

RESOLUTION NO. 2021- 070

ADOPT A RESOLUTION AMENDING RESOLUTION NO. 2019-111 TO EFFECT CERTAIN CHANGES TO THE CITY'S MASTER SALARY SCHEDULE IN CONFORMANCE WITH TITLE 2 OF THE CALIFORNIA CODE OF REGULATIONS SECTION 570.5 AND THE CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM (CALPERS)

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

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

- A. The California Public Employees' Retirement System (CalPERS), has recommends that all CalPERS employers list their compensation levels on one document, approved and adopted by the governing body, in accordance with Title 2 of the California *Code of Regulations* section 570.5, and meeting all of the following requirements thereof:
- 1) Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws;
  - 2) Identifies the position title for every employee position;
  - 3) Shows the pay rate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
  - 4) Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
  - 5) Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
  - 6) Indicates an effective date and date of any revisions;
  - 7) Is retained by the employer and available for public inspection for not less than five years; and

- 8) Does not reference another document in lieu of disclosing the pay rate.

Section 2: The Master Salary Schedule was previously prepared, publically available, and compiled from information that was already approved and adopted by the City Council pursuant to previous Resolutions Amending and/or Restating the City's Classification and Compensation Plan, employment agreements, and Memorandums of Understanding with various labor organizations representing City employees.

Section 3: On December 3, 2019, the Santa Ana City Council approved Resolution No. 2019-111 adopting the Master Salary Schedule. It has been amended by Resolution Nos. 2020-006, 2020-079, 2021-015, and 2021-047.

Section 4: On November 16, 2021, the Santa Ana City Council approved a resolution increasing the City Manager's annual base salary from \$290,000 to \$301,600.

Section 5: The City Council has amended and reestablished the City's Master Pay Schedule on several occasions since its adoption.

Section 6: The City of Santa Ana now desires to amend and restate the City's "Master Salary Schedule" to reflect the changes outlined in Section 4 of this Resolution. The Master Salary Schedule as amended is set forth in Attachment "A" to this Resolution and incorporated herein by reference.

Section 7: This Resolution is operative from and after the date upon which it is adopted. The effective dates of the pay ranges for each title and job category identified in the Master Salary Schedule are indicated therein.

Adopted this 16<sup>th</sup> day of November, 2021.

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Vicente Sarmiento  
Mayor

APPROVED AS TO FORM:  
Sonia R. Carvalho  
City Attorney

By:   
\_\_\_\_\_  
Laura A. Rossini  
Chief Assistant City Attorney

AYES: Councilmembers: Bacerra, Hernandez, Lopez, Mendoza, Phan,  
Penaloza, Sarmiento (7)

NOES: Councilmembers: None (0)

ABSTAIN: Councilmembers: None (0)

NOT PRESENT: Councilmembers: None (0)

CERTIFICATE OF ATTESTATION AND ORIGINALITY

I, Daisy Gomez, Clerk of the Council, do hereby attest to and certify the attached Resolution No. 2021-070 to be the original resolution adopted by the City Council of the City of Santa Ana on November 16, 2021.

Date: 11/23/2021



\_\_\_\_\_  
Daisy Gomez  
Clerk of the Council  
City of Santa Ana

# ATTACHMENT A

## CITY OF SANTA ANA MASTER SALARY SCHEDULE



FISCAL YEAR 2021-2022

Update as of  
November, 2021

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CITY OF SANTA ANA  
 Consolidated Alphabetical List of Regular Classes  
 and Assignment of Classes to Salary Rate Ranges  
 for Fiscal Year 2021-2022

UNIT CODE	JOB CODE	JOB TITLE	Effective 1/1/2021 RANGE NO.	Effective 7/1/2021 RANGE NO.	MONTHLY SALARY RATE RANGES						
					AAA	AA	A	B	C	D	E
SEIU 6	01140	ACCOUNTANT I	665	672	5,542	5,818	6,110	6,415	6,735	7,073	7,427
SEIU 6	01150	ACCOUNTANT II	694	701	6,384	6,702	7,039	7,391	7,761	8,149	8,557
SEIU 6	07010	ACCOUNTING ASSISTANT	614	621	4,317	4,533	4,764	5,002	5,252	5,515	5,790
SEIU 6	07015	ACCOUNTING ASSISTANT/SYSTEMS TECHNICIAN	614	621	4,317	4,533	4,764	5,002	5,252	5,515	5,790
MID M-NS	01120	ACCOUNTING MANAGER (MM)	MM-25	MM-25	10,622	11,066	11,521	12,097	12,702	13,338	14,005
SEIU 6	07009	ACCOUNTS PAYABLE SUPERVISOR	668	675	5,623	5,905	6,200	6,510	6,835	7,176	7,535
SEIU 6	01295	ACTIVE TRANSPORTATION COORDINATOR	710	717	6,903	7,247	7,609	7,989	8,389	8,809	9,250
UC	07271	ADMINISTRATIVE SECRETARY (UC)**	610	610	4,921	5,168	5,425	5,703	5,989	6,285	6,599
MID M-NS	00190	ADMINISTRATIVE SERVICES MANAGER (MM)	MM-22	MM-22	9,865	10,243	10,633	11,035	11,449	11,875	12,313
POA-NS	03920	ANIMAL SERVICE OFFICER I	664	668	5,434	5,706	5,992	6,291	6,606	6,937	7,283
POA-NS	03930	ANIMAL SERVICE OFFICER II	694	698	5,291	5,606	5,937	6,291	6,606	6,937	7,283
ADMIN MGMT-NS	02910	APPLICATIONS SYSTEMS MANAGER (AM)**	AM774	AM774	10,968	11,521	12,097	12,702	13,338	14,005	14,697
ADMIN MGMT-NS	02915	APPLICATIONS/TECH SUPPORT MANAGER (AM)**	AM784	AM784	11,521	12,097	12,702	13,338	14,005	14,697	15,413
SEIU 6	02845	ARTS & CULTURE SPECIALIST	685	672	5,542	5,818	6,110	6,415	6,735	7,073	7,427
SEIU 6	00270	ASSISTANT BUYER	635	642	4,787	5,026	5,278	5,542	5,818	6,110	6,415
MID M-NS	01620	ASSISTANT CITY ATTORNEY (MM)	MM-22	MM-22	9,865	10,243	10,633	11,035	11,449	11,875	12,313
EXEC-NS	00090	ASSISTANT CITY MANAGER (EM)	EM-40	EM-40	17,581	18,188	18,813	19,456	20,117	20,796	21,493
MID M-NS	01710	ASSISTANT CLERK OF THE COUNCIL (MM)	MM-18	MM-18	8,937	9,252	9,577	9,913	10,260	10,618	10,987
MID M-NS	02865	ASSISTANT DIR OF COMMUNITY DEVELOPMENT (MM)	MM-26	MM-26	10,889	11,293	11,709	12,136	12,575	13,025	13,486
MID M-NS	01180	ASSISTANT DIR OF FINANCE AND MANAGEMENT SVCS (MM)	MM-28	MM-28	11,439	11,899	12,370	12,851	13,343	13,846	14,360
MID CMM-NS	01836	ASSISTANT DIR OF HUMAN RESOURCES (CMM)	CMM-26	CMM-26	10,889	11,293	11,709	12,136	12,575	13,025	13,486
MID M-NS	02492	ASSISTANT DIR OF PLANNING AND BUILDING (MM)	MM-28	MM-28	11,439	11,899	12,370	12,851	13,343	13,846	14,360
SEIU 6	01601m	ASSISTANT ENGINEER	684	691	6,080	6,384	6,702	7,039	7,391	7,761	8,149
SEIU 6	00530	ASSISTANT FLEET SERVICES TECHNICIAN	610	617	4,235	4,448	4,671	4,906	5,151	5,408	5,678
SEIU 6	04125	ASSISTANT INSTRUMENT TECHNICIAN	642	649	4,954	5,201	5,461	5,734	6,021	6,322	6,638
SEIU 6	05180	ASSISTANT LIBRARIAN	623	630	4,511	4,741	4,978	5,226	5,488	5,762	6,050
SEIU 6	00280	ASSISTANT PARKS/LANDSCAPE PLANNER	675	682	5,818	6,110	6,415	6,735	7,073	7,427	7,799
SEIU 6	01410m/n	ASSISTANT PLAN CHECK ENGINEER	747	754	8,269	8,683	9,117	9,577	10,055	10,558	11,086
SEIU 6	00040	ASSISTANT PLANNER I	674	681	5,790	6,080	6,384	6,702	7,039	7,391	7,761
SEIU 6	02440	ASSISTANT PLANNER II	694	701	6,384	6,702	7,039	7,391	7,761	8,149	8,557
ADMIN MGMT-NS	01772	ASSISTANT PUBLIC WORKS MAINTENANCE MANAGER (AM)**	AM750	AM750	9,755	10,243	10,746	11,263	11,795	12,341	12,901
MID M-NS	07721	ASSISTANT TO THE CITY MANAGER (MM)	MM-22	MM-22	9,865	10,243	10,633	11,035	11,449	11,875	12,313
SEIU 6	02155	ASSISTANT TRAFFIC OPERATIONS ENGINEER	748	755	8,309	8,725	9,161	9,625	10,105	10,611	11,142
SEIU 6	02100m	ASSOCIATE ENGINEER	747	754	8,269	8,683	9,117	9,577	10,055	10,558	11,086
SEIU 6	01040	ASSOCIATE PARK AND LANDSCAPE PLANNER	725	732	7,427	7,799	8,189	8,599	9,029	9,482	9,955
SEIU 6	02280m/n	ASSOCIATE PLAN CHECK ENGINEER	762	769	8,897	9,342	9,819	10,309	10,825	11,366	11,934
SEIU 6	02450	ASSOCIATE PLANNER	724	731	7,391	7,761	8,149	8,557	8,985	9,434	9,906
POA-NS	06170	BACKGROUND INVESTIGATOR	679	683	5,847	6,149	6,464	6,794	7,139	7,500	7,877
MID M-NS	00474	BENEFITS AND COMPENSATION MANAGER (MM)	MM-18	MM-18	8,937	9,252	9,577	9,913	10,260	10,618	10,987
SEIU 6	05150	BIBLIOGRAPHIC TECHNICIAN	613	620	4,296	4,511	4,741	4,978	5,226	5,488	5,762
UC	00497	BUDGET AIDE (UC)**	642	642	5,759	6,046	6,349	6,666	7,000	7,351	7,719
UC	00496	BUDGET ANALYST (UC)**	668	668	6,538	6,863	7,209	7,568	7,948	8,346	8,763
ADMIN MGMT-NS	06400	BUDGET AND RESEARCH MANAGER (AM)**	AM764	AM764	10,446	10,968	11,521	12,097	12,702	13,338	14,005
ADMIN MGMT-NS	00493	BUDGET SUPERVISOR (AM)**	AM744	AM744	9,473	9,947	10,446	10,968	11,521	12,097	12,702
SEIU 6	04315	BUILDING MAINTENANCE AIDE	592	599	3,880	4,074	4,278	4,493	4,718	4,954	5,201
SEIU 6	04310	BUILDING MAINTENANCE SUPERVISOR	684	691	6,080	6,384	6,702	7,039	7,391	7,761	8,149
SEIU 6	04140	BUILDING MAINTENANCE TECHNICIAN	632	639	4,718	4,954	5,201	5,461	5,734	6,021	6,322
MID M-NS	00940	BUILDING SAFETY MANAGER (MM)	MM-26	MM-26	10,889	11,293	11,709	12,136	12,575	13,025	13,486
SEIU 6	02230q	BUILDING TECHNICIAN	627	634	4,601	4,834	5,076	5,330	5,596	5,876	6,170
SEIU 6	01240	BUSINESS TAX COLLECTOR/INSPECTOR	638	645	4,858	5,101	5,356	5,623	5,905	6,200	6,510
SEIU 6	01350k	BUYER	678	685	5,905	6,200	6,510	6,835	7,176	7,535	7,913
SEIU 6	07030	CENTRAL SERVICES SUPERVISOR	639	646	4,882	5,126	5,382	5,650	5,934	6,230	6,542
MID M-NS	01650	CHIEF ASSISTANT CITY ATTORNEY (MM)	MM-30	MM-30	12,018	12,518	13,031	13,556	14,094	14,644	15,205
MID CMM-NS	01651	CHIEF ASSISTANT CITY ATTORNEY-EMPLOYEE RELATIONS (EXEMPT) (CMM)	CMM-30	CMM-30	12,018	12,518	13,031	13,556	14,094	14,644	15,205
EXEC-NS	01701	CHIEF TECHNOLOGY INNOVATIONS OFFICER (EM)	EM-20	EM-20	14,075	14,644	15,233	15,844	16,477	17,133	17,813
APPOINT	01690	CITY ATTORNEY (EM)**	N/A	N/A	-	-	-	-	-	-	-
APPOINT	01790	CITY MANAGER (EM)**	N/A	N/A	-	-	-	-	-	-	-
MID M-NS	02150	CITY TRAFFIC ENGINEER (MM)	MM-25	MM-25	10,622	11,066	11,521	12,097	12,702	13,338	14,005
SEIU 6	02132m	CIVIL ENGINEER	762	769	8,897	9,342	9,819	10,309	10,825	11,366	11,934

