

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
09041	Account Clerk I	09041 SEIU PT	SEIU PTNCS	A	Hourly	\$21.72
				B		\$22.77
				C		\$23.91
				D		\$25.11
				E		\$26.35
09042	Account Clerk II	09042 SEIU PT	SEIU PTNCS	A	Hourly	\$24.02
				B		\$25.21
				C		\$26.50
				D		\$27.80
				E		\$29.19
01140	Accountant I	678 SEIU	SEIU FT	AAA	Monthly	\$6,053
				AA		\$6,357
				A		\$6,674
				B		\$7,008
				C		\$7,359
				D		\$7,726
01150	Accountant II	707 SEIU	SEIU FT	E	Monthly	\$8,112
				AAA		\$6,974
				AA		\$7,323
				A		\$7,688
				B		\$8,072
				C		\$8,476
07010	Accounting Assistant	627 SEIU	SEIU FT	D	Monthly	\$8,900
				E		\$9,345
				AAA		\$4,718
				AA		\$4,955
				A		\$5,205
				B		\$5,465
01120	Accounting Manager (MM)	25 MM-NSWN	SAMA	C	Monthly	\$5,737
				D		\$6,023
				E		\$6,326
				01		\$12,187
				02		\$12,494
				03		\$12,805
07009	Accounts Payable Supervisor	736 SEIU	SEIU FT	04	Monthly	\$13,124
				05		\$13,455
				06		\$13,790
				07		\$14,134
				08		\$14,488
				09		\$14,850
				10		\$15,220
				11		\$15,599
				12		\$15,990
				13		\$16,391
				14		\$16,799
				15		\$17,222
				16		\$17,652
				17		\$18,093
07009	Accounts Payable Supervisor	736 SEIU	SEIU FT	AAA	Monthly	\$8,032
				AA		\$8,436
				A		\$8,857
				B		\$9,301
				C		\$9,765
				D		\$10,262
07009	Accounts Payable Supervisor	736 SEIU	SEIU FT	E	Monthly	\$10,775

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Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
01295	Active Transportation Coordinator	723 SEIU	SEIU FT	AAA	Monthly	\$7,540
				AA		\$7,918
				A		\$8,314
				B		\$8,730
				C		\$9,167
				D		\$9,625
				E		\$10,109
09770	Administrative Aide	09770 SEIU PT	SEIU PTNCS	A	Hourly	\$27.53
				B		\$28.91
				C		\$30.34
				D		\$31.87
				E		\$33.46
08000	Administrative Intern	8000 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$18.15
				B		\$19.06
07272	Administrative Receptionist (Excepted) (UC)	561 UC	CASA	AA	Monthly	\$4,235
				A		\$4,445
				B		\$4,667
				C		\$4,903
				D		\$5,147
				E		\$5,403
07271	Administrative Secretary (Excepted) (UC)	610 UC	CASA	AA	Monthly	\$5,378
				A		\$5,647
				B		\$5,929
				C		\$6,232
				D		\$6,545
				E		\$6,869
00190	Administrative Services Manager (MM)	22 MM-NSWN	SAMA	01	Monthly	\$11,319
				02		\$11,598
				03		\$11,886
				04		\$12,187
				05		\$12,494
				06		\$12,805
				07		\$13,124
				08		\$13,455
				09		\$13,790
				10		\$14,134
				11		\$14,488
				12		\$14,850
				13		\$15,220
				14		\$15,599
				15		\$15,990
				16		\$16,391
				17		\$16,799
08995	Animal Control Officer	08995 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$23.96
				B		\$25.16
				C		\$26.42
				D		\$27.75
				E		\$29.13

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09000	Animal Keeper	9000 SEIU PT	SEIU PTNCS	A	Hourly	\$17.30
				B		\$18.17
				C		\$19.08
				D		\$20.03
				E		\$21.03
03920	Animal Service Officer I	668 POA-NS	POA	A	Monthly	\$6,236
				B		\$6,547
				C		\$6,875
				D		\$7,219
				E		\$7,580
03930	Animal Service Officer II	698 POA-NS	POA	A	Monthly	\$7,219
				B		\$7,580
				C		\$7,959
				D		\$8,356
				E		\$8,773
02910	Applications Systems Manager (AM)	774 AM-NSWN	SAMA	A	Monthly	\$12,584
				B		\$13,220
				C		\$13,880
				D		\$14,573
				E		\$15,304
02845	Arts and Culture Specialist	678 SEIU	SEIU FT	AAA	Monthly	\$6,053
				AA		\$6,357
				A		\$6,674
				B		\$7,008
				C		\$7,359
				D		\$7,726
00270	Assistant Buyer	648 SEIU	SEIU FT	E	Monthly	\$8,112
				AAA		\$5,230
				AA		\$5,491
				A		\$5,765
				B		\$6,053
				C		\$6,357
09030	Assistant Buyer	09030 SEIU PTCS 652	SEIU PTCS	D	Hourly	\$6,674
				E		\$7,008
				AA		\$31.68
				A		\$33.26
				B		\$34.92
				C		\$36.68
				D		\$38.50
				E		\$40.43

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Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
01620	Assistant City Attorney (Excepted) (MM)	22 MM-NSWN	SAMA	01	Monthly	\$11,319
				02		\$11,598
				03		\$11,886
				04		\$12,187
				05		\$12,494
				06		\$12,805
				07		\$13,124
				08		\$13,455
				09		\$13,790
				10		\$14,134
				11		\$14,488
				12		\$14,850
				13		\$15,220
				14		\$15,599
				15		\$15,990
				16		\$16,391
				17		\$16,799
01710	Assistant City Clerk (MM)	18 MM-NSWN	SAMA	01	Monthly	\$10,253
				02		\$10,509
				03		\$10,770
				04		\$11,039
				05		\$11,319
				06		\$11,598
				07		\$11,886
				08		\$12,187
				09		\$12,494
				10		\$12,805
				11		\$13,124
				12		\$13,455
				13		\$13,790
				14		\$14,134
				15		\$14,488
				16		\$14,850
				17		\$15,220
00090	Assistant City Manager (EM)	EM-40	EXECUTIVE	MIN	Monthly	\$19,231
				MAX		\$25,000
07611	Assistant Community Planner	687 SEIU	SEIU FT	AAA	Monthly	\$6,326
				AA		\$6,641
				A		\$6,974
				B		\$7,323
				C		\$7,688
				D		\$8,072
				E		\$8,476

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Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
02865	Assistant Director of Community Development (MM)	26 MM-NSWN	SAMA	01	Monthly	\$12,494
				02		\$12,805
				03		\$13,124
				04		\$13,455
				05		\$13,790
				06		\$14,134
				07		\$14,488
				08		\$14,850
				09		\$15,220
				10		\$15,599
				11		\$15,990
				12		\$16,391
				13		\$16,799
				14		\$17,222
				15		\$17,652
				16		\$18,093
				17		\$18,541
01180	Assistant Director of Finance and Management Services (MM)	28 MM-NSWN	SAMA	01	Monthly	\$13,124
				02		\$13,455
				03		\$13,790
				04		\$14,134
				05		\$14,488
				06		\$14,850
				07		\$15,220
				08		\$15,599
				09		\$15,990
				10		\$16,391
				11		\$16,799
				12		\$17,222
				13		\$17,652
				14		\$18,093
				15		\$18,541
				16		\$19,007
				17		\$19,482
01836	Assistant Director of Human Resources (CMM)	26 CMM-NS	UNREPRESENTED	01	Monthly	\$12,494
				02		\$12,805
				03		\$13,124
				04		\$13,455
				05		\$13,790
				06		\$14,134
				07		\$14,488
				08		\$14,850
				09		\$15,220
				10		\$15,599
				11		\$15,990
				12		\$16,391
				13		\$16,799
				14		\$17,222
				15		\$17,652
				16		\$18,093
				17		\$18,541

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Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
00380	Assistant Director of Parks, Recreation, and Community Services (MM)	26 MM-NSWN	SAMA	01	Monthly	\$12,494
				02		\$12,805
				03		\$13,124
				04		\$13,455
				05		\$13,790
				06		\$14,134
				07		\$14,488
				08		\$14,850
				09		\$15,220
				10		\$15,599
				11		\$15,990
				12		\$16,391
				13		\$16,799
				14		\$17,222
				15		\$17,652
				16		\$18,093
				17		\$18,541
02492	Assistant Director of Planning and Building (MM)	28 MM-NSWN	SAMA	01	Monthly	\$13,124
				02		\$13,455
				03		\$13,790
				04		\$14,134
				05		\$14,488
				06		\$14,850
				07		\$15,220
				08		\$15,599
				09		\$15,990
				10		\$16,391
				11		\$16,799
				12		\$17,222
				13		\$17,652
				14		\$18,093
				15		\$18,541
				16		\$19,007
				17		\$19,482
01601	Assistant Engineer	739 SEIU	SEIU FT	AAA	Monthly	\$8,153
				AA		\$8,560
				A		\$8,989
				B		\$9,439
				C		\$9,911
				D		\$10,417
				E		\$10,937
00530	Assistant Fleet Services Technician	623 SEIU	SEIU FT	AAA	Monthly	\$4,626
				AA		\$4,857
				A		\$5,103
				B		\$5,359
				C		\$5,627
				D		\$5,908
				E		\$6,203

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Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
04125	Assistant Instrument Technician	655 SEIU	SEIU FT	AAA	Monthly	\$5,412
				AA		\$5,683
				A		\$5,966
				B		\$6,264
				C		\$6,578
				D		\$6,906
				E		\$7,251
05180	Assistant Librarian	636 SEIU	SEIU FT	AAA	Monthly	\$4,931
				AA		\$5,179
				A		\$5,438
				B		\$5,709
				C		\$5,995
				D		\$6,295
				E		\$6,610
00280	Assistant Park and Landscape Planner	688 SEIU	SEIU FT	AAA	Monthly	\$6,357
				AA		\$6,674
				A		\$7,008
				B		\$7,359
				C		\$7,726
				D		\$8,112
				E		\$8,518
02271	Assistant Plan Check Engineer	739 SEIU	SEIU FT	AAA	Monthly	\$8,153
				AA		\$8,560
				A		\$8,989
				B		\$9,439
				C		\$9,911
				D		\$10,417
				E		\$10,937
00040	Assistant Planner I	687 SEIU	SEIU FT	AAA	Monthly	\$6,326
				AA		\$6,641
				A		\$6,974
				B		\$7,323
				C		\$7,688
				D		\$8,072
				E		\$8,476
02440	Assistant Planner II	707 SEIU	SEIU FT	AAA	Monthly	\$6,974
				AA		\$7,323
				A		\$7,688
				B		\$8,072
				C		\$8,476
				D		\$8,900
				E		\$9,345
01772	Assistant Public Works Maintenance Manager (AM)	750 AM-NSWN	SAMA	A	Monthly	\$11,192
				B		\$11,753
				C		\$12,341
				D		\$12,959
				E		\$13,605

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Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
07721	Assistant to the City Manager (Excepted) (MM)	22 MM-NSWN	SAMA	01	Monthly	\$11,319
				02		\$11,598
				03		\$11,886
				04		\$12,187
				05		\$12,494
				06		\$12,805
				07		\$13,124
				08		\$13,455
				09		\$13,790
				10		\$14,134
				11		\$14,488
				12		\$14,850
				13		\$15,220
				14		\$15,599
				15		\$15,990
				16		\$16,391
				17		\$16,799
02455	Associate Community Planner	737 SEIU	SEIU FT	AAA	Monthly	\$8,072
				AA		\$8,476
				A		\$8,900
				B		\$9,345
				C		\$9,814
				D		\$10,313
				E		\$10,828
02100	Associate Engineer	760 SEIU	SEIU FT	AAA	Monthly	\$9,033
				AA		\$9,485
				A		\$9,960
				B		\$10,458
				C		\$10,981
				D		\$11,530
				E		\$12,106
01040	Associate Park and Landscape Planner	738 SEIU	SEIU FT	AAA	Monthly	\$8,112
				AA		\$8,518
				A		\$8,945
				B		\$9,393
				C		\$9,862
				D		\$10,365
				E		\$10,883
01410	Associate Plan Check Engineer	760 SEIU	SEIU FT	AAA	Monthly	\$9,033
				AA		\$9,485
				A		\$9,960
				B		\$10,458
				C		\$10,981
				D		\$11,530
				E		\$12,106
02450	Associate Planner	737 SEIU	SEIU FT	AAA	Monthly	\$8,072
				AA		\$8,476
				A		\$8,900
				B		\$9,345
				C		\$9,814
				D		\$10,313
				E		\$10,828

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Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
02155	Associate Traffic Operations Engineer	761 SEIU	SEIU FT	AAA	Monthly	\$9,078
				AA		\$9,533
				A		\$10,009
				B		\$10,509
				C		\$11,034
				D		\$11,588
				E		\$12,166
06170	Background Investigator	683 POA-NS	POA	A	Monthly	\$6,709
				B		\$7,046
				C		\$7,396
				D		\$7,766
				E		\$8,156
09315	Background Investigator (Part-Time)	09315 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$38.71
				B		\$40.65
				C		\$42.67
				D		\$44.80
				E		\$47.05
00474	Benefits and Compensation Manager (MM)	18 MM-NSWN	SAMA	01	Monthly	\$10,253
				02		\$10,509
				03		\$10,770
				04		\$11,039
				05		\$11,319
				06		\$11,598
				07		\$11,886
				08		\$12,187
				09		\$12,494
				10		\$12,805
				11		\$13,124
				12		\$13,455
				13		\$13,790
				14		\$14,134
				15		\$14,488
				16		\$14,850
				17		\$15,220
05150	Bibliographic Technician	626 SEIU	SEIU FT	AAA	Monthly	\$4,696
				AA		\$4,931
				A		\$5,179
				B		\$5,438
				C		\$5,709
				D		\$5,995
				E		\$6,295
00497	Budget Aide (UC)	642 UC	CASA	AA	Monthly	\$6,293
				A		\$6,606
				B		\$6,937
				C		\$7,284
				D		\$7,649
				E		\$8,033
00496	Budget Analyst (UC)	668 UC	CASA	AA	Monthly	\$7,144
				A		\$7,499
				B		\$7,877
				C		\$8,270
				D		\$8,685
				E		\$9,120

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06400	Budget and Research Manager (AM)	764 AM-NSWN	SAMA	A	Monthly	\$11,985
				B		\$12,584
				C		\$13,220
				D		\$13,880
				E		\$14,573
09790	Budget Intern	09790 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$19.97
				B		\$20.96
00493	Budget Supervisor (AM)	744 AM-NSWN	SAMA	A	Monthly	\$10,870
				B		\$11,412
				C		\$11,985
				D		\$12,584
				E		\$13,220
02230	Building Inspector	696 SEIU	SEIU FT	AAA	Monthly	\$6,610
				AA		\$6,940
				A		\$7,287
				B		\$7,650
				C		\$8,032
				D		\$8,436
04315	Building Maintenance Aide	605 SEIU	SEIU FT	E	Monthly	\$8,857
				AAA		\$4,237
				AA		\$4,450
				A		\$4,672
				B		\$4,906
				C		\$5,154
09215	Building Maintenance Assistant	09215 SEIU PT	SEIU PTNCS	D	Hourly	\$5,412
				E		\$5,683
				A		\$23.66
				B		\$24.84
				C		\$26.08
04310	Building Maintenance Supervisor	697 SEIU	SEIU FT	D	Monthly	\$27.41
				E		\$28.74
				AAA		\$6,641
				AA		\$6,974
				A		\$7,323
				B		\$7,688
04140	Building Maintenance Technician	645 SEIU	SEIU FT	C	Monthly	\$8,072
				D		\$8,476
				E		\$8,900
				AAA		\$5,154
				AA		\$5,412
				A		\$5,683
				B		\$5,966
				C		\$6,264
				D		\$6,578
				E		\$6,906

