

RESOLUTION NO. 2024-007

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SANTA ANA TO EFFECT CERTAIN CHANGES TO THE CITY'S CLASSIFICATION AND COMPENSATION PLAN

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SANTA ANA AS FOLLOWS:

Section 1. The City Council of the City of Santa Ana hereby finds, determines, and declares as follows:

- A. Section 1004 of the City Charter of the City of Santa Ana requires the City Manager to prepare, install, and maintain a position classification and pay plan subject to civil service rules and regulations and the approval of the City Council.
- B. It is the City's practice to assign job titles that reflect the duties and responsibilities of the classification and are consistent with other classifications within the City's organizational structure, as well as comparable job titles in the labor market, while maintaining internal pay equity relationships and attracting and retaining qualified candidates.
- C. The City Council regularly amends the City's classification and compensation plan for all full-time and part-time classifications of officers and employees of the City of Santa Ana.
- D. It is now desired to amend the City's classification and compensation plan.

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

A. Create the following classifications:

UNIT	TITLE	MONTHLY MIN	MONTHLY MAX
EM	Deputy City Manager (EM)	\$15,537	\$20,218

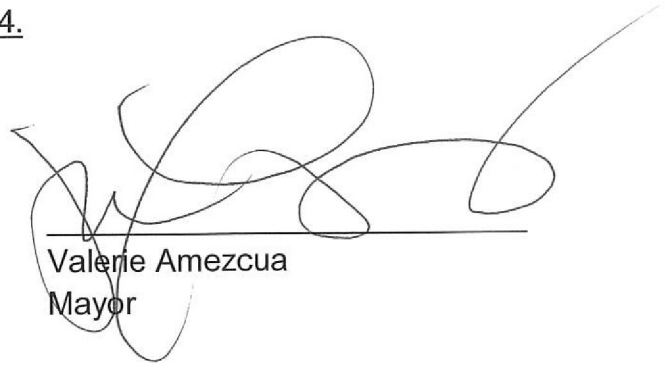
UNIT	TITLE	STEPS	HOURLY MIN	HOURLY MAX
Seasonal PT	Police Services Dispatcher (Part-Time)	5	\$36.68	\$44.57

Retired Annuitant	Police Services Dispatcher - Retired Annuitant	5	\$36.68	\$44.57
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Section 3. The Santa Ana City Council hereby approves the updated Salary Schedules, for the unrepresented Executive Management (EM), Seasonal PT, and Retired Annuitant units, attached to this resolution as Exhibits A, reflecting classification and compensation amendments per this and previously approved City Council resolutions, and grouped by employee unit, as recommended by CalPERS, and in compliance with CalPERS California Code of Regulations section 570.5.

Section 4. This resolution is effective March 24, 2024, which is the start date of the first full pay period after adoption of this resolution.

ADOPTED this 19th day of March, 2024.



Valerie Amezcua
Mayor

APPROVED AS TO FORM:
Sonia R. Carvalho
City Attorney

By: Laura A. Rossini
Laura A. Rossini
Chief Assistant City Attorney

AYES: Councilmembers Amezcu, Bacerra, Hernandez, Penaloza (4)

NOES: Councilmembers Lopez, Vazquez (2)

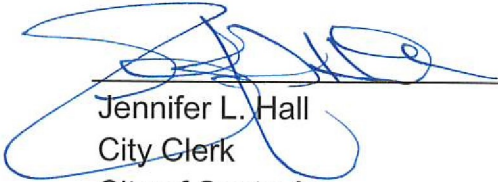
ABSTAIN: Councilmembers None (0)

NOT PRESENT: Councilmembers Phan (1)

CERTIFICATE OF ATTESTATION AND ORIGINALITY

I, JENNIFER I. HALL, City Clerk, do hereby attest to and certify the attached Resolution No. 2024-007 to be the original resolution adopted by the City Council of the City of Santa Ana on March 19, 2024.

