

RESOLUTION NO. 2024-XXX

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

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

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

- A. Section 1004 of the City Charter 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
SEIU FT	Site Director	7	\$5,438	\$7,287
SEIU FT	Site Teacher	7	\$4,696	\$6,295
SEIU FT	Tax Compliance Officer	7	\$5,683	\$7,613
SEIU FT	Teacher's Aide	7	\$3,678	\$4,931

<b>UNIT</b>	<b>TITLE</b>	<b>STEPS</b>	<b>MIN</b>	<b>MAX</b>
SEIU PT	Lifeguard (Part-Time)	5	\$18.99	\$23.13
SEIU PT	Parking Meter Technician I (Part-Time)	5	\$27.50	\$33.43
SEIU PT	Permit Services Technician (Part-Time)	5	\$38.31	\$46.57
SEIU PT	Pool Manager (Part-Time)	5	\$23.37	\$28.41
SEIU PT	Senior Lifeguard (Part-Time)	5	\$21.20	\$25.77
SEIU PT	Substitute Teacher (Part-Time)	5	\$29.88	\$36.32

B. Delete the following classifications:

<b>UNIT</b>	<b>TITLE</b>	<b>STEPS</b>	<b>MIN</b>	<b>MAX</b>
SEIU FT	DNA Coordinator	7	\$4,718	\$6,326
SEIU FT	Police Fiscal Officer	7	\$7,613	\$10,211
SEIU PT	Special Events Leader I	5	\$17.02	\$20.69
SEIU PT	Special Events Leader II	5	\$20.77	\$25.25

C. Change the compensation of the following classifications:

<b>FROM</b>				
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	<b>UNIT</b>	<b>TITLE</b>	<b>STEPS</b>	<b>MIN</b>	<b>MAX</b>
1	SEIU FT	Construction Inspector	7	\$6,326	\$8,476
2	SEIU FT	Senior Construction Inspector	7	\$7,180	\$9,625
3	SEIU PT	Senior Special Employment Counselor	5	\$17.22	\$20.93

<b>TO</b>				
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	<b>UNIT</b>	<b>TITLE</b>	<b>STEPS</b>	<b>MIN</b>	<b>MAX</b>
1	SEIU FT	Construction Inspector	7	\$6,974	\$9,345
2	SEIU FT	Senior Construction Inspector	7	\$7,688	\$10,313
3	SEIU PT	Senior Special Employment Counselor	5	\$22.39	\$27.22

D. Change the title of the following classifications:

**FROM**

	<b>UNIT</b>	<b>TITLE</b>	<b>STEPS</b>	<b>MIN</b>	<b>MAX</b>
1	SEIU FT	Recreation Leader	7	\$3,503	\$4,696
2	SEIU PT	Clerk Typist	5	\$22.27	\$27.07
3	SEIU PT	Community Center Aide	5	\$22.26	\$27.06
4	SEIU PT	Program Coordinator	5	\$20.19	\$24.54
5	SEIU PT	Program Leader	5	\$16.61	\$20.19

**TO**

	<b>UNIT</b>	<b>TITLE</b>	<b>STEPS</b>	<b>MIN</b>	<b>MAX</b>
1	SEIU FT	Recreation Specialist	7	\$3,503	\$4,696
2	SEIU PT	Senior Office Assistant (Part-Time)	5	\$22.27	\$27.07
3	SEIU PT	Community Center Aide (Part-Time)	5	\$22.26	\$27.06
4	SEIU PT	Senior Program Leader (Part-Time)	5	\$20.19	\$24.54
5	SEIU PT	Program Leader I (Part- Time)	5	\$16.61	\$20.19

E. Change the title of the following classifications and make them Terminal (T):

**FROM**

	<b>UNIT</b>	<b>TITLE</b>	<b>STEPS</b>	<b>MIN</b>	<b>MAX</b>
1	SEIU FT	Senior Engineer	7	\$10,883	\$14,585
2	SEIU PT	Maintenance Attendant	5	\$16.54	\$19.78

**TO**

	<b>UNIT</b>	<b>TITLE</b>	<b>STEPS</b>	<b>MIN</b>	<b>MAX</b>
1	SEIU FT	Senior Engineer (T)	7	\$10,883	\$14,585
2	SEIU PT	Maintenance Attendant (Part-Time) (T)	5	\$16.54	\$19.78

F. Change the compensation and title of the following classifications:

**FROM**

	<b>UNIT</b>	<b>TITLE</b>	<b>STEPS</b>	<b>MIN</b>	<b>MAX</b>
1	SEIU FT	Building Technician	7	\$5,029	\$6,740
2	SEIU FT	Combination Building Inspector	7	\$6,514	\$8,730
3	SEIU FT	Senior Combination Building Inspector	7	\$7,180	\$9,625