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00940	Building Safety Manager (MM)	26 MM-NSWN	SAMA	01	Monthly	\$12,494
				02		\$12,805
				03		\$13,124
				04		\$13,455
				05		\$13,790
				06		\$14,134
				07		\$14,488
				08		\$14,850
				09		\$15,220
				10		\$15,599
				11		\$15,990
				12		\$16,391
				13		\$16,799
				14		\$17,222
				15		\$17,652
				16		\$18,093
				17		\$18,541
01240	Business Tax Collector / Inspector	651 SEIU	SEIU FT	AAA	Monthly	\$5,307
				AA		\$5,572
				A		\$5,850
				B		\$6,143
				C		\$6,450
				D		\$6,773
				E		\$7,110
01350	Buyer	691 SEIU	SEIU FT	AAA	Monthly	\$6,450
				AA		\$6,773
				A		\$7,110
				B		\$7,468
				C		\$7,841
				D		\$8,234
				E		\$8,645
09040	Cashier	09040 SEIU PT	SEIU PTNCS	A	Hourly	\$16.82
				B		\$17.65
				C		\$18.53
				D		\$19.46
				E		\$20.43
07030	Central Services Supervisor	652 SEIU	SEIU FT	AAA	Monthly	\$5,332
				AA		\$5,599
				A		\$5,879
				B		\$6,173
				C		\$6,482
				D		\$6,805
				E		\$7,145

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01651	Chief Assistant City Attorney - Employee Relations (Excepted) (CMM)	30 CMM-NS	UNREPRESENTED	01	Monthly	\$13,790
				02		\$14,134
				03		\$14,488
				04		\$14,850
				05		\$15,220
				06		\$15,599
				07		\$15,990
				08		\$16,391
				09		\$16,799
				10		\$17,222
				11		\$17,652
				12		\$18,093
				13		\$18,541
				14		\$19,007
				15		\$19,482
				16		\$19,969
				17		\$20,469
01650	Chief Assistant City Attorney (Excepted) (MM)	30 MM-NSWN	SAMA	01	Monthly	\$13,790
				02		\$14,134
				03		\$14,488
				04		\$14,850
				05		\$15,220
				06		\$15,599
				07		\$15,990
				08		\$16,391
				09		\$16,799
				10		\$17,222
				11		\$17,652
				12		\$18,093
				13		\$18,541
				14		\$19,007
				15		\$19,482
				16		\$19,969
				17		\$20,469
01701	Chief Technology Innovations Officer (EM)	EM-20	EXECUTIVE	MIN	Monthly	\$16,570
				MAX		\$21,667
01690	City Attorney (EM)	001CITY ATTY	APPOINTEE	Per Service Agreement		
07394	City Attorney's Office Executive Legal Assistant (Excepted) (AM)	682 AM-NSWN	SAMA	A	Monthly	\$8,031
				B		\$8,435
				C		\$8,853
				D		\$9,296
				E		\$9,763
01990	City Clerk (EM)	001CITY CLERK	APPOINTEE	Per Employment Contract	Yearly	\$195,083
01790	City Manager (EM)	001CITY MGR	APPOINTEE	Per Employment Contract	Yearly	\$340,200

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
02150	City Traffic Engineer (MM)	25 MM-NSWN	SAMA	01	Monthly	\$12,187
				02		\$12,494
				03		\$12,805
				04		\$13,124
				05		\$13,455
				06		\$13,790
				07		\$14,134
				08		\$14,488
				09		\$14,850
				10		\$15,220
				11		\$15,599
				12		\$15,990
				13		\$16,391
				14		\$16,799
				15		\$17,222
				16		\$17,652
				17		\$18,093
04900	Citywide Community Liaison (Excepted) (UC)	674 UC	CASA	AA	Monthly	\$7,357
				A		\$7,723
				B		\$8,109
				C		\$8,517
				D		\$8,939
				E		\$9,387
00125	Claims Adjuster (Part-Time)	00125 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	AA	Hourly	\$40.22
				A		\$42.25
				B		\$44.34
				C		\$46.56
				D		\$48.89
				E		\$51.33
00124	Claims Adjuster (UC)	663 UC	CASA	AA	Monthly	\$6,971
				A		\$7,323
				B		\$7,686
				C		\$8,071
				D		\$8,474
				E		\$8,897
09060	Clerical Aide	9060 SEIU PT	SEIU PTNCS	A	Hourly	\$17.15
				B		\$18.02
				C		\$18.88
				D		\$19.82
				E		\$20.81
02780	Code Enforcement Associate	645 SEIU	SEIU FT	AAA	Monthly	\$5,154
				AA		\$5,412
				A		\$5,683
				B		\$5,966
				C		\$6,264
				D		\$6,578
				E		\$6,906

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
02750	Code Enforcement Manager (MM)	26 MM-NSWN	SAMA	01	Monthly	\$12,494
				02		\$12,805
				03		\$13,124
				04		\$13,455
				05		\$13,790
				06		\$14,134
				07		\$14,488
				08		\$14,850
				09		\$15,220
				10		\$15,599
				11		\$15,990
				12		\$16,391
				13		\$16,799
				14		\$17,222
				15		\$17,652
				16		\$18,093
				17		\$18,541
02740	Code Enforcement Officer	689 SEIU	SEIU FT	AAA	Monthly	\$6,388
				AA		\$6,707
				A		\$7,042
				B		\$7,395
				C		\$7,765
				D		\$8,153
				E		\$8,560
02745	Code Enforcement Principal (AM)	760 AM-NSWN	SAMA	A	Monthly	\$11,753
				B		\$12,341
				C		\$12,959
				D		\$13,605
				E		\$14,286
00070	Code Enforcement Supervisor	713 SEIU	SEIU FT	AAA	Monthly	\$7,180
				AA		\$7,540
				A		\$7,918
				B		\$8,314
				C		\$8,730
				D		\$9,167
				E		\$9,625
09316	Cold Case Investigator	09316 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$28.45
				B		\$29.87
				C		\$31.38
				D		\$32.94
				E		\$34.60
09800	Combination Inspector	09800 SEIU PT	SEIU PTNCS	A	Hourly	\$33.63
				B		\$35.28
				C		\$37.09
				D		\$38.93
				E		\$40.89
07660	Communications Services Officer	663 POA-NS	POA	A	Monthly	\$6,086
				B		\$6,390
				C		\$6,709
				D		\$7,046
				E		\$7,396

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
09100	Community Center Aide (Part-Time)	9100 SEIU PT	SEIU PTNCS	A	Hourly	\$22.48
				B		\$23.60
				C		\$24.79
				D		\$26.03
				E		\$27.33
07585	Community Development Analyst	702 SEIU	SEIU FT	AAA	Monthly	\$6,805
				AA		\$7,145
				A		\$7,504
				B		\$7,880
				C		\$8,274
				D		\$8,688
07321	Community Development Commission Secretary	624 SEIU	SEIU FT	AAA	Monthly	\$4,648
				AA		\$4,881
				A		\$5,128
				B		\$5,385
				C		\$5,655
				D		\$5,937
05000	Community Liaison	708 SEIU	SEIU FT	AAA	Monthly	\$7,008
				AA		\$7,359
				A		\$7,726
				B		\$8,112
				C		\$8,518
				D		\$8,945
00055	Community Planning Assistant	667 SEIU	SEIU FT	AAA	Monthly	\$5,737
				AA		\$6,023
				A		\$6,326
				B		\$6,641
				C		\$6,974
				D		\$7,323
09690	Computer Technician	09690 SEIU PT	SEIU PTNCS	E	Hourly	\$7,688
				A		\$21.88
				B		\$22.97
				C		\$24.13
				D		\$25.35
02240	Construction Inspector	707 SEIU	SEIU FT	E	Monthly	\$26.63
				AAA		\$6,974
				AA		\$7,323
				A		\$7,688
				B		\$8,072
				C		\$8,476
				D		\$8,900
				E		\$9,345

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
04780	Corporate Yard Facilities / Fleet Services Manager (MM)	22 MM-NSWN	SAMA	01	Monthly	\$11,319
				02		\$11,598
				03		\$11,886
				04		\$12,187
				05		\$12,494
				06		\$12,805
				07		\$13,124
				08		\$13,455
				09		\$13,790
				10		\$14,134
				11		\$14,488
				12		\$14,850
				13		\$15,220
				14		\$15,599
				15		\$15,990
				16		\$16,391
				17		\$16,799
04070	Corporate Yard Maintenance Attendant	588 SEIU	SEIU FT	AAA	Monthly	\$3,900
				AA		\$4,096
				A		\$4,301
				B		\$4,517
				C		\$4,742
				D		\$4,980
				E		\$5,230
01971	Correctional Manager (RM)	770 PMA-NSWN	PMA	AA	Monthly	\$9,770
				A		\$10,259
				B		\$10,772
				C		\$11,310
				D		\$11,876
				E		\$12,469
00310	Correctional Officer I	683 POA-NS	POA	A	Monthly	\$6,709
				B		\$7,046
				C		\$7,396
				D		\$7,766
				E		\$8,156
00312	Correctional Officer II	703 POA-NS	POA	A	Monthly	\$7,396
				B		\$7,766
				C		\$8,156
				D		\$8,564
				E		\$8,993
07630	Correctional Records Specialist	598 SEIU	SEIU FT	AAA	Monthly	\$4,096
				AA		\$4,301
				A		\$4,517
				B		\$4,742
				C		\$4,980
				D		\$5,230
				E		\$5,491
07629	Correctional Records Supervisor	665 SEIU	SEIU FT	AAA	Monthly	\$5,683
				AA		\$5,966
				A		\$6,264
				B		\$6,578
				C		\$6,906
				D		\$7,251
				E		\$7,613

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
00360	Correctional Services Officer	00360 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$20.01
				B		\$21.01
				C		\$22.06
				D		\$23.19
				E		\$24.32
00370	Correctional Supervisor	732 POA-NS	POA	A	Monthly	\$8,523
				B		\$8,949
				C		\$9,397
				D		\$9,868
				E		\$10,360
00400	Council Services Manager (Excepted) (MM)	22 MM-NSWN	SAMA	01	Monthly	\$11,319
				02		\$11,598
				03		\$11,886
				04		\$12,187
				05		\$12,494
				06		\$12,805
				07		\$13,124
				08		\$13,455
				09		\$13,790
				10		\$14,134
				11		\$14,488
				12		\$14,850
				13		\$15,220
				14		\$15,599
				15		\$15,990
				16		\$16,391
				17		\$16,799
00830	Council Services Secretary (Excepted) (UC)	589 UC	CASA	AA	Monthly	\$4,856
				A		\$5,102
				B		\$5,356
				C		\$5,622
				D		\$5,908
				E		\$6,200
08700	Councilmember	000COUNCIL	COUNCIL	A	Monthly	\$1,000
03995	Crime Research Aide	694 POA-NS	POA	A	Monthly	\$7,080
				B		\$7,433
				C		\$7,804
				D		\$8,194
				E		\$8,605
03990	Crime Research Analyst	720 POA-NS	POA	A	Monthly	\$8,037
				B		\$8,440
				C		\$8,863
				D		\$9,305
				E		\$9,770
04005	Custodial Aide / Porter	550 SEIU	SEIU FT	AAA	Monthly	\$3,238
				AA		\$3,400
				A		\$3,570
				B		\$3,748
				C		\$3,936
				D		\$4,133
				E		\$4,340

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
04000	Custodian	580 SEIU	SEIU FT	AAA	Monthly	\$3,748
				AA		\$3,936
				A		\$4,133
				B		\$4,340
				C		\$4,558
				D		\$4,785
				E		\$5,029
04090	Custodian Supervisor	636 SEIU	SEIU FT	AAA	Monthly	\$4,931
				AA		\$5,179
				A		\$5,438
				B		\$5,709
				C		\$5,995
				D		\$6,295
				E		\$6,610
09780	Customer Service Clerk	09780 SEIU PT	SEIU PTNCS	A	Hourly	\$22.54
				B		\$23.66
				C		\$24.85
				D		\$26.09
				E		\$27.41
01220	Customer Service Representative	635 SEIU	SEIU FT	AAA	Monthly	\$4,906
				AA		\$5,154
				A		\$5,412
				B		\$5,683
				C		\$5,966
				D		\$6,264
				E		\$6,578
00489	Data Analyst (Part-Time)	00489 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	AA	Hourly	\$41.22
				A		\$43.26
				B		\$45.45
				C		\$47.71
				D		\$50.11
				E		\$52.62
00498	Data Analyst (UC)	668 UC	CASA	AA	Monthly	\$7,144
				A		\$7,499
				B		\$7,877
				C		\$8,270
				D		\$8,685
				E		\$9,120
09120	Data Entry Clerk	9120 SEIU PT	SEIU PTNCS	A	Hourly	\$18.70
				B		\$19.64
				C		\$20.65
				D		\$21.66
				E		\$22.76
04200	Data Entry Office Assistant	605 SEIU	SEIU FT	AAA	Monthly	\$4,237
				AA		\$4,450
				A		\$4,672
				B		\$4,906
				C		\$5,154
				D		\$5,412
				E		\$5,683

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
01610	Deputy City Attorney (Excepted) (MM)	12 MM-NSWN	SAMA	01	Monthly	\$8,839
				02		\$9,062
				03		\$9,294
				04		\$9,521
				05		\$9,758
				06		\$10,002
				07		\$10,253
				08		\$10,509
				09		\$10,770
				10		\$11,039
				11		\$11,319
				12		\$11,598
				13		\$11,886
				14		\$12,187
				15		\$12,494
				16		\$12,805
				17		\$13,124
07050	Deputy City Clerk	647 SEIU	SEIU FT	AAA	Monthly	\$5,205
				AA		\$5,465
				A		\$5,737
				B		\$6,023
				C		\$6,326
				D		\$6,641
				E		\$6,974
00315	Deputy City Engineer (MM)	25 MM-NSWN	SAMA	01	Monthly	\$12,187
				02		\$12,494
				03		\$12,805
				04		\$13,124
				05		\$13,455
				06		\$13,790
				07		\$14,134
				08		\$14,488
				09		\$14,850
				10		\$15,220
				11		\$15,599
				12		\$15,990
				13		\$16,391
				14		\$16,799
				15		\$17,222
				16		\$17,652
				17		\$18,093
01791	Deputy City Manager (EM)	EM-20	EXECUTIVE	MIN	Monthly	\$16,570
				MAX		\$21,667