Per Contract  
 By Resolution: \$25,133 Monthly (\$301,600 annually)

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 for Fiscal Year 2021-2022

UNIT CODE	JOB CODE	JOB TITLE	Effective	Effective	MONTHLY SALARY RATE RANGES						
			1/1/2021 RANGE NO.	7/1/2021 RANGE NO.	AAA	AA	A	B	C	D	E
APPOINT	01990	CLERK OF THE COUNCIL (EM)*	EM-33	EM-33	Per Contract: (STEP 14) \$14,075/MO						
SEIU 6	02780h	CODE ENFORCEMENT ASSOCIATE	632	639	4,718	4,954	5,201	5,461	5,734	6,021	6,322
MID M-NS	02750	CODE ENFORCEMENT MANAGER (MM)	MM-26	MM-26	-	-	-	-	10,889	-	16,160
SEIU 6	02740h	CODE ENFORCEMENT OFFICER	676	683	5,847	6,140	6,446	6,768	7,107	7,463	7,837
ADMIN MGMT-NS	02745	CODE ENFORCEMENT PRINCIPAL (AM)**	AM725	AM725	-	-	-	-	8,634	9,065	9,518
SEIU 6	00070h	CODE ENFORCEMENT SUPERVISOR	700	707	6,574	6,903	7,247	7,609	7,989	8,389	8,809
SEIU 6	06430q	COMBINATION BUILDING INSPECTOR	680	687	5,963	6,260	6,574	6,903	7,247	7,609	7,989
POA-NS	07660	COMMUNICATIONS SERVICES OFFICER	659	663	-	-	-	-	5,304	5,589	5,847
SEIU 6	07585	COMMUNITY DEVELOPMENT ANALYST	689	696	6,230	6,542	6,869	7,211	7,571	7,951	8,349
SEIU 6	07321	COMMUNITY DEVELOPMENT COMMISSION SECRETARY	611	618	4,257	4,470	4,694	4,930	5,176	5,434	5,706
MID M-NS	07615	COMMUNITY DEVELOPMENT MANAGER (MM)	MM-22	MM-22	-	-	-	-	9,865	-	14,642
SEIU 6	05000	COMMUNITY LIAISON	695	702	6,415	6,735	7,073	7,427	7,799	8,189	8,599
SEIU 6	02240u	CONSTRUCTION INSPECTOR	674	681	5,790	6,080	6,384	6,702	7,039	7,391	7,761
SEIU 6	01850w	CONTRACTS ADMINISTRATOR	680	687	5,963	6,260	6,574	6,903	7,247	7,609	7,989
MID M-NS	04780	CORPORATE YARD FACILITIES/FLEET SVCS MGR (MM)	MM-22	MM-22	-	-	-	-	9,865	-	14,642
SEIU 6	04070	CORPORATE YARD MAINTENANCE ATTENDANT	568	575	3,449	3,622	3,803	3,994	4,194	4,404	4,624
PMA-NS	01971	CORRECTIONAL MANAGER (RM)	MM770	MM770	-	-	-	-	8,941	9,388	9,857
POA-NS	00310dd/on/uu	CORRECTIONAL OFFICER	679	683	-	-	-	-	6,140	6,446	6,768
SEIU 6	07630	CORRECTIONAL RECORDS SPECIALIST	575	582	3,568	3,747	3,935	4,132	4,339	4,556	4,787
SEIU 6	07629	CORRECTIONAL RECORDS SUPERVISOR	652	659	5,201	5,461	5,734	6,021	6,322	6,638	6,971
POA-NS	00370uu/vv	CORRECTIONAL SUPERVISOR	728	732	-	-	-	-	7,427	7,799	8,189
MID M-NS	00400	COUNCIL SERVICES MANAGER (MM)	MM-22	MM-22	-	-	-	-	9,865	-	14,642
UC	00830	COUNCIL SERVICES SECRETARY (UC)**	589	589	-	-	-	-	4,445	4,669	4,902
COUNCIL	08700	COUNCIL MEMBER	N/A	N/A	-	-	-	-	1,000	-	5,674
POA-NS	03995	CRIME RESEARCH AIDE	690	694	-	-	-	-	6,170	6,478	6,801
POA-NS	03990	CRIME RESEARCH ANALYST	716	720	-	-	-	-	7,005	7,355	7,723
SEIU 6	04005	CUSTODIAL AIDE/PORTER	537	544	2,965	3,113	3,269	3,432	3,604	3,784	3,974
SEIU 6	04000k	CUSTODIAN	567	574	3,432	3,604	3,784	3,974	4,173	4,382	4,601
SEIU 6	04090	CUSTODIAN SUPERVISOR	623	630	4,511	4,741	4,978	5,226	5,488	5,762	6,050
SEIU 6	01220k	CUSTOMER SERVICE REPRESENTATIVE	622	629	4,493	4,718	4,954	5,201	5,461	5,734	6,021
SEIU 6	04200	DATA ENTRY OFFICE ASST	592	599	3,880	4,074	4,278	4,493	4,718	4,954	5,201
MID M-NS	01510	DEPUTY CITY ATTORNEY (MM)	MM-12	MM-12	-	-	-	-	7,704	-	11,439
MID M-NS	00315	DEPUTY CITY ENGINEER (MM)	MM-25	MM-25	-	-	-	-	10,622	-	15,769
SEIU 6	07050	DEPUTY CLERK OF THE COUNCIL	634	641	4,764	5,002	5,252	5,515	5,790	6,080	6,384
MID M-NS	02251	DEPUTY PUBLIC WORKS DIR./CONSTRUCTION SERVICES MGR (MM)	MM-26	MM-26	-	-	-	-	10,889	-	16,160
MID M-NS	04430	DEPUTY PUBLIC WORKS DIR./MAINTENANCE SERVICES MGR (MM)	MM-24	MM-24	-	-	-	-	10,359	-	15,384
MID M-NS	00320	DEPUTY PUBLIC WORKS DIRECTOR/CITY ENGINEER (MM)	MM-28	MM-28	-	-	-	-	11,439	-	16,980
MID M-NS	04410	DEPUTY PUBLIC WORKS DIRECTOR/WATER RESRCS MGR (MM)	MM-26	MM-26	-	-	-	-	10,889	-	16,160
SEIU 6	03100	DNA COORDINATOR	614	621	4,317	4,533	4,764	5,002	5,252	5,515	5,790
MID M-NS	02690	ECONOMIC DEVELOPMENT MANAGER (MM)	MM-22	MM-22	-	-	-	-	9,865	-	14,642
SEIU 6	00560	ECONOMIC DEVELOPMENT SPECIALIST I	695	702	6,415	6,735	7,073	7,427	7,799	8,189	8,599
SEIU 6	00550	ECONOMIC DEVELOPMENT SPECIALIST II	724	731	7,391	7,761	8,149	8,557	8,985	9,434	9,906
SEIU 6	00350	ECONOMIC DEVELOPMENT SPECIALIST III	754	761	8,557	8,985	9,434	9,906	10,401	10,922	11,468
POA-NS	02705	EMERGENCY OPERATIONS COORDINATOR	748	752	-	-	-	-	8,189	8,599	9,029
UC	01784	EMPLOYEE RELATIONS ANALYST (UCE)	663	663	-	-	-	-	6,580	6,702	6,838
MID CMM-NS	01781	EMPLOYEE RELATIONS MANAGER (CMM)	CMM-22	CMM-22	-	-	-	-	9,865	-	14,642
SEIU 6	02030	ENGINEERING AIDE	628	635	4,624	4,858	5,101	5,356	5,623	5,905	6,200
SEIU 6	02035	ENGINEERING TECHNICIAN	638	645	4,858	5,101	5,356	5,623	5,905	6,200	6,510
SEIU 6	01771	ENTERPRISE PROGRAM MANAGER	727	734	7,499	7,875	8,269	8,683	9,117	9,577	10,055
SEIU 6	00440h	EQUIPMENT OPERATOR	634	641	4,764	5,002	5,252	5,515	5,790	6,080	6,384
SEIU 6	04215	EQUIPMENT OPERATOR - WATER SERVICES	638	645	4,858	5,101	5,356	5,623	5,905	6,200	6,510
UC	01515	EQUITY AND INCLUSION COORDINATOR (EXEMPT) (UC)**	668	668	-	-	-	-	6,538	6,863	7,209
UC	00900	EXECUTIVE ASSISTANT (UC)**	645	645	-	-	-	-	5,844	6,138	6,444
EXEC-NS	02870	EXECUTIVE DIR OF COMMUNITY DEVELOPMENT (EM)	EM-20	EM-20	-	-	-	-	14,075	-	18,315
EXEC-NS	01190	EXECUTIVE DIR OF FINANCE AND MGMT SVCS (EM)	EM-20	EM-20	-	-	-	-	14,075	-	18,315
EXEC-NS	01830	EXECUTIVE DIR OF HUMAN RESOURCES (EM)	EM-20	EM-20	-	-	-	-	14,075	-	18,315
EXEC-NS	05400	EXECUTIVE DIR OF PARKS, REC & COMMUNITY SVCS (EM)	EM-20	EM-20	-	-	-	-	14,075	-	18,315
EXEC-NS	02490	EXECUTIVE DIR OF PLANNING AND BLDG SAFETY (EM)	EM-30	EM-30	-	-	-	-	15,537	-	20,218
EXEC-NS	02170	EXECUTIVE DIR OF PUBLIC WORKS (EM)	EM-30	EM-30	-	-	-	-	15,537	-	20,218

