

RESOLUTION NO. 2024-038

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 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 classifications 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.

D. It is now desired to amend the City's classification and compensation plan as listed herein.

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	STEPS	MIN	MAX
CASA	Claims Adjuster (UC)	6	\$6,971	\$8,897
CASA	Police Oversight Commission Secretary (UC)	6	\$4,877	\$6,232

UNIT	TITLE	STEPS	MIN	MAX
RETIRED ANNUITANT	Police Officer - Retired Annuitant	-	The pay rate is not less than the minimum nor more than the maximum paid monthly to other employees performing comparable duties, divided by 173.33 to equal an hourly rate.	
SAMA	City Attorney's Office Executive Legal Assistant (Excepted) (AM)	5	\$7,649	\$9,298
SEASONAL PT	Human Resources Administrative Assistant (Part-Time)	6	\$26.93	\$34.39
SEASONAL PT	Organizational Development and Training Analyst (Part-Time)	6	\$40.22	\$51.33
SEASONAL PT	Police Investigative Specialist (Part-Time)	5	\$37.22	\$45.24
SEASONAL PT	Police Officer (Part-Time)	5	\$48.92	\$59.46
SEASONAL PT	Senior Organizational Development and Training Analyst (Part-Time)	5	\$53.64	\$65.22

B. Delete the following classifications:

UNIT	TITLE	STEPS	MIN	MAX
POA	Police Property and Evidence Supervisor	5	\$6,547	\$7,956
POA	Traffic Services Specialist	5	\$6,451	\$7,842

C. Change the compensation of the following classifications:

FROM					
	UNIT	TITLE	STEPS	MIN	MAX
1	SAMA	Deputy Public Works Director / Water Resources Manager (MM)	17	\$11,552	\$17,144
2	SEASONAL PT	Background Investigator (Part-Time)	5	\$28.45	\$34.60
3	SEASONAL PT	Claims Adjuster (Part-Time)	6	\$39.05	\$49.83
4	SEASONAL PT	Data Analyst (Part-Time)	6	\$37.72	\$48.15
5	SEASONAL PT	Human Resources Analyst (Part-Time)	6	\$36.81	\$46.97
6	SEASONAL PT	Human Resources Communications Specialist (Part-Time)	6	\$36.81	\$46.97
7	SEASONAL PT	Human Resources Specialist (Part-Time)	6	\$24.64	\$31.46
8	SEASONAL PT	Human Resources Technician (Part-Time)	6	\$30.12	\$38.46
9	SEASONAL PT	Police Services Dispatcher (Part-Time)	5	\$36.68	\$44.57
10	SEASONAL PT	Risk Management Analyst (Part-Time)	6	\$36.81	\$46.97
11	SEASONAL PT	Risk Management Specialist (Part-Time)	6	\$24.64	\$31.46
12	SEASONAL PT	Risk Management Technician (Part-Time)	6	\$30.12	\$38.46
13	SEASONAL PT	Senior Human Resources Communications Specialist (Part-Time)	5	\$49.09	\$59.68

**TO**

	<b>UNIT</b>	<b>TITLE</b>	<b>STEPS</b>	<b>MIN</b>	<b>MAX</b>
1	SAMA	Deputy Public Works Director / Water Resources Manager (MM)	17	\$12,499	\$18,554
2	SEASONAL PT	Background Investigator (Part-Time)	5	\$37.22	\$45.24
3	SEASONAL PT	Claims Adjuster (Part-Time)	6	\$40.22	\$51.33
4	SEASONAL PT	Data Analyst (Part-Time)	6	\$41.22	\$52.62
5	SEASONAL PT	Human Resources Analyst (Part-Time)	6	\$40.22	\$51.33
6	SEASONAL PT	Human Resources Communications Specialist (Part-Time)	6	\$40.22	\$51.33
7	SEASONAL PT	Human Resources Specialist (Part-Time)	6	\$26.93	\$34.39
8	SEASONAL PT	Human Resources Technician (Part-Time)	6	\$32.91	\$42.02
9	SEASONAL PT	Police Services Dispatcher (Part-Time)	5	\$38.14	\$46.36
10	SEASONAL PT	Risk Management Analyst (Part-Time)	6	\$40.22	\$51.33
11	SEASONAL PT	Risk Management Specialist (Part-Time)	6	\$26.93	\$34.39
12	SEASONAL PT	Risk Management Technician (Part-Time)	6	\$32.91	\$42.02
13	SEASONAL PT	Senior Human Resources Communications Specialist (Part-Time)	5	\$53.64	\$65.22



