

RESOLUTION NO. 2024-061

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. Certain clean up issues were identified regarding the Santa Ana Management
Association ("SAMA") salary schedule for FY 2023-2024. These clean up issues
are being addressed as part of this Resolution.

Section 2. Previously, the pay rates for the Code Enforcement Principal (AM)
and Permit Services Principal (AM) classifications effective July 14, 2023 were not listed
correctly on the SAMA salary schedule approved by City Council for CalPERS
compliance purposes. The compensation and benefits of employees in those positions
were not affected as the City's payroll system accurately reflected the appropriate rates.

Section 3. CalPERS interprets California *Code of Regulations* section 570.5 to
require City Council approval of salary schedules, grouped by employee unit, in addition
to City Council approval of compensation changes, Memoranda of Understanding
("MOU"), and any other official action needed to implement the compensation change.

Section 4. The updated salary schedule for the SAMA unit covering the term of
the current MOU with the aforementioned clerical changes, is attached to this resolution
as Exhibit A and is hereby approved by the Santa Ana City Council.

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.

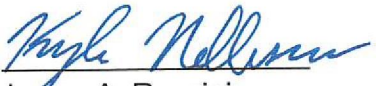
Section 6. This resolution is effective November 19, 2024.

ADOPTED this 19th day of November, 2024.


Valerie Amezcua
Mayor

APPROVED AS TO FORM:

Sonia R. Carvalho
City Attorney

By: 
for Laura A. Rossini
Chief Assistant City Attorney

AYES:	Councilmembers	<u>Amezcua, Bacerra, Hernandez, Lopez,</u> <u>Penaloza, Phan, Vazquez (7)</u>
NOES:	Councilmembers	<u>None (0)</u>
ABSTAIN:	Councilmembers	<u>None (0)</u>
ABSENT:	Councilmembers	<u>None (0)</u>

CERTIFICATE OF ATTESTATION AND ORIGINALITY

I, JENNIFER L. HALL, City Clerk, do hereby attest to and certify the attached Resolution No. 2024-061 to be the original resolution adopted by the City Council of the City of Santa Ana on November 19, 2024.

Date: 12/4/2024


Jennifer L. Hall
City Clerk
City of Santa Ana

EXHIBIT A

SANTA ANA MANAGEMENT ASSOCIATION (SAMA) MONTHLY WAGE RATE SCHEDULE EFFECTIVE JULY 1, 2022 TO JULY 1, 2023 REVISED NOVEMBER 19, 2024

ADMINISTRATIVE MANAGEMENT

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Applications Systems Manager (AM)	02910	11,297	11,867	12,460	13,083	13,738
Applications/Tech Support Manager (AM)	02915	11,867	12,460	13,083	13,738	14,425
Assistant Public Works Maintenance Manager (AM)	01772	10,048	10,550	11,079	11,634	12,214
Budget and Research Manager (AM)	06400	10,759	11,297	11,867	12,460	13,083
Budget Supervisor (AM)	00493	9,757	10,245	10,759	11,297	11,867
Code Enforcement Principal (AM)	02745	8,893	9,337	9,804	10,297	10,811
Enterprise Program Manager (AM)	01769	10,048	10,550	11,079	11,634	12,214
Facilities Maintenance Manager (AM)	04377	8,805	9,247	9,711	10,197	10,708
Fleet Services Manager (AM)	04785	8,805	9,247	9,711	10,197	10,708
Homeless Services Manager (AM)	03750	10,759	11,297	11,867	12,460	13,083
Information Technology Infrastructure Supervisor (AM)	01705	10,708	11,242	11,808	12,397	13,018
Payroll Manager (AM)	07405	10,048	10,550	11,079	11,634	12,214
Payroll Supervisor (AM)	07404	9,247	9,711	10,197	10,708	11,242
Permit Services Principal (AM)	02589	8,893	9,337	9,804	10,297	10,811
Principal Community Planner (AM)	07609	10,550	11,079	11,634	12,214	12,825
Principal Human Resources Analyst (AM)	01519	9,429	9,898	10,395	10,915	11,462
Principal Management Analyst (AM)	00151	9,294	9,757	10,245	10,759	11,297
Principal Management Analyst (Excepted) (AM)	00149	9,294	9,757	10,245	10,759	11,297
Principal Planner (AM)	02471	10,550	11,079	11,634	12,214	12,825
Project Management Officer (AM)	06145	11,867	12,460	13,083	13,738	14,425
Public Affairs Information Officer (Excepted) (AM)	01800	9,711	10,197	10,708	11,242	11,808
Risk Management Supervisor (AM)	01751	8,805	9,247	9,711	10,197	10,708
Secretary to the City Manager (Excepted) (AM)	01071	7,210	7,572	7,947	8,345	8,764
Senior Budget Analyst (AM)	00494	8,145	8,553	8,980	9,429	9,898
Senior Financial Analyst (AM)	00482	8,553	8,980	9,429	9,898	10,395
Senior Human Resources Analyst (AM)	01541	8,764	9,203	9,661	10,146	10,655
Senior Human Resources Communications Specialist (AM) <i>March 26, 2023 to July 1, 2023</i>	08595	8,764	9,203	9,661	10,146	10,655
Senior Legal Management Assistant (Excepted) (AM)	02791	8,145	8,553	8,980	9,429	9,898
Senior Management Analyst (AM)	00152	8,145	8,553	8,980	9,429	9,898
Senior Management Analyst (Excepted) (AM)	00153	8,145	8,553	8,980	9,429	9,898
Senior Organizational Development and Training Analyst (AM)	00477	8,764	9,203	9,661	10,146	10,655
Senior Risk Management Analyst (AM)	01757	8,764	9,203	9,661	10,146	10,655
JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Supervisor of Inspections (AM)	02371	9,804	10,297	10,811	11,353	11,927