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
01945	Deputy Parks, Recreation, and Community Services Director (Recreation) (MM)	22 MM-NSWN	SAMA	01	Monthly	\$11,319
				02		\$11,598
				03		\$11,886
				04		\$12,187
				05		\$12,494
				06		\$12,805
				07		\$13,124
				08		\$13,455
				09		\$13,790
				10		\$14,134
				11		\$14,488
				12		\$14,850
				13		\$15,220
				14		\$15,599
				15		\$15,990
				16		\$16,391
				17		\$16,799
05480	Deputy Parks, Recreation, and Community Services Director (Zoo) (MM)	22 MM-NSWN	SAMA	01	Monthly	\$11,319
				02		\$11,598
				03		\$11,886
				04		\$12,187
				05		\$12,494
				06		\$12,805
				07		\$13,124
				08		\$13,455
				09		\$13,790
				10		\$14,134
				11		\$14,488
				12		\$14,850
				13		\$15,220
				14		\$15,599
				15		\$15,990
				16		\$16,391
				17		\$16,799
00320	Deputy Public Works Director / City Engineer (MM)	28 MM-NSWN	SAMA	01	Monthly	\$13,124
				02		\$13,455
				03		\$13,790
				04		\$14,134
				05		\$14,488
				06		\$14,850
				07		\$15,220
				08		\$15,599
				09		\$15,990
				10		\$16,391
				11		\$16,799
				12		\$17,222
				13		\$17,652
				14		\$18,093
				15		\$18,541
				16		\$19,007
				17		\$19,482

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
04430	Deputy Public Works Director / Maintenance Services Manager (MM)	26 MM-NSWN	SAMA	01	Monthly	\$12,494
				02		\$12,805
				03		\$13,124
				04		\$13,455
				05		\$13,790
				06		\$14,134
				07		\$14,488
				08		\$14,850
				09		\$15,220
				10		\$15,599
				11		\$15,990
				12		\$16,391
				13		\$16,799
				14		\$17,222
				15		\$17,652
				16		\$18,093
				17		\$18,541
02251	Deputy Public Works Director / Parks, Fleet, and Facilities Manager (MM)	26 MM-NSWN	SAMA	01	Monthly	\$12,494
				02		\$12,805
				03		\$13,124
				04		\$13,455
				05		\$13,790
				06		\$14,134
				07		\$14,488
				08		\$14,850
				09		\$15,220
				10		\$15,599
				11		\$15,990
				12		\$16,391
				13		\$16,799
				14		\$17,222
				15		\$17,652
				16		\$18,093
				17		\$18,541
04410	Deputy Public Works Director / Water Resources Manager (MM)	28 MM-NSWN	SAMA	01	Monthly	\$13,124
				02		\$13,455
				03		\$13,790
				04		\$14,134
				05		\$14,488
				06		\$14,850
				07		\$15,220
				08		\$15,599
				09		\$15,990
				10		\$16,391
				11		\$16,799
				12		\$17,222
				13		\$17,652
				14		\$18,093
				15		\$18,541
				16		\$19,007
				17		\$19,482

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
02690	Economic Development Manager (MM)	22 MM-NSWN	SAMA	01	Monthly	\$11,319
				02		\$11,598
				03		\$11,886
				04		\$12,187
				05		\$12,494
				06		\$12,805
				07		\$13,124
				08		\$13,455
				09		\$13,790
				10		\$14,134
				11		\$14,488
				12		\$14,850
				13		\$15,220
				14		\$15,599
				15		\$15,990
				16		\$16,391
				17		\$16,799
00560	Economic Development Specialist I	708 SEIU	SEIU FT	AAA	Monthly	\$7,008
				AA		\$7,359
				A		\$7,726
				B		\$8,112
				C		\$8,518
				D		\$8,945
				E		\$9,393
00550	Economic Development Specialist II	737 SEIU	SEIU FT	AAA	Monthly	\$8,072
				AA		\$8,476
				A		\$8,900
				B		\$9,345
				C		\$9,814
				D		\$10,313
				E		\$10,828
00350	Economic Development Specialist III	767 SEIU	SEIU FT	AAA	Monthly	\$9,345
				AA		\$9,814
				A		\$10,313
				B		\$10,828
				C		\$11,370
				D		\$11,940
				E		\$12,535
02705	Emergency Operations Coordinator	752 POA-NS	POA	A	Monthly	\$9,397
				B		\$9,868
				C		\$10,360
				D		\$10,879
				E		\$11,423
01784	Employee Relations Analyst (UCE)	663 UCE	UNREPRESENTED	AA	Monthly	\$6,971
				A		\$7,323
				B		\$7,686
				C		\$8,071
				D		\$8,474
				E		\$8,897

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
01781	Employee Relations Manager (CMM)	22 CMM-NS	UNREPRESENTED	01	Monthly	\$11,319
				02		\$11,598
				03		\$11,886
				04		\$12,187
				05		\$12,494
				06		\$12,805
				07		\$13,124
				08		\$13,455
				09		\$13,790
				10		\$14,134
				11		\$14,488
				12		\$14,850
				13		\$15,220
				14		\$15,599
				15		\$15,990
				16		\$16,391
				17		\$16,799
02030	Engineering Aide	641 SEIU	SEIU FT	AAA	Monthly	\$5,054
				AA		\$5,307
				A		\$5,572
				B		\$5,850
				C		\$6,143
				D		\$6,450
				E		\$6,773
09471	Engineering Apprentice	09471 SEIU PT	SEIU PTNCS	A	Hourly	\$23.13
				B		\$24.29
				C		\$25.50
				D		\$26.78
				E		\$28.12
09130	Engineering Intern	09130 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$19.97
				B		\$20.96
02035	Engineering Technician	651 SEIU	SEIU FT	AAA	Monthly	\$5,307
				AA		\$5,572
				A		\$5,850
				B		\$6,143
				C		\$6,450
				D		\$6,773
				E		\$7,110
01769	Enterprise Program Manager (AM)	750 AM-NSWN	SAMA	A	Monthly	\$11,192
				B		\$11,753
				C		\$12,341
				D		\$12,959
				E		\$13,605
04215	Equipment Operator - Water Services	651 SEIU	SEIU FT	AAA	Monthly	\$5,307
				AA		\$5,572
				A		\$5,850
				B		\$6,143
				C		\$6,450
				D		\$6,773
				E		\$7,110

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
00440	Equipment Operator	647 SEIU	SEIU FT	AAA	Monthly	\$5,205
				AA		\$5,465
				A		\$5,737
				B		\$6,023
				C		\$6,326
				D		\$6,641
				E		\$6,974
09140	Equipment Service Attendant	9140 SEIU PT	SEIU PTNCS	A	Hourly	\$21.05
				B		\$22.07
				C		\$23.21
				D		\$24.33
				E		\$25.58
01515	Equity and Inclusion Coordinator (Excepted) (UC)	668 UC	CASA	AA	Monthly	\$7,144
				A		\$7,499
				B		\$7,877
				C		\$8,270
				D		\$8,685
				E		\$9,120
00900	Executive Assistant (Excepted) (UC)	645 UC	CASA	AA	Monthly	\$6,386
				A		\$6,707
				B		\$7,041
				C		\$7,392
				D		\$7,761
				E		\$8,150
02870	Executive Director of Community Development (EM)	EM-20	EXECUTIVE	MIN	Monthly	\$16,570
				MAX		\$21,667
01190	Executive Director of Finance and Management Services (EM)	EM-20	EXECUTIVE	MIN	Monthly	\$16,570
				MAX		\$21,667
01830	Executive Director of Human Resources (EM)	EM-20	EXECUTIVE	MIN	Monthly	\$16,570
				MAX		\$21,667
05400	Executive Director of Parks, Recreation, and Community Services (EM)	EM-20	EXECUTIVE	MIN	Monthly	\$16,570
				MAX		\$21,667
02490	Executive Director of Planning and Building Safety (EM)	EM-20	EXECUTIVE	MIN	Monthly	\$16,570
				MAX		\$21,667
02170	Executive Director of Public Works (EM)	EM-20	EXECUTIVE	MIN	Monthly	\$16,570
				MAX		\$21,667
07393	Executive Secretary – Human Resources (UCE)	620 UCE	UNREPRESENTED	AA	Monthly	\$5,647
				A		\$5,929
				B		\$6,232
				C		\$6,545
				D		\$6,869
				E		\$7,214

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
07392	Executive Secretary (UC)	620 UC	CASA	AA	Monthly	\$5,647
				A		\$5,929
				B		\$6,232
				C		\$6,545
				D		\$6,869
				E		\$7,214
00140	Executive Secretary to the Police Chief (UC)	620 UC	CASA	AA	Monthly	\$5,647
				A		\$5,929
				B		\$6,232
				C		\$6,545
				D		\$6,869
				E		\$7,214
04376	Facilities and Fleet Maintenance Manager (MM)	22 MM-NSWN	SAMA	01	Monthly	\$11,319
				02		\$11,598
				03		\$11,886
				04		\$12,187
				05		\$12,494
				06		\$12,805
				07		\$13,124
				08		\$13,455
				09		\$13,790
				10		\$14,134
				11		\$14,488
				12		\$14,850
				13		\$15,220
				14		\$15,599
				15		\$15,990
				16		\$16,391
				17		\$16,799
04377	Facilities Maintenance Manager (AM)	723 AM-NSWN	SAMA	A	Monthly	\$9,808
				B		\$10,301
				C		\$10,817
				D		\$11,359
				E		\$11,928
04375	Facilities Maintenance Superintendent (MM)	18 MM-NSWN	SAMA	01	Monthly	\$10,253
				02		\$10,509
				03		\$10,770
				04		\$11,039
				05		\$11,319
				06		\$11,598
				07		\$11,886
				08		\$12,187
				09		\$12,494
				10		\$12,805
				11		\$13,124
				12		\$13,455
				13		\$13,790
				14		\$14,134
				15		\$14,488
				16		\$14,850
				17		\$15,220

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
04370	Facilities Supervisor	697 SEIU	SEIU FT	AAA	Monthly	\$6,641
				AA		\$6,974
				A		\$7,323
				B		\$7,688
				C		\$8,072
				D		\$8,476
				E		\$8,900
00491	Finance Project Manager (Part-Time)	00491 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	01	Hourly	\$61.28
				02		\$62.82
				03		\$64.38
				04		\$65.99
				05		\$67.66
				06		\$69.33
				07		\$71.07
				08		\$72.85
				09		\$74.67
				10		\$76.53
				11		\$78.43
				12		\$80.40
				13		\$82.41
				14		\$84.47
				15		\$86.60
				16		\$88.75
				17		\$90.98
00481	Financial Analyst (UC)	663 UC	CASA	AA	Monthly	\$6,971
				A		\$7,323
				B		\$7,686
				C		\$8,071
				D		\$8,474
				E		\$8,897
07605	Fingerprint Examiner	07605 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$29.88
				B		\$31.39
				C		\$32.94
				D		\$34.59
				E		\$36.32
07600	Firearms Examiner	739 POA-NS	POA	A	Monthly	\$8,818
				B		\$9,258
				C		\$9,723
				D		\$10,210
				E		\$10,719
00500	Fleet Parts Specialist	662 SEIU	SEIU FT	AAA	Monthly	\$5,599
				AA		\$5,879
				A		\$6,173
				B		\$6,482
				C		\$6,805
				D		\$7,145
				E		\$7,504
04785	Fleet Services Manager (AM)	723 AM-NSWN	SAMA	A	Monthly	\$9,808
				B		\$10,301
				C		\$10,817
				D		\$11,359
				E		\$11,928

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
04770	Fleet Services Supervisor	711 SEIU	SEIU FT	AAA	Monthly	\$7,110
				AA		\$7,468
				A		\$7,841
				B		\$8,234
				C		\$8,645
				D		\$9,078
				E		\$9,533
04720	Fleet Services Technician I	652 SEIU	SEIU FT	AAA	Monthly	\$5,332
				AA		\$5,599
				A		\$5,879
				B		\$6,173
				C		\$6,482
				D		\$6,805
				E		\$7,145
04730	Fleet Services Technician II	672 SEIU	SEIU FT	AAA	Monthly	\$5,879
				AA		\$6,173
				A		\$6,482
				B		\$6,805
				C		\$7,145
				D		\$7,504
				E		\$7,880
00450	Fleet Services Technician III	687 SEIU	SEIU FT	AAA	Monthly	\$6,326
				AA		\$6,641
				A		\$6,974
				B		\$7,323
				C		\$7,688
				D		\$8,072
				E		\$8,476
08500	Forensic Ballistics Technician	08500 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$24.56
				B		\$25.80
				C		\$27.09
				D		\$28.45
				E		\$29.87
01360	Forensic Services Supervisor	770 POA-NS	POA	A	Monthly	\$10,259
				B		\$10,772
				C		\$11,311
				D		\$11,877
				E		\$12,471
03970	Forensic Specialist I	694 POA-NS	POA	A	Monthly	\$7,080
				B		\$7,433
				C		\$7,804
				D		\$8,194
				E		\$8,605
03980	Forensic Specialist II	713 POA-NS	POA	A	Monthly	\$7,766
				B		\$8,156
				C		\$8,564
				D		\$8,993
				E		\$9,442
00740	General Maintenance Assistant	581 SEIU	SEIU FT	AAA	Monthly	\$3,767
				AA		\$3,955
				A		\$4,153
				B		\$4,361
				C		\$4,580
				D		\$4,809
				E		\$5,054

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
09300	General Maintenance Assistant (Part-Time)	9300 SEIU PT	SEIU PTNCS	A	Hourly	\$18.27
				B		\$19.20
				C		\$20.17
				D		\$21.18
				E		\$22.25
04190	General Maintenance Leader	666 SEIU	SEIU FT	AAA	Monthly	\$5,709
				AA		\$5,995
				A		\$6,295
				B		\$6,610
				C		\$6,940
				D		\$7,287
01010	General Maintenance Supervisor	697 SEIU	SEIU FT	E	Monthly	\$7,650
				AAA		\$6,641
				AA		\$6,974
				A		\$7,323
				B		\$7,688
				C		\$8,072
04180	General Maintenance Worker	645 SEIU	SEIU FT	D	Monthly	\$8,476
				E		\$8,900
				AAA		\$5,154
				AA		\$5,412
				A		\$5,683
				B		\$5,966
02190	GIS Administrator	732 SEIU	SEIU FT	C	Monthly	\$6,264
				D		\$6,578
				E		\$6,906
				AAA		\$7,880
				AA		\$8,274
				A		\$8,688
02192	GIS Systems Analyst / Programmer	714 SEIU	SEIU FT	B	Monthly	\$9,123
				C		\$9,579
				D		\$10,059
				E		\$10,562
				AAA		\$7,215
				AA		\$7,576
02193	GIS Technician	662 SEIU	SEIU FT	A	Monthly	\$7,956
				B		\$8,354
				C		\$8,773
				D		\$9,211
				E		\$9,673
				AAA		\$5,599
01500	Graphics Designer I	648 SEIU	SEIU FT	AA	Monthly	\$5,879
				A		\$6,173
				B		\$6,482
				C		\$6,805
				D		\$7,145
				E		\$7,504
				AAA		\$5,230
				AA		\$5,491
				A		\$5,765
				B		\$6,053
				C		\$6,357
				D		\$6,674
				E		\$7,008