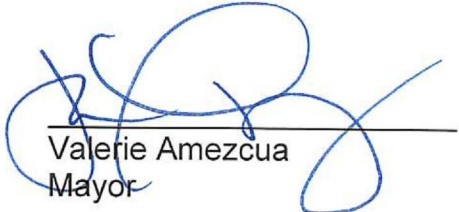
Section 3. Compensation rates listed herein are inclusive of applicable Memorandum of Understanding salary increase provisions.

Section 4. The Santa Ana City Council hereby approves the updated Salary Schedules for the Confidential Association of the City of Santa Ana (CASA), Santa Ana Police Officers Association (POA), Santa Ana Management Association (SAMA), and Seasonal Part-Time (Seasonal PT) units, attached to this resolution as Exhibit 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 5. That except as amended by this resolution, all other provisions of the City's classification and compensation plan shall remain in full force and effect.

Section 6. This resolution is effective July 14, 2024, which is the start date of the first full pay period of fiscal year 2024-2025.

ADOPTED this 16<sup>th</sup> day of July, 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 Amezcuca, Bacerra, Hernandez, Lopez,

Penaloza, Phan, Vazquez (7)

NOES: Councilmembers None (0)

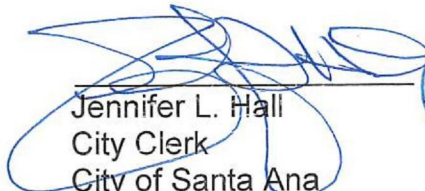
ABSTAIN: Councilmembers None (0)

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. 2024-038 to be the original resolution adopted by the City Council of the City of Santa Ana on July 16, 2024.

Date: 7/30/2024

  
Jennifer L. Hall  
City Clerk  
City of Santa Ana



**EXHIBIT A**

**CONFIDENTIAL ASSOCIATION OF THE CITY OF SANTA ANA (CASA)  
MONTHLY WAGE RATE SCHEDULE  
EFFECTIVE JULY 14, 2024  
REVISED JULY 16, 2024**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>STEP AA</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>
Administrative Receptionist (UC)	07272	4,235	4,445	4,667	4,903	5,147	5,403
Administrative Secretary (UC)	07271	5,378	5,647	5,929	6,232	6,545	6,869
Budget Aide (UC)	00497	6,293	6,606	6,937	7,284	7,649	8,033
Budget Analyst (UC)	00496	7,144	7,499	7,877	8,270	8,685	9,120
Claims Adjuster (UC)	00124	6,971	7,323	7,686	8,071	8,474	8,897
Council Services Secretary (UC)	00830	4,856	5,102	5,356	5,622	5,908	6,200
Data Analyst (UC)	00498	7,144	7,499	7,877	8,270	8,685	9,120
Equity and Inclusion Coordinator (UC)	01515	7,144	7,499	7,877	8,270	8,685	9,120
Executive Assistant (UC)	00900	6,386	6,707	7,041	7,392	7,761	8,150
Executive Secretary (UC)	07392	5,647	5,929	6,232	6,545	6,869	7,214
Executive Secretary to the Police Chief (UC)	00140	5,647	5,929	6,232	6,545	6,869	7,214
Financial Analyst (UC)	00481	6,971	7,323	7,686	8,071	8,474	8,897
Human Resources Administrative Assistant (UC)	07069	4,667	4,903	5,147	5,403	5,676	5,960
Human Resources Analyst (UC)	01520	6,971	7,323	7,686	8,071	8,474	8,897
Human Resources Communications Specialist (UC)	08590	6,971	7,323	7,686	8,071	8,474	8,897
Human Resources Specialist (UC)	07070	4,667	4,903	5,147	5,403	5,676	5,960
Human Resources Technician (UC)	01250	5,705	5,987	6,293	6,606	6,937	7,284
Legal Office Assistant (UC)	07080	3,899	4,092	4,299	4,512	4,739	4,976
Legal Secretary (UC)	07120	4,833	5,076	5,329	5,596	5,876	6,172
Management Aide (UC)	01201	6,293	6,606	6,937	7,284	7,649	8,033
Management Aide (UC)	01200	6,293	6,606	6,937	7,284	7,649	8,033
Management Analyst – Police Oversight Commission (UC)	00148	7,144	7,499	7,877	8,270	8,685	9,120
Management Analyst (UC)	00750	7,144	7,499	7,877	8,270	8,685	9,120
Management Analyst (UC)	01720	7,144	7,499	7,877	8,270	8,685	9,120
Organizational Development and Training Analyst (UC)	00476	6,971	7,323	7,686	8,071	8,474	8,897
Paralegal (UC)	01670	5,731	6,018	6,324	6,639	6,971	7,323
Payroll Systems Analyst (UC)	07400	8,685	9,120	9,574	10,053	10,554	11,081
Payroll Technician (UC)	07410	5,705	5,987	6,293	6,606	6,937	7,284
Police Oversight Commission Secretary (UC)	07322	4,877	5,123	5,378	5,647	5,929	6,232
Risk Management Analyst (UC)	01756	6,971	7,323	7,686	8,071	8,474	8,897
Risk Management Assistant (UC)	01753	4,445	4,667	4,903	5,147	5,403	5,676
Risk Management Specialist (UC)	01758	4,667	4,903	5,147	5,403	5,676	5,960
Risk Management Technician (UC)	01755	5,705	5,987	6,293	6,606	6,937	7,284
Senior Human Resources Specialist (UC)	07300	5,173	5,432	5,705	5,987	6,293	6,606
Senior Human Resources Technician (UC)	00770	6,293	6,606	6,937	7,284	7,649	8,033
Senior Legal Secretary (UC)	07310	5,378	5,647	5,929	6,232	6,545	6,869