EXHIBIT A

**SANTA ANA MANAGEMENT ASSOCIATION (SAMA)
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023 TO JULY 13, 2024
REVISED NOVEMBER 19, 2024**

ADMINISTRATIVE MANAGEMENT

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Applications / Technical Support Manager (AM) <i>July 2, 2023 to February 24, 2024</i>	02915	12,223	12,834	13,475	14,150	14,858
Applications Systems Manager (AM)	02910	11,636	12,223	12,834	13,475	14,150
Assistant Public Works Maintenance Manager (AM)	01772	10,349	10,867	11,411	11,983	12,580
Budget and Research Manager (AM)	06400	11,082	11,636	12,223	12,834	13,475
Budget Supervisor (AM)	00493	10,050	10,552	11,082	11,636	12,223
Code Enforcement Principal (AM)	02745	10,867	11,411	11,983	12,580	13,210
Enterprise Program Manager (AM)	01769	10,349	10,867	11,411	11,983	12,580
Facilities Maintenance Manager (AM)	04377	9,069	9,524	10,002	10,503	11,029
Fleet Services Manager (AM)	04785	9,069	9,524	10,002	10,503	11,029
Homeless Services Manager (AM)	03750	11,082	11,636	12,223	12,834	13,475
Information Technology Infrastructure Supervisor (AM)	01705	11,029	11,579	12,162	12,769	13,409
Payroll Manager (AM)	07405	10,349	10,867	11,411	11,983	12,580
Payroll Supervisor (AM)	07404	9,524	10,002	10,503	11,029	11,579
Permit Services Principal (AM)	02589	10,098	10,606	11,135	11,694	12,285
Principal Community Planner (AM)	07609	10,867	11,411	11,983	12,580	13,210
Principal Human Resources Analyst (AM)	01519	9,712	10,195	10,707	11,242	11,806
Principal Management Analyst (AM)	00151	9,573	10,050	10,552	11,082	11,636
Principal Management Analyst (Excepted) (AM)	00149	9,573	10,050	10,552	11,082	11,636
Principal Planner (AM)	02471	10,867	11,411	11,983	12,580	13,210
Project Management Officer (AM)	06145	12,223	12,834	13,475	14,150	14,858
Public Affairs Information Officer (Excepted) (AM)	01800	10,002	10,503	11,029	11,579	12,162
Risk Management Supervisor (AM)	01751	9,069	9,524	10,002	10,503	11,029
Secretary to the City Manager (Excepted) (AM)	01071	7,426	7,799	8,185	8,595	9,027
Senior Budget Analyst (AM)	00494	8,389	8,810	9,249	9,712	10,195
Senior Financial Analyst (AM)	00482	8,810	9,249	9,712	10,195	10,707
Senior Human Resources Analyst (AM)	01541	9,027	9,479	9,951	10,450	10,975
Senior Human Resources Communications Specialist (AM)	08595	9,027	9,479	9,951	10,450	10,975
Senior Legal Management Analyst (Excepted) (AM)	02791	8,389	8,810	9,249	9,712	10,195
Senior Management Analyst (AM)	00152	8,389	8,810	9,249	9,712	10,195
Senior Management Analyst (Excepted) (AM)	00153	8,389	8,810	9,249	9,712	10,195