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
02400	Graphics Designer II	668 SEIU	SEIU FT	AAA	Monthly	\$5,765
				AA		\$6,053
				A		\$6,357
				B		\$6,674
				C		\$7,008
				D		\$7,359
				E		\$7,726
03751	Homeless Services Division Manager (MM)	22 MM-NSWN	SAMA	01	Monthly	\$11,319
				02		\$11,598
				03		\$11,886
				04		\$12,187
				05		\$12,494
				06		\$12,805
				07		\$13,124
				08		\$13,455
				09		\$13,790
				10		\$14,134
				11		\$14,488
				12		\$14,850
				13		\$15,220
				14		\$15,599
				15		\$15,990
				16		\$16,391
				17		\$16,799
03750	Homeless Services Manager (AM)	764 AM-NSWN	SAMA	A	Monthly	\$11,985
				B		\$12,584
				C		\$13,220
				D		\$13,880
				E		\$14,573
01885	Housing Authority Analyst	705 SEIU	SEIU FT	AAA	Monthly	\$6,906
				AA		\$7,251
				A		\$7,613
				B		\$7,994
				C		\$8,395
				D		\$8,815
				E		\$9,257
07640	Housing Authority Coordinator	768 SEIU	SEIU FT	AAA	Monthly	\$9,393
				AA		\$9,862
				A		\$10,365
				B		\$10,883
				C		\$11,427
				D		\$11,998
				E		\$12,598
02720	Housing Authority Operations Supervisor	726 SEIU	SEIU FT	AAA	Monthly	\$7,650
				AA		\$8,032
				A		\$8,436
				B		\$8,857
				C		\$9,301
				D		\$9,765
				E		\$10,262

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
02460	Housing Division Manager (MM)	22 MM-NSWN	SAMA	01	Monthly	\$11,319
				02		\$11,598
				03		\$11,886
				04		\$12,187
				05		\$12,494
				06		\$12,805
				07		\$13,124
				08		\$13,455
				09		\$13,790
				10		\$14,134
				11		\$14,488
				12		\$14,850
				13		\$15,220
				14		\$15,599
				15		\$15,990
				16		\$16,391
				17		\$16,799
07580	Housing Programs Aide	617 SEIU	SEIU FT	AAA	Monthly	\$4,494
				AA		\$4,718
				A		\$4,955
				B		\$5,205
				C		\$5,465
				D		\$5,737
				E		\$6,023
01840	Housing Programs Analyst	726 SEIU	SEIU FT	AAA	Monthly	\$7,650
				AA		\$8,032
				A		\$8,436
				B		\$8,857
				C		\$9,301
				D		\$9,765
				E		\$10,262
00520	Housing Programs Coordinator	768 SEIU	SEIU FT	AAA	Monthly	\$9,393
				AA		\$9,862
				A		\$10,365
				B		\$10,883
				C		\$11,427
				D		\$11,998
				E		\$12,598
01890	Housing Specialist I	630 SEIU	SEIU FT	AAA	Monthly	\$4,785
				AA		\$5,029
				A		\$5,281
				B		\$5,544
				C		\$5,823
				D		\$6,113
				E		\$6,419
01900	Housing Specialist II	651 SEIU	SEIU FT	AAA	Monthly	\$5,307
				AA		\$5,572
				A		\$5,850
				B		\$6,143
				C		\$6,450
				D		\$6,773
				E		\$7,110

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
08550	Human Resources Administrative Assistant (Part-Time)	08550 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	AA	Hourly	\$26.93
				A		\$28.29
				B		\$29.69
				C		\$31.17
				D		\$32.75
				E		\$34.39
07069	Human Resources Administrative Assistant (UC)	581 UC	CASA	AA	Monthly	\$4,667
				A		\$4,903
				B		\$5,147
				C		\$5,403
				D		\$5,676
				E		\$5,960
08570	Human Resources Analyst (Part-Time)	08570 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	AA	Hourly	\$40.22
				A		\$42.25
				B		\$44.34
				C		\$46.56
				D		\$48.89
				E		\$51.33
01520	Human Resources Analyst (UC)	663 UC	CASA	AA	Monthly	\$6,971
				A		\$7,323
				B		\$7,686
				C		\$8,071
				D		\$8,474
				E		\$8,897
01838	Human Resources Business Systems Analyst (UCE)	708 UCE	UNREPRESENTED	AA	Monthly	\$8,685
				A		\$9,120
				B		\$9,574
				C		\$10,053
				D		\$10,554
				E		\$11,081
07071	Human Resources Clerical Aide	07071 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$16.50
				B		\$17.33
				C		\$18.19
				D		\$19.10
				E		\$20.06
08575	Human Resources Communications Specialist (Part-Time)	08575 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	AA	Hourly	\$40.22
				A		\$42.25
				B		\$44.34
				C		\$46.56
				D		\$48.89
				E		\$51.33
08590	Human Resources Communications Specialist (UC)	663 UC	CASA	AA	Monthly	\$6,971
				A		\$7,323
				B		\$7,686
				C		\$8,071
				D		\$8,474
				E		\$8,897

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
01551	Human Resources Operations Manager (CMM)	22 CMM-NS	UNREPRESENTED	01	Monthly	\$11,319
				02		\$11,598
				03		\$11,886
				04		\$12,187
				05		\$12,494
				06		\$12,805
				07		\$13,124
				08		\$13,455
				09		\$13,790
				10		\$14,134
				11		\$14,488
				12		\$14,850
				13		\$15,220
				14		\$15,599
				15		\$15,990
				16		\$16,391
				17		\$16,799
08580	Human Resources Specialist (Part-Time)	08580 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	AA	Hourly	\$26.93
				A		\$28.29
				B		\$29.69
				C		\$31.17
				D		\$32.75
				E		\$34.39
07070	Human Resources Specialist (UC)	581 UC	CASA	AA	Monthly	\$4,667
				A		\$4,903
				B		\$5,147
				C		\$5,403
				D		\$5,676
				E		\$5,960
08581	Human Resources Technician (Part-Time)	08581 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	AA	Hourly	\$32.91
				A		\$34.54
				B		\$36.31
				C		\$38.11
				D		\$40.02
				E		\$42.02
01250	Human Resources Technician (UC)	622 UC	CASA	AA	Monthly	\$5,705
				A		\$5,987
				B		\$6,293
				C		\$6,606
				D		\$6,937
				E		\$7,284
09755	Information Desk Clerk	09755 SEIU PT	SEIU PTNCS	A	Hourly	\$18.88
				B		\$19.82
				C		\$20.81
				D		\$21.85
				E		\$22.94
02670	Information Services Representative	641 SEIU	SEIU FT	AAA	Monthly	\$5,054
				AA		\$5,307
				A		\$5,572
				B		\$5,850
				C		\$6,143
				D		\$6,450
				E		\$6,773

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
02915	Information Technology Applications Manager (MM)	22 MM-NSWN	SAMA	01	Monthly	\$11,319
				02		\$11,598
				03		\$11,886
				04		\$12,187
				05		\$12,494
				06		\$12,805
				07		\$13,124
				08		\$13,455
				09		\$13,790
				10		\$14,134
				11		\$14,488
				12		\$14,850
				13		\$15,220
				14		\$15,599
				15		\$15,990
				16		\$16,391
				17		\$16,799
00960	Information Technology Infrastructure Manager (MM)	22 MM-NSWN	SAMA	01	Monthly	\$11,319
				02		\$11,598
				03		\$11,886
				04		\$12,187
				05		\$12,494
				06		\$12,805
				07		\$13,124
				08		\$13,455
				09		\$13,790
				10		\$14,134
				11		\$14,488
				12		\$14,850
				13		\$15,220
				14		\$15,599
				15		\$15,990
				16		\$16,391
				17		\$16,799
01705	Information Technology Infrastructure Supervisor (AM)	763 AM-NSWN	SAMA	A	Monthly	\$11,928
				B		\$12,522
				C		\$13,153
				D		\$13,810
				E		\$14,502
06470	Information Technology Support Supervisor	742 SEIU	SEIU FT	AAA	Monthly	\$8,274
				AA		\$8,688
				A		\$9,123
				B		\$9,579
				C		\$10,059
				D		\$10,562
00021	Information Technology Support Technician I	642 SEIU	SEIU FT	E	Monthly	\$11,090
				AAA		\$5,079
				AA		\$5,332
				A		\$5,599
				B		\$5,879
				C		\$6,173
				D		\$6,482
				E		\$6,805

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
00020	Information Technology Support Technician II	662 SEIU	SEIU FT	AAA	Monthly	\$5,599
				AA		\$5,879
				A		\$6,173
				B		\$6,482
				C		\$6,805
				D		\$7,145
				E		\$7,504
04130	Instrument Technician	673 SEIU	SEIU FT	AAA	Monthly	\$5,908
				AA		\$6,203
				A		\$6,514
				B		\$6,838
				C		\$7,180
				D		\$7,540
				E		\$7,918
03231	Jail Administrator (RM)	860 PMA-NSWN	PMA	AA	Monthly	\$15,157
				A		\$15,916
				B		\$16,712
				C		\$17,547
				D		\$18,425
				E		\$19,345
09345	Jail Transportation Officer	09345 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$25.80
				B		\$27.09
				C		\$28.45
				D		\$29.87
				E		\$31.38
09170	Janitor	9170 SEIU PT	SEIU PTNCS	A	Hourly	\$17.24
				B		\$18.10
				C		\$19.01
				D		\$19.96
				E		\$20.98
08610	Law Clerk	08610 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$16.50
				B		\$17.33
				C		\$18.19
				D		\$19.10
				E		\$20.06
07090	Lead Accounting Assistant	661 SEIU	SEIU FT	AAA	Monthly	\$5,572
				AA		\$5,850
				A		\$6,143
				B		\$6,450
				C		\$6,773
				D		\$7,110
				E		\$7,468
07628	Lead Correctional Records Specialist	640 SEIU	SEIU FT	AAA	Monthly	\$5,029
				AA		\$5,281
				A		\$5,544
				B		\$5,823
				C		\$6,113
				D		\$6,419
				E		\$6,740

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
07110	Lead Police Records Specialist	640 SEIU	SEIU FT	AAA	Monthly	\$5,029
				AA		\$5,281
				A		\$5,544
				B		\$5,823
				C		\$6,113
				D		\$6,419
				E		\$6,740
07080	Legal Office Assistant (Excepted) (UC)	544 UC	CASA	AA	Monthly	\$3,899
				A		\$4,092
				B		\$4,299
				C		\$4,512
				D		\$4,739
				E		\$4,976
07120	Legal Secretary (Excepted) (UC)	588 UC	CASA	AA	Monthly	\$4,833
				A		\$5,076
				B		\$5,329
				C		\$5,596
				D		\$5,876
				E		\$6,172
05110	Librarian	676 SEIU	SEIU FT	AAA	Monthly	\$5,995
				AA		\$6,295
				A		\$6,610
				B		\$6,940
				C		\$7,287
				D		\$7,650
				E		\$8,032
09271	Library Associate	09271 SEIU PT	SEIU PTNCS	A	Hourly	\$21.12
				B		\$22.18
				C		\$23.28
				D		\$24.45
				E		\$25.68
09200	Library Clerk I	9200 SEIU PT	SEIU PTNCS	A	Hourly	\$17.59
				B		\$18.45
				C		\$19.38
				D		\$20.38
				E		\$21.37
09210	Library Clerk II	09210 SEIU PT	SEIU PTNCS	A	Hourly	\$19.49
				B		\$20.45
				C		\$21.45
				D		\$22.54
				E		\$23.66

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
05195	Library Operations Manager (MM)	17 MM-NSWN	SAMA	01	Monthly	\$10,002
				02		\$10,253
				03		\$10,509
				04		\$10,770
				05		\$11,039
				06		\$11,319
				07		\$11,598
				08		\$11,886
				09		\$12,187
				10		\$12,494
				11		\$12,805
				12		\$13,124
				13		\$13,455
				14		\$13,790
				15		\$14,134
				16		\$14,488
				17		\$14,850
05050	Library Services Assistant	578 SEIU	SEIU FT	AAA	Monthly	\$3,714
				AA		\$3,900
				A		\$4,096
				B		\$4,301
				C		\$4,517
				D		\$4,742
				E		\$4,980
01561	Library Services Director (EM)	EM-20	EXECUTIVE	MIN	Monthly	\$16,570
				MAX		\$21,667
05076	Library Technician	616 SEIU	SEIU FT	AAA	Monthly	\$4,471
				AA		\$4,696
				A		\$4,931
				B		\$5,179
				C		\$5,438
				D		\$5,709
				E		\$5,995
05311	Lifeguard (Part-Time)	05311 SEIU PT	SEIU PTNCS	A	Hourly	\$19.18
				B		\$20.16
				C		\$21.18
				D		\$22.24
				E		\$23.36
07000	Loan Specialist	678 SEIU	SEIU FT	AAA	Monthly	\$6,053
				AA		\$6,357
				A		\$6,674
				B		\$7,008
				C		\$7,359
				D		\$7,726
				E		\$8,112
07170	Mail Clerk / Messenger	559 SEIU	SEIU FT	AAA	Monthly	\$3,387
				AA		\$3,557
				A		\$3,734
				B		\$3,920
				C		\$4,116
				D		\$4,322
				E		\$4,538

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
09230	Maintenance Attendant (Part-Time) (T)	09230 SEIU PT	SEIU PTNCS	A	Hourly	\$16.71
				B		\$17.54
				C		\$18.12
				D		\$19.03
				E		\$19.98
04050	Maintenance Worker I	601 SEIU	SEIU FT	AAA	Monthly	\$4,153
				AA		\$4,361
				A		\$4,580
				B		\$4,809
				C		\$5,054
				D		\$5,307
04060	Maintenance Worker II	626 SEIU	SEIU FT	E	Monthly	\$5,572
				AAA		\$4,696
				AA		\$4,931
				A		\$5,179
				B		\$5,438
				C		\$5,709
01201	Management Aide (Excepted) (UC)	642 UC	CASA	D	Monthly	\$5,995
				E		\$6,295
				AA		\$6,293
				A		\$6,606
				B		\$6,937
				C		\$7,284
01200	Management Aide (UC)	642 UC	CASA	D	Monthly	\$7,649
				E		\$8,033
				AA		\$6,293
				A		\$6,606
				B		\$6,937
				C		\$7,284
00148	Management Analyst – Police Oversight Commission (Excepted) (UC)	668 UC	CASA	D	Monthly	\$7,649
				E		\$8,033
				AA		\$7,144
				A		\$7,499
				B		\$7,877
				C		\$8,270
00750	Management Analyst (Excepted) (UC)	668 UC	CASA	D	Monthly	\$8,685
				E		\$9,120
				AA		\$7,144
				A		\$7,499
				B		\$7,877
				C		\$8,270
01720	Management Analyst (UC)	668 UC	CASA	D	Monthly	\$8,685
				E		\$9,120
				AA		\$7,144
				A		\$7,499
				B		\$7,877
				C		\$8,270
08080	Management Intern	08080 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	D	Hourly	\$8,685
				E		\$9,120
08080	Management Intern	08080 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$21.96
				B		\$23.06