**EXHIBIT A**

**CONFIDENTIAL ASSOCIATION OF THE CITY OF SANTA ANA (CASA)  
MONTHLY WAGE RATE SCHEDULE  
EFFECTIVE JULY 14, 2024  
REVISED JULY 16, 2024**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>STEP AA</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>
Senior Paralegal (UC)	01675	6,971	7,323	7,686	8,071	8,474	8,897
Senior Payroll Technician (UC)	07415	6,293	6,606	6,937	7,284	7,649	8,033
Training Coordinator (UC)	01280	8,641	9,074	9,526	10,003	10,501	11,028

**EXHIBIT A**

**SANTA ANA POLICE OFFICERS ASSOCIATION (POA)**

**MONTHLY WAGE RATE SCHEDULE**

**EFFECTIVE JULY 14, 2024 TO JULY 12, 2025**

**REVISED JULY 16, 2024**

**SWORN CLASSIFICATIONS**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>
Police Officer	03200	8,479	8,902	9,349	9,817	10,307
Police Sergeant	03300	10,461	10,984	11,534	12,110	12,716

**NON-SWORN CLASSIFICATIONS**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>
Animal Service Officer I	03920	5,996	6,295	6,611	6,941	7,288
Animal Service Officer II	03930	6,941	7,288	7,653	8,035	8,436
Background Investigator	06170	6,451	6,775	7,112	7,467	7,842
Communications Services Officer	07660	5,852	6,144	6,451	6,775	7,112
Correctional Officer	00310	6,451	6,775	7,112	7,467	7,842
Correctional Supervisor	00370	8,195	8,605	9,036	9,488	9,962
Crime Research Aide	03995	6,808	7,147	7,504	7,879	8,274
Crime Research Analyst	03990	7,728	8,115	8,522	8,947	9,394
Emergency Operations Coordinator	02705	9,036	9,488	9,962	10,461	10,984
Firearms Examiner	07600	8,479	8,902	9,349	9,817	10,307
Forensic Services Supervisor	01360	9,864	10,358	10,876	11,420	11,991
Forensic Specialist I	03970	6,808	7,147	7,504	7,879	8,274
Forensic Specialist II	03980	7,467	7,842	8,235	8,647	9,079
Parking Control Officer	03900	5,051	5,307	5,573	5,852	6,144
Police Athletic / Activities League Assistant Director	03600	5,823	6,114	6,420	6,741	7,077
Police Communications Supervisor	06180	8,035	8,436	8,859	9,303	9,769
Police Community Services Specialist	00780	6,451	6,775	7,112	7,467	7,842
Police Evidence and Supply Specialist	00799	5,937	6,235	6,547	6,874	7,218
Police Evidence and Supply Supervisor	00801	6,547	6,874	7,218	7,578	7,956
Police Investigative Specialist	00790	6,451	6,775	7,112	7,467	7,842
Police Photo / Video Specialist	01100	6,295	6,611	6,941	7,288	7,653
Police Recruit	03870	6,741	7,077	7,431	7,804	8,195
Police Service Officer	03800	5,852	6,144	6,451	6,775	7,112
Police Services Dispatcher	03680	6,611	6,941	7,288	7,653	8,035
Rangemaster	03820	5,852	6,144	6,451	6,775	7,112
Senior Parking Control Officer	01270	5,573	5,852	6,144	6,451	6,775