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UNIT CODE	JOB CODE	JOB TITLE	Effective	Effective	MONTHLY SALARY RATE RANGES						
			1/1/2021 RANGE NO.	7/1/2021 RANGE NO.	AAA	AA	A	B	C	D	E
UCE	07393	EXECUTIVE SECRETARY - HUMAN RESOURCES (UCE)	615	615	-	5,045	5,297	5,563	5,844	6,138	6,444
UC	07392	EXECUTIVE SECRETARY (UC)**	615	615	-	5,045	5,297	5,563	5,844	6,138	6,444
UC	00140	EXECUTIVE SECRETARY TO THE POLICE CHIEF (UC)**	620	620	-	5,168	5,425	5,703	5,989	6,286	6,602
MID M-NS	04376	FACILITIES AND FLEET MAINTENANCE MANAGER (MM)	MM-22	MM-22	-	-	9,865	-	12,018	-	14,642
ADMIN MGMT-NS	04377	FACILITIES MAINTENANCE MANAGER (AM)	AM723	AM723	-	-	8,549	8,978	9,428	9,900	10,396
MID M-NS	04375	FACILITIES MAINTENANCE SUPERINTENDENT (MM)	MM-18	MM-18	-	-	8,937	-	10,889	-	13,265
SEIU 6	04370	FACILITIES SUPERVISOR	684	691	6,080	6,384	6,702	7,039	7,391	7,761	8,149
UC	00481	FINANCIAL ANALYST (UC)**	663	663	-	6,380	6,702	7,034	7,386	7,754	8,142
POA-NS	07600ww	FIREARMS EXAMINER	735	739	-	-	7,685	8,069	8,473	8,897	9,342
SEIU 6	00500	FLEET PARTS SPECIALIST	649	656	5,126	5,382	5,650	5,934	6,230	6,542	6,869
ADMIN MGMT-NS	04785	FLEET SERVICES MANAGER (AM)	AM723	AM723	-	-	8,549	8,978	9,428	9,900	10,396
SEIU 6	04770e	FLEET SERVICES SUPERVISOR	698	705	6,510	6,835	7,176	7,535	7,913	8,309	8,725
SEIU 6	04720b/e	FLEET SERVICES TECHNICIAN I	639	646	4,882	5,126	5,382	5,650	5,934	6,230	6,542
SEIU 6	04730b/e	FLEET SERVICES TECHNICIAN II	659	666	5,382	5,650	5,934	6,230	6,542	6,869	7,211
SEIU 6	00450b/e	FLEET SERVICES TECHNICIAN III	674	681	5,790	6,080	6,384	6,702	7,039	7,391	7,761
POA-NS	01360	FORENSIC SERVICES SUPERVISOR	766	770	-	-	8,941	9,388	9,857	10,350	10,868
POA-NS	03970y/yf/z	FORENSIC SPECIALIST I	690	694	-	-	6,170	6,478	6,801	7,141	7,499
POA-NS	03980dd/yy/z/aaa	FORENSIC SPECIALIST II	709	713	-	-	6,768	7,107	7,463	7,837	8,229
SEIU 6	04190	GENERAL MAINTENANCE LEADER	653	660	5,226	5,488	5,762	6,050	6,353	6,670	7,005
SEIU 6	04180	GENERAL MAINTENANCE SUPERVISOR	684	691	6,080	6,384	6,702	7,039	7,391	7,761	8,149
SEIU 6	04180	GENERAL MAINTENANCE WORKER	632	639	4,718	4,954	5,201	5,461	5,734	6,021	6,322
SEIU 6	02190	GIS ADMINISTRATOR	719	726	7,211	7,571	7,951	8,349	8,767	9,205	9,673
SEIU 6	02192	GIS SYSTEMS ANALYST/PROGRAMMER	701	708	6,606	6,937	7,283	7,647	8,029	8,431	8,853
SEIU 6	01500	GRAPHICS DESIGNER I	635	642	4,787	5,026	5,278	5,542	5,818	6,110	6,415
SEIU 6	02400k	GRAPHICS DESIGNER II	655	662	5,278	5,542	5,818	6,110	6,415	6,725	7,073
MID M-NS	03751	HOMELESS SERVICES DIVISION MANAGER (MM)	MM-22	MM-22	-	-	9,865	-	12,018	-	14,642
ADMIN MGMT-NS	03750	HOMELESS SERVICES MANAGER (AM)**	AM764	AM764	-	-	10,446	10,988	11,521	12,097	12,702
SEIU 6	01885	HOUSING AUTHORITY ANALYST	692	699	6,322	6,638	6,971	7,319	7,685	8,069	8,473
SEIU 6	07640	HOUSING AUTHORITY COORDINATOR	755	762	8,599	9,029	9,482	9,955	10,453	10,976	11,525
SEIU 6	02720	HOUSING AUTHORITY OPERATIONS SUPERVISOR	713	720	7,005	7,355	7,723	8,109	8,515	8,941	9,388
MID M-NS	02460	HOUSING DIVISION MANAGER (MM)	MM-22	MM-22	-	-	9,865	-	12,018	-	14,642
SEIU 6	07580	HOUSING PROGRAMS AIDE	604	611	4,111	4,317	4,533	4,764	5,002	5,252	5,515
SEIU 6	01840	HOUSING PROGRAMS ANALYST	713	720	7,005	7,355	7,723	8,109	8,515	8,941	9,388
SEIU 6	00520	HOUSING PROGRAMS COORDINATOR	753	762	8,599	9,029	9,482	9,955	10,453	10,976	11,525
SEIU 6	01890	HOUSING SPECIALIST I	617	624	4,382	4,601	4,834	5,076	5,330	5,596	5,876
SEIU 6	01900k	HOUSING SPECIALIST II	638	645	4,858	5,101	5,356	5,623	5,905	6,200	6,510
UC	07069	HUMAN RESOURCES ADMINISTRATIVE ASSISTANT (UC)**	581	581	-	4,271	4,486	4,710	4,945	5,194	5,453
UC	01520	HUMAN RESOURCES ANALYST (UC)**	663	663	-	6,380	6,702	7,034	7,386	7,754	8,142
MID CMM-NS	01837	HUMAN RESOURCES BUSINESS SYSTEMS ADMINISTRATOR (CMM)	CMM-18	CMM-18	-	-	8,937	-	10,889	-	13,265
MID CMM-NS	01351	HUMAN RESOURCES OPERATIONS MANAGER (CMM)	CMM-22	CMM-22	-	-	9,865	-	12,018	-	14,642
UC	07070	HUMAN RESOURCES SPECIALIST (UC)**	581	581	-	4,271	4,486	4,710	4,945	5,194	5,453
UC	01250	HUMAN RESOURCES TECHNICIAN (UC)**	622	622	-	5,221	5,480	5,759	6,046	6,349	6,666
MID M-NS	00960	INFORMATION SERVICES AND NETWORK MANAGER (MM)	MM-22	MM-22	-	-	9,865	-	12,018	-	14,642
SEIU 6	02670k	INFORMATION SERVICES REPRESENTATIVE	628	635	4,624	4,858	5,101	5,356	5,623	5,905	6,200
SEIU 6	04130	INSTRUMENT TECHNICIAN	660	667	5,408	5,678	5,963	6,260	6,574	6,903	7,247
PMA-NS	03231	JAIL ADMINISTRATOR (RM)	MM860	MM860	-	-	13,871	14,565	15,293	16,058	16,861
SEIU 6	07090	LEAD ACCOUNTING ASSISTANT	648	655	5,101	5,356	5,623	5,905	6,200	6,510	6,835
SEIU 6	07628	LEAD CORRECTIONAL RECORDS SPECIALIST	617	624	4,382	4,601	4,834	5,076	5,330	5,596	5,876
SEIU 6	07110	LEAD POLICE RECORDS SPECIALIST	627	634	4,601	4,834	5,076	5,330	5,596	5,876	6,170
UC	07080	LEGAL OFFICE ASSISTANT (UC)**	544	544	-	3,568	3,745	3,934	4,129	4,337	4,553
UC	07120	LEGAL SECRETARY (UC)**	588	588	-	4,422	4,645	4,877	5,121	5,378	5,648
SEIU 6	05110k	LIBRARIAN	663	670	5,488	5,762	6,050	6,353	6,670	7,005	7,353
MID M-NS	05195	LIBRARY OPERATIONS MANAGER (MM)	MM-17	MM-17	-	-	3,998	3,747	3,995	4,132	4,339
SEIU 6	05050k	LIBRARY SERVICES ASSISTANT	565	572	3,998	3,568	3,745	3,934	4,129	4,337	4,553
EXEC-NS	01561	LIBRARY SERVICES DIRECTOR (EM)	EM-10	EM-10	-	-	12,444	-	-	-	14,311
SEIU 6	05076	LIBRARY TECHNICIAN	596	603	3,954	4,152	4,360	4,579	4,810	5,051	5,304
SEIU 6	07000	LOAN SPECIALIST	655	672	5,542	5,818	6,110	6,415	6,735	7,073	7,427
SEIU 6	07170	MAIL CLERK/MESSENGER	546	553	3,098	3,253	3,415	3,586	3,765	3,954	4,152
SEIU 6	00740	MAINTENANCE ASSISTANT	568	575	3,449	3,622	3,803	3,994	4,194	4,404	4,624