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
08710	Mayor	000MAYOR	COUNCIL	A	Monthly	\$1,000
01210	Meter Reader Collector	626 SEIU	SEIU FT	AAA	Monthly	\$4,696
				AA		\$4,931
				A		\$5,179
				B		\$5,438
				C		\$5,709
				D		\$5,995
09280	Mobile Library Clerk	9280 SEIU PT	SEIU PTNCS	E	Hourly	\$6,295
				A		\$21.43
				B		\$22.54
				C		\$23.63
				D		\$24.84
09775	Municipal Utility Reader / Collector	09775 SEIU PT	SEIU PTNCS	E	Hourly	\$26.08
				A		\$21.57
				B		\$22.65
				C		\$23.77
				D		\$24.97
06450	Network Engineer	762 SEIU	SEIU FT	E	Monthly	\$26.22
				AAA		\$9,123
				AA		\$9,579
				A		\$10,059
				B		\$10,562
				C		\$11,090
06460	Network Specialist / WAN Systems Administrator	722 SEIU	SEIU FT	D	Monthly	\$11,644
				E		\$12,227
				AAA		\$7,504
				AA		\$7,880
				A		\$8,274
				B		\$8,688
06440	NPDES Manager	748 SEIU	SEIU FT	C	Monthly	\$9,123
				D		\$9,579
				E		\$10,059
				AAA		\$8,518
				AA		\$8,945
				A		\$9,393
07180	Office Assistant	580 SEIU	SEIU FT	B	Monthly	\$9,862
				C		\$10,365
				D		\$10,883
				E		\$11,427
				AAA		\$3,748
				AA		\$3,936
09761	Office Assistant	09761 SEIU PTCS 584	SEIU PTCS	A	Hourly	\$4,133
				B		\$4,340
				C		\$4,558
				D		\$4,785
				E		\$5,029
				AA		\$22.71
				A		\$23.84
				B		\$25.04
				C		\$26.30
				D		\$27.61
				E		\$29.01

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
07190	Office Specialist	555 SEIU	SEIU FT	AAA	Monthly	\$3,320
				AA		\$3,486
				A		\$3,659
				B		\$3,843
				C		\$4,035
				D		\$4,237
				E		\$4,450
08560	Organizational Development and Training Analyst (Part-Time)	08560 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	AA	Hourly	\$40.22
				A		\$42.25
				B		\$44.34
				C		\$46.56
				D		\$48.89
				E		\$51.33
00476	Organizational Development and Training Analyst (UC)	663 UC	CASA	AA	Monthly	\$6,971
				A		\$7,323
				B		\$7,686
				C		\$8,071
				D		\$8,474
				E		\$8,897
00475	Organizational Development and Training Manager (MM)	18 MM-NSWN	SAMA	01	Monthly	\$10,253
				02		\$10,509
				03		\$10,770
				04		\$11,039
				05		\$11,319
				06		\$11,598
				07		\$11,886
				08		\$12,187
				09		\$12,494
				10		\$12,805
				11		\$13,124
				12		\$13,455
				13		\$13,790
				14		\$14,134
				15		\$14,488
				16		\$14,850
				17		\$15,220
09290	Page	9290 SEIU PT	SEIU PTNCS	A	Hourly	\$16.71
				B		\$17.54
				C		\$18.12
				D		\$19.03
				E		\$19.98
01670	Paralegal (Excepted) (UC)	623 UC	CASA	AA	Monthly	\$5,731
				A		\$6,018
				B		\$6,324
				C		\$6,639
				D		\$6,971
				E		\$7,323

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
05540	Park and Landscape Design Manager (MM)	17 MM-NSWN	SAMA	01	Monthly	\$10,002
				02		\$10,253
				03		\$10,509
				04		\$10,770
				05		\$11,039
				06		\$11,319
				07		\$11,598
				08		\$11,886
				09		\$12,187
				10		\$12,494
				11		\$12,805
				12		\$13,124
				13		\$13,455
				14		\$13,790
				15		\$14,134
				16		\$14,488
				17		\$14,850
09299	Park Maintenance Aide	SEIU PTCS 534	SEIU PTCS	AA	Hourly	\$17.79
				A		\$18.68
				B		\$19.62
				C		\$20.60
				D		\$21.62
				E		\$22.71
03610	Park Ranger	666 SEIU	SEIU FT	AAA	Monthly	\$5,709
				AA		\$5,995
				A		\$6,295
				B		\$6,610
				C		\$6,940
				D		\$7,287
03615	Park Ranger (Part-Time)	03615 SEIU PT	SEIU PTNCS	A	Hourly	\$30.33
				B		\$31.86
				C		\$33.44
				D		\$35.14
				E		\$36.91
04320	Park Services Inspection Supervisor	698 SEIU	SEIU FT	AAA	Monthly	\$6,674
				AA		\$7,008
				A		\$7,359
				B		\$7,726
				C		\$8,112
				D		\$8,518
04105	Park Services Inspector I	606 SEIU	SEIU FT	E	Monthly	\$8,945
				AAA		\$4,258
				AA		\$4,471
				A		\$4,696
				B		\$4,931
				C		\$5,179
				D		\$5,438
				E		\$5,709

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
04106	Park Services Inspector II	650 SEIU	SEIU FT	AAA	Monthly	\$5,281
				AA		\$5,544
				A		\$5,823
				B		\$6,113
				C		\$6,419
				D		\$6,740
				E		\$7,076
04104	Park Services Superintendent (MM)	18 MM-NSWN	SAMA	01	Monthly	\$10,253
				02		\$10,509
				03		\$10,770
				04		\$11,039
				05		\$11,319
				06		\$11,598
				07		\$11,886
				08		\$12,187
				09		\$12,494
				10		\$12,805
				11		\$13,124
				12		\$13,455
				13		\$13,790
				14		\$14,134
				15		\$14,488
				16		\$14,850
				17		\$15,220
03900	Parking Control Officer	633 POA-NS	POA	A	Monthly	\$5,253
				B		\$5,519
				C		\$5,796
				D		\$6,086
				E		\$6,390
02890	Parking Meter Operations Supervisor	664 SEIU	SEIU FT	AAA	Monthly	\$5,655
				AA		\$5,937
				A		\$6,234
				B		\$6,546
				C		\$6,872
				D		\$7,215
				E		\$7,576
07160	Parking Meter Technician I	609 SEIU	SEIU FT	AAA	Monthly	\$4,322
				AA		\$4,538
				A		\$4,767
				B		\$5,006
				C		\$5,256
				D		\$5,518
				E		\$5,794
07161	Parking Meter Technician I (Part-Time)	07161 SEIU PT	SEIU PTNCS	A	Hourly	\$27.78
				B		\$29.17
				C		\$30.62
				D		\$32.16
				E		\$33.76
00080	Parking Meter Technician II	639 SEIU	SEIU FT	AAA	Monthly	\$5,006
				AA		\$5,256
				A		\$5,518
				B		\$5,794
				C		\$6,083
				D		\$6,388
				E		\$6,707

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
07405	Payroll Manager (AM)	750 AM-NSWN	SAMA	A	Monthly	\$11,192
				B		\$11,753
				C		\$12,341
				D		\$12,959
				E		\$13,605
07404	Payroll Supervisor (AM)	733 AM-NSWN	SAMA	A	Monthly	\$10,301
				B		\$10,817
				C		\$11,359
				D		\$11,928
				E		\$12,522
07400	Payroll Systems Analyst (UC)	708 UC	CASA	AA	Monthly	\$8,685
				A		\$9,120
				B		\$9,574
				C		\$10,053
				D		\$10,554
07410	Payroll Technician (UC)	622 UC	CASA	E	Monthly	\$11,081
				AA		\$5,705
				A		\$5,987
				B		\$6,293
				C		\$6,606
09505	Permit Parking Aide	09505 SEIU PT	SEIU PTNCS	D	Hourly	\$6,937
				E		\$7,284
				A		\$23.28
				B		\$24.44
				C		\$25.68
02589	Permit Services Principal (AM)	745 AM-NSWN	SAMA	D	Monthly	\$26.95
				E		\$28.29
				A		\$10,921
				B		\$11,470
				C		\$12,042
07200	Permit Services Processor	625 SEIU	SEIU FT	D	Monthly	\$12,647
				E		\$13,287
				AAA		\$4,672
				AA		\$4,906
				A		\$5,154
02590	Permit Services Supervisor	713 SEIU	SEIU FT	B	Monthly	\$5,412
				C		\$5,683
				D		\$5,966
				E		\$6,264
				AAA		\$7,180
02580	Permit Services Technician	677 SEIU	SEIU FT	AA	Monthly	\$7,540
				A		\$7,918
				B		\$8,314
				C		\$8,730
				D		\$9,167
				E		\$9,625
				AAA		\$6,023
				AA		\$6,326
				A		\$6,641
				B		\$6,974
				C		\$7,323
				D		\$7,688
				E		\$8,072

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
02579	Permit Services Technician (Part-Time)	02579 SEIU PT	SEIU PTNCS	A	Hourly	\$38.69
				B		\$40.64
				C		\$42.67
				D		\$44.79
				E		\$47.04
08851	Personnel Board Secretary (Part-Time)	08851 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	AA	Hourly	\$29.00
				A		\$30.45
				B		\$31.97
				C		\$33.57
				D		\$35.25
00050	Planning Assistant	667 SEIU	SEIU FT	AAA	Monthly	\$5,737
				AA		\$6,023
				A		\$6,326
				B		\$6,641
				C		\$6,974
				D		\$7,323
				E		\$7,688
07320	Planning Commission Secretary	648 SEIU	SEIU FT	AAA	Monthly	\$5,230
				AA		\$5,491
				A		\$5,765
				B		\$6,053
				C		\$6,357
				D		\$6,674
02500	Planning Manager (MM)	26 MM-NSWN	SAMA	01	Monthly	\$12,494
				02		\$12,805
				03		\$13,124
				04		\$13,455
				05		\$13,790
				06		\$14,134
				07		\$14,488
				08		\$14,850
				09		\$15,220
				10		\$15,599
				11		\$15,990
				12		\$16,391
				13		\$16,799
				14		\$17,222
				15		\$17,652
				16		\$18,093
				17		\$18,541
00641	Planning Technician	637 SEIU	SEIU FT	AAA	Monthly	\$4,955
				AA		\$5,205
				A		\$5,465
				B		\$5,737
				C		\$6,023
				D		\$6,326
09135	Planning Technician (Part-Time)	09135 SEIU PT	SEIU PTNCS	E	Hourly	\$6,641
				A		\$27.65
				B		\$29.03
				C		\$30.49
				D		\$32.02
				E		\$33.63

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
00181	Police Administrative Budget Manager (RM)	824 PMA-NSWN	PMA	AA	Monthly	\$12,719
				A		\$13,357
				B		\$14,024
				C		\$14,725
				D		\$15,462
				E		\$16,236
00180	Police Administrative Manager (RM)	801 PMA-NSWN	PMA	AA	Monthly	\$11,365
				A		\$11,936
				B		\$12,531
				C		\$13,157
				D		\$13,815
				E		\$14,505
03600	Police Athletic / Activities League Assistant Director	662 POA-NS	POA	A	Monthly	\$6,056
				B		\$6,359
				C		\$6,677
				D		\$7,011
				E		\$7,360
08130	Police Cadet	8130 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$16.50
				B		\$17.33
				C		\$18.19
				D		\$19.10
				E		\$20.06
03360	Police Captain (RM)	886 PMA-SWN	PMA	A	Monthly	\$19,029
				B		\$19,980
				C		\$20,979
				D		\$22,028
				E		\$23,131
03390	Police Chief (EM)	EM-40S	EXECUTIVE	MIN	Monthly	\$22,064
				MAX		\$27,916
03370	Police Communications Manager (RM)	786 PMA-NSWN	PMA	AA	Monthly	\$10,570
				A		\$11,098
				B		\$11,653
				C		\$12,236
				D		\$12,847
				E		\$13,489
06180	Police Communications Supervisor	728 POA-NS	POA	A	Monthly	\$8,356
				B		\$8,773
				C		\$9,213
				D		\$9,675
				E		\$10,160
00780	Police Community Services Specialist	683 POA-NS	POA	A	Monthly	\$6,709
				B		\$7,046
				C		\$7,396
				D		\$7,766
				E		\$8,156

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
00799	Police Evidence and Supply Specialist	666 POA-NS	POA	A	Monthly	\$6,174
				B		\$6,484
				C		\$6,809
				D		\$7,149
				E		\$7,507
00801	Police Evidence and Supply Supervisor	686 POA-NS	POA	A	Monthly	\$6,809
				B		\$7,149
				C		\$7,507
				D		\$7,881
				E		\$8,274
06295	Police Fiscal Services Supervisor	694 SEIU	SEIU FT	AAA	Monthly	\$6,546
				AA		\$6,872
				A		\$7,215
				B		\$7,576
				C		\$7,956
				D		\$8,354
				E		\$8,773
00790	Police Investigative Specialist	683 POA-NS	POA	A	Monthly	\$6,709
				B		\$7,046
				C		\$7,396
				D		\$7,766
				E		\$8,156
00795	Police Investigative Specialist (Part-Time)	00795 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$38.71
				B		\$40.65
				C		\$42.67
				D		\$44.80
				E		\$47.05
03350	Police Lieutenant (RM)	852 PMA-SWN	PMA	A	Monthly	\$16,262
				B		\$17,076
				C		\$17,930
				D		\$18,825
				E		\$19,766
03200	Police Officer	739 POA-S	POA	A	Monthly	\$8,818
				B		\$9,258
				C		\$9,723
				D		\$10,210
				E		\$10,719
03210	Police Officer (Part-Time)	03210 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$50.87
				B		\$53.41
				C		\$56.10
				D		\$58.90
				E		\$61.84
07322	Police Oversight Commission Secretary (UC)	590 UC	CASA	AA	Monthly	\$4,877
				A		\$5,123
				B		\$5,378
				C		\$5,647
				D		\$5,929
				E		\$6,232

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
01100	Police Photo / Video Specialist	678 POA-NS	POA	A	Monthly	\$6,547
				B		\$6,875
				C		\$7,219
				D		\$7,580
				E		\$7,959
09330	Police Records Clerk	9330 SEIU PT	SEIU PTNCS	A	Hourly	\$20.44
				B		\$21.43
				C		\$22.54
				D		\$23.63
				E		\$24.84
07220	Police Records Specialist	598 SEIU	SEIU FT	AAA	Monthly	\$4,096
				AA		\$4,301
				A		\$4,517
				B		\$4,742
				C		\$4,980
				D		\$5,230
				E		\$5,491
07230	Police Records Supervisor	665 SEIU	SEIU FT	AAA	Monthly	\$5,683
				AA		\$5,966
				A		\$6,264
				B		\$6,578
				C		\$6,906
				D		\$7,251
				E		\$7,613
03870	Police Recruit	692 POA-NS	POA	A	Monthly	\$7,011
				B		\$7,360
				C		\$7,728
				D		\$8,116
				E		\$8,523
08135	Police Reserve Level 1	08135 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$29.16
08136	Police Reserve Level 2	08136 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$20.83
08137	Police Reserve Level 3	08137 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$16.66
03300	Police Sergeant	782 POA-S	POA	A	Monthly	\$10,879
				B		\$11,423
				C		\$11,995
				D		\$12,594
				E		\$13,225
03800	Police Service Officer	663 POA-NS	POA	A	Monthly	\$6,086
				B		\$6,390
				C		\$6,709
				D		\$7,046
				E		\$7,396
03680	Police Services Dispatcher	688 POA-NS	POA	A	Monthly	\$6,875
				B		\$7,219
				C		\$7,580
				D		\$7,959
				E		\$8,356
03690	Police Services Dispatcher (Part-Time)	03690 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$39.66
				B		\$41.65
				C		\$43.73
				D		\$45.92
				E		\$48.21