**TO**

	<b>UNIT</b>	<b>TITLE</b>	<b>STEPS</b>	<b>MIN</b>	<b>MAX</b>
1	SEIU FT	Building Inspector	7	\$6,610	\$8,857
2	SEIU FT	Senior Building Inspector	7	\$7,287	\$9,765
3	SEIU FT	Building Inspector Supervisor	7	\$8,032	\$10,775

G. Merge and change the compensation and/or title of the following classifications:

**FROM**

UNIT	TITLE	STEPS	MIN	MAX
SEIU PT	Recreation Facility Attendant	5	\$18.09	\$22.03
SEIU PT	Senior Program Leader	5	\$17.44	\$21.20

**TO**

UNIT	TITLE	STEPS	MIN	MAX
SEIU PT	Program Leader II (Part-Time)	5	\$18.09	\$22.03

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 Service Employees International Union Full-Time (SEIU FT) and Service Employees International Union Part-Time (SEIU 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 August 25, 2024, which is the start date of the first full pay period after adoption of this resolution.

ADOPTED this 20<sup>th</sup> day of August 2024.

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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 \_\_\_\_\_

NOES: Councilmembers \_\_\_\_\_

ABSTAIN: Councilmembers \_\_\_\_\_

NOT PRESENT: Councilmembers \_\_\_\_\_

CERTIFICATE OF ATTESTATION AND ORIGINALITY

I, Jennifer Hall, City Clerk, do hereby attest to and certify the attached Resolution No. 2024-\_\_\_\_ to be the original resolution adopted by the City Council of the City of Santa Ana on August 20, 2024.

Date: \_\_\_\_\_

\_\_\_\_\_

Jennifer L. Hall  
City Clerk  
City of Santa Ana

**EXHIBIT A**

**SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)  
MONTHLY WAGE RATE SCHEDULE  
EFFECTIVE AUGUST 25, 2024  
REVISED AUGUST 20, 2024**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>STEP AAA</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>
Accountant I	01140	6,053	6,357	6,674	7,008	7,359	7,726	8,112
Accountant II	01150	6,974	7,323	7,688	8,072	8,476	8,900	9,345
Accounting Assistant	07010	4,718	4,955	5,205	5,465	5,737	6,023	6,326
Accounting Assistant / Systems Technician	07015	4,718	4,955	5,205	5,465	5,737	6,023	6,326
Accounts Payable Supervisor	07009	8,032	8,436	8,857	9,301	9,765	10,262	10,775
Accounts Payable Technician	01345	4,718	4,955	5,205	5,465	5,737	6,023	6,326
Active Transportation Coordinator	01295	7,540	7,918	8,314	8,730	9,167	9,625	10,109
Arts and Culture Specialist	02845	6,053	6,357	6,674	7,008	7,359	7,726	8,112
Assistant Buyer	00270	5,230	5,491	5,765	6,053	6,357	6,674	7,008
Assistant Community Planner	07611	6,326	6,641	6,974	7,323	7,688	8,072	8,476
Assistant Engineer	01601	6,641	6,974	7,323	7,688	8,072	8,476	8,900
Assistant Fleet Services Technician	00530	4,626	4,857	5,103	5,359	5,627	5,908	6,203
Assistant Instrument Technician	04125	5,412	5,683	5,966	6,264	6,578	6,906	7,251
Assistant Librarian	05180	4,931	5,179	5,438	5,709	5,995	6,295	6,610
Assistant Park and Landscape Planner	00280	6,357	6,674	7,008	7,359	7,726	8,112	8,518
Assistant Plan Check Engineer	01410	9,033	9,485	9,960	10,458	10,981	11,530	12,106
Assistant Planner I	00040	6,326	6,641	6,974	7,323	7,688	8,072	8,476
Assistant Planner II	02440	6,974	7,323	7,688	8,072	8,476	8,900	9,345
Assistant Traffic Operations Engineer	02155	9,078	9,533	10,009	10,509	11,034	11,588	12,166
Associate Community Planner	02455	8,072	8,476	8,900	9,345	9,814	10,313	10,828
Associate Engineer	02100	9,033	9,485	9,960	10,458	10,981	11,530	12,106
Associate Park and Landscape Planner	01040	8,112	8,518	8,945	9,393	9,862	10,365	10,883
Associate Plan Check Engineer	02280	9,719	10,211	10,720	11,257	11,820	12,412	13,033
Associate Planner	02450	8,072	8,476	8,900	9,345	9,814	10,313	10,828
Bibliographic Technician	05150	4,696	4,931	5,179	5,438	5,709	5,995	6,295
Building Inspector	02230	6,610	6,940	7,287	7,650	8,032	8,436	8,857
Building Inspector Supervisor	06431	8,032	8,436	8,857	9,301	9,765	10,262	10,775
Building Maintenance Aide	04315	4,237	4,450	4,672	4,906	5,154	5,412	5,683
Building Maintenance Supervisor	04310	6,641	6,974	7,323	7,688	8,072	8,476	8,900
Building Maintenance Technician	04140	5,154	5,412	5,683	5,966	6,264	6,578	6,906
Business Tax Collector / Inspector	01240	5,307	5,572	5,850	6,143	6,450	6,773	7,110
Buyer	01350	6,450	6,773	7,110	7,468	7,841	8,234	8,645
Central Services Supervisor	07030	5,332	5,599	5,879	6,173	6,482	6,805	7,145
Civil Engineer	02132	9,719	10,211	10,720	11,257	11,820	12,412	13,033
Code Enforcement Associate	02780	5,154	5,412	5,683	5,966	6,264	6,578	6,906
Code Enforcement Officer	02740	6,388	6,707	7,042	7,395	7,765	8,153	8,560