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Senior Organizational Development and Training Analyst (AM)	00477	9,027	9,479	9,951	10,450	10,975
Senior Risk Management Analyst (AM)	01757	9,027	9,479	9,951	10,450	10,975
Supervisor of Inspections (AM)	02371	10,098	10,606	11,135	11,694	12,285
Zoo Animal Care Manager (AM)	05490	7,462	7,836	8,227	8,638	9,069

EXHIBIT A

**SANTA ANA MANAGEMENT ASSOCIATION (SAMA)
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED NOVEMBER 19, 2024**

ADMINISTRATIVE MANAGEMENT

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
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)	07394	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

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
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 1, 2022 TO JULY 1, 2023
REVISED NOVEMBER 19, 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)	00120	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242
Administrative Services Manager (MM)	00190	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Assistant City Attorney (Excepted) (MM)	01620	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Assistant Clerk Of The Council (MM)	01710	9,205	9,434	9,668	9,910	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663
Assistant Dir of Finance and Management Svcs (MM)	01180	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645	17,063	17,489
Assistant Director of Community Development (MM)	02865	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645
Assistant Director of Parks Rec and Cmty Svcs (MM)	00380	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645
Assistant Director of Planning and Building (MM)	02492	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645	17,063	17,489
Assistant to the City Manager (Excepted) (MM)	07721	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Benefits & Compensation Manager (MM)	00474	9,205	9,434	9,668	9,910	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663
Building Safety Manager (MM)	00940	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645
Chief Assistant City Attorney (Excepted) (MM)	01650	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242
City Traffic Engineer (MM)	02150	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242
Code Enforcement Manager (MM)	07615	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Community Development Manager (MM)	04780	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Corporate Yard Facilities/Fleet Svcs Mgr (MM)	00400	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Council Services Manager (Excepted) (MM)	01610	7,935	8,135	8,343	8,548	8,759	8,980	9,205	9,434	9,668	9,910	10,161	10,412	10,670	10,941	11,216	11,495	11,782
Deputy City Engineer (Excepted) (MM)	00315	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242
Deputy Public Works Director / City Engineer (MM)	00320	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645	17,063	17,489
Deputy Public Works Director / Main Svcs Mgr (MM)	04430	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846
Deputy Public Works Director/Constr Svcs Mgr (MM)	02231	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645
Deputy Public Works Director/Water Resrcs Mgr (MM)	04410	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645
Economic Development Manager (MM)	02690	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Facilities and Fleet Maintenance Manager (MM)	04376	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Facilities Maintenance Superintendent (MM)	04375	9,205	9,434	9,668	9,910	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663
Homeless Services Division Manager (MM)	03751	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Housing Division Manager (MM)	02460	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Information Services and Network Manager (MM)	00960	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Library Operations Manager (MM)	05195	8,980	9,205	9,434	9,668	9,910	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331
Organizational Development and Training Manager (MM)	00475	9,205	9,434	9,668	9,910	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663
Park Services Superintendent (MM)	04104	9,205	9,434	9,668	9,910	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663
Planning Manager (MM)	02300	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645
Principal Civil Engineer (MM)	02129	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242
Principal Plan Check Engineer (MM)	00331	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Recreation and Community Services Manager (MM)	01945	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Risk Manager (MM)	01750	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Safety Administrator (MM)	05020	9,205	9,434	9,668	9,910	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663
Senior Assistant City Attorney (Excepted) (MM)	01630	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645	17,063	17,489
Strategic Communications Manager (Excepted) (MM)	02925	9,434	9,668	9,910	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003
Transportation Manager (MM)	00200	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242
Transit Program Manager (MM)	01080	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242
Treasury and Customer Services Manager (MM)	01170	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Zoo Manager (MM)	05480	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081