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			1/1/2021 RANGE NO.	7/1/2021 RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	04050	MAINTENANCE WORKER I	588	595	3,803	3,994	4,194	4,404	4,624	4,858	5,101
SEIU 6	04060bb/s	MAINTENANCE WORKER II	613	620	4,296	4,511	4,741	4,978	5,226	5,488	5,762
UC	01200	MANAGEMENT AIDE (UC)**	642	642	-	5,759	6,046	6,349	6,666	7,000	7,351
UC	01720	MANAGEMENT ANALYST (UC)**	668	668	-	5,538	6,863	7,209	7,568	7,948	8,346
UC	00750	MANAGEMENT ASSISTANT (EXEMPT) (UC)**	668	668	-	6,538	6,863	7,209	7,568	7,948	8,346
COUNCIL	08710	MAYOR	N/A	N/A	-	-	-	1,000	-	-	-
SEIU 6	01210	METER READER COLLECTOR	613	620	4,296	4,511	4,741	4,978	5,226	5,488	5,762
SEIU 6	00020	MICRO SYSTEMS TECHNICIAN	649	656	5,126	5,382	5,650	5,934	6,230	6,542	6,869
SEIU 6	06450	NETWORK ENGINEER	748	756	8,349	8,767	9,205	9,673	10,156	10,664	11,198
SEIU 6	06460	NETWORK SPECIALIST/WAN SYSTEMS ADMINISTRATOR	709	716	6,869	7,211	7,571	7,951	8,349	8,767	9,205
SEIU 6	06440	NPDES MANAGER	735	742	7,799	8,189	8,599	9,029	9,482	9,955	10,453
SEIU 6	07180	OFFICE ASSISTANT	567	574	3,432	3,604	3,784	3,974	4,173	4,382	4,601
SEIU 6	07190	OFFICE SPECIALIST	542	549	3,040	3,192	3,352	3,519	3,695	3,880	4,074
MID M-NS	00475	ORGANIZATIONAL DEVELOPMENT AND TRAINING MANAGER (MM)	MM-18	MM-18	-	-	-	-	-	-	-
UC	01670	PARALEGAL (EXEMPT) (UC)**	623	623	-	5,245	5,508	5,787	6,076	6,380	6,702
SEIU 6	04860	PARK MAINTENANCE AIDE	465	473	2,097	2,201	2,311	2,427	2,548	2,676	2,810
SEIU 6	03610	PARK RANGER	653	660	5,226	5,488	5,762	6,050	6,353	6,670	7,005
SEIU 6	04320	PARK SERVICES INSPECTION SUPERVISOR	685	692	6,110	6,415	6,735	7,073	7,427	7,799	8,189
SEIU 6	04305	PARK SERVICES INSPECTOR I	593	600	3,896	4,091	4,296	4,511	4,741	4,978	5,226
SEIU 6	04306	PARK SERVICES INSPECTOR II	637	644	4,834	5,076	5,330	5,596	5,876	6,170	6,478
MID M-NS	04304	PARK SERVICES SUPERINTENDENT (MM)	MM-18	MM-18	-	-	-	-	-	-	-
POA-NS	03900pp	PARKING CONTROL OFFICER	629	633	-	-	4,579	4,810	5,051	5,304	5,569
SEIU 6	02890	PARKING METER OPERATIONS SUPERVISOR	651	658	5,176	5,434	5,706	5,992	6,291	6,606	6,937
SEIU 6	07160	PARKING METER TECHNICIAN I	596	603	3,954	4,152	4,360	4,579	4,810	5,051	5,304
SEIU 6	00080k	PARKING METER TECHNICIAN II	626	633	4,579	4,810	5,051	5,304	5,569	5,847	6,140
ADMIN MGMT-NS	07405	PAYROLL MANAGER (AM)**	AM750	AM750	-	-	9,755	10,243	10,756	11,295	11,858
UC	07400	PAYROLL SYSTEMS ANALYST (UC)**	708	708	-	7,948	8,346	8,761	9,200	9,659	10,141
UC	07410k	PAYROLL TECHNICIAN (UC)**	622	622	-	5,221	5,480	5,759	6,046	6,349	6,666
SEIU 6	07200	PERMIT SERVICES PROCESSOR	612	619	4,278	4,493	4,718	4,954	5,201	5,461	5,734
SEIU 6	02590	PERMIT SERVICES SUPERVISOR	700	707	6,574	6,903	7,247	7,609	7,989	8,389	8,809
SEIU 6	02580	PERMIT SERVICES TECHNICIAN	664	671	5,515	5,790	6,080	6,384	6,702	7,039	7,391
SEIU 6	00050	PLANNING ASSISTANT	654	661	5,252	5,515	5,790	6,080	6,384	6,702	7,039
SEIU 6	07320	PLANNING COMMISSION SECRETARY	695	642	4,787	5,026	5,278	5,542	5,818	6,110	6,415
MID M-NS	02500	PLANNING MANAGER (MM)	MM-26	MM-26	-	-	10,889	-	-	-	-
SEIU 6	02271	PLANS EXAMINER	726	733	7,463	7,897	8,229	8,641	9,073	9,529	10,005
PMA-NS	00181	POLICE ADMINISTRATIVE BUDGET MANAGER (RM)	M824	M824	-	11,640	12,223	12,834	13,476	14,150	-
PMA-NS	00180	POLICE ADMINISTRATIVE MANAGER (RM)	M801	M801	-	10,401	10,922	11,468	12,041	12,643	-
POA-NS	03600	POLICE ATHLETIC/ACTIVITIES LEAGUE ASSISTANT DIRECTOR	658	662	-	-	5,278	5,542	5,818	6,110	6,415
PMA-SWORN	03360	POLICE CAPTAIN (RM)**	M881	M881	-	-	15,368	16,136	16,943	17,790	18,680
EXEC-SWORN	03390	POLICE CHIEF (EM)	EM-40	EM-40	-	-	17,581	-	-	-	23,245
PMA-NS	03370	POLICE COMMUNICATIONS MANAGER (RM)	M786	M786	-	-	9,673	10,156	10,664	11,198	11,757
POA-NS	06180	POLICE COMMUNICATIONS SUPERVISOR	724	728	-	-	7,283	7,647	8,029	8,431	8,853
POA-NS	00780	POLICE COMMUNITY SERVICES SPECIALIST	679	683	-	-	5,847	6,140	6,446	6,768	7,107
POA-NS	00799	POLICE EVIDENCE AND SUPPLY SPECIALIST	662	666	-	-	5,382	5,650	5,934	6,230	6,542
POA-NS	00801	POLICE EVIDENCE AND SUPPLY SUPERVISOR	682	686	-	-	5,934	6,230	6,542	6,869	7,211
SEIU 6	06290	POLICE FISCAL OFFICER	712	719	6,971	7,319	7,685	8,069	8,473	8,897	9,342
SEIU 6	06295	POLICE FISCAL SERVICES SUPERVISOR	681	688	5,992	6,291	6,606	6,937	7,283	7,647	8,029
POA-NS	00790tt	POLICE INVESTIGATIVE SPECIALIST	679	683	-	-	5,847	6,140	6,446	6,768	7,107
PMA-SWORN	03350	POLICE LIEUTENANT (RM)**	M847	M847	-	-	13,027	13,678	14,362	15,080	15,834
POA-SWORN	03200j/dd/ee/tr/ss/tt	POLICE OFFICER	735	739	-	-	7,685	8,069	8,473	8,897	9,342
POA-NS	01800	POLICE PHOTO/VIDEO SPECIALIST	674	678	-	-	5,706	5,992	6,291	6,606	6,937
POA-NS	00800	POLICE PROPERTY AND EVIDENCE SUPERVISOR	682	686	-	-	5,934	6,230	6,542	6,869	7,211
SEIU 6	07220	POLICE RECORDS SPECIALIST	585	592	3,747	3,935	4,132	4,339	4,556	4,787	5,026
SEIU 6	07230	POLICE RECORDS SUPERVISOR	652	659	5,201	5,461	5,734	6,021	6,322	6,638	6,971
POA-NS	03870	POLICE SERGEANT	688	692	-	-	6,110	6,415	6,735	7,073	7,427
POA-SWORN	03300dd/ee/tt	POLICE SERVICE OFFICER	778	782	-	-	9,482	9,955	10,453	10,976	11,525
POA-NS	03800	POLICE SERVICE OFFICER	659	663	-	-	5,304	5,569	5,847	6,140	6,446
POA-NS	03680d	POLICE SERVICES DISPATCHER	684	688	-	-	5,992	6,291	6,606	6,937	7,283



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			1/1/2021 RANGE NO.	7/1/2021 RANGE NO.			A	B	C	D	E
ADMIN MGMT-NS	00482	SENIOR FINANCIAL ANALYST (AM)**	AM717	AM717	-	-	8,304	8,718	9,154	9,610	10,092
SEIU 6	00840	SENIOR FLEET SERVICES SUPERVISOR	718	725	7,176	7,535	7,913	8,309	8,725	9,161	9,625
SEIU 6	02260	SENIOR GRADING SPECIALIST	695	702	6,415	6,735	7,073	7,427	7,799	8,189	8,599
SEIU 6	01860	SENIOR HOUSING SPECIALIST	681	688	5,992	6,291	6,606	6,937	7,283	7,647	8,029
ADMIN MGMT-NS	01541	SENIOR HUMAN RESOURCES ANALYST (AM)**	AM722	AM722	-	-	8,509	8,935	9,380	9,850	10,345
UC	07300	SENIOR HUMAN RESOURCES SPECIALIST (UC)**	602	602	-	4,734	4,971	5,221	5,480	5,759	6,046
UC	00770	SENIOR HUMAN RESOURCES TECHNICIAN (UC)**	642	642	-	5,759	6,046	6,349	6,666	7,000	7,351
SEIU 6	02040	SENIOR LAND SURVEYOR	795	802	10,453	10,976	11,525	12,102	12,707	13,342	14,009
UC	02790	SENIOR LEGAL MANAGEMENT ASSISTANT (EXEMPT) (UC)**	697	697	-	7,530	7,908	8,304	8,718	9,154	9,610
UC	07310	SENIOR LEGAL SECRETARY (UC)**	610	610	-	4,921	5,168	5,425	5,703	5,989	6,286
SEIU 6	05109k	SENIOR LIBRARIAN	669	676	-	5,650	5,934	6,230	6,542	6,869	7,211
SEIU 6	05075	SENIOR LIBRARY TECHNICIAN	616	623	4,360	4,579	4,810	5,051	5,304	5,569	5,847
ADMIN MGMT-NS	00152	SENIOR MANAGEMENT ANALYST (AM)**	AM707	AM707	-	-	7,908	8,304	8,718	9,154	9,610
UC	06360	SENIOR MANAGEMENT ASSISTANT (EXEMPT) (UC)**	657	657	-	7,530	7,908	8,304	8,718	9,154	9,610
SEIU 6	07330	SENIOR OFFICE ASSISTANT	592	599	3,880	4,074	4,278	4,493	4,718	4,954	5,201
SEIU 6	07360	SENIOR POLICE SPECIALIST	567	574	3,432	3,604	3,784	3,974	4,173	4,382	4,601
UC	01675	SENIOR PARALEGAL (EXEMPT) (UC)**	663	663	-	6,380	6,702	7,034	7,386	7,754	8,142
SEIU 6	06330	SENIOR PARK SERVICES INSPECTION SUPERVISOR	718	725	7,176	7,535	7,913	8,309	8,725	9,161	9,625
POA-NS	01270	SENIOR PARKING CONTROL OFFICER	649	653	-	-	5,051	5,304	5,569	5,847	6,140
UC	07415	SENIOR PAYROLL TECHNICIAN (UC)**	642	642	-	5,759	6,046	6,349	6,666	7,000	7,351
SEIU 6	00330m/n	SENIOR PLAN CHECK ENGINEER	785	792	9,955	10,453	10,976	11,525	12,102	12,707	13,342
SEIU 6	02470	SENIOR PLANNER	750	757	8,389	8,809	9,250	9,721	10,207	10,717	11,254
SEIU 6	02430q	SENIOR PLUMBING/MECHANICAL SYSTEMS SPEC.	694	701	6,384	6,702	7,039	7,391	7,761	8,149	8,557
SEIU 6	07370	SENIOR POLICE RECORDS SPECIALIST	612	619	4,278	4,493	4,718	4,954	5,201	5,461	5,734
SEIU 6	01470	SENIOR PROGRAMMER ANALYST	729	736	7,571	7,951	8,349	8,767	9,205	9,673	10,156
SEIU 6	02700	SENIOR RESIDENTIAL CONSTRUCTION SPECIALIST	694	701	6,384	6,702	7,039	7,391	7,761	8,149	8,557
SEIU 6	00990k	SENIOR SYSTEMS ADMINISTRATOR	702	709	6,638	6,971	7,319	7,685	8,069	8,473	8,897
SEIU 6	02151m	SENIOR TRAFFIC ENGINEER	785	792	9,955	10,453	10,976	11,525	12,102	12,707	13,342
SEIU 6	01290m	SENIOR TRANSPORTATION ANALYST	785	792	9,955	10,453	10,976	11,525	12,102	12,707	13,342
SEIU 6	07776	SENIOR WATER SERVICES SUPERVISOR	719	726	7,211	7,571	7,951	8,349	8,767	9,205	9,673
SEIU 6	06240	SENIOR WATER SYSTEMS OPERATOR	680	687	5,963	6,260	6,574	6,903	7,247	7,609	7,989
SEIU 6	01310	STOCK CLERK	608	615	4,194	4,404	4,624	4,858	5,101	5,356	5,623
SEIU 6	01320	STOREKEEPER	643	650	4,978	5,226	5,488	5,762	6,050	6,353	6,670
SEIU 6	01315	STORES AND CITY YARD PROPERTY SPECIALIST	643	650	4,978	5,226	5,488	5,762	6,050	6,353	6,670
SEIU 6	00115	STORMWATER COORDINATOR	705	712	6,735	7,073	7,427	7,799	8,189	8,599	9,029
MID M-NS	02925	STRATEGIC COMMUNICATIONS MANAGER (MM)	MM-19	MM-19	-	-	9,159	-	-	11,160	13,595
SEIU 6	04280	STREET LIGHTING MAINTENANCE WORKER	649	655	5,126	5,382	5,650	5,934	6,230	6,542	6,869
SEIU 6	04360	STREET MAINTENANCE SUPERVISOR	685	692	6,110	6,415	6,735	7,073	7,427	7,799	8,189
SEIU 6	04160	STREET PAINTER	627	634	4,601	4,834	5,076	5,330	5,596	5,876	6,170
SEIU 6	07500	SUPERVISING ACCOUNTANT	794	741	7,761	8,149	8,557	8,985	9,434	9,906	10,401
SEIU 6	00269	SUPERVISING BUYER	708	715	6,835	7,176	7,535	7,913	8,309	8,725	9,161
SEIU 6	05055	SUPERVISING LIBRARY SERVICES ASSISTANT	597	604	3,974	4,173	4,382	4,601	4,834	5,076	5,330
SEIU 6	07470	SUPERVISING PARK RANGER	678	685	5,905	6,200	6,510	6,835	7,176	7,535	7,913
ADMIN MGMT-NS	02371	SUPERVISOR OF INSPECTIONS (AM)**	AM745	AM745	-	-	9,518	9,997	10,496	11,022	11,580
SEIU 6	02070	SURVEY PARTY CHIEF	707	714	6,801	7,141	7,499	7,875	8,269	8,683	9,117
SEIU 6	02050	SURVEY PARTY TECHNICIAN I	643	650	4,978	5,226	5,488	5,762	6,050	6,353	6,670
SEIU 6	02060	SURVEY PARTY TECHNICIAN II	674	681	5,790	6,080	6,384	6,702	7,039	7,391	7,761
SEIU 6	00120	SYSTEMS ADMINISTRATOR	670	677	5,678	5,963	6,260	6,574	6,903	7,247	7,609
SEIU 6	06470	SYSTEMS SUPPORT ANALYST	729	736	7,571	7,951	8,349	8,767	9,205	9,673	10,156
SEIU 6	01060	SYSTEMS TECHNICIAN	610	617	4,236	4,448	4,671	4,906	5,151	5,408	5,678
SEIU 6	00710	TELECOMMUNICATIONS COORDINATOR	711	718	6,937	7,283	7,647	8,029	8,431	8,853	9,296
SEIU 6	07190	TELECOMMUNICATIONS CUSTOMER SERVICE REP.	623	630	4,511	4,741	4,978	5,226	5,488	5,762	6,050
POA-NS	00860	TRAFFIC SERVICES SPECIALIST	679	683	-	-	5,847	6,140	6,446	6,768	7,107
UC	01280	TRAINING COORDINATOR (UC)**	707	707	-	7,908	8,304	8,718	9,154	9,610	10,092
MID M-NS	00200	TRANSIT PROGRAM MANAGER (MM)	MM-25	MM-25	-	-	10,622	-	12,943	-	15,789