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
09340	Police Supply Clerk	09340 SEIU PT	SEIU PTNCS	A	Hourly	\$20.50
				B		\$21.53
				C		\$22.61
				D		\$23.75
				E		\$24.94
02931	Police Systems Manager (RM)	824 PMA-NSWN	PMA	AA	Monthly	\$12,719
				A		\$13,357
				B		\$14,024
				C		\$14,725
				D		\$15,462
				E		\$16,236
06475	Police Systems Supervisor	748 SEIU	SEIU FT	AAA	Monthly	\$8,518
				AA		\$8,945
				A		\$9,393
				B		\$9,862
				C		\$10,365
				D		\$10,883
				E		\$11,427
05315	Pool Manager (Part-Time)	05315 SEIU PT	SEIU PTNCS	A	Hourly	\$23.60
				B		\$24.79
				C		\$26.03
				D		\$27.33
				E		\$28.69
02371	Principal Building Inspector (AM)	745 AM-NSWN	SAMA	A	Monthly	\$10,921
				B		\$11,470
				C		\$12,042
				D		\$12,647
				E		\$13,287
02129	Principal Civil Engineer (MM)	25 MM-NSWN	SAMA	01	Monthly	\$12,187
				02		\$12,494
				03		\$12,805
				04		\$13,124
				05		\$13,455
				06		\$13,790
				07		\$14,134
				08		\$14,488
				09		\$14,850
				10		\$15,220
				11		\$15,599
				12		\$15,990
				13		\$16,391
				14		\$16,799
				15		\$17,222
				16		\$17,652
				17		\$18,093
07609	Principal Community Planner (AM)	760 AM-NSWN	SAMA	A	Monthly	\$11,753
				B		\$12,341
				C		\$12,959
				D		\$13,605
				E		\$14,286
01782	Principal Employee Relations Analyst (CAM)	737 CAM-NS	UNREPRESENTED	A	Monthly	\$10,503
				B		\$11,026
				C		\$11,579
				D		\$12,158
				E		\$12,768

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
01519	Principal Human Resources Analyst (AM)	737 AM-NSWN	SAMA	A	Monthly	\$10,503
				B		\$11,026
				C		\$11,579
				D		\$12,158
				E		\$12,768
05115	Principal Librarian	699 SEIU	SEIU FT	AAA	Monthly	\$6,707
				AA		\$7,042
				A		\$7,395
				B		\$7,765
				C		\$8,153
				D		\$8,560
00151	Principal Management Analyst (AM)	734 AM-NSWN	SAMA	E	Monthly	\$8,989
				A		\$10,353
				B		\$10,870
				C		\$11,412
				D		\$11,985
00149	Principal Management Analyst (Excepted) (AM)	734 AM-NSWN	SAMA	E	Monthly	\$12,584
				A		\$10,353
				B		\$10,870
				C		\$11,412
				D		\$11,985
00331	Principal Plan Check Engineer (MM)	25 MM-NSWN	SAMA	E	Monthly	\$12,584
				01		\$12,187
				02		\$12,494
				03		\$12,805
				04		\$13,124
				05		\$13,455
				06		\$13,790
				07		\$14,134
				08		\$14,488
				09		\$14,850
				10		\$15,220
				11		\$15,599
				12		\$15,990
				13		\$16,391
				14		\$16,799
				15		\$17,222
				16		\$17,652
				17		\$18,093
02471	Principal Planner (AM)	760 AM-NSWN	SAMA	A	Monthly	\$11,753
				B		\$12,341
				C		\$12,959
				D		\$13,605
				E		\$14,286
02630	Principal Programmer Analyst	762 SEIU	SEIU FT	AAA	Monthly	\$9,123
				AA		\$9,579
				A		\$10,059
				B		\$10,562
				C		\$11,090
				D		\$11,644
				E		\$12,227

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
09360	Program Leader I (Part-Time)	9360 SEIU PT	SEIU PTNCS	A	Hourly	\$16.78
				B		\$17.61
				C		\$18.49
				D		\$19.42
				E		\$20.39
09395	Program Leader II (Part-Time)	09395 SEIU PT	SEIU PTNCS	A	Hourly	\$18.27
				B		\$19.20
				C		\$20.17
				D		\$21.18
				E		\$22.25
01460	Programmer Analyst	722 SEIU	SEIU FT	AAA	Monthly	\$7,504
				AA		\$7,880
				A		\$8,274
				B		\$8,688
				C		\$9,123
				D		\$9,579
06145	Project Management Officer (AM)	784 AM-NSWN	SAMA	A	Monthly	\$13,220
				B		\$13,880
				C		\$14,573
				D		\$15,304
				E		\$16,069
07250	Property Control Specialist	626 SEIU	SEIU FT	AAA	Monthly	\$4,696
				AA		\$4,931
				A		\$5,179
				B		\$5,438
				C		\$5,709
				D		\$5,995
01800	Public Affairs Information Officer (Excepted) (AM)	743 AM-NSWN	SAMA	A	Monthly	\$10,817
				B		\$11,359
				C		\$11,928
				D		\$12,522
				E		\$13,153
01850	Public Works Contracts Administrator	693 SEIU	SEIU FT	AAA	Monthly	\$6,514
				AA		\$6,838
				A		\$7,180
				B		\$7,540
				C		\$7,918
				D		\$8,314
04040	Public Works Crew Leader	666 SEIU	SEIU FT	E	Monthly	\$8,730
				AAA		\$5,709
				AA		\$5,995
				A		\$6,295
				B		\$6,610
				C		\$6,940
				D		\$7,287
				E		\$7,650

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
04519	Public Works Dispatcher	612 SEIU	SEIU FT	AAA	Monthly	\$4,384
				AA		\$4,603
				A		\$4,834
				B		\$5,079
				C		\$5,332
				D		\$5,599
				E		\$5,879
06140	Public Works Projects Manager	747 SEIU	SEIU FT	AAA	Monthly	\$8,476
				AA		\$8,900
				A		\$9,345
				B		\$9,814
				C		\$10,313
				D		\$10,828
				E		\$11,370
04340	Public Works Projects Specialist	709 SEIU	SEIU FT	AAA	Monthly	\$7,042
				AA		\$7,395
				A		\$7,765
				B		\$8,153
				C		\$8,560
				D		\$8,989
				E		\$9,439
05031	Public Works Safety Assistant	615 SEIU	SEIU FT	AAA	Monthly	\$4,450
				AA		\$4,672
				A		\$4,906
				B		\$5,154
				C		\$5,412
				D		\$5,683
				E		\$5,966
05030	Public Works Safety Coordinator	705 SEIU	SEIU FT	AAA	Monthly	\$6,906
				AA		\$7,251
				A		\$7,613
				B		\$7,994
				C		\$8,395
				D		\$8,815
				E		\$9,257
09720	Purchasing Clerk	09720 SEIU PT	SEIU PTNCS	A	Hourly	\$21.62
				B		\$22.70
				C		\$23.87
				D		\$25.04
				E		\$26.28
01340	Purchasing Supervisor	736 SEIU	SEIU FT	AAA	Monthly	\$8,032
				AA		\$8,436
				A		\$8,857
				B		\$9,301
				C		\$9,765
				D		\$10,262
				E		\$10,775
03820	Rangemaster	663 POA-NS	POA	A	Monthly	\$6,086
				B		\$6,390
				C		\$6,709
				D		\$7,046
				E		\$7,396

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
00060	Receptionist	594 SEIU	SEIU FT	AAA	Monthly	\$4,015
				AA		\$4,216
				A		\$4,427
				B		\$4,648
				C		\$4,881
				D		\$5,128
				E		\$5,385
07430	Records Specialist	621 SEIU	SEIU FT	AAA	Monthly	\$4,580
				AA		\$4,809
				A		\$5,054
				B		\$5,307
				C		\$5,572
				D		\$5,850
				E		\$6,143
01940	Recreation and Community Services Supervisor	727 SEIU	SEIU FT	AAA	Monthly	\$7,688
				AA		\$8,072
				A		\$8,476
				B		\$8,900
				C		\$9,345
				D		\$9,814
				E		\$10,313
05330	Recreation Program Coordinator	646 SEIU	SEIU FT	AAA	Monthly	\$5,179
				AA		\$5,438
				A		\$5,709
				B		\$5,995
				C		\$6,295
				D		\$6,610
				E		\$6,940
05310	Recreation Specialist	566 SEIU	SEIU FT	AAA	Monthly	\$3,503
				AA		\$3,678
				A		\$3,861
				B		\$4,055
				C		\$4,258
				D		\$4,471
				E		\$4,696
02465	Rent Stabilization Manager (MM)	22 MM-NSWN	SAMA	01	Monthly	\$11,319
				02		\$11,598
				03		\$11,886
				04		\$12,187
				05		\$12,494
				06		\$12,805
				07		\$13,124
				08		\$13,455
				09		\$13,790
				10		\$14,134
				11		\$14,488
				12		\$14,850
				13		\$15,220
				14		\$15,599
				15		\$15,990
				16		\$16,391
				17		\$16,799

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
07260	Reprographic Equipment Operator	588 SEIU	SEIU FT	AAA	Monthly	\$3,900
				AA		\$4,096
				A		\$4,301
				B		\$4,517
				C		\$4,742
				D		\$4,980
				E		\$5,230
02710	Residential Construction Specialist	687 SEIU	SEIU FT	AAA	Monthly	\$6,326
				AA		\$6,641
				A		\$6,974
				B		\$7,323
				C		\$7,688
				D		\$8,072
				E		\$8,476
01090	Revenue Supervisor	683 SEIU	SEIU FT	AAA	Monthly	\$6,203
				AA		\$6,514
				A		\$6,838
				B		\$7,180
				C		\$7,540
				D		\$7,918
				E		\$8,314
00118	Right-of-Way Coordinator	616 SEIU	SEIU FT	AAA	Monthly	\$4,471
				AA		\$4,696
				A		\$4,931
				B		\$5,179
				C		\$5,438
				D		\$5,709
				E		\$5,995
09900	Right-of-Way Technician	09900 SEIU PT	SEIU PTNCS	A	Hourly	\$17.39
				B		\$18.27
				C		\$19.22
				D		\$20.16
				E		\$21.14
09969	Risk Management Analyst (Part-Time)	09969 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	AA	Hourly	\$40.22
				A		\$42.25
				B		\$44.34
				C		\$46.56
				D		\$48.89
				E		\$51.33
01756	Risk Management Analyst (UC)	663 UC	CASA	AA	Monthly	\$6,971
				A		\$7,323
				B		\$7,686
				C		\$8,071
				D		\$8,474
				E		\$8,897
01753	Risk Management Assistant (UC)	571 UC	CASA	AA	Monthly	\$4,445
				A		\$4,667
				B		\$4,903
				C		\$5,147
				D		\$5,403
				E		\$5,676

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
09972	Risk Management Specialist (Part-Time)	09972 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	AA	Hourly	\$26.93
				A		\$28.29
				B		\$29.69
				C		\$31.17
				D		\$32.75
				E		\$34.39
01758	Risk Management Specialist (UC)	581 UC	CASA	AA	Monthly	\$4,667
				A		\$4,903
				B		\$5,147
				C		\$5,403
				D		\$5,676
				E		\$5,960
01751	Risk Management Supervisor (AM)	723 AM-NSWN	SAMA	A	Monthly	\$9,808
				B		\$10,301
				C		\$10,817
				D		\$11,359
				E		\$11,928
09971	Risk Management Technician (Part-Time)	09971 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	AA	Hourly	\$32.91
				A		\$34.54
				B		\$36.31
				C		\$38.11
				D		\$40.02
				E		\$42.02
01755	Risk Management Technician (UC)	622 UC	CASA	AA	Monthly	\$5,705
				A		\$5,987
				B		\$6,293
				C		\$6,606
				D		\$6,937
				E		\$7,284
01750	Risk Manager (MM)	22 MM-NSWN	SAMA	01	Monthly	\$11,319
				02		\$11,598
				03		\$11,886
				04		\$12,187
				05		\$12,494
				06		\$12,805
				07		\$13,124
				08		\$13,455
				09		\$13,790
				10		\$14,134
				11		\$14,488
				12		\$14,850
				13		\$15,220
				14		\$15,599
				15		\$15,990
				16		\$16,391
				17		\$16,799

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
05020	Safety Administrator (MM)	18 MM-NSWN	SAMA	01	Monthly	\$10,253
				02		\$10,509
				03		\$10,770
				04		\$11,039
				05		\$11,319
				06		\$11,598
				07		\$11,886
				08		\$12,187
				09		\$12,494
				10		\$12,805
				11		\$13,124
				12		\$13,455
				13		\$13,790
				14		\$14,134
				15		\$14,488
				16		\$14,850
				17		\$15,220
02200	Sanitation Inspector I	637 SEIU	SEIU FT	AAA	Monthly	\$4,955
				AA		\$5,205
				A		\$5,465
				B		\$5,737
				C		\$6,023
				D		\$6,326
				E		\$6,641
02210	Sanitation Inspector II	678 SEIU	SEIU FT	AAA	Monthly	\$6,053
				AA		\$6,357
				A		\$6,674
				B		\$7,008
				C		\$7,359
				D		\$7,726
				E		\$8,112
07270	Secretary	625 SEIU	SEIU FT	AAA	Monthly	\$4,672
				AA		\$4,906
				A		\$5,154
				B		\$5,412
				C		\$5,683
				D		\$5,966
				E		\$6,264
09762	Secretary	09762 SEIU PTCS 629	SEIU PTCS	AA	Hourly	\$28.30
				A		\$29.74
				B		\$31.22
				C		\$32.79
				D		\$34.42
				E		\$36.14
01055	Security Electronics Technician	701 SEIU	SEIU FT	AAA	Monthly	\$6,773
				AA		\$7,110
				A		\$7,468
				B		\$7,841
				C		\$8,234
				D		\$8,645
				E		\$9,078

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
07490	Senior Accountant	725 SEIU	SEIU FT	AAA	Monthly	\$7,613
				AA		\$7,994
				A		\$8,395
				B		\$8,815
				C		\$9,257
				D		\$9,719
				E		\$10,211
07280	Senior Accounting Assistant	642 SEIU	SEIU FT	AAA	Monthly	\$5,079
				AA		\$5,332
				A		\$5,599
				B		\$5,879
				C		\$6,173
				D		\$6,482
				E		\$6,805
08100	Senior Administrative Intern	8100 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$19.97
				B		\$20.96
01631	Senior Assistant City Attorney - Employee Relations (Excepted) (CMM)	28 CMM-NS	UNREPRESENTED	01	Monthly	\$13,124
				02		\$13,455
				03		\$13,790
				04		\$14,134
				05		\$14,488
				06		\$14,850
				07		\$15,220
				08		\$15,599
				09		\$15,990
				10		\$16,391
				11		\$16,799
				12		\$17,222
				13		\$17,652
				14		\$18,093
				15		\$18,541
				16		\$19,007
				17		\$19,482
01630	Senior Assistant City Attorney (Excepted) (MM)	28 MM-NSWN	SAMA	01	Monthly	\$13,124
				02		\$13,455
				03		\$13,790
				04		\$14,134
				05		\$14,488
				06		\$14,850
				07		\$15,220
				08		\$15,599
				09		\$15,990
				10		\$16,391
				11		\$16,799
				12		\$17,222
				13		\$17,652
				14		\$18,093
				15		\$18,541
				16		\$19,007
				17		\$19,482