**EXHIBIT A**

**SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)  
MONTHLY WAGE RATE SCHEDULE  
EFFECTIVE AUGUST 25, 2024  
REVISED AUGUST 20, 2024**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>STEP AAA</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>
Code Enforcement Supervisor	00070	7,180	7,540	7,918	8,314	8,730	9,167	9,625
Community Development Analyst	07585	6,805	7,145	7,504	7,880	8,274	8,688	9,123
Community Development Commission Secretary	07321	4,648	4,881	5,128	5,385	5,655	5,937	6,234
Community Liaison	05000	7,008	7,359	7,726	8,112	8,518	8,945	9,393
Community Planning Assistant	00055	5,737	6,023	6,326	6,641	6,974	7,323	7,688
Construction Inspector	02240	6,974	7,323	7,688	8,072	8,476	8,900	9,345
Corporate Yard Maintenance Attendant	04070	3,900	4,096	4,301	4,517	4,742	4,980	5,230
Correctional Records Specialist	07630	4,096	4,301	4,517	4,742	4,980	5,230	5,491
Correctional Records Supervisor	07629	5,683	5,966	6,264	6,578	6,906	7,251	7,613
Custodial Aide / Porter	04005	3,238	3,400	3,570	3,748	3,936	4,133	4,340
Custodian	04000	3,748	3,936	4,133	4,340	4,558	4,785	5,029
Custodian Supervisor	04090	4,931	5,179	5,438	5,709	5,995	6,295	6,610
Customer Service Representative	01220	4,906	5,154	5,412	5,683	5,966	6,264	6,578
Data Entry Office Assistant	04200	4,237	4,450	4,672	4,906	5,154	5,412	5,683
Deputy City Clerk	07050	5,205	5,465	5,737	6,023	6,326	6,641	6,974
Economic Development Specialist I	00560	7,008	7,359	7,726	8,112	8,518	8,945	9,393
Economic Development Specialist II	00550	8,072	8,476	8,900	9,345	9,814	10,313	10,828
Economic Development Specialist III	00350	9,345	9,814	10,313	10,828	11,370	11,940	12,535
Engineering Aide	02030	5,054	5,307	5,572	5,850	6,143	6,450	6,773
Engineering Technician	02035	5,307	5,572	5,850	6,143	6,450	6,773	7,110
Equipment Operator	00440	5,205	5,465	5,737	6,023	6,326	6,641	6,974
Equipment Operator - Water Services	04215	5,307	5,572	5,850	6,143	6,450	6,773	7,110
Facilities Supervisor	04370	6,641	6,974	7,323	7,688	8,072	8,476	8,900
Fleet Parts Specialist	00500	5,599	5,879	6,173	6,482	6,805	7,145	7,504
Fleet Services Supervisor	04770	7,110	7,468	7,841	8,234	8,645	9,078	9,533
Fleet Services Technician I	04720	5,332	5,599	5,879	6,173	6,482	6,805	7,145
Fleet Services Technician II	04730	5,879	6,173	6,482	6,805	7,145	7,504	7,880
Fleet Services Technician III	00450	6,326	6,641	6,974	7,323	7,688	8,072	8,476
General Maintenance Assistant	00740	3,767	3,955	4,153	4,361	4,580	4,809	5,054
General Maintenance Leader	04190	5,709	5,995	6,295	6,610	6,940	7,287	7,650
General Maintenance Supervisor	01010	6,641	6,974	7,323	7,688	8,072	8,476	8,900
General Maintenance Worker	04180	5,154	5,412	5,683	5,966	6,264	6,578	6,906
GIS Administrator	02190	7,880	8,274	8,688	9,123	9,579	10,059	10,562
GIS Systems Analyst / Programmer	02192	7,215	7,576	7,956	8,354	8,773	9,211	9,673
GIS Technician	02193	5,599	5,879	6,173	6,482	6,805	7,145	7,504