**CITY OF SANTA ANA**  
**Consolidated Alphabetical List of Regular Classes**  
**and Assignment of Classes to Salary Rate Ranges**  
**for Fiscal Year 2021-2022**

UNIT CODE	JOB CODE	JOB TITLE	Effective	Effective	MONTHLY SALARY RATE RANGES							
			1/1/2021 RANGE NO.	7/1/2021 RANGE NO.	AAA	AA	A	B	C	D	E	
MID M-NS	01080	TRANSPORTATION MANAGER (MM)	MM-25	MM-25	-	-	10,622	-	12,943	-	-	15,769
MID M-NS	01170	TREASURY AND CUSTOMER SERVICES MANAGER (MM)	MM-22	MM-22	-	-	9,865	-	12,018	-	-	14,642
SEIU 6	07020	TREASURY SERVICES SUPERVISOR	668	675	5,623	5,905	6,200	6,510	6,835	7,176	7,535	7,899
SEIU 6	04330bb	TREE MAINTENANCE SUPERVISOR	684	691	6,080	6,384	6,702	7,039	7,391	7,761	8,149	8,547
SEIU 6	04170bb	TREE TRIMMER	627	634	4,601	4,834	5,076	5,330	5,596	5,876	6,170	6,478
SEIU 6	01215	UTILITIES BILLING/SYSTEMS TECHNICIAN	622	629	4,493	4,718	4,954	5,201	5,461	5,734	6,021	6,320
SEIU 6	01219	UTILITIES CUSTOMER SERVICE SUPERVISOR	658	666	5,382	5,650	5,934	6,230	6,542	6,869	7,211	7,559
SEIU 6	06320	VIDEO TECHNICIAN	671	678	5,706	5,992	6,291	6,606	6,937	7,283	7,647	8,027
SEIU 6	07750	WATER SERVICES CREW LEADER	659	666	5,382	5,650	5,934	6,230	6,542	6,869	7,211	7,559
SEIU 6	07755	WATER SERVICES METER REPAIRER I	618	625	4,404	4,624	4,858	5,101	5,356	5,623	5,905	6,197
SEIU 6	07756	WATER SERVICES METER REPAIRER II	637	644	4,834	5,076	5,330	5,596	5,876	6,170	6,478	6,797
SEIU 6	07795	WATER SERVICES PRODUCTION SUPERVISOR	685	696	6,230	6,542	6,869	7,211	7,571	7,951	8,349	8,767
SEIU 6	07760	WATER SERVICES QUALITY COORDINATOR	710	717	6,903	7,247	7,609	7,989	8,389	8,809	9,250	9,703
SEIU 6	07765	WATER SERVICES QUALITY INSPECTOR	669	676	5,650	5,934	6,230	6,542	6,869	7,211	7,571	7,951
SEIU 6	07770	WATER SERVICES QUALITY SUPERVISOR	699	700	6,353	6,670	7,005	7,355	7,723	8,109	8,515	8,941
SEIU 6	07775	WATER SERVICES SUPERVISOR	669	676	5,650	5,934	6,230	6,542	6,869	7,211	7,571	7,951
SEIU 6	07780	WATER SERVICES UTILITY INSPECTOR	593	600	3,896	4,091	4,296	4,511	4,741	4,978	5,226	5,484
SEIU 6	07785	WATER SERVICES WORKER I	618	625	4,404	4,624	4,858	5,101	5,356	5,623	5,905	6,197
SEIU 6	07790	WATER SERVICES WORKER II	680	687	5,963	6,260	6,574	6,903	7,247	7,609	7,989	8,389
SEIU 6	04540	WATER SYSTEMS ELECTRICIAN	621	628	4,470	4,694	4,930	5,176	5,434	5,706	5,992	6,284
SEIU 6	00880	WATER SYSTEMS OPERATOR I	641	648	4,930	5,176	5,434	5,706	5,992	6,291	6,606	6,937
SEIU 6	00920	WATER SYSTEMS OPERATOR II	655	662	5,278	5,542	5,818	6,110	6,415	6,735	7,073	7,427
SEIU 6	04530	WATER SYSTEMS OPERATOR III	610	617	4,236	4,448	4,671	4,906	5,151	5,408	5,678	5,963
SEIU 6	01006	WEB SYSTEMS TECHNICIAN	583	590	3,710	3,896	4,091	4,296	4,511	4,741	4,978	5,226
SEIU 6	01005	WEBSITE ENTRY SPECIALIST	754	761	8,557	8,985	9,434	9,906	10,401	10,922	11,468	12,039
SEIU 6	02390	WORK CENTER COORDINATOR	610	617	4,236	4,448	4,671	4,906	5,151	5,408	5,678	5,963
SEIU 6	08371	WORKFORCE SPECIALIST I	634	641	4,764	5,002	5,252	5,515	5,790	6,080	6,384	6,703
SEIU 6	08372k	WORKFORCE SPECIALIST II	654	661	5,252	5,515	5,790	6,080	6,384	6,703	7,039	7,387
SEIU 6	08373k	WORKFORCE SPECIALIST III	709	716	6,869	7,211	7,571	7,951	8,349	8,767	9,205	9,663
SEIU 6	08374	WORKFORCE SPECIALIST IV	603	610	4,091	4,296	4,511	4,741	4,978	5,226	5,484	5,753
SEIU 6	05313	YOUTH SERVICES TECHNICIAN	665	672	5,542	5,818	6,110	6,415	6,735	7,073	7,427	7,797
SEIU 6	05430	ZOO CURATOR	669	676	5,650	5,934	6,230	6,542	6,869	7,211	7,571	7,951
SEIU 6	05450	ZOO CURATOR OF EDUCATION	662	669	5,461	5,734	6,021	6,322	6,638	6,971	7,319	7,681
SEIU 6	05451	ZOO CURATOR OF HEALTH	620	627	4,488	4,671	4,866	5,073	5,291	5,520	5,761	6,013
SEIU 6	00930	ZOO EDUCATION SPECIALIST	585	592	3,747	3,935	4,132	4,339	4,556	4,787	5,026	5,274
SEIU 6	05420	ZOO KEEPER I	615	622	4,339	4,556	4,787	5,026	5,274	5,542	5,818	6,103
SEIU 6	05410	ZOO KEEPER II	639	646	4,882	5,126	5,382	5,650	5,934	6,230	6,542	6,869
MID M-NS	09480	ZOO MANAGER (MM)	MM-22	MM-22	-	-	9,865	-	12,018	-	-	14,642
SEIU 6	05485	ZOO OPERATIONS COORDINATOR	639	646	4,882	5,126	5,382	5,650	5,934	6,230	6,542	6,869

\*\*AM and CASA Rate Ranges Frozen as of 10/1/2014 and No Longer Reflected on the Current Salary Schedule Matrix.

\*Per Contract.

NOTES:

CITY OF SANTA ANA  
 Consolidated Alphabetical List of Salaries and Wages for  
 Various Part-time Categories  
 for Fiscal Year 2021-2022

CLASS TITLES AND WAGE RATES FOR REPRESENTED CATEGORIES OF NON-CIVIL SERVICE PART-TIME EMPLOYMENT

UNIT CODE	JOB CODE	JOB TITLE (REPRESENTED PART-TIME)	POS. NO.	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
SEIU PT	09041	ACCOUNT CLERK I	2936		19.60	20.45	21.47	22.55	23.67
SEIU PT	09042	ACCOUNT CLERK II	2977		21.57	22.64	23.80	24.96	26.21
SEIU PT	09770	ADMINISTRATIVE AIDE	2917		24.72	25.98	27.26	28.62	30.05
SEIU PT	09000	ANIMAL KEEPER	2761		15.53	16.31	17.13	17.99	18.89
SEIU PT	09215	BUILDING MAINTENANCE ASSISTANT			21.25	22.30	23.42	24.62	25.81
SEIU PT	09040	CASHIER	2724		15.10	15.86	16.65	17.48	18.35
SEIU PT	09060	CLERICAL AIDE	2763		15.40	16.18	16.95	17.80	18.69
SEIU PT	09090	CLERK TYPIST	2765		20.20	21.21	22.27	23.38	24.55
SEIU PT	09800	COMBINATION INSPECTOR	3097		30.20	31.69	33.30	34.95	36.72
SEIU PT	09100	COMMUNITY CENTER AIDE	2766		20.18	21.20	22.26	23.37	24.54
SEIU PT	09690	COMPUTER TECHNICIAN	2859		19.65	20.63	21.67	22.76	23.91
SEIU PT	09780	CUSTOMER SERVICE CLERK	2913		20.25	21.25	22.31	23.43	24.62
SEIU PT	09120	DATA ENTRY CLERK	2768		16.79	17.64	18.55	19.46	20.44
SEIU PT	09471	ENGINEERING APPRENTICE			20.77	21.81	22.90	24.05	25.25
SEIU PT	09140	EQUIP. SVC. ATTENDANT	2769		18.90	19.82	20.85	21.85	22.97
SEIU PT	09765	INFORMATION DESK CLERK	3456		16.95	17.80	18.69	19.62	20.60
SEIU PT	09170	JANITOR	2771		15.49	16.26	17.07	17.92	18.84
SEIU PT	09190	LIBRARY ASSISTANT	2772		18.96	19.91	20.90	21.96	23.07
SEIU PT	09271	LIBRARY ASSOCIATE			18.96	19.91	20.90	21.96	23.07
SEIU PT	09200	LIBRARY CLERK I	2773		15.90	16.67	17.41	18.30	19.19
SEIU PT	09210	LIBRARY CLERK II	2732		17.50	18.37	19.27	20.25	21.25
SEIU PT	09230	MAINTENANCE ATTENDANT	2734		15.00	15.75	16.28	17.09	17.94
SEIU PT	09280	MOBILE LIBRARY CLERK	2774		19.25	20.25	21.23	22.30	23.42
SEIU PT	09775	MUNICIPAL UTILITY READER/COLL.	3027		19.37	20.34	21.34	22.42	23.64
SEIU PT	09290	PAGE	2775		15.00	15.75	16.28	17.09	17.94
SEIU PT	09300	PARK MAINTENANCE ASST.	2776		16.41	17.24	18.11	19.02	19.98
SEIU PT	03615	PARK RANGER (PART TIME)	2806		27.24	28.61	30.03	31.55	33.14
SEIU PT	09505	PERMIT PARKING AIDE	2989		20.90	21.95	23.07	24.20	25.41
SEIU PT	09135	PLANNING TECHNICIAN	3059		24.84	26.07	27.38	28.75	30.20
SEIU PT	09330	POLICE RECORDS CLERK	2778		18.36	19.25	20.25	21.23	22.30
SEIU PT	09340	POLICE SUPPLY CLERK	2738		18.41	19.33	20.30	21.32	22.39
SEIU PT	08160	PROGRAM COORDINATOR	2739		18.31	19.23	20.19	21.20	22.26
SEIU PT	09360	PROGRAM LEADER	2780		15.07	15.82	16.61	17.44	18.31
SEIU PT	09720	PURCHASING CLERK	2760		19.42	20.39	21.43	22.49	23.60
SEIU PT	09395	RECREATION FACILITY ATTENDANT	3579		16.41	17.24	18.11	19.02	19.98
SEIU PT	09900	RIGHT OF WAY TECHNICIAN	3096		15.62	16.41	17.26	18.10	18.98
SEIU PT	09070	SENIOR CLERICAL AIDE	2782		16.95	17.80	18.69	19.62	20.60
SEIU PT	09270	SENIOR LIBRARY ASSOCIATE			20.13	21.13	22.17	23.30	24.46
SEIU PT	09400	SENIOR PROGRAM LEADER	2783		15.82	16.61	17.44	18.31	19.23
SEIU PT	09430	SPECIAL EVENTS LEADER I	2746		15.44	16.21	17.02	17.87	18.76
SEIU PT	09440	SPECIAL EVENTS LEADER II	2747		18.84	19.78	20.77	21.81	22.90
SEIU PT	08170	SR. LIBRARY ASSISTANT	2750		20.13	21.13	22.17	23.30	24.46
SEIU PT	09250	SR. MAINTENANCE AIDE	2752		15.12	15.87	16.66	17.50	18.38
SEIU PT	09260	SR. MAINTENANCE WORKER	2753		18.38	19.30	20.27	21.28	22.34
SEIU PT	08370	SR. SPECIAL EMP. COUNSELOR	2754		15.62	16.41	17.26	18.10	18.98
SEIU PT	08410	SR. TUTOR	2755		18.08	18.98	19.93	20.88	21.92
SEIU PT	09480	STORES AIDE	2784		18.03	18.94	19.86	20.87	21.89