**EXHIBIT A**

**SANTA ANA POLICE OFFICERS ASSOCIATION (POA)**

**MONTHLY WAGE RATE SCHEDULE**

**EFFECTIVE JULY 13, 2025 TO JULY 11, 2026**

**REVISED JULY 16, 2024**

**SWORN CLASSIFICATIONS**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>
Police Officer	03200	8,818	9,258	9,723	10,210	10,719
Police Sergeant	03300	10,879	11,423	11,995	12,594	13,225

**NON-SWORN CLASSIFICATIONS**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>
Animal Service Officer I	03920	6,236	6,547	6,875	7,219	7,580
Animal Service Officer II	03930	7,219	7,580	7,959	8,356	8,773
Background Investigator	06170	6,709	7,046	7,396	7,766	8,156
Communications Services Officer	07660	6,086	6,390	6,709	7,046	7,396
Correctional Officer	00310	6,709	7,046	7,396	7,766	8,156
Correctional Supervisor	00370	8,523	8,949	9,397	9,868	10,360
Crime Research Aide	03995	7,080	7,433	7,804	8,194	8,605
Crime Research Analyst	03990	8,037	8,440	8,863	9,305	9,770
Emergency Operations Coordinator	02705	9,397	9,868	10,360	10,879	11,423
Firearms Examiner	07600	8,818	9,258	9,723	10,210	10,719
Forensic Services Supervisor	01360	10,259	10,772	11,311	11,877	12,471
Forensic Specialist I	03970	7,080	7,433	7,804	8,194	8,605
Forensic Specialist II	03980	7,766	8,156	8,564	8,993	9,442
Parking Control Officer	03900	5,253	5,519	5,796	6,086	6,390
Police Athletic / Activities League Assistant Director	03600	6,056	6,359	6,677	7,011	7,360
Police Communications Supervisor	06180	8,356	8,773	9,213	9,675	10,160
Police Community Services Specialist	00780	6,709	7,046	7,396	7,766	8,156
Police Evidence and Supply Specialist	00799	6,174	6,484	6,809	7,149	7,507
Police Evidence and Supply Supervisor	00801	6,809	7,149	7,507	7,881	8,274
Police Investigative Specialist	00790	6,709	7,046	7,396	7,766	8,156
Police Photo / Video Specialist	01100	6,547	6,875	7,219	7,580	7,959
Police Recruit	03870	7,011	7,360	7,728	8,116	8,523
Police Service Officer	03800	6,086	6,390	6,709	7,046	7,396
Police Services Dispatcher	03680	6,875	7,219	7,580	7,959	8,356
Rangemaster	03820	6,086	6,390	6,709	7,046	7,396
Senior Parking Control Officer	01270	5,796	6,086	6,390	6,709	7,046

**EXHIBIT A****SANTA ANA POLICE OFFICERS ASSOCIATION (POA)****MONTHLY WAGE RATE SCHEDULE****EFFECTIVE JULY 12, 2026****REVISED JULY 16, 2024****SWORN CLASSIFICATIONS**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>
Police Officer	03200	9,171	9,628	10,112	10,618	11,148
Police Sergeant	03300	11,314	11,880	12,475	13,098	13,754