EXHIBIT A

SANTA ANA MANAGEMENT ASSOCIATION (SAMA)
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023 TO JULY 13, 2024
REVISED NOVEMBER 19, 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	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729
Administrative Services Manager (MM)	00190	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Assistant City Attorney (Excepted) (MM)	01620	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Assistant City Clerk (MM)	01710	9,481	9,717	9,958	10,207	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073
Assistant Director of Community Development (MM)	02865	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144
Assistant Director of Finance and Management Services (MM)	01180	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144	17,575	18,014
Assistant Director of Parks, Recreation, and Community Services (MM)	02492	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144	17,575	18,014
Assistant Director of Planning and Building (MM)	07721	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Assistant to the City Manager (Excepted) (MM)	00474	9,481	9,717	9,958	10,207	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073
Benefits and Compensation Manager (MM)	00940	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144
Building Safety Manager (MM)	01650	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144	17,575	18,014	18,464	18,926
Chief Assistant City Attorney (Excepted) (MM)	02150	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729
City Traffic Engineer (MM)	02750	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144
Code Enforcement Manager (MM)	07615	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Community Development Manager (MM) <i>July 2, 2023 to February 24, 2024</i>	04780	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Corporate Yard Facilities / Fleet Services Manager (MM)	00400	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Council Services Manager (Excepted) (MM)	01610	8,173	8,379	8,593	8,804	9,022	9,249	9,481	9,717	9,958	10,207	10,466	10,724	10,990	11,269	11,552	11,840	12,135
Deputy City Attorney (Excepted) (MM)	00315	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729
Deputy City Engineer (MM)	01945	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Deputy Parks, Recreation, and Community Services Director (Recreation) (MM)	05480	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Deputy Parks, Recreation, and Community Services Director (Zoo) (MM)	00320	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144	17,575	18,014
Deputy Public Works Director / City Engineer (MM)	04430	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321
Deputy Public Works Director / Maintenance Services Manager (MM)	02251	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144
Deputy Public Works Director / Parks, Fleet, and Facilities Manager (MM)	04410	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144
Deputy Public Works Director / Water Resources Manager (MM)	02690	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Economic Development Manager (MM)	04376	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Facilities and Fleet Maintenance Manager (MM)	03751	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Facilities Maintenance Superintendent (MM)	02460	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Homeless Services Division Manager (MM)	00960	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Housing Division Manager (MM)	00960	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Information Services and Network Manager (MM) <i>July 2, 2023 to February 24, 2024</i>	00960	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Information Technology Infrastructure Manager (MM) <i>February 25, 2024 to July 13, 2024</i>	02915	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Information Technology Applications Manager (MM) <i>February 25, 2024 to July 13, 2024</i>	05195	9,249	9,481	9,717	9,958	10,207	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731
Library Operations Manager (MM)	00475	9,481	9,717	9,958	10,207	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073
Organizational Development and Training Manager (MM)	05540	9,249	9,481	9,717	9,958	10,207	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731
Park and Landscape Design Manager (MM) <i>February 25, 2024 to July 13, 2024</i>	04104	9,481	9,717	9,958	10,207	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073
Park Services Superintendent (MM)	02500	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144
Planning Manager (MM)	02129	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729
Principal Civil Engineer (MM)	00331	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Principal Plan Check Engineer (MM)	02465	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Rent Stabilization Manager (MM)	01750	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Risk Manager (MM)	05020	9,481	9,717	9,958	10,207	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073
Safety Administrator (MM)	01630	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144	17,575	18,014
Senior Assistant City Attorney (Excepted) (MM)	02925	9,717	9,958	10,207	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423
Strategic Communications Manager (Excepted) (MM)	01080	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729
Transportation Manager (MM)	01170	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Treasury and Customer Services Manager (MM)																		

EXHIBIT A

SANTA ANA MANAGEMENT ASSOCIATION (SAMA)
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED NOVEMBER 19, 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
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)	04450	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)	00545	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)	04104	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)	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
Planning Manager (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 Civil 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
Principal Plan Check Engineer (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
Rent Stabilization 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
Risk Manager (MM)	05020	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
Safety Administrator (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
Senior Assistant City Attorney (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
Strategic Communications Manager (Excepted) (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
Transportation 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
Treasury and Customer Services Manager (MM)																		