**CITY OF SANTA ANA**  
**Consolidated Alphabetical List of Salaries and Wages for**  
**Various Part-time Categories**  
**for Fiscal Year 2021-2022**

UNIT CODE	JOB CODE	JOB TITLE (UNAFFILIATED PART-TIME)	POS. NO.	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
SEIU PT	08420	TUTOR	2757		15.62	16.40	17.22	18.08	18.98
SEIU PT	09960	WATER CONSERVATION REPRESENTATIVE			15.95	16.74	17.57	18.45	19.41
<b>CLASS TITLES AND WAGE RATES FOR SEASONAL AND OTHER UNAFFILIATED CATEGORIES OF NON-CIVIL SERVICE PART-TIME</b>									
UNIT CODE	JOB CODE	JOB TITLE (UNAFFILIATED PART-TIME)	POS. NO.	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
SEASONAL PT	08000	ADMINISTRATIVE INTERN	2722	-	16.28	17.09	-	-	-
SEASONAL PT	08995	ANIMAL CONTROL OFFICER	3148	-	23.96	25.16	26.42	27.75	29.13
SEASONAL PT	09315	BACKGROUND INVESTIGATOR	3071	-	28.45	29.87	31.38	32.94	34.60
SEASONAL PT	09790	BUDGET INTERN	3241	-	17.94	18.84	-	-	-
SEASONAL PT	09316	COLD CASE INVESTIGATOR	3108	-	28.45	29.87	31.38	32.94	34.60
SEASONAL PT	00360	CORRECTIONAL SERVICES OFFICER	3257	-	20.01	21.01	22.06	23.19	24.32
SEASONAL PT	09130	ENGINEERING INTERN		-	17.94	18.84	-	-	-
SEASONAL PT	07605	FINGERPRINT EXAMINER	3111	-	29.88	31.39	32.94	34.59	36.32
SEASONAL PT	08500	FORENSIC BALLISTICS TECHNICIAN	3085	-	24.56	25.80	27.09	28.45	29.87
SEASONAL PT	07071	HUMAN RESOURCES CLERICAL AIDE		-	15.40	16.18	16.95	17.80	18.69
SEASONAL PT	09345	JAIL TRANSPORTATION OFFICER		-	25.80	27.09	28.45	29.87	31.38
SEASONAL PT	08610	LAW CLERK	2729	-	15.10	15.84	16.63	17.49	18.35
SEASONAL PT	08080	MANAGEMENT INTERN	2759	-	20.77	21.81	-	-	-
SEASONAL PT	08130	POLICE CADET	2736	-	15.10	15.86	16.65	17.48	18.35
SEASONAL PT	08135	POLICE RESERVE LEVEL 1	3187	-	29.16	-	-	-	-
SEASONAL PT	08136	POLICE RESERVE LEVEL 2	3186	-	20.83	-	-	-	-
SEASONAL PT	08137	POLICE RESERVE LEVEL 3	3188	-	16.66	-	-	-	-
SEASONAL PT	08100	SR. ADMINISTRATIVE INTERN	2749	-	17.94	18.84	-	-	-
SEASONAL PT	08600	STUDENT INTERN	2756	-	15.00	15.75	-	-	-

<b>CLASS TITLES AND WAGE RATES FOR REPRESENTED CATEGORIES OF SANTA ANA MANAGEMENT ASSOCIATION (SAMA) CIVIL SERVICE PART-TIME EMPLOYMENT</b>									
UNIT CODE	JOB CODE	JOB TITLE (SAMA PART-TIME CIVIL SERVICE)	POS. NO.	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
SAMA-AM-PTCS	01541	SR HUMAN RESOURCES ANALYST	722 AM-NSWN		47.43	49.81	52.29	54.91	57.66

<b>CLASS TITLES AND WAGE RATES FOR REPRESENTED CATEGORIES OF CONFIDENTIAL ASSOCIATION OF SANTA ANA (CASA) CIVIL SERVICE PART-TIME EMPLOYMENT</b>									
UNIT CODE	JOB CODE	JOB TITLE (CASA PART-TIME CIVIL SERVICE)	POS. NO.	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
CASA-PTCS	01250	HUMAN RESOURCES TECHNICIAN (UC)	622 UC	29.10	30.55	32.10	33.70	35.39	37.16

<b>CLASS TITLES AND WAGE RATES FOR REPRESENTED CATEGORIES OF SEIU LOCAL 721 - CITY OF SANTA ANA PART-TIME CIVIL SERVICE UNIT EMPLOYMENT</b>									
UNIT CODE	JOB CODE	JOB TITLE (SEIU PART-TIME CIVIL SERVICE)	POS. NO.	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
SEIU PTCS	00270	ASSISTANT BUYER	621	28.03	29.43	30.90	32.44	34.07	35.77
SEIU PTCS	07180	OFFICE ASSISTANT	553	20.10	21.10	22.16	23.27	24.44	25.66
SEIU PTCS	04860	PARK MAINTENANCE AIDE	452	12.28	12.89	13.53	14.21	14.93	15.68
SEIU PTCS	00050	PLANNING ASSISTANT	640	30.75	32.29	33.90	35.60	37.37	39.24
SEIU PTCS	07270	SECRETARY	598	25.03	26.29	27.62	29.00	30.45	31.97
SEIU PTCS	07584	SENIOR COMMUNITY DEVELOPMENT ANALYST	704	42.02	44.12	46.32	48.64	51.08	53.63

## DEFINE SALARY RATE RANGES AND STEP ADVANCEMENT:

The City's basic salary and wage schedule provides for a number of ranges of pay rates (salary rate ranges), each comprised of pay steps or rates. The steps are identified by the letters 'AAA' to 'E' inclusive. Not all salary rate ranges are comprised of seven steps or letters (e.g., SAMA has 17 steps, identified by numbers).

For employees, the purpose of each step and the length of service required for advancement within the rate range are summarized as follows:

For non-management employees, represented by SEIU (Primary Salary Matrix, Exhibit A):

- AAA Step Normal beginning pay rate.
- AA Step Automatic Increase - After 6 months' service in next lower step. Also optional hiring rate.
- A Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.
- B Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.
- C Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.
- D Step Automatic Increase - After 12 months' service in next lower step. Also maximum hiring rate.
- E Step Merit Rate - After 12 months' service in next lower step.

For part-time civil service employees, represented by SEIU (Primary Salary Matrix, Exhibit A):

- AA Step Normal beginning pay rate.
- A Step Automatic Increase - After 1,040 hours' service in next lower step. Also optional hiring rate.
- B Step Automatic Increase - After 2,080 hours' service in next lower step. Also optional hiring rate.
- C Step Automatic Increase - After 2,080 hours' service in next lower step. Also optional hiring rate.
- D Step Automatic Increase - After 2,080 hours' service in next lower step. Also optional hiring rate.
- E Step Automatic Increase - After 3,120 hours' service in next lower step. Also maximum hiring rate.

For non-management employees, represented by POA Sworn/non-Sworn (Primary Salary Matrix, Exhibit A):

- A Step Normal beginning pay rate.
- B Step Automatic Increase - After 6 months' service in next lower step. Also optional hiring rate.
- C Step Automatic Increase - After 12 months' service in next lower step.
- D Step Automatic Increase - After 12 months' service in next lower step.
- E Step Merit Rate - After 12 months' service in next lower step.

For non-sworn management employees, represented by PMA (Primary Salary Matrix, Exhibit A):

Advancement in the SAMA salary rate ranges is granted only for continued meritorious performance of service.

- AA Step Normal beginning pay rate.
- A Step Merit Rate - After 6 months' service in next lower step. Also optional hiring rate.
- B Step Merit Rate - After 12 months' service in next lower step. Also optional hiring rate.
- C Step Merit Rate - After 12 months' service in next lower step. Also maximum hiring rate.
- D Step Merit Rate - After 12 months' service in next lower step.

For sworn management employees, represented by PMA (Primary Salary Matrix, Exhibit A):

Advancement in the PMA salary rate ranges is granted only for continued meritorious performance of service.

- A Step Normal beginning pay rate.
- B Step Merit Rate - After 12 months' service in next lower step. Also optional hiring rate.
- C Step Merit Rate - After 12 months' service in next lower step. Also optional hiring rate.
- D Step Merit Rate - After 12 months' service in next lower step. Also maximum hiring rate.
- E Step Merit Rate - After 12 months' service in next lower step.

For non-sworn and sworn management employees, represented by PMA Annual Performance Based Bonus Pay:

- Performance rated as Significantly Exceeds Expectations ('5'), one-time bonus payment of five percent (5%).
- Performance rated as Exceeds Expectations ('4'), one-time bonus payment of five percent (2.5%).
- Performance rated as Meets Expectations ('3'), ineligible for a bonus payment.
- Performance rated as Meets Expectations ('2'), ineligible for a bonus payment.
- Performance rated as Meets Expectations ('1'), ineligible for a bonus payment.

For unrepresented confidential employees, represented by CASA (Off the Matrix):

- AA Step Normal beginning pay rate.
- A Step Automatic Increase - After 6 months' service in next lower step. Also optional hiring rate.
- B Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.
- C Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.
- D Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.
- E Step Merit Rate - After 12 months' service in next lower step. Also optional hiring rate.

For unrepresented confidential employees, non-represented (Off the Matrix):

- AA Step Normal beginning pay rate.
- A Step Automatic Increase - After 6 months' service in next lower step. Also optional hiring rate.
- B Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.
- C Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.
- D Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.
- E Step Merit Rate - After 12 months' service in next lower step. Also optional hiring rate.

For administrative-management employees (AM), represented by SAMA (Off the Matrix):

Advancement in the SAMA salary rate ranges is granted only for continued meritorious performance of service.

- A Step Normal beginning pay rate.
- B Step Merit Rate - After 12 months' service in next lower step. Also optional hiring rate.
- C Step Merit Rate - After 12 months' service in next lower step. Also optional hiring rate.
- D Step Merit Rate - After 12 months' service in next lower step. Also maximum hiring rate.
- E Step Merit Rate - After 12 months' service in next lower step.

For confidential administrative-management employees (CAM), non-represented (Off the Matrix):

Advancement in the SAMA salary rate ranges is granted only for continued meritorious performance of service.