**NON-SWORN CLASSIFICATIONS**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>
Animal Service Officer I	03920	6,485	6,809	7,150	7,508	7,883
Animal Service Officer II	03930	7,508	7,883	8,277	8,690	9,124
Background Investigator	06170	6,977	7,328	7,692	8,077	8,482
Communications Services Officer	07660	6,329	6,646	6,977	7,328	7,692
Correctional Officer	00310	6,977	7,328	7,692	8,077	8,482
Correctional Supervisor	00370	8,864	9,307	9,773	10,263	10,774
Crime Research Aide	03995	7,363	7,730	8,116	8,522	8,949
Crime Research Analyst	03990	8,358	8,778	9,218	9,677	10,161
Emergency Operations Coordinator	02705	9,773	10,263	10,774	11,314	11,880
Firearms Examiner	07600	9,171	9,628	10,112	10,618	11,148
Forensic Services Supervisor	01360	10,669	11,203	11,763	12,352	12,970
Forensic Specialist I	03970	7,363	7,730	8,116	8,522	8,949
Forensic Specialist II	03980	8,077	8,482	8,907	9,353	9,820
Parking Control Officer	03900	5,463	5,740	6,028	6,329	6,646
Police Athletic / Activities League Assistant Director	03600	6,298	6,613	6,944	7,291	7,654
Police Communications Supervisor	06180	8,690	9,124	9,582	10,062	10,566
Police Community Services Specialist	00780	6,977	7,328	7,692	8,077	8,482
Police Evidence and Supply Specialist	00799	6,421	6,743	7,081	7,435	7,807
Police Evidence and Supply Supervisor	00801	7,081	7,435	7,807	8,196	8,605
Police Investigative Specialist	00790	6,977	7,328	7,692	8,077	8,482
Police Photo / Video Specialist	01100	6,809	7,150	7,508	7,883	8,277
Police Recruit	03870	7,291	7,654	8,037	8,441	8,864
Police Service Officer	03800	6,329	6,646	6,977	7,328	7,692
Police Services Dispatcher	03680	7,150	7,508	7,883	8,277	8,690
Rangemaster	03820	6,329	6,646	6,977	7,328	7,692
Senior Parking Control Officer	01270	6,028	6,329	6,646	6,977	7,328



**EXHIBIT A**

**SANTA ANA MANAGEMENT ASSOCIATION (SAMA)  
MONTHLY WAGE RATE SCHEDULE  
EFFECTIVE JULY 14, 2024  
REVISED JULY 16, 2024**