**EXHIBIT A**

**SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)  
MONTHLY WAGE RATE SCHEDULE  
EFFECTIVE AUGUST 25, 2024  
REVISED AUGUST 20, 2024**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>STEP AAA</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>
Graphics Designer I	01500	5,230	5,491	5,765	6,053	6,357	6,674	7,008
Graphics Designer II	02400	5,765	6,053	6,357	6,674	7,008	7,359	7,726
Housing Authority Analyst	01885	6,906	7,251	7,613	7,994	8,395	8,815	9,257
Housing Authority Coordinator	07640	9,393	9,862	10,365	10,883	11,427	11,998	12,598
Housing Authority Operations Supervisor	02720	7,650	8,032	8,436	8,857	9,301	9,765	10,262
Housing Programs Aide	07580	4,494	4,718	4,955	5,205	5,465	5,737	6,023
Housing Programs Analyst	01840	7,650	8,032	8,436	8,857	9,301	9,765	10,262
Housing Programs Coordinator	00520	9,393	9,862	10,365	10,883	11,427	11,998	12,598
Housing Specialist I	01890	4,785	5,029	5,281	5,544	5,823	6,113	6,419
Housing Specialist II	01900	5,307	5,572	5,850	6,143	6,450	6,773	7,110
Information Services Representative	02670	5,054	5,307	5,572	5,850	6,143	6,450	6,773
Information Technology Support Supervisor	06470	8,274	8,688	9,123	9,579	10,059	10,562	11,090
Information Technology Support Technician I	00021	5,079	5,332	5,599	5,879	6,173	6,482	6,805
Information Technology Support Technician II	00020	5,599	5,879	6,173	6,482	6,805	7,145	7,504
Instrument Technician	04130	5,908	6,203	6,514	6,838	7,180	7,540	7,918
Lead Accounting Assistant	07090	5,572	5,850	6,143	6,450	6,773	7,110	7,468
Lead Correctional Records Specialist	07628	5,029	5,281	5,544	5,823	6,113	6,419	6,740
Lead Police Records Specialist	07110	5,029	5,281	5,544	5,823	6,113	6,419	6,740
Librarian	05110	5,995	6,295	6,610	6,940	7,287	7,650	8,032
Library Services Assistant	05050	3,714	3,900	4,096	4,301	4,517	4,742	4,980
Library Technician	05076	4,471	4,696	4,931	5,179	5,438	5,709	5,995
Loan Specialist	07000	6,053	6,357	6,674	7,008	7,359	7,726	8,112
Mail Clerk / Messenger	07170	3,387	3,557	3,734	3,920	4,116	4,322	4,538
Maintenance Worker I	04050	4,153	4,361	4,580	4,809	5,054	5,307	5,572
Maintenance Worker II	04060	4,696	4,931	5,179	5,438	5,709	5,995	6,295
Meter Reader Collector	01210	4,696	4,931	5,179	5,438	5,709	5,995	6,295
Network Engineer	06450	9,123	9,579	10,059	10,562	11,090	11,644	12,227
Network Specialist / WAN Systems Administrator	06460	7,504	7,880	8,274	8,688	9,123	9,579	10,059
NPDES Manager	06440	8,518	8,945	9,393	9,862	10,365	10,883	11,427
Office Assistant	07180	3,748	3,936	4,133	4,340	4,558	4,785	5,029
Office Specialist	07190	3,320	3,486	3,659	3,843	4,035	4,237	4,450
Park Ranger	03610	5,709	5,995	6,295	6,610	6,940	7,287	7,650
Park Services Inspection Supervisor	04320	6,674	7,008	7,359	7,726	8,112	8,518	8,945
Park Services Inspector I	04105	4,258	4,471	4,696	4,931	5,179	5,438	5,709