- A Step Normal beginning pay rate.
- B Step Merit Rate - After 12 months' service in next lower step. Also optional hiring rate.
- C Step Merit Rate - After 12 months' service in next lower step. Also optional hiring rate.
- D Step Merit Rate - After 12 months' service in next lower step. Also maximum hiring rate.
- E Step Merit Rate - After 12 months' service in next lower step.

For middle-management employees (MM), represented by SAMA (MM Matrix, Exhibit B):

Advancement in the SAMA salary rate ranges is granted only for continued meritorious performance of service.

- SAMA middle-management classifications merit rate ranges are from step "1" through "17"
- SAMA middle-management optimal hiring rate states are from step "1" through "6"
- SAMA middle-management maximum hiring range is step "9"
- SAMA step advancement from "1" through "15" are advanced in two-step increments in an annual basis.
- SAMA step advancement from "16" through "17" are advanced in one-step increments in an annual basis.

For confidential middle-management employees (CMM), non-represented (MM Matrix, Exhibit C):

Advancement in the SAMA salary rate ranges is granted only for continued meritorious performance of service.

- SAMA middle-management classifications merit rate ranges are from step "1" through "17"
- SAMA middle-management optimal hiring rate states are from step "1" through "6"
- SAMA middle-management maximum hiring range is step "9"
- SAMA step advancement from "1" through "15" are advanced in two-step increments in an annual basis.
- SAMA step advancement from "16" through "17" are advanced in one-step increments in an annual basis.

For Executive Management employees (EM), represented by Executive Management (Off the Matrix):

- EM classifications compensation plan is performance salary-based ranges.
- EM-10 Monthly Salary Range \$12,444 - \$14,311
- EM-20 Monthly Salary Range \$14,075 - \$18,315
- EM-30 Monthly Salary Range \$15,537 - \$20,218
- EM-40 Monthly Salary Range \$17,581 - \$23,245
- EM Performance rated as Extremely Meritorious Performance, one-time bonus payment not to exceed seven and one-half percent (7.5%) in total and at the discretion of the City Manager.



For part-time employees, represented by SEIU (Off the Matrix):

- A Step Normal beginning pay rate.
- B Step Automatic Increase – After 1,040 hours' service in next lower step. Also optional hiring rate.
- C Step Automatic Increase – After 1,040 hours' service in next lower step. Also optional hiring rate.
- D Step Automatic Increase – After 1,040 hours' service in next lower step. Also optional hiring rate.
- E Step Automatic Increase – After 1,040 hours' service in next lower step. Also optional hiring rate.

For part-time employees, non-represented (Off the Matrix):

- A Step Normal beginning pay rate.
- B Step Automatic Increase – After 1,040 hours' service in next lower step. Also optional hiring rate.
- C Step Automatic Increase – After 1,040 hours' service in next lower step. Also optional hiring rate.
- D Step Automatic Increase – After 1,040 hours' service in next lower step. Also optional hiring rate.
- E Step Automatic Increase – After 1,040 hours' service in next lower step. Also optional hiring rate.

In the primary salary schedule matrix (Exhibit A), each salary range is identified by a three-digit number. The first two digits are listed in the first vertical column on the left and the third digit is listed horizontally across the top and identifies the appropriate column. This three-digit range number locates the starting step ("AAA, AA" or "A") of the range depending on whether the class has been assigned 5, 6 or 7 steps and the subsequent steps ("AA, A," "B," "C," "D" and "E") are found in the column directly below the starting step.

For example, "AAA" step of Range No. 501 is found to be \$2402 by moving down the left column (Range No.) to the number 50 (the first two digits of the Range No.), then horizontally to column 1 (the third digit of the Range No.). The "AAA" step of \$2402 has the remaining steps shown directly below; thus the full, seven-step range is 2402-2523-2650-2782-2921-3067-3221. In the same manner, Range No. 555 is found to be 3129-3285-3449-3622-3803-3994-4194.

## SPECIAL COMPENSATION PROVISIONS:

Lower case letters appearing next to certain occupational code numbers in the above listing refer to special compensation provisions, shown below, that may be applicable to certain incumbents of the classes of employment so identified.

Note: SEIU MOU Article V Section 1B Limitation on Assignment Pay Differentials

Employees hired after August 31, 2010 or hired before August 31, 2010, who did not receive assignment pay under section 5.1 of this article prior to June 30, 2013, shall not be eligible to receive it.

SEIU MOU Article V section 10 Limitation on Career Development Incentive Pay

With the exception of employee classifications listed below\*, employees covered by this MOU and already receiving career development incentive pay under section 5.10 prior to June 30, 2012 and who continue to meet the qualifications described in the applicable career development incentive pay provisions of section 5.8 shall continue to receive said pay under the current career development incentive pay formulas. Employees who have not received career development pay prior to June 30, 2012 shall not be eligible to receive it.

The employee classifications listed below\* covered by this MOU and already receiving career development incentive pay under section 5.9 prior to June 30, 2013 and who continue to meet the qualifications described in the applicable career development incentive pay provisions of section 5.9 shall continue to receive said pay under the current career development incentive pay formulas. Employees in the classifications listed below who have not received career development pay prior to June 30, 2013 will not thereafter be eligible to receive it.

\*Associate Engineer, Senior Civil Engineer, Senior Engineer, Senior Traffic Engineer.

- (a) (Reserved)
- (b) Incumbents in the classifications of Fleet Services Technician I, II and III who possess nationally recognized certifications for Automotive Service Excellence Master Certification (ASE) and ASE Alternative Fuel, will be paid an assignment pay differential at a rate set five (5) salary rate ranges (approximately 2.5%) for said certification above their then current base monthly salary step. The restrictions set forth in Section 5.1.B do not apply to this provision. (SEIU MOU Article V Section 1C)
- (c) (Reserved)
- (d) An incumbent in the class of Police Services Dispatcher who is continuously and regularly assigned to and actually performing in a lead supervisory and trainer capacity over an assigned shift of Police Services Dispatchers will be paid at a rate set ten (10) salary rate ranges (approximately 5.0%) above his or her then current base monthly salary step. (POA MOU Article V Section 1A)
- (e) Incumbents in the classifications of Fleet Services Technician I, II, III, and Fleet Services Supervisor, who maintain a valid State of California Commercial Driver's License and are assigned to an area that requires the possession of either a Class "A" or Class "B" license in the course and scope of their work shall be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above their then current base monthly salary step. (SEIU MOU Article V Section 1.C.3)
- (f) (Reserved)
- (g) (Reserved)
- (h) Incumbents in the classifications of: Code Enforcement Associate, Code Enforcement Officer, Code Enforcement Supervisor who obtain or possess a valid certificate in any of four Career Development Incentive areas shall receive incentive pay worth five salary rate ranges (approximately 2.5%) for each certificates not to exceed five (5) certificates or a total of twenty-five salary rate ranges (approximately 12.5%). If an incumbent has obtained four (4) certificates from list, he or she than shall be eligible to earn an additional five (5) salary rate ranges (approximately 2.5%) pay additive upon completion of both the SCACEO/CACEO Intermediate and SCACEO/CACEO Advanced Certifications. (SEIU MOU Article V Section 9D)
- (i) (Reserved)

- (j) Incumbents in the class of Police Officer who are continuously and regularly assigned to and actually performing duties of a Corporal will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. If a Corporal is assigned to lead a work unit without a Sergeant, he or she will be paid an additional five (5) salary rate ranges (approximately 2.5%) above his or her base monthly salary step for such assignment. At the present time, Directed Patrols and Civic Center Patrol units are examples of such assignments. (POA MOU Article V Section 1C)
- (k) Incumbents regularly and continuously assigned to lead a functional unit which includes two (2) or more positions in the same or lower classifications as the incumbent may be compensated at a rate set ten (10) salary rate ranges (approximately 5%) above his or her then current base monthly salary step. (SEIU MOU Article V Section 2), and/or (Council Resolution No. 82-110 Section 3.1, as amended by Resolution No. 91-103), and/or (Resolution No. 99-023) and (POA MOU Article V Section 1N)
- (l) (Reserved)
- (m) Incumbents in the classifications of Assistant Engineer, Associate Engineer, Civil Engineer, Senior Civil Engineer, Senior Engineer, Senior Traffic Engineer, Assistant Plan Check Engineer, Associate Plan Check Engineer, Senior Plan Check Engineer, or Senior Transportation Analyst will be eligible for career incentive pay for any certificates approved for their classification at a rate set of ten (10) salary rate ranges (approximately 5%) above his or her then current base monthly salary step for valid registration(s) as a Registered Engineer by the State of California or as a Structural Engineer by the State of California (a total of twenty (20) salary rate ranges (approximately 10% for both). Additionally, said incumbents who possess a valid certificate issued by the ICBO (or similar nationally recognized certifying organization) in the areas of accessibility/usability (one specialty area), residential energy plan check, or non-residential energy plan check, shall be paid an incentive pay differential at a rate set above his or her then current base monthly salary step in accordance with the following schedule: One certificate from one specialty area: five (5) salary rate ranges (approximately 2.5%); an additional certificate from a second specialty area (total of two): ten (10) salary rate ranges (approximately 5%); an additional certificate from a third specialty area (total of three): fifteen (15) salary rate ranges (approximately 7.5%). (SEIU MOU Article V Section 9.A) and/or (as amended by Resolution No. 97-028)  
In no event shall the application of this Career Development Incentive Program result in an individual being eligible to earn more than twenty (25) salary rate ranges (approximately 12.5%) above his or her current monthly base salary step. (SEIU MOU Article V Section 9)
- (n) An incumbent who was employed as of August 16, 1991 in the classification of Assistant Plan Check Engineer, Associate Plan Check Engineer, Senior Plan Check Engineer and who as of December 31, 1987 had possessed a valid Plan Examiner Certificate issued by the ICBO shall continue to be paid at a rate set ten (10) salary rate ranges (approximately 5%) above his or her then current base salary step. However effective January 1, 1988 said ten (10) range differential shall be reduced to five (5) salary rate ranges (approximately 2.5%) for any incumbent of said classifications who is issued his or her initial certificate on or after January 1, 1988. (SEIU MOU Article V Section 9B)
- (o) (Reserved)
- (p) (Reserved)
- (q) An incumbent in one of the classifications of: Combination Building Inspector, Senior Combination Building Inspector, Building Technician, or Senior Plumbing/Mechanical Systems Specialist who possess a valid certificate issued by the ICBO (or similar nationally recognized certifying organization) in relevant areas (see MOU for full details) shall be paid an incentive pay differential at a rate set above his or her then current base monthly salary step as follows: One certificate from one specialty area: five (5) salary rate ranges (approximately 2.5%); an additional certificate from a second specialty area (total of two): ten (10) salary rate ranges (approximately 5%); an additional certificate from a third specialty area (total of three): fifteen (15) salary rate ranges (approximately 7.5%); an additional certificate from a fourth specialty area (total of four): twenty (20) salary rate ranges (approximately 10%); an additional certificate from the fifth specialty area (total of five): twenty-five (25) salary rate ranges (approximately 12.5%). (SEIU MOU Article V Section 9C)
- (r) (Reserved)