**ADMINISTRATIVE MANAGEMENT**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>
Applications Systems Manager (AM)	02910	11,985	12,590	13,219	13,879	14,575
Assistant Public Works Maintenance Manager (AM)	01772	10,659	11,193	11,753	12,342	12,957
Budget and Research Manager (AM)	06400	11,414	11,985	12,590	13,219	13,879
Budget Supervisor (AM)	00493	10,352	10,869	11,414	11,985	12,590
City Attorney's Office Executive Legal Assistant (Excepted) (AM)	07392	7,649	8,033	8,431	8,853	9,298
Code Enforcement Principal (AM)	02745	11,193	11,753	12,342	12,957	13,606
Enterprise Program Manager (AM)	01769	10,659	11,193	11,753	12,342	12,957
Facilities Maintenance Manager (AM)	04377	9,341	9,810	10,302	10,818	11,360
Fleet Services Manager (AM)	04785	9,341	9,810	10,302	10,818	11,360
Homeless Services Manager (AM)	03750	11,414	11,985	12,590	13,219	13,879
Information Technology Infrastructure Supervisor (AM)	01705	11,360	11,926	12,527	13,152	13,811
Payroll Manager (AM)	07405	10,659	11,193	11,753	12,342	12,957
Payroll Supervisor (AM)	07404	9,810	10,302	10,818	11,360	11,926
Permit Services Principal (AM)	02589	10,401	10,924	11,469	12,045	12,654
Principal Community Planner (AM)	07609	11,193	11,753	12,342	12,957	13,606
Principal Human Resources Analyst (AM)	01519	10,003	10,501	11,028	11,579	12,160
Principal Management Analyst (AM)	00151	9,860	10,352	10,869	11,414	11,985
Principal Management Analyst (Excepted) (AM)	00149	9,860	10,352	10,869	11,414	11,985
Principal Planner (AM)	02471	11,193	11,753	12,342	12,957	13,606
Project Management Officer (AM)	06145	12,590	13,219	13,879	14,575	15,304
Public Affairs Information Officer (Excepted) (AM)	01800	10,302	10,818	11,360	11,926	12,527
Risk Management Supervisor (AM)	01751	9,341	9,810	10,302	10,818	11,360
Secretary to the City Manager (Excepted) (AM)	01071	7,649	8,033	8,431	8,853	9,298
Senior Budget Analyst (AM)	00494	8,641	9,074	9,526	10,003	10,501
Senior Financial Analyst (AM)	00482	9,074	9,526	10,003	10,501	11,028
Senior Human Resources Analyst (AM)	01541	9,298	9,763	10,250	10,764	11,304
Senior Human Resources Communications Specialist (AM)	08595	9,298	9,763	10,250	10,764	11,304
Senior Legal Management Analyst (Excepted) (AM)	02791	8,641	9,074	9,526	10,003	10,501
Senior Management Analyst (AM)	00152	8,641	9,074	9,526	10,003	10,501
Senior Management Analyst (Excepted) (AM)	00153	8,641	9,074	9,526	10,003	10,501
Senior Organizational Development and Training Analyst (AM)	00477	9,298	9,763	10,250	10,764	11,304
Senior Risk Management Analyst (AM)	01757	9,298	9,763	10,250	10,764	11,304
Supervisor of Inspections (AM)	02371	10,401	10,924	11,469	12,045	12,654
Zoo Animal Care Manager (AM)	05490	7,686	8,071	8,474	8,897	9,341



**EXHIBIT A**

**SANTA ANA MANAGEMENT ASSOCIATION (SAMA)  
MONTHLY WAGE RATE SCHEDULE  
EFFECTIVE JULY 14, 2024  
REVISED JULY 16, 2024**

**MIDDLE MANAGEMENT**

JOB TITLE	JOB CODE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
Accounting Manager (MM)	01120	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231
Administrative Services Manager (MM)	00190	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Assistant City Attorney (Excepted) (MM)	01620	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Assistant City Clerk (MM)	01710	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495
Assistant Director of Community Development (MM)	02865	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658
Assistant Director of Finance and Management Services (MM)	01180	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658	18,102	18,554
Assistant Director of Parks, Recreation, and Community Services (MM)	00380	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658
Assistant Director of Planning and Building (MM)	02492	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658	18,102	18,554
Assistant to the City Manager (Excepted) (MM)	07721	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Benefits and Compensation Manager (MM)	00474	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495
Building Safety Manager (MM)	00940	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658
Chief Assistant City Attorney (Excepted) (MM)	01650	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658	18,102	18,554	19,018	19,494
City Traffic Engineer (MM)	02150	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231
Code Enforcement Manager (MM)	02750	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658
Corporate Yard Facilities / Fleet Services Manager (MM)	04780	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Council Services Manager (Excepted) (MM)	00400	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Deputy City Attorney (Excepted) (MM)	01610	8,418	8,630	8,851	9,068	9,293	9,526	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499
Deputy City Engineer (MM)	00315	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231
Deputy Parks, Recreation, and Community Services Director (Recreation) (MM)	01945	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999