Date: 3/28/2024



Jennifer L. Hall
City Clerk
City of Santa Ana

EXHIBIT A

**UNREPRESENTED EXECUTIVE MANAGEMENT (EM)
WAGE RATE SCHEDULE
EFFECTIVE MARCH 24, 2024**

JOB TITLE	JOB CODE	MONTHLY MINIMUM	MONTHLY MAXIMUM
Assistant City Manager (EM)	00090	17,581	23,245
Chief Technology Innovations Officer (EM)	01701	14,075	18,315
Deputy City Manager (EM)	01791	15,537	20,218
Executive Director of Community Development (EM)	02870	14,075	18,315
Executive Director of Finance and Management Services (EM)	01190	14,075	18,315
Executive Director of Human Resources (EM)	01830	14,075	18,315
Executive Director of Parks, Recreation, and Community Services (EM)	05400	14,075	18,315
Executive Director of Planning and Building Safety (EM)	02490	15,537	20,218
Executive Director of Public Works (EM)	02170	15,537	20,218
Library Services Director (EM)	01561	14,075	18,315
Police Chief (EM)	03390	17,581	23,245

EXHIBIT A

**SEASONAL PART-TIME
HOURLY WAGE RATE SCHEDULE
EFFECTIVE MARCH 24, 2024**

JOB TITLE	JOB CODE	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Administrative Intern	08000	-	18.15	19.06	-	-	-
Animal Control Officer	08995	-	23.96	25.16	26.42	27.75	29.13
Background Investigator (Part-Time)	09315	-	28.45	29.87	31.38	32.94	34.60
Budget Intern	09790	-	19.97	20.96	-	-	-
Claims Adjuster (Part-Time)	00125	39.05	41.02	43.05	45.21	47.46	49.83
Cold Case Investigator	09316	-	28.45	29.87	31.38	32.94	34.60
Correctional Services Officer	00360	-	20.01	21.01	22.06	23.19	24.32
Data Analyst (Part-Time)	00489	37.72	39.59	41.59	43.66	45.85	48.15
Engineering Intern	09130	-	19.97	20.96	-	-	-
Fingerprint Examiner	07605	-	29.88	31.39	32.94	34.59	36.32
Forensic Ballistics Technician	08500	-	24.56	25.80	27.09	28.45	29.87
Human Resources Analyst (Part-Time)	08570	36.81	38.66	40.58	42.61	44.74	46.97
Human Resources Clerical Aide	07071	-	16.50	17.33	18.19	19.10	20.06
Human Resources Communications Specialist (Part-Time)	08575	36.81	38.66	40.58	42.61	44.74	46.97
Human Resources Specialist (Part-Time)	08580	24.64	25.88	27.17	28.52	29.96	31.46
Human Resources Technician (Part-Time)	08581	30.12	31.62	33.23	34.88	36.63	38.46
Jail Transportation Officer	09345	-	25.80	27.09	28.45	29.87	31.38
Law Clerk	08610	-	16.50	17.33	18.19	19.10	20.06
Management Intern	08080	-	21.96	23.06	-	-	-
Personnel Board Secretary (Part-Time)	08851	29.00	30.45	31.97	33.57	35.25	37.01
Police Cadet	08130	-	16.50	17.33	18.19	19.10	20.06
Police Reserve Level 1	08135	-	29.16	-	-	-	-
Police Reserve Level 2	08136	-	20.83	-	-	-	-
Police Reserve Level 3	08137	-	16.66	-	-	-	-
Police Services Dispatcher (Part-Time)	03690	-	36.68	38.50	40.43	42.46	44.57
Risk Management Analyst (Part-Time)	09969	36.81	38.66	40.58	42.61	44.74	46.97
Risk Management Specialist (Part-Time)	09972	24.64	25.88	27.17	28.52	29.96	31.46
Risk Management Technician (Part-Time)	09971	30.12	31.62	33.23	34.88	36.63	38.46
Senior Administrative Intern	08100	-	19.97	20.96	-	-	-
Senior Human Resources Communications Specialist (Part-Time)	08582	-	49.09	51.55	54.12	56.83	59.68
Student Intern	08600	-	16.50	17.33	-	-	-

EXHIBIT A

**SEASONAL PART-TIME
HOURLY WAGE RATE SCHEDULE
EFFECTIVE MARCH 24, 2024**

JOB TITLE	JOB CODE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
Finance Project Manager (Part-Time)	00491	61.28	62.82	64.38	65.99	67.66	69.33	71.07	72.85	74.67	76.53	78.43	80.4	82.41	84.47	86.6	88.75	90.98

EXHIBIT A

**RETIRED ANNUITANT
WAGE RATE SCHEDULE
EFFECTIVE MARCH 24, 2024**

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Police Services Dispatcher - Retired Annuitant	03695	36.68	38.50	40.43	42.46	44.57

JOB TITLE	JOB CODE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
Homeless Services Division Manager - Retired Annuitant	09930	56.91	58.32	59.76	61.28	62.82	64.39	66.00	67.66	69.34	71.07	72.85	74.67	76.53	78.43	80.40	82.42	84.47