211	10470	10731	10998	11273	11553	11842	12138	12444	12752	13072	13397
EM-31	9719	9964	10211	10470	10731	10998	11273	11553	11842	12138	12444	12752	13072	13397	13733
EM-32	9964	10211	10470	10731	10998	11273	11553	11842	12138	12444	12752	13072	13397	13733	14075
EM-33	10211	10470	10731	10998	11273	11553	11842	12138	12444	12752	13072	13397	13733	14075	14428
EM-34	10470	10731	10998	11273	11553	11842	12138	12444	12752	13072	13397	13733	14075	14428	14788
EM-35	10731	10998	11273	11553	11842	12138	12444	12752	13072	13397	13733	14075	14428	14788	15158
EM-36	10998	11273	11553	11842	12138	12444	12752	13072	13397	13733	14075	14428	14788	15158	15537
EM-37	11273	11553	11842	12138	12444	12752	13072	13397	13733	14075	14428	14788	15158	15537	15926
EM-38	11553	11842	12138	12444	12752	13072	13397	13733	14075	14428	14788	15158	15537	15926	16325
EM-39	11842	12138	12444	12752	13072	13397	13733	14075	14428	14788	15158	15537	15926	16325	16732
EM-40	12138	12444	12752	13072	13397	13733	14075	14428	14788	15158	15537	15926	16325	16732	17152
EM-41	12444	12752	13072	13397	13733	14075	14428	14788	15158	15537	15926	16325	16732	17152	17581
EM-42	12752	13072	13397	13733	14075	14428	14788	15158	15537	15926	16325	16732	17152	17581	18021
EM-43	13072	13397	13733	14075	14428	14788	15158	15537	15926	16325	16732	17152	17581	18021	18472
EM-44	13397	13733	14075	14428	14788	15158	15537	15926	16325	16732	17152	17581	18021	18472	18933
EM-45	13733	14075	14428	14788	15158	15537	15926	16325	16732	17152	17581	18021	18472	18933	19405
EM-46	14075	14428	14788	15158	15537	15926	16325	16732	17152	17581	18021	18472	18933	19405	19891
EM-47	14428	14788	15158	15537	15926	16325	16732	17152	17581	18021	18472	18933	19405	19891	20388
EM-48	14788	15158	15537	15926	16325	16732	17152	17581	18021	18472	18933	19405	19891	20388	20899
EM-49	15158	15537	15926	16325	16732	17152	17581	18021	18472	18933	19405	19891	20388	20899	21419
EM-50	15537	15926	16325	16732	17152	17581	18021	18472	18933	19405	19891	20388	20899	21419	21956

55B-34