**EXHIBIT A**

**SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)  
MONTHLY WAGE RATE SCHEDULE  
EFFECTIVE AUGUST 25, 2024  
REVISED AUGUST 20, 2024**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>STEP AAA</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>
Park Services Inspector II	04106	5,281	5,544	5,823	6,113	6,419	6,740	7,076
Parking Meter Operations Supervisor	02890	5,655	5,937	6,234	6,546	6,872	7,215	7,576
Parking Meter Technician I	07160	4,322	4,538	4,767	5,006	5,256	5,518	5,794
Parking Meter Technician II	00080	5,006	5,256	5,518	5,794	6,083	6,388	6,707
Permit Services Processor	07200	4,672	4,906	5,154	5,412	5,683	5,966	6,264
Permit Services Supervisor	02590	7,180	7,540	7,918	8,314	8,730	9,167	9,625
Permit Services Technician	02580	6,023	6,326	6,641	6,974	7,323	7,688	8,072
Planning Assistant	00050	5,737	6,023	6,326	6,641	6,974	7,323	7,688
Planning Commission Secretary	07320	5,230	5,491	5,765	6,053	6,357	6,674	7,008
Planning Technician	00641	4,955	5,205	5,465	5,737	6,023	6,326	6,641
Plans Examiner	02271	8,153	8,560	8,989	9,439	9,911	10,417	10,937
Police Fiscal Services Supervisor	06295	6,546	6,872	7,215	7,576	7,956	8,354	8,773
Police Records Specialist	07220	4,096	4,301	4,517	4,742	4,980	5,230	5,491
Police Records Supervisor	07230	5,683	5,966	6,264	6,578	6,906	7,251	7,613
Police Systems Support Analyst	06475	8,518	8,945	9,393	9,862	10,365	10,883	11,427
Principal Librarian	05115	6,707	7,042	7,395	7,765	8,153	8,560	8,989
Principal Programmer Analyst	02630	9,123	9,579	10,059	10,562	11,090	11,644	12,227
Programmer Analyst	01460	7,504	7,880	8,274	8,688	9,123	9,579	10,059
Property Control Specialist	07250	4,696	4,931	5,179	5,438	5,709	5,995	6,295
Public Works Contracts Administrator	01850	6,514	6,838	7,180	7,540	7,918	8,314	8,730
Public Works Crew Leader	04040	5,709	5,995	6,295	6,610	6,940	7,287	7,650
Public Works Dispatcher	04519	4,384	4,603	4,834	5,079	5,332	5,599	5,879
Public Works Projects Manager	06140	8,476	8,900	9,345	9,814	10,313	10,828	11,370
Public Works Projects Specialist	04340	7,042	7,395	7,765	8,153	8,560	8,989	9,439
Public Works Safety Assistant	05031	4,450	4,672	4,906	5,154	5,412	5,683	5,966
Public Works Safety Coordinator	05030	6,906	7,251	7,613	7,994	8,395	8,815	9,257
Purchasing Supervisor	01340	8,032	8,436	8,857	9,301	9,765	10,262	10,775
Receptionist	00060	4,015	4,216	4,427	4,648	4,881	5,128	5,385
Records Specialist	07430	4,580	4,809	5,054	5,307	5,572	5,850	6,143
Recreation and Community Services Supervisor	01940	7,688	8,072	8,476	8,900	9,345	9,814	10,313
Recreation Program Coordinator	05330	5,179	5,438	5,709	5,995	6,295	6,610	6,940
Recreation Specialist	05310	3,503	3,678	3,861	4,055	4,258	4,471	4,696
Reprographic Equipment Operator	07260	3,900	4,096	4,301	4,517	4,742	4,980	5,230
Residential Construction Specialist	02710	6,326	6,641	6,974	7,323	7,688	8,072	8,476
Revenue Supervisor	01090	6,203	6,514	6,838	7,180	7,540	7,918	8,314