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
02132	Senior Associate Engineer	775 SEIU	SEIU FT	AAA	Monthly	\$9,719
				AA		\$10,211
				A		\$10,720
				B		\$11,257
				C		\$11,820
				D		\$12,412
				E		\$13,033
02280	Senior Associate Plan Check Engineer	775 SEIU	SEIU FT	AAA	Monthly	\$9,719
				AA		\$10,211
				A		\$10,720
				B		\$11,257
				C		\$11,820
				D		\$12,412
				E		\$13,033
00494	Senior Budget Analyst (AM)	707 AM-NSWN	SAMA	A	Monthly	\$9,073
				B		\$9,528
				C		\$10,002
				D		\$10,503
				E		\$11,026
06430	Senior Building Inspector	716 SEIU	SEIU FT	AAA	Monthly	\$7,287
				AA		\$7,650
				A		\$8,032
				B		\$8,436
				C		\$8,857
				D		\$9,301
				E		\$9,765
00275	Senior Buyer	709 SEIU	SEIU FT	AAA	Monthly	\$7,042
				AA		\$7,395
				A		\$7,765
				B		\$8,153
				C		\$8,560
				D		\$8,989
				E		\$9,439
02131	Senior Civil Engineer	798 SEIU	SEIU FT	AAA	Monthly	\$10,883
				AA		\$11,427
				A		\$11,998
				B		\$12,598
				C		\$13,228
				D		\$13,891
				E		\$14,585
09070	Senior Clerical Aide	9070 SEIU PT	SEIU PTNCS	A	Hourly	\$18.88
				B		\$19.82
				C		\$20.81
				D		\$21.85
				E		\$22.94
07584	Senior Community Development Analyst	731 SEIU	SEIU FT	AAA	Monthly	\$7,841
				AA		\$8,234
				A		\$8,645
				B		\$9,078
				C		\$9,533
				D		\$10,009
				E		\$10,509

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
09920	Senior Community Development Analyst	09920 SEIU PTCS 735	SEIU PTCS	AA	Hourly	\$47.50
				A		\$49.88
				B		\$52.37
				C		\$55.00
				D		\$57.75
				E		\$60.63
07610	Senior Community Planner	757 SEIU	SEIU FT	AAA	Monthly	\$8,900
				AA		\$9,345
				A		\$9,814
				B		\$10,313
				C		\$10,828
				D		\$11,370
02239	Senior Construction Inspector	727 SEIU	SEIU FT	AAA	Monthly	\$7,688
				AA		\$8,072
				A		\$8,476
				B		\$8,900
				C		\$9,345
				D		\$9,814
07650	Senior Correctional Records Specialist	625 SEIU	SEIU FT	AAA	Monthly	\$4,672
				AA		\$4,906
				A		\$5,154
				B		\$5,412
				C		\$5,683
				D		\$5,966
07290	Senior Deputy City Clerk	680 SEIU	SEIU FT	AAA	Monthly	\$6,113
				AA		\$6,419
				A		\$6,740
				B		\$7,076
				C		\$7,431
				D		\$7,803
01783	Senior Employee Relations Analyst (CAM)	722 CAM-NS	UNREPRESENTED	A	Monthly	\$9,763
				B		\$10,251
				C		\$10,763
				D		\$11,302
				E		\$11,869
02111	Senior Engineer (T)	798 SEIU	SEIU FT	AAA	Monthly	\$10,883
				AA		\$11,427
				A		\$11,998
				B		\$12,598
				C		\$13,228
				D		\$13,891
01071	Senior Executive Assistant to the City Manager (Excepted) (AM)	682 AM-NSWN	SAMA	A	Monthly	\$8,031
				B		\$8,435
				C		\$8,853
				D		\$9,296
				E		\$9,763

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
00482	Senior Financial Analyst (AM)	717 AM-NSWN	SAMA	A	Monthly	\$9,528
				B		\$10,002
				C		\$10,503
				D		\$11,026
				E		\$11,579
00840	Senior Fleet Services Supervisor	731 SEIU	SEIU FT	AAA	Monthly	\$7,841
				AA		\$8,234
				A		\$8,645
				B		\$9,078
				C		\$9,533
				D		\$10,009
02395	Senior Graphics Artist (Excepted) (UC)	659 UC	CASA	AA	Monthly	\$6,838
				A		\$7,178
				B		\$7,538
				C		\$7,915
				D		\$8,311
01860	Senior Housing Specialist	694 SEIU	SEIU FT	AAA	Monthly	\$6,546
				AA		\$6,872
				A		\$7,215
				B		\$7,576
				C		\$7,956
				D		\$8,354
01541	Senior Human Resources Analyst (AM)	722 AM-NSWN	SAMA	A	Monthly	\$9,763
				B		\$10,251
				C		\$10,763
				D		\$11,302
				E		\$11,869
08595	Senior Human Resources Communications Specialist (AM)	722 AM-NSWN	SAMA	A	Monthly	\$9,763
				B		\$10,251
				C		\$10,763
				D		\$11,302
				E		\$11,869
08582	Senior Human Resources Communications Specialist (Part-Time)	08582 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$53.64
				B		\$56.33
				C		\$59.14
				D		\$62.10
				E		\$65.22
07300	Senior Human Resources Specialist (UC)	602 UC	CASA	AA	Monthly	\$5,173
				A		\$5,432
				B		\$5,705
				C		\$5,987
				D		\$6,293
				E		\$6,606

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
02791	Senior Legal Management Analyst (Excepted) (AM)	707 AM-NSWN	SAMA	A	Monthly	\$9,073
				B		\$9,528
				C		\$10,002
				D		\$10,503
				E		\$11,026
07310	Senior Legal Secretary (Excepted) (UC)	610 UC	CASA	AA	Monthly	\$5,378
				A		\$5,647
				B		\$5,929
				C		\$6,232
				D		\$6,545
				E		\$6,869
05109	Senior Librarian	682 SEIU	SEIU FT	AAA	Monthly	\$6,173
				AA		\$6,482
				A		\$6,805
				B		\$7,145
				C		\$7,504
				D		\$7,880
				E		\$8,274
09270	Senior Library Associate	09270 SEIU PT	SEIU PTNCS	A	Hourly	\$22.42
				B		\$23.53
				C		\$24.68
				D		\$25.95
				E		\$27.23
05075	Senior Library Technician	636 SEIU	SEIU FT	AAA	Monthly	\$4,931
				AA		\$5,179
				A		\$5,438
				B		\$5,709
				C		\$5,995
				D		\$6,295
				E		\$6,610
05314	Senior Lifeguard (Part-Time)	05314 SEIU PT	SEIU PTNCS	A	Hourly	\$21.41
				B		\$22.48
				C		\$23.60
				D		\$24.79
				E		\$26.03
09250	Senior Maintenance Aide	09250 SEIU PT	SEIU PTNCS	A	Hourly	\$16.84
				B		\$17.66
				C		\$18.54
				D		\$19.49
				E		\$20.47
09260	Senior Maintenance Worker	09260 SEIU PT	SEIU PTNCS	A	Hourly	\$20.47
				B		\$21.49
				C		\$22.56
				D		\$23.69
				E		\$24.88
00152	Senior Management Analyst (AM)	707 AM-NSWN	SAMA	A	Monthly	\$9,073
				B		\$9,528
				C		\$10,002
				D		\$10,503
				E		\$11,026

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
00153	Senior Management Analyst (Excepted) (AM)	707 AM-NSWN	SAMA	A	Monthly	\$9,073
				B		\$9,528
				C		\$10,002
				D		\$10,503
				E		\$11,026
07330	Senior Office Assistant	605 SEIU	SEIU FT	AAA	Monthly	\$4,237
				AA		\$4,450
				A		\$4,672
				B		\$4,906
				C		\$5,154
				D		\$5,412
09090	Senior Office Assistant (Part-Time)	9090 SEIU PT	SEIU PTNCS	A	Hourly	\$22.49
				B		\$23.61
				C		\$24.80
				D		\$26.04
				E		\$27.34
07360	Senior Office Specialist	580 SEIU	SEIU FT	AAA	Monthly	\$3,748
				AA		\$3,936
				A		\$4,133
				B		\$4,340
				C		\$4,558
				D		\$4,785
00477	Senior Organizational Development and Training Analyst (AM)	722 AM-NSWN	SAMA	A	Monthly	\$9,763
				B		\$10,251
				C		\$10,763
				D		\$11,302
				E		\$11,869
08565	Senior Organizational Development and Training Analyst (Part-Time)	08565 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$53.64
				B		\$56.33
				C		\$59.14
				D		\$62.10
				E		\$65.22
01675	Senior Paralegal (Excepted) (UC)	663 UC	CASA	AA	Monthly	\$6,971
				A		\$7,323
				B		\$7,686
				C		\$8,071
				D		\$8,474
				E		\$8,897
06330	Senior Park Services Inspection Supervisor	731 SEIU	SEIU FT	AAA	Monthly	\$7,841
				AA		\$8,234
				A		\$8,645
				B		\$9,078
				C		\$9,533
				D		\$10,009
				E		\$10,509

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
01270	Senior Parking Control Officer	653 POA-NS	POA	A	Monthly	\$5,796
				B		\$6,086
				C		\$6,390
				D		\$6,709
				E		\$7,046
07415	Senior Payroll Technician (UC)	642 UC	CASA	AA	Monthly	\$6,293
				A		\$6,606
				B		\$6,937
				C		\$7,284
				D		\$7,649
				E		\$8,033
02581	Senior Permit Services Technician	691 SEIU	SEIU FT	AAA	Monthly	\$6,450
				AA		\$6,773
				A		\$7,110
				B		\$7,468
				C		\$7,841
				D		\$8,234
				E		\$8,645
00330	Senior Plan Check Engineer	798 SEIU	SEIU FT	AAA	Monthly	\$10,883
				AA		\$11,427
				A		\$11,998
				B		\$12,598
				C		\$13,228
				D		\$13,891
				E		\$14,585
02470	Senior Planner	763 SEIU	SEIU FT	AAA	Monthly	\$9,167
				AA		\$9,625
				A		\$10,109
				B		\$10,614
				C		\$11,146
				D		\$11,703
				E		\$12,288
07370	Senior Police Records Specialist	625 SEIU	SEIU FT	AAA	Monthly	\$4,672
				AA		\$4,906
				A		\$5,154
				B		\$5,412
				C		\$5,683
				D		\$5,966
				E		\$6,264
08160	Senior Program Leader (Part-Time)	08160 SEIU PT	SEIU PTNCS	A	Hourly	\$20.39
				B		\$21.41
				C		\$22.48
				D		\$23.60
				E		\$24.79
01470	Senior Programmer Analyst	742 SEIU	SEIU FT	AAA	Monthly	\$8,274
				AA		\$8,688
				A		\$9,123
				B		\$9,579
				C		\$10,059
				D		\$10,562
				E		\$11,090

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
02700	Senior Residential Construction Specialist	707 SEIU	SEIU FT	AAA	Monthly	\$6,974
				AA		\$7,323
				A		\$7,688
				B		\$8,072
				C		\$8,476
				D		\$8,900
				E		\$9,345
01757	Senior Risk Management Analyst (AM)	722 AM-NSWN	SAMA	A	Monthly	\$9,763
				B		\$10,251
				C		\$10,763
				D		\$11,302
				E		\$11,869
08370	Senior Special Employment Counselor	08370 SEIU PT	SEIU PTNCS	A	Hourly	\$22.61
				B		\$23.75
				C		\$24.94
				D		\$26.18
				E		\$27.49
00990	Senior Systems Administrator	715 SEIU	SEIU FT	AAA	Monthly	\$7,251
				AA		\$7,613
				A		\$7,994
				B		\$8,395
				C		\$8,815
				D		\$9,257
				E		\$9,719
01290	Senior Transportation Analyst	798 SEIU	SEIU FT	AAA	Monthly	\$10,883
				AA		\$11,427
				A		\$11,998
				B		\$12,598
				C		\$13,228
				D		\$13,891
				E		\$14,585
07776	Senior Water Services Supervisor	732 SEIU	SEIU FT	AAA	Monthly	\$7,880
				AA		\$8,274
				A		\$8,688
				B		\$9,123
				C		\$9,579
				D		\$10,059
				E		\$10,562
06240	Senior Water Systems Operator	693 SEIU	SEIU FT	AAA	Monthly	\$6,514
				AA		\$6,838
				A		\$7,180
				B		\$7,540
				C		\$7,918
				D		\$8,314
				E		\$8,730
05316	Site Director	656 SEIU	SEIU FT	AAA	Monthly	\$5,438
				AA		\$5,709
				A		\$5,995
				B		\$6,295
				C		\$6,610
				D		\$6,940
				E		\$7,287

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
05317	Site Teacher	626 SEIU	SEIU FT	AAA	Monthly	\$4,696
				AA		\$4,931
				A		\$5,179
				B		\$5,438
				C		\$5,709
				D		\$5,995
				E		\$6,295
02741	Solid Waste Enforcement Officer	689 SEIU	SEIU FT	AAA	Monthly	\$6,388
				AA		\$6,707
				A		\$7,042
				B		\$7,395
				C		\$7,765
				D		\$8,153
				E		\$8,560
01310	Stock Clerk	621 SEIU	SEIU FT	AAA	Monthly	\$4,580
				AA		\$4,809
				A		\$5,054
				B		\$5,307
				C		\$5,572
				D		\$5,850
				E		\$6,143
01320	Storekeeper	656 SEIU	SEIU FT	AAA	Monthly	\$5,438
				AA		\$5,709
				A		\$5,995
				B		\$6,295
				C		\$6,610
				D		\$6,940
				E		\$7,287
09460	Stores Aide	9460 SEIU PT	SEIU PTNCS	A	Hourly	\$20.08
				B		\$21.09
				C		\$22.11
				D		\$23.24
				E		\$24.37
01315	Stores and City Yard Property Specialist	656 SEIU	SEIU FT	AAA	Monthly	\$5,438
				AA		\$5,709
				A		\$5,995
				B		\$6,295
				C		\$6,610
				D		\$6,940
				E		\$7,287
00115	Stormwater Coordinator	718 SEIU	SEIU FT	AAA	Monthly	\$7,359
				AA		\$7,726
				A		\$8,112
				B		\$8,518
				C		\$8,945
				D		\$9,393
				E		\$9,862

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
02925	Strategic Communications Manager (Excepted) (MM)	19 MM-NSWN	SAMA	01	Monthly	\$10,509
				02		\$10,770
				03		\$11,039
				04		\$11,319
				05		\$11,598
				06		\$11,886
				07		\$12,187
				08		\$12,494
				09		\$12,805
				10		\$13,124
				11		\$13,455
				12		\$13,790
				13		\$14,134
				14		\$14,488
				15		\$14,850
				16		\$15,220
				17		\$15,599
04280	Street Lighting Maintenance Worker	662 SEIU	SEIU FT	AAA	Monthly	\$5,599
				AA		\$5,879
				A		\$6,173
				B		\$6,482
				C		\$6,805
				D		\$7,145
				E		\$7,504
04360	Street Maintenance Supervisor	698 SEIU	SEIU FT	AAA	Monthly	\$6,674
				AA		\$7,008
				A		\$7,359
				B		\$7,726
				C		\$8,112
				D		\$8,518
				E		\$8,945
04160	Street Painter	640 SEIU	SEIU FT	AAA	Monthly	\$5,029
				AA		\$5,281
				A		\$5,544
				B		\$5,823
				C		\$6,113
				D		\$6,419
				E		\$6,740
08600	Student Intern	08600 SEASONAL	SEASONAL / UNAFFILIATED PTNCS	A	Hourly	\$16.50
				B		\$17.33
05319	Substitute Teacher (Part-Time)	05319 SEIU PT	SEIU PTNCS	A	Hourly	\$30.18
				B		\$31.68
				C		\$33.27
				D		\$34.94
				E		\$36.68
07500	Supervising Accountant	747 SEIU	SEIU FT	AAA	Monthly	\$8,476
				AA		\$8,900
				A		\$9,345
				B		\$9,814
				C		\$10,313
				D		\$10,828
				E		\$11,370

