

FIRST AMENDMENT AND EXTENSION TO  
THE MEMORANDUM OF UNDERSTANDING BETWEEN  
THE CITY OF SANTA ANA AND  
PART-TIME CIVIL SERVICE EMPLOYEES UNIT  
SERVICE EMPLOYEES INTERNATIONAL UNION  
LOCAL 721

This Extension and First Amendment to the Memorandum of Understanding (“MOU”) is entered into on August 20, 2024, by and between the City of Santa Ana, a charter City and municipal corporation organized and existing under the Constitution and the laws of the State of California (“City”) and the part-time civil service employees unit Service Employees International Union Local 721 (“SEIU” or “Union”) a recognized employee bargaining unit (collectively “Parties” or singularly a “Party.”)

RECITALS

WHEREAS, the Parties entered into an MOU with a term of July 1, 2019 to June 30, 2022; and

WHEREAS, the Parties have met and agreed to extend the term of the MOU through June 2025; and

WHEREAS, the Parties have met and agreed to certain amendments to the MOU regarding salary increases and city holidays.

THE PARTIES THEREFORE AGREE as follows (additions are in bold and deletions are stricken):

1. Exhibit “A” to the MOU will be amended to substitute the attached Exhibit A for the previous Exhibit A to reflect the current list of represented part-time civil service classifications.
2. Section 4.3, Salaries, is amended to add the following:
  - D. **A base salary increase of six (6) salary rate ranges, which is approximately three percent (3%) effective July 1, 2022,**
  - E. **Three percent (3%) wage increase effective the first full pay period after July 1, 2023.**
  - F. **Three percent (3%) wage increase effective the first full pay period after July 1, 2024.**

3. Section 7.1, City Holidays, is amended to read as follows:

A. City paid holidays observed by the City are as follows:

- January 1 - New Year's Day.
- Third (3rd) Monday in January - In observance of Martin Luther King, Jr.'s Birthday.
- Third (3rd) Monday in February - In observance of President's Day.
- **March 31 - In commemoration of Cesar Chavez Day (effective the first holiday after January 1, 2024).**
- Last Monday in May - In commemoration of Memorial Day.
- July 4 - In observance of Independence Day.
- First (1st) Monday in September - In observance of Labor Day.
- November 11 - In observance of Veteran's Day.
- Fourth (4th) Thursday in November - In observance of Thanksgiving Day.
- The Friday immediately following Thanksgiving Day.
- Last working day before Christmas Day, unless Christmas Day falls on Thursday, in which instance, the day following Christmas Day shall be observed in lieu thereof.
- December 25 - In observance of Christmas Day.
- One (1) Floating Holiday - Any workday selected by the employee with prior permission of the employee's supervisor.
- Every day proclaimed by the Mayor of the City as a holiday for City employees.
- Any holiday which falls on a Sunday will be observed on the following Monday.

- Any holiday which falls on a Saturday will be observed on the Friday preceding the holiday.

Each employee shall receive no less than a total of seventy-two (72) hours of paid holidays per calendar year. **Effective January 1, 2024 each employee shall receive no less than a total of seventy-eight (78) hours of paid holidays per calendar year.**

4. Section 22.1, TERM OF MOU, will be amended to read as follows:

The term of this MOU shall be from July 1, 2019 through ~~June 30, 2022~~ June 30, 2025

5. Section 20.4 entitled No New Membership is added to Article XX as follows:

**20.4 No New Membership**

**Upon approval of this First Amendment and Extension, the City and the Union agree that no new employees will be added to this unit.**

[This section intentionally left blank]

**EXECUTION OF THE FIRST AMENDMENT AND EXTENSION OF AGREEMENT**

This First Amendment and Extension was ratified by a simple majority vote of unit employees who are in part-time civil service classifications represented by the Union.

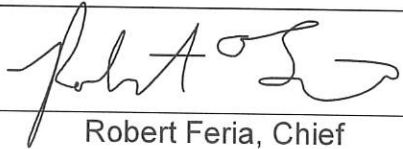
This MOU was approved by a vote of the City Council of the City of Santa Ana.

Following its execution by the parties hereto, the City Council shall implement its terms and conditions by appropriate lawful action.

In witness thereof, the parties have caused this agreement to be executed this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

**PARTIES TO THE AGREEMENT**

SEIU Local 721	City of Santa Ana
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Robert Feria, Chief  
Negotiator SEIU Local 721

Valerie Amezcua  
Mayor

Alvaro Nunez  
Acting City Manager



Lori Schnaider  
Executive Director of Human  
Resources

ATTEST: \_\_\_\_\_  
Jennifer Hall, City Clerk

APPROVED AS TO FORM: Laura A. Rossini  
Laura Rossini  
Chief Assistant City Attorney

**EXHIBIT A**  
**SEIU PART-TIME CIVIL SERVICE**  
**REVISED AUGUST 20, 2024**

**HOURLY WAGE RATE SCHEDULE**  
**EFFECTIVE JULY 1, 2022 TO JULY 1, 2023**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>AA</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
Assistant Buyer	09030	29.86	31.35	32.92	34.57	36.29	38.11
Office Assistant	09761	21.40	22.48	23.60	24.79	26.03	27.35
Park Maintenance Aide <i>July 1, 2022 to December 31, 2022</i>	09299	13.08	13.74	14.42	15.15	15.91	16.71
Park Maintenance Aide <i>January 1, 2023 to July 1, 2023</i>	09299	16.77	17.61	18.49	19.41	20.38	21.40
Secretary	09762	26.68	28.03	29.43	30.90	32.44	34.07
Senior Community Development Analyst	09920	44.78	47.01	49.37	51.84	54.43	57.15

**HOURLY WAGE RATE SCHEDULE**  
**EFFECTIVE JULY 2, 2023 TO JULY 13, 2024**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>AA</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
Assistant Buyer	09030	30.76	32.29	33.91	35.61	37.39	39.25
Office Assistant	09761	22.04	23.15	24.31	25.53	26.80	28.17
Park Maintenance Aide	09299	17.27	18.14	19.04	20.00	20.99	22.04
Secretary	09762	27.48	28.87	30.31	31.83	33.42	35.09
Senior Community Development Analyst	09920	46.12	48.42	50.85	53.40	56.06	58.86

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

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>AA</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
Assistant Buyer	09030	31.68	33.26	34.92	36.68	38.50	40.43
Office Assistant	09761	22.71	23.84	25.04	26.30	27.61	29.01
Park Maintenance Aide	09299	17.79	18.68	19.62	20.60	21.62	22.71
Secretary	09762	28.30	29.74	31.22	32.79	34.42	36.14
Senior Community Development Analyst	09920	47.50	49.88	52.37	55.00	57.75	60.63