**EXHIBIT A**

**SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)  
MONTHLY WAGE RATE SCHEDULE  
EFFECTIVE AUGUST 25, 2024  
REVISED AUGUST 20, 2024**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>STEP AAA</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>
Right-of-Way Coordinator	00118	4,471	4,696	4,931	5,179	5,438	5,709	5,995
Sanitation Inspector I	02200	4,955	5,205	5,465	5,737	6,023	6,326	6,641
Sanitation Inspector II	02210	6,053	6,357	6,674	7,008	7,359	7,726	8,112
Secretary	07270	4,672	4,906	5,154	5,412	5,683	5,966	6,264
Security Electronics Technician	01055	6,773	7,110	7,468	7,841	8,234	8,645	9,078
Senior Accountant	07490	7,613	7,994	8,395	8,815	9,257	9,719	10,211
Senior Accounting Assistant	07280	5,079	5,332	5,599	5,879	6,173	6,482	6,805
Senior Accounting Assistant / Systems Technician	07016	5,079	5,332	5,599	5,879	6,173	6,482	6,805
Senior Building Inspector	06430	7,287	7,650	8,032	8,436	8,857	9,301	9,765
Senior Buyer	00275	7,042	7,395	7,765	8,153	8,560	8,989	9,439
Senior Civil Engineer	02131	10,883	11,427	11,998	12,598	13,228	13,891	14,585
Senior Community Development Analyst	07584	7,841	8,234	8,645	9,078	9,533	10,009	10,509
Senior Community Planner	07610	8,900	9,345	9,814	10,313	10,828	11,370	11,940
Senior Construction Inspector	02239	7,688	8,072	8,476	8,900	9,345	9,814	10,313
Senior Correctional Records Specialist	07650	4,672	4,906	5,154	5,412	5,683	5,966	6,264
Senior Deputy City Clerk	07290	6,113	6,419	6,740	7,076	7,431	7,803	8,194
Senior Engineer (T)	02111	10,883	11,427	11,998	12,598	13,228	13,891	14,585
Senior Fleet Services Supervisor	00840	7,841	8,234	8,645	9,078	9,533	10,009	10,509
Senior Housing Specialist	01860	6,546	6,872	7,215	7,576	7,956	8,354	8,773
Senior Librarian	05109	6,173	6,482	6,805	7,145	7,504	7,880	8,274
Senior Library Technician	05075	4,931	5,179	5,438	5,709	5,995	6,295	6,610
Senior Office Assistant	07330	4,237	4,450	4,672	4,906	5,154	5,412	5,683
Senior Office Specialist	07360	3,748	3,936	4,133	4,340	4,558	4,785	5,029
Senior Park Services Inspection Supervisor	06330	7,841	8,234	8,645	9,078	9,533	10,009	10,509
Senior Permit Services Technician	02581	6,450	6,773	7,110	7,468	7,841	8,234	8,645
Senior Plan Check Engineer	00330	10,883	11,427	11,998	12,598	13,228	13,891	14,585
Senior Planner	02470	9,167	9,625	10,109	10,614	11,146	11,703	12,288
Senior Police Records Specialist	07370	4,672	4,906	5,154	5,412	5,683	5,966	6,264
Senior Programmer Analyst	01470	8,274	8,688	9,123	9,579	10,059	10,562	11,090
Senior Residential Construction Specialist	02700	6,974	7,323	7,688	8,072	8,476	8,900	9,345
Senior Systems Administrator	00990	7,251	7,613	7,994	8,395	8,815	9,257	9,719
Senior Transportation Analyst	01290	10,883	11,427	11,998	12,598	13,228	13,891	14,585
Senior Water Services Supervisor	07776	7,880	8,274	8,688	9,123	9,579	10,059	10,562
Senior Water Systems Operator	06240	6,514	6,838	7,180	7,540	7,918	8,314	8,730
Site Director	05316	5,438	5,709	5,995	6,295	6,610	6,940	7,287

