

RESOLUTION NO. 2024-030

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 of Santa Ana'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 of Santa Ana's classification and compensation plan for all full-time and part-time classifications of officers and employees of the City.

D. Upon City Council adoption of the January 1, 2024 through June 30, 2027 Memorandum of Understanding ("MOU") between the City of Santa Ana and the Police Officers Association ("POA") on June 18, 2024, the Police Sergeant classification received a four percent (4%) wage increase effective July 14, 2024.

E. In order to ensure that the compensation of the Police Lieutenant (RM) and Police Captain (RM) classifications remain in compliance with Sections 4.3(A)(4) and 4.3(C) of the January 1, 2022 through June 30, 2025 MOU between the City of Santa Ana and the Santa Ana Police Management Association ("PMA") and including a PMA MOU three percent (3%) salary increase effective July 14, 2024, it is necessary to change the compensation for the Police Lieutenant (RM) and Police Captain (RM) classifications effective July 14, 2024.

F. It is now desired to amend the City of Santa Ana's classification and compensation plan.

G. The amended Salary Schedule for the Police Lieutenant (RM) and Police Captain (RM) sworn classifications effective July 14, 2024 through the duration of

the January 1, 2022 through June 30, 2025 PMA MOU is included in Exhibit A of this resolution.

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

A. Change the compensation of the following classifications effective July 14, 2024:

	UNIT	JOB TITLE	BASIS	STEP	RATE
FROM	PMA	Police Captain (RM)	Monthly	A	\$17,485
				B	\$18,359
				C	\$19,277
				D	\$20,242
				E	\$21,254
TO	PMA	Police Captain (RM)	Monthly	A	\$17,660
				B	\$18,543
				C	\$19,470
				D	\$20,444
				E	\$21,467

	UNIT	JOB TITLE	BASIS	STEP	RATE
FROM	PMA	Police Lieutenant (RM)	Monthly	A	\$14,943
				B	\$15,691
				C	\$16,475
				D	\$17,298
				E	\$18,162
TO	PMA	Police Lieutenant (RM)	Monthly	A	\$15,092
				B	\$15,848
				C	\$16,640
				D	\$17,471
				E	\$18,344

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

ADOPTED this 18th day of June 2024.



Valerie Amezcua
Mayor

APPROVED AS TO FORM:

Sonia R. Carvalho

City Attorney

By: Laura A. Rossini

Laura A. Rossini

Chief Assistant City Attorney – Employee Relations

AYES: Councilmembers Amezcuca, Bacerra, Penaloza, Phan (4)

NOES: Councilmembers Hernandez, Lopez, Vazquez (3)

ABSTAIN: Councilmembers None (0)

ABSENT: Councilmembers None (0)

CERTIFICATE OF ATTESTATION AND ORIGINALITY

I, JENNIFER L. HALL, City Clerk, do hereby attest to and certify the attached Resolution No. 2024-030 to be the original resolution adopted by the City Council of the City of Santa Ana on June 18, 2024.

Date: 6/27/2024

Jennifer L. Hall
Jennifer L. Hall
City Clerk
City of Santa Ana



EXHIBIT A

**SANTA ANA POLICE MANAGEMENT ASSOCIATION
SWORN CLASSIFICATIONS
REVISED JUNE 18, 2024**

**MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024**

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Police Captain (RM)	03360	17,660	18,543	19,470	20,444	21,467
Police Lieutenant (RM)	03350	15,092	15,848	16,640	17,471	18,344