**EXHIBIT A**

**SANTA ANA MANAGEMENT ASSOCIATION (SAMA)**

**MONTHLY WAGE RATE SCHEDULE**

**EFFECTIVE JULY 14, 2024**

**REVISED JULY 16, 2024**

JOB TITLE	JOB CODE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
Deputy Parks, Recreation, and Community Services Director (Zoo) (MM)	05480	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Deputy Public Works Director / City Engineer (MM)	00320	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658	18,102	18,554
Deputy Public Works Director / Maintenance Services Manager (MM)	04430	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811
Deputy Public Works Director / Parks, Fleet, and Facilities Manager (MM)	02251	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658
Deputy Public Works Director / Water Resources Manager (MM)	04410	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658	18,102	18,554
Economic Development Manager (MM)	02690	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Facilities and Fleet Maintenance Manager (MM)	04376	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Facilities Maintenance Superintendent (MM)	04375	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495
Homeless Services Division Manager (MM)	03751	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Housing Division Manager (MM)	02460	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Information Technology Applications Manager (MM)	02915	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Information Technology Infrastructure Manager (MM)	00960	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Library Operations Manager (MM)	05195	9,526	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143
Organizational Development and Training Manager (MM)	00475	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495
Park and Landscape Design Manager (MM)	05540	9,526	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143
Park Services Superintendent (MM)	04104	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495
Planning Manager (MM)	02500	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658
Principal Civil Engineer (MM)	02129	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231
Principal Plan Check Engineer (MM)	00331	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Rent Stabilization Manager (MM)	02465	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Risk Manager (MM)	01750	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999

**EXHIBIT A**

**SEASONAL PART-TIME (SEASONAL PT)  
HOURLY WAGE RATE SCHEDULE  
EFFECTIVE JULY 14, 2024  
REVISED JULY 16, 2024**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>STEP AA</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>
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	-	37.22	39.09	41.03	43.08	45.24
Budget Intern	09790	-	19.97	20.96	-	-	-
Claims Adjuster (Part-Time)	00125	40.22	42.25	44.34	46.56	48.89	51.33
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	41.22	43.26	45.45	47.71	50.11	52.62
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 Administrative Assistant (Part-Time)	08550	26.93	28.29	29.69	31.17	32.75	34.39
Human Resources Analyst (Part-Time)	08570	40.22	42.25	44.34	46.56	48.89	51.33
Human Resources Clerical Aide	07071	-	16.50	17.33	18.19	19.10	20.06
Human Resources Communications Specialist (Part-Time)	08575	40.22	42.25	44.34	46.56	48.89	51.33
Human Resources Specialist (Part-Time)	08580	26.93	28.29	29.69	31.17	32.75	34.39
Human Resources Technician (Part-Time)	08581	32.91	34.54	36.31	38.11	40.02	42.02
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	-	-	-
Organizational Development and Training Analyst (Part-Time)	08560	40.22	42.25	44.34	46.56	48.89	51.33
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 Investigative Specialist (Part-Time)	00795	-	37.22	39.09	41.03	43.08	45.24
Police Officer (Part-Time)	03210	-	48.92	51.36	53.94	56.64	59.46
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	-	38.14	40.05	42.05	44.15	46.36
Risk Management Analyst (Part-Time)	09969	40.22	42.25	44.34	46.56	48.89	51.33
Risk Management Specialist (Part-Time)	09972	26.93	28.29	29.69	31.17	32.75	34.39
Risk Management Technician (Part-Time)	09971	32.91	34.54	36.31	38.11	40.02	42.02
Senior Administrative Intern	08100	-	19.97	20.96	-	-	-
Senior Human Resources Communications Specialist (Part-Time)	08582	-	53.64	56.33	59.14	62.10	65.22

**EXHIBIT A**

**SANTA ANA MANAGEMENT ASSOCIATION (SAMA)  
MONTHLY WAGE RATE SCHEDULE  
EFFECTIVE JULY 14, 2024  
REVISED JULY 16, 2024**

JOB TITLE	JOB CODE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
Safety Administrator (MM)	03020	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495
Senior Assistant City Attorney (Excepted) (MM)	01630	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658	18,102	18,554
Strategic Communications Manager (Excepted) (MM)	02925	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856
Transportation Manager (MM)	01080	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231
Treasury and Customer Services Manager (MM)	01170	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999

**EXHIBIT A**

**SEASONAL PART-TIME (SEASONAL PT)  
HOURLY WAGE RATE SCHEDULE  
EFFECTIVE JULY 14, 2024  
REVISED JULY 16, 2024**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>STEP AA</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>
Senior Organizational Development and Training Analyst (Part-Time)	08565	-	53.64	56.33	59.14	62.10	65.22
Student Intern	08600	-	16.50	17.33	-	-	-

**EXHIBIT A**

**SEASONAL PART-TIME (SEASONAL PT)  
HOURLY WAGE RATE SCHEDULE  
EFFECTIVE JULY 14, 2024  
REVISED JULY 16, 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	80.40	82.41	84.47	86.60	88.75	90.98