**EXHIBIT A**

**SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)  
MONTHLY WAGE RATE SCHEDULE  
EFFECTIVE AUGUST 25, 2024  
REVISED AUGUST 20, 2024**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>STEP AAA</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>
Site Teacher	05317	4,696	4,931	5,179	5,438	5,709	5,995	6,295
Solid Waste Enforcement Officer	02741	6,388	6,707	7,042	7,395	7,765	8,153	8,560
Stock Clerk	01310	4,580	4,809	5,054	5,307	5,572	5,850	6,143
Storekeeper	01320	5,438	5,709	5,995	6,295	6,610	6,940	7,287
Stores and City Yard Property Specialist	01315	5,438	5,709	5,995	6,295	6,610	6,940	7,287
Stormwater Coordinator	00115	7,359	7,726	8,112	8,518	8,945	9,393	9,862
Street Lighting Maintenance Worker	04280	5,599	5,879	6,173	6,482	6,805	7,145	7,504
Street Maintenance Supervisor	04360	6,674	7,008	7,359	7,726	8,112	8,518	8,945
Street Painter	04160	5,029	5,281	5,544	5,823	6,113	6,419	6,740
Supervising Accountant	07500	8,476	8,900	9,345	9,814	10,313	10,828	11,370
Supervising Library Services Assistant	05055	4,340	4,558	4,785	5,029	5,281	5,544	5,823
Supervising Park Ranger	07470	6,450	6,773	7,110	7,468	7,841	8,234	8,645
Systems Administrator	00120	6,203	6,514	6,838	7,180	7,540	7,918	8,314
Systems Technician	01060	4,626	4,857	5,103	5,359	5,627	5,908	6,203
Tax Compliance Officer	01245	5,683	5,966	6,264	6,578	6,906	7,251	7,613
Teacher's Aide	05318	3,678	3,861	4,055	4,258	4,471	4,696	4,931
Telecommunications Coordinator	00710	7,576	7,956	8,354	8,773	9,211	9,673	10,160
Telecommunications Customer Service Representative	07140	4,931	5,179	5,438	5,709	5,995	6,295	6,610
Transportation Driver	01081	4,301	4,517	4,742	4,980	5,230	5,491	5,765
Treasury Services Specialist	01165	5,465	5,737	6,023	6,326	6,641	6,974	7,323
Treasury Services Supervisor	07020	6,143	6,450	6,773	7,110	7,468	7,841	8,234
Tree Maintenance Supervisor	04330	6,674	7,008	7,359	7,726	8,112	8,518	8,945
Tree Trimmer	04170	5,029	5,281	5,544	5,823	6,113	6,419	6,740
Utilities Billing / Systems Technician	01215	4,906	5,154	5,412	5,683	5,966	6,264	6,578
Utilities Customer Service Supervisor	01219	6,203	6,514	6,838	7,180	7,540	7,918	8,314
Video Technician	06320	6,234	6,546	6,872	7,215	7,576	7,956	8,354
Water Conservation Specialist	07740	6,173	6,482	6,805	7,145	7,504	7,880	8,274
Water Services Crew Leader	07750	5,879	6,173	6,482	6,805	7,145	7,504	7,880
Water Services Meter Repairer I	07755	4,809	5,054	5,307	5,572	5,850	6,143	6,450
Water Services Meter Repairer II	07756	5,281	5,544	5,823	6,113	6,419	6,740	7,076
Water Services Production Supervisor	07795	6,805	7,145	7,504	7,880	8,274	8,688	9,123
Water Services Quality Coordinator	07760	7,540	7,918	8,314	8,730	9,167	9,625	10,109
Water Services Quality Inspector	07765	6,173	6,482	6,805	7,145	7,504	7,880	8,274
Water Services Quality Supervisor	07770	6,940	7,287	7,650	8,032	8,436	8,857	9,301
Water Services Supervisor	07775	6,940	7,287	7,650	8,032	8,436	8,857	9,301

**EXHIBIT A**

**SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)  
MONTHLY WAGE RATE SCHEDULE  
EFFECTIVE AUGUST 25, 2024  
REVISED AUGUST 20, 2024**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>STEP AAA</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>
Water Services Utility Inspector	07780	6,173	6,482	6,805	7,145	7,504	7,880	8,274
Water Services Worker I	07785	4,258	4,471	4,696	4,931	5,179	5,438	5,709
Water Services Worker II	07790	4,809	5,054	5,307	5,572	5,850	6,143	6,450
Water Systems Electrician	04540	6,514	6,838	7,180	7,540	7,918	8,314	8,730
Water Systems Operator I	00880	4,881	5,128	5,385	5,655	5,937	6,234	6,546
Water Systems Operator II	00920	5,385	5,655	5,937	6,234	6,546	6,872	7,215
Water Systems Operator III	04530	5,765	6,053	6,357	6,674	7,008	7,359	7,726
Web Systems Technician	01006	4,626	4,857	5,103	5,359	5,627	5,908	6,203
Website Entry Specialist	01005	4,055	4,258	4,471	4,696	4,931	5,179	5,438
Work Center Coordinator	02390	9,345	9,814	10,313	10,828	11,370	11,940	12,535
Workforce Specialist I	08371	4,626	4,857	5,103	5,359	5,627	5,908	6,203
Workforce Specialist II	08372	5,205	5,465	5,737	6,023	6,326	6,641	6,974
Workforce Specialist III	08373	5,737	6,023	6,326	6,641	6,974	7,323	7,688
Workforce Specialist IV	08374	7,504	7,880	8,274	8,688	9,123	9,579	10,059
Youth Services Technician	05313	4,471	4,696	4,931	5,179	5,438	5,709	5,995
Zoo Curator	05430	6,053	6,357	6,674	7,008	7,359	7,726	8,112
Zoo Curator of Education	05450	6,173	6,482	6,805	7,145	7,504	7,880	8,274
Zoo Curator of Health	05451	5,966	6,264	6,578	6,906	7,251	7,613	7,994
Zoo Education Specialist	00930	4,857	5,103	5,359	5,627	5,908	6,203	6,514
Zoo Keeper I	05420	4,096	4,301	4,517	4,742	4,980	5,230	5,491
Zoo Keeper II	05410	4,742	4,980	5,230	5,491	5,765	6,053	6,357
Zoo Operations Coordinator	05485	5,332	5,599	5,879	6,173	6,482	6,805	7,145

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

**EXHIBIT A**

**SERVICE EMPLOYEES INTERNATIONAL UNION PART-TIME (SEIU PT)  
HOURLY WAGE RATE SCHEDULE  
EFFECTIVE AUGUST 25, 2024  
REVISED AUGUST 20, 2024**