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
06431	Supervising Building Inspector	736 SEIU	SEIU FT	AAA	Monthly	\$8,032
				AA		\$8,436
				A		\$8,857
				B		\$9,301
				C		\$9,765
				D		\$10,262
				E		\$10,775
05055	Supervising Library Services Assistant	610 SEIU	SEIU FT	AAA	Monthly	\$4,340
				AA		\$4,558
				A		\$4,785
				B		\$5,029
				C		\$5,281
				D		\$5,544
				E		\$5,823
07470	Supervising Park Ranger	691 SEIU	SEIU FT	AAA	Monthly	\$6,450
				AA		\$6,773
				A		\$7,110
				B		\$7,468
				C		\$7,841
				D		\$8,234
				E		\$8,645
00120	Systems Administrator	683 SEIU	SEIU FT	AAA	Monthly	\$6,203
				AA		\$6,514
				A		\$6,838
				B		\$7,180
				C		\$7,540
				D		\$7,918
				E		\$8,314
01060	Systems Technician	623 SEIU	SEIU FT	AAA	Monthly	\$4,626
				AA		\$4,857
				A		\$5,103
				B		\$5,359
				C		\$5,627
				D		\$5,908
				E		\$6,203
01245	Tax Compliance Officer	665 SEIU	SEIU FT	AAA	Monthly	\$5,683
				AA		\$5,966
				A		\$6,264
				B		\$6,578
				C		\$6,906
				D		\$7,251
				E		\$7,613
05318	Teacher's Aide	576 SEIU	SEIU FT	AAA	Monthly	\$3,678
				AA		\$3,861
				A		\$4,055
				B		\$4,258
				C		\$4,471
				D		\$4,696
				E		\$4,931

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
00710	Telecommunications Coordinator	724 SEIU	SEIU FT	AAA	Monthly	\$7,576
				AA		\$7,956
				A		\$8,354
				B		\$8,773
				C		\$9,211
				D		\$9,673
				E		\$10,160
07140	Telecommunications Customer Service Representative	636 SEIU	SEIU FT	AAA	Monthly	\$4,931
				AA		\$5,179
				A		\$5,438
				B		\$5,709
				C		\$5,995
				D		\$6,295
				E		\$6,610
01280	Training Coordinator (UC)	707 UC	CASA	AA	Monthly	\$8,641
				A		\$9,074
				B		\$9,526
				C		\$10,003
				D		\$10,501
				E		\$11,028
01081	Transportation Driver	608 SEIU	SEIU FT	AAA	Monthly	\$4,301
				AA		\$4,517
				A		\$4,742
				B		\$4,980
				C		\$5,230
				D		\$5,491
				E		\$5,765
01080	Transportation Manager (MM)	25 MM-NSWN	SAMA	01	Monthly	\$12,187
				02		\$12,494
				03		\$12,805
				04		\$13,124
				05		\$13,455
				06		\$13,790
				07		\$14,134
				08		\$14,488
				09		\$14,850
				10		\$15,220
				11		\$15,599
				12		\$15,990
				13		\$16,391
				14		\$16,799
				15		\$17,222
				16		\$17,652
				17		\$18,093

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
01170	Treasury and Customer Services Manager (MM)	22 MM-NSWN	SAMA	01	Monthly	\$11,319
				02		\$11,598
				03		\$11,886
				04		\$12,187
				05		\$12,494
				06		\$12,805
				07		\$13,124
				08		\$13,455
				09		\$13,790
				10		\$14,134
				11		\$14,488
				12		\$14,850
				13		\$15,220
				14		\$15,599
				15		\$15,990
				16		\$16,391
				17		\$16,799
01165	Treasury Services Specialist	657 SEIU	SEIU FT	AAA	Monthly	\$5,465
				AA		\$5,737
				A		\$6,023
				B		\$6,326
				C		\$6,641
				D		\$6,974
				E		\$7,323
07020	Treasury Services Supervisor	681 SEIU	SEIU FT	AAA	Monthly	\$6,143
				AA		\$6,450
				A		\$6,773
				B		\$7,110
				C		\$7,468
				D		\$7,841
				E		\$8,234
04330	Tree Maintenance Supervisor	698 SEIU	SEIU FT	AAA	Monthly	\$6,674
				AA		\$7,008
				A		\$7,359
				B		\$7,726
				C		\$8,112
				D		\$8,518
				E		\$8,945
04170	Tree Trimmer	640 SEIU	SEIU FT	AAA	Monthly	\$5,029
				AA		\$5,281
				A		\$5,544
				B		\$5,823
				C		\$6,113
				D		\$6,419
				E		\$6,740
08420	Tutor	08420 SEIU PT	SEIU PTNCS	A	Hourly	\$17.39
				B		\$18.26
				C		\$19.17
				D		\$20.13
				E		\$21.14

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
01215	Utilities Billing / Systems Technician	635 SEIU	SEIU FT	AAA	Monthly	\$4,906
				AA		\$5,154
				A		\$5,412
				B		\$5,683
				C		\$5,966
				D		\$6,264
				E		\$6,578
01219	Utilities Customer Service Supervisor	683 SEIU	SEIU FT	AAA	Monthly	\$6,203
				AA		\$6,514
				A		\$6,838
				B		\$7,180
				C		\$7,540
				D		\$7,918
				E		\$8,314
06320	Video Technician	684 SEIU	SEIU FT	AAA	Monthly	\$6,234
				AA		\$6,546
				A		\$6,872
				B		\$7,215
				C		\$7,576
				D		\$7,956
				E		\$8,354
09960	Water Conservation Representative	09960 SEIU PT	SEIU PTNCS	A	Hourly	\$17.77
				B		\$18.64
				C		\$19.56
				D		\$20.54
				E		\$21.61
07740	Water Conservation Specialist	682 SEIU	SEIU FT	AAA	Monthly	\$6,173
				AA		\$6,482
				A		\$6,805
				B		\$7,145
				C		\$7,504
				D		\$7,880
				E		\$8,274
07750	Water Services Crew Leader	672 SEIU	SEIU FT	AAA	Monthly	\$5,879
				AA		\$6,173
				A		\$6,482
				B		\$6,805
				C		\$7,145
				D		\$7,504
				E		\$7,880
07755	Water Services Meter Repairer I	631 SEIU	SEIU FT	AAA	Monthly	\$4,809
				AA		\$5,054
				A		\$5,307
				B		\$5,572
				C		\$5,850
				D		\$6,143
				E		\$6,450
07756	Water Services Meter Repairer II	650 SEIU	SEIU FT	AAA	Monthly	\$5,281
				AA		\$5,544
				A		\$5,823
				B		\$6,113
				C		\$6,419
				D		\$6,740
				E		\$7,076

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
07795	Water Services Production Supervisor	702 SEIU	SEIU FT	AAA	Monthly	\$6,805
				AA		\$7,145
				A		\$7,504
				B		\$7,880
				C		\$8,274
				D		\$8,688
				E		\$9,123
07760	Water Services Quality Coordinator	723 SEIU	SEIU FT	AAA	Monthly	\$7,540
				AA		\$7,918
				A		\$8,314
				B		\$8,730
				C		\$9,167
				D		\$9,625
				E		\$10,109
07765	Water Services Quality Inspector	682 SEIU	SEIU FT	AAA	Monthly	\$6,173
				AA		\$6,482
				A		\$6,805
				B		\$7,145
				C		\$7,504
				D		\$7,880
				E		\$8,274
07770	Water Services Quality Supervisor	706 SEIU	SEIU FT	AAA	Monthly	\$6,940
				AA		\$7,287
				A		\$7,650
				B		\$8,032
				C		\$8,436
				D		\$8,857
				E		\$9,301
07800	Water Services Superintendent (MM)	18 MM-NSWN	SAMA	01	Monthly	\$10,253
				02		\$10,509
				03		\$10,770
				04		\$11,039
				05		\$11,319
				06		\$11,598
				07		\$11,886
				08		\$12,187
				09		\$12,494
				10		\$12,805
				11		\$13,124
				12		\$13,455
				13		\$13,790
				14		\$14,134
				15		\$14,488
				16		\$14,850
				17		\$15,220
07775	Water Services Supervisor	706 SEIU	SEIU FT	AAA	Monthly	\$6,940
				AA		\$7,287
				A		\$7,650
				B		\$8,032
				C		\$8,436
				D		\$8,857
				E		\$9,301

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
07780	Water Services Utility Inspector	682 SEIU	SEIU FT	AAA	Monthly	\$6,173
				AA		\$6,482
				A		\$6,805
				B		\$7,145
				C		\$7,504
				D		\$7,880
				E		\$8,274
07785	Water Services Worker I	606 SEIU	SEIU FT	AAA	Monthly	\$4,258
				AA		\$4,471
				A		\$4,696
				B		\$4,931
				C		\$5,179
				D		\$5,438
				E		\$5,709
07790	Water Services Worker II	631 SEIU	SEIU FT	AAA	Monthly	\$4,809
				AA		\$5,054
				A		\$5,307
				B		\$5,572
				C		\$5,850
				D		\$6,143
				E		\$6,450
04540	Water Systems Electrician	693 SEIU	SEIU FT	AAA	Monthly	\$6,514
				AA		\$6,838
				A		\$7,180
				B		\$7,540
				C		\$7,918
				D		\$8,314
				E		\$8,730
00880	Water Systems Operator I	634 SEIU	SEIU FT	AAA	Monthly	\$4,881
				AA		\$5,128
				A		\$5,385
				B		\$5,655
				C		\$5,937
				D		\$6,234
				E		\$6,546
00920	Water Systems Operator II	654 SEIU	SEIU FT	AAA	Monthly	\$5,385
				AA		\$5,655
				A		\$5,937
				B		\$6,234
				C		\$6,546
				D		\$6,872
				E		\$7,215
04530	Water Systems Operator III	668 SEIU	SEIU FT	AAA	Monthly	\$5,765
				AA		\$6,053
				A		\$6,357
				B		\$6,674
				C		\$7,008
				D		\$7,359
				E		\$7,726
01006	Web Systems Technician	623 SEIU	SEIU FT	AAA	Monthly	\$4,626
				AA		\$4,857
				A		\$5,103
				B		\$5,359
				C		\$5,627
				D		\$5,908
				E		\$6,203

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
01005	Website Entry Specialist	596 SEIU	SEIU FT	AAA	Monthly	\$4,055
				AA		\$4,258
				A		\$4,471
				B		\$4,696
				C		\$4,931
				D		\$5,179
				E		\$5,438
02390	Work Center Coordinator	767 SEIU	SEIU FT	AAA	Monthly	\$9,345
				AA		\$9,814
				A		\$10,313
				B		\$10,828
				C		\$11,370
				D		\$11,940
				E		\$12,535
08371	Workforce Specialist I	623 SEIU	SEIU FT	AAA	Monthly	\$4,626
				AA		\$4,857
				A		\$5,103
				B		\$5,359
				C		\$5,627
				D		\$5,908
				E		\$6,203
08372	Workforce Specialist II	647 SEIU	SEIU FT	AAA	Monthly	\$5,205
				AA		\$5,465
				A		\$5,737
				B		\$6,023
				C		\$6,326
				D		\$6,641
				E		\$6,974
08373	Workforce Specialist III	667 SEIU	SEIU FT	AAA	Monthly	\$5,737
				AA		\$6,023
				A		\$6,326
				B		\$6,641
				C		\$6,974
				D		\$7,323
				E		\$7,688
08374	Workforce Specialist IV	722 SEIU	SEIU FT	AAA	Monthly	\$7,504
				AA		\$7,880
				A		\$8,274
				B		\$8,688
				C		\$9,123
				D		\$9,579
				E		\$10,059
05313	Youth Services Technician	616 SEIU	SEIU FT	AAA	Monthly	\$4,471
				AA		\$4,696
				A		\$4,931
				B		\$5,179
				C		\$5,438
				D		\$5,709
				E		\$5,995
05490	Zoo Animal Care Manager (AM)	683 AM-NSWN	SAMA	A	Monthly	\$8,070
				B		\$8,475
				C		\$8,898
				D		\$9,342
				E		\$9,808

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
05430	Zoo Curator	678 SEIU	SEIU FT	AAA	Monthly	\$6,053
				AA		\$6,357
				A		\$6,674
				B		\$7,008
				C		\$7,359
				D		\$7,726
				E		\$8,112
05450	Zoo Curator of Education	682 SEIU	SEIU FT	AAA	Monthly	\$6,173
				AA		\$6,482
				A		\$6,805
				B		\$7,145
				C		\$7,504
				D		\$7,880
				E		\$8,274
05451	Zoo Curator of Health	675 SEIU	SEIU FT	AAA	Monthly	\$5,966
				AA		\$6,264
				A		\$6,578
				B		\$6,906
				C		\$7,251
				D		\$7,613
				E		\$7,994
00930	Zoo Education Specialist	633 SEIU	SEIU FT	AAA	Monthly	\$4,857
				AA		\$5,103
				A		\$5,359
				B		\$5,627
				C		\$5,908
				D		\$6,203
				E		\$6,514
05420	Zoo Keeper I	598 SEIU	SEIU FT	AAA	Monthly	\$4,096
				AA		\$4,301
				A		\$4,517
				B		\$4,742
				C		\$4,980
				D		\$5,230
				E		\$5,491
05410	Zoo Keeper II	628 SEIU	SEIU FT	AAA	Monthly	\$4,742
				AA		\$4,980
				A		\$5,230
				B		\$5,491
				C		\$5,765
				D		\$6,053
				E		\$6,357
05485	Zoo Operations Coordinator	652 SEIU	SEIU FT	AAA	Monthly	\$5,332
				AA		\$5,599
				A		\$5,879
				B		\$6,173
				C		\$6,482
				D		\$6,805
				E		\$7,145
05405	Zoo Registered Veterinary Technician (Part-Time)	05405 SEIU PT	SEIU PTNCS	A	Hourly	\$31.27
				B		\$32.83
				C		\$34.47
				D		\$36.19
				E		\$38.00

CITY OF SANTA ANA CLASSIFICATION SALARY AND PAY RANGES
Pay Rates as of November 13, 2025

Job Code	Job Title	Wage Scale	Barg Unit	Step	Pay Basis	Pay Rate
05495	Zoo Veterinarian (MM)	18 MM-NSWN	SAMA	01	Monthly	\$10,253
				02		\$10,509
				03		\$10,770
				04		\$11,039
				05		\$11,319
				06		\$11,598
				07		\$11,886
				08		\$12,187
				09		\$12,494
				10		\$12,805
				11		\$13,124
				12		\$13,455
				13		\$13,790
				14		\$14,134
				15		\$14,488
				16		\$14,850
				17		\$15,220