<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>
Account Clerk I	09041	21.50	22.54	23.67	24.86	26.09
Account Clerk II	09042	23.78	24.96	26.24	27.52	28.90
Administrative Aide	09770	27.26	28.62	30.04	31.55	33.13
Animal Keeper	09000	17.13	17.99	18.89	19.83	20.82
Building Maintenance Assistant	09215	23.43	24.59	25.82	27.14	28.46
Cashier	09040	16.65	17.48	18.35	19.27	20.23
Clerical Aide	09060	16.98	17.84	18.69	19.62	20.60
Combination Inspector	09800	33.30	34.93	36.72	38.54	40.49
Community Center Aide (Part-Time)	09100	22.26	23.37	24.54	25.77	27.06
Computer Technician	09690	21.66	22.74	23.89	25.10	26.37
Customer Service Clerk	09780	22.32	23.43	24.60	25.83	27.14
Data Entry Clerk	09120	18.51	19.45	20.45	21.45	22.53
Engineering Apprentice	09471	22.90	24.05	25.25	26.51	27.84
Equipment Service Attendant	09140	20.84	21.85	22.98	24.09	25.33
General Maintenance Assistant (Part-Time)	09300	18.09	19.01	19.97	20.97	22.03
Information Desk Clerk	09755	18.69	19.62	20.60	21.63	22.71
Janitor	09170	17.07	17.92	18.82	19.76	20.77
Library Associate	09271	20.91	21.96	23.05	24.21	25.43
Library Clerk I	09200	17.42	18.27	19.19	20.18	21.16
Library Clerk II	09210	19.30	20.25	21.24	22.32	23.43
Lifeguard (Part-Time)	05311	18.99	19.96	20.97	22.02	23.13
Maintenance Attendant (Part-Time) (T)	09230	16.54	17.37	17.94	18.84	19.78
Mobile Library Clerk	09280	21.22	22.32	23.40	24.59	25.82
Municipal Utility Reader / Collector	09775	21.36	22.43	23.53	24.72	25.96
Page	09290	16.54	17.37	17.94	18.84	19.78
Park Ranger (Part-Time)	03615	30.03	31.54	33.11	34.79	36.54
Parking Meter Technician I (Part-Time)	07161	27.50	28.88	30.32	31.84	33.43
Permit Parking Aide	09505	23.05	24.20	25.43	26.68	28.01
Permit Services Technician (Part-Time)	02579	38.31	40.24	42.25	44.35	46.57
Planning Technician (Part-Time)	09135	27.38	28.74	30.19	31.70	33.30
Police Records Clerk	09330	20.24	21.22	22.32	23.40	24.59
Police Supply Clerk	09340	20.30	21.32	22.39	23.51	24.69
Pool Manager (Part-Time)	05315	23.37	24.54	25.77	27.06	28.41
Program Leader I (Part-Time)	09360	16.61	17.44	18.31	19.23	20.19
Program Leader II (Part-Time)	09395	18.09	19.01	19.97	20.97	22.03
Purchasing Clerk	09720	21.41	22.48	23.63	24.79	26.02

**EXHIBIT A**

**SERVICE EMPLOYEES INTERNATIONAL UNION PART-TIME (SEIU PT)  
HOURLY WAGE RATE SCHEDULE  
EFFECTIVE AUGUST 25, 2024  
REVISED AUGUST 20, 2024**

<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>
Right-of-Way Technician	09900	17.22	18.09	19.03	19.96	20.93
Senior Clerical Aide	09070	18.69	19.62	20.60	21.63	22.71
Senior Library Associate	09270	22.20	23.30	24.44	25.69	26.96
Senior Lifeguard (Part-Time)	05314	21.20	22.26	23.37	24.54	25.77
Senior Maintenance Aide	09250	16.67	17.49	18.36	19.30	20.27
Senior Maintenance Worker	09260	20.27	21.28	22.34	23.46	24.63
Senior Office Assistant (Part-Time)	09090	22.27	23.38	24.55	25.78	27.07
Senior Program Leader (Part-Time)	08160	20.19	21.20	22.26	23.37	24.54
Senior Special Employment Counselor	08370	22.39	23.51	24.69	25.92	27.22
Stores Aide	09460	19.88	20.88	21.89	23.01	24.13
Substitute Teacher (Part-Time)	05319	29.88	31.37	32.94	34.59	36.32
Tutor	08420	17.22	18.08	18.98	19.93	20.93
Water Conservation Representative	09960	17.59	18.46	19.37	20.34	21.40

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