- (s) An incumbent in the classification of Maintenance Worker II (assigned to the tree crew) who possesses a valid certificate issued by the International Society of Arboriculture (ISA) as a certified Tree Worker shall be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (SEIU MOU Article V Section 9H)
- (t) (Reserved)
- (u) An incumbent in the classification of Construction Inspector or Senior Construction Inspector who possess a valid certificate issued by the ICBO (or similar nationally recognized certifying organization) in the areas of reinforced concrete, structural masonry, structural steel/welding, electrical inspection, plumbing inspection, plans examiner, or C27 landscape contractors license, shall be paid an incentive pay differential at a rate set above his or her then current base monthly salary step as follows: One certificate from one specialty area: five (5) salary rate ranges (approximately 2.5%); an additional certificate from a second specialty area (total of two): ten (10) salary rate ranges (approximately 5%); an additional certificate from a third specialty area (total of three): fifteen (15) salary rate ranges (approximately 7.5%); an additional certificate from a fourth specialty area (total of four): twenty (20) salary rate ranges (approximately 10%); and an additional certificate from the fifth specialty area (total of five) twenty-five (25) salary rate ranges (approximately 12.5%). (SEIU MOU Article V Section 9E)
- (v) (Reserved)
- (w) An incumbent in the classification of Contracts Administrator who possess a valid certificate issued by the ICBO (or similar nationally recognized certifying organization) in the areas of plumbing inspection, electrical inspection, plans examiner, C27 landscape contractors license, turf grass management, or certified arborist (ISA), shall be paid an incentive pay differential at a rate set above his or her then current base monthly salary step as follows: One certificate from one specialty area: five (5) salary rate ranges (approximately 2.5%); an additional certificate from a second specialty area (total of two): ten (10) salary rate ranges (approximately 5%); an additional certificate from a third specialty area (total of three): fifteen (15) salary rate ranges (approximately 7.5%); an additional certificate from a fourth specialty area (total of four) twenty (20) salary rate ranges (approximately 10%); and an additional certificate from the fifth specialty area (total of five): twenty-five (25) salary rate ranges (approximately 12.5%). (SEIU MOU Article V Section 9F)
- (x) (Reserved)
- (y) Incumbents in the class of Forensic Specialist I, who are regularly and continuously assigned to and actually performing duties in a "lead" supervisory capacity over a primary functional unit of Forensic Specialist I employees, will be paid at a rate set ten (10) salary rate ranges (approximately 5.0%) above their then current base monthly salary step. (POA MOU Article V Section 1B)
- (z) (Reserved)
- (aa) (Reserved)
- (bb) Incumbents in one of the classifications of Projects Manager, Tree Maintenance Supervisor, Tree Trimmer, Maintenance Worker II (assigned to the tree crew), or Public Works Projects Specialist who possess a valid certificate issued by the International Society of Arboriculture (ISA) as a certified arborist shall be paid at a rate of set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (SEIU MOU Article V Section 9G)
- (cc) (Reserved)
- (dd) An employee who is continuously and regularly assigned as a Training Officer working in either Field Operations, the Detention facility, or as a Forensic Specialist II will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (POA MOU Article V Section 1F as amended by Ninth Side Letter Amendment to the Memorandum of Understanding Between the City of Santa Ana and the Santa Ana POA)
- (ee) An employee who is continuously and regularly assigned to and actually performing duties of an Internal Affairs Officer will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (POA MOU Article V Section 1G)
- (ff)

- (ff) The incumbent of the classification Senior Deputy Clerk of the Council designated by Resolution 91-073 as third in command in the Clerk of the Council's office with full signature authority for the Clerk in the clerk and Assistant Clerk's absence, will be paid an additional ten salary rate ranges (approximately 5%) above the current base monthly salary step to which he or she would otherwise be entitled. (Council Resolution No.82-110 Section 3.1[ff], as amended by Resolution No. 91-103)
- (gg) The incumbent in the class of Accountant II who, at the discretion of the appointing authority, is regularly and continuously assigned electronic data processing (EDP) systems coordination responsibilities, will be paid an additional ten salary rate ranges (approximately 5%) above the current base monthly salary step to which he or she would otherwise be entitled. (Council Resolution No.82-110 Section 3.1[gg], as amended by Resolution No. 92-034)
- (hh) An incumbent in the class of Equipment Operator who, at the discretion of the appointing authority, is regularly and continuously assigned, on a full-time basis, to operate a Motor Grader, will be paid an additional ten salary rate ranges (five percent) above the current base monthly salary step to which he or she would otherwise be entitled. (Council Resolution No. 82-110 Section 3.1[hh], as amended by Resolution No. 92-034)
- (ii) (Reserved)
- (jj) (Reserved)
- (kk) (Reserved)
- (ll) (Reserved)
- (mm) (Reserved)
- (nn) (Reserved)
- (oo) Incumbents in the classification of Correctional Officer who are continuously and regularly assigned to and actually performing duties of a Correctional Supervisor will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (POA MOU Article V Section 1D)
- (pp) An employee who is continuously and regularly assigned to perform training functions as a Parking Control Officer will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (POA MOU Article V Section 1H)
- (qq) (Reserved)
- (rr) Incumbents in the classification of Police Officer who are continuously and regularly assigned as a Canine Officer will be paid at a rate set ten (10) salary rate ranges (approximately 5%) above his or her then current base monthly salary step. (POA MOU Article V Section1I)
- (ss) Incumbents in the classification of Police Officer who are continuously and regularly assigned to and actually performing duties of a Motor Officer assigned to the Traffic Division will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (POA MOU Article V Section1J)
- (tt) An incumbent, identified by the Police Department, who is continuously and regularly assigned to and actually performing duties of a Detective/Investigator assigned to the Investigations Division or Special Investigations Units as well as Police Investigative Specialist, Background Investigator, Collision Investigator, and Graffiti Task Force Investigator, will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (POA MOU Article V Section1K)
- (uu) Incumbents in the classifications of Correctional Officer or Correctional Supervisor, who are continuously and regularly assigned to either the 207(k) 7/12.5 Detention Work Schedule, or the 4/10.5 Detention Administration Work Schedule, shall be paid at a rate set six (6) salary rate ranges (approximately 3%) above his or her then current base monthly salary step. (POA MOU Article V Section1L)
- (vv) (Reserved)

- (ww) Incumbents in the classification of Firearms Examiner who are regularly and continuously assigned to and actually performing duties in a "lead" supervisory capacity over a primary functional unit, will be paid at a rate set ten (10) salary rate ranges (approximately 5.0%) above their then current base monthly salary step. (POA MOU Article V Section 1M and Council Resolution No. 2005-026)
- (xx) Reserved
- (yy) Incumbents in the classifications of Forensic Specialist I and Forensic Specialist II who are continuously and regularly assigned as a Tenprint - AFIS Technician will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above their then current base monthly salary step. (POA MOU Article V Section 1O)
- (zz) Incumbents in the classifications of Forensic Specialist I and Forensic Specialist II who are continuously and regularly assigned as a Fingerprint Analyst will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above their then current base monthly salary step. (POA MOU Article V Section 1P)

## OTHER PAY ADDITIVES:

1. BILINGUAL PAY. Qualified personnel in the below-listed representational categories who meet the required criteria specified in the Memorandum of Understanding (or Pay Plan) covering their job classification will receive a monthly pay differential above their current base monthly salary step in the amounts specified below by representational category:

- (I) SEIU (Service Employees International Union): (SEIU MOU Article 5.3B, C):
  - Primary Bilingual Assignments: \$175.00 per month.
  - Secondary Bilingual Assignments: \$40.00 per month.
- (II) SEIU Part-time Civil Service (Service Employees International Union): (SEIU Article 5.3 B-C)
  - Primary Bilingual Assignments: prorated amount based on \$175 per 173.33 hours.
  - Secondary Bilingual Assignments: prorated amount based on \$40 per 173.33 hours.
- (III) SEIU Part-time Non Civil Service (Service Employees International Union): (SEIU Article 4.5 B-C)
  - Primary Bilingual Assignments: \$1.01 above base hourly rate.
  - Secondary Bilingual Assignments: \$0.23 above base hourly rate.
- (IV) SAMA (Santa Ana Management Association): (SAMA MOU Article 6.1.B-C):
  - Primary Bilingual Assignments: \$175.00 per month.
  - Secondary Bilingual Assignments: \$40.00 per month.
- (V) CMM (Confidential Middle-Management): (Resolution No. 2021-026):
  - Primary Bilingual Assignments: \$175.00 per month.
  - Secondary Bilingual Assignments: \$40.00 per month.
- (VI) CAM (Confidential Administrative-Management): (Resolution No. 2021-026):
  - Primary Bilingual Assignments: \$175.00 per month.
  - Secondary Bilingual Assignments: \$40.00 per month.
- (VII) CASA (Confidential Association of Santa Ana): (CASA MOU Article 6.3.B-C):
  - Primary Bilingual Assignments: \$175.00 per month.
  - Secondary Bilingual Assignments: \$40.00 per month.
- (VIII) UCE (Unrepresented Confidential Employees): (Resolution No. 2021-026):
  - Primary Bilingual Assignments: \$175.00 per month.
  - Secondary Bilingual Assignments: \$40.00 per month.
- (IX) POA (Police Officers Association): (POA MOU Article V Section 3C,D,E,F):
  - Sworn: Street Level Proficiency. The amount equal to the product obtained by multiplying the step "E" base salary rate of employee by five (5) salary rate ranges (approximately 2.5%).
  - Sworn: Complex Level Proficiency. The amount equal to the product obtained by multiplying the step "E" base salary rate of employee by ten (10) salary rate ranges (approximately 5%).
  - Non Sworn: Primary Level Proficiency: \$175.00 per month.
  - Non Sworn: Secondary Level Proficiency: \$40.00 per month.
- (X) PMA (Santa Ana Police Management Association): (PMA MOU Article 5.1):
  - Primary Bilingual Assignments: \$175.00 per month.
- (XI) EM (Executive Management): (EM RESO Section 2):
  - Bilingual Assignment shall be paid in the highest amount as available to represented management employees.

2. SHIFT DIFFERENTIAL.

(I) SEIU, Generally.

An employee in a classification represented by SEIU who is continuously and regularly assigned to a schedule of work which requires that he or she actually work a minimum of four and one-half (4 1/2 hours) between the hours of 5:00 p.m. and 7:00 a.m. will be paid a shift differential for his or her entire work shift at a rate set ten (10) salary rate ranges (approximately 5%) higher than his or her then current base monthly salary step except however such shift pay differential shall not be applicable to employees in the classification of Park Ranger and Supervising Park Ranger. (SEIU MOU Article V Section 4A)

(II) Library Department Employees.

Employees hired and assigned to the Library prior to December 1, 1987 who work evening shifts until closing time, but who are not otherwise eligible for shift differential as provided under Subsection (a) above, shall receive as special shift pay, an amount equal to one-half (1/2) of one hour's pay for each day they work an evening shift until closing time. Said special shift pay shall be computed on the hourly equivalent of the base monthly salary step. Such half-hour's pay shall not be counted toward the computation of overtime. Such special library shift pay differential shall not be applicable to library employees hired on or after December 1, 1987. (SEIU MOU Article V Section 4B)

(III) Early Morning Street Crews.

A Street Maintenance employee who is assigned to traffic painting or downtown cleanup crews who is continuously and regularly assigned to a schedule of work which requires that he or she actually work at least fifty percent (50%) of his or her normal daily work shift between the hours of 1:00 a.m. and 7:00 a.m. will be paid a shift differential for his or her entire work shift at a rate set ten (10) salary rate ranges (approximately 5%) higher than his or her then current base monthly salary step. (SEIU MOU Article V Section 4C)

(IV) Standby Pay.

Employees who are released from active duty but who are required by their department to leave notice where they can be reached and be available to return to active duty when required by the department at any time other than their regularly scheduled working hours, shall be said to be on standby duty. Employees shall receive four hundred fifty dollars (\$450) per week when assigned to be on standby duty. Employees who "trade" days will have that time deducted from their pay on a prorated daily rate based on a seven (7) day week. Employees who cover the day shall be paid at the daily rate. All trades must be approved by the Supervisor or Manager.

Water Production, Water Maintenance, Public Works Maintenance, Building Maintenance, and Information Technology Department and staff shall be required to serve on standby duty and receive standby pay as defined above. The City's preference will be to accomplish the above through volunteers; however, qualified employees may be directed to be on standby if the number of volunteers is insufficient. Additional Standby Pay programs may be implemented with the approval of the Department Head and City Manager. (SEIU MOU Article V Section 5.A-D)

(V) (POA) Police Officers Association

Incumbents in the classification of Animal Service Officer I or II, Forensic Specialist I or II, Crime Research Analyst, Police Communications Supervisor, Police Investigative Specialist, Police Property & Evidence Specialist, Police Service Officer, Police Evidence and Supply Specialist, Police Services Dispatcher, Communications Services Officer, Correctional Officer, Correctional Supervisor, and Parking Control Officer who are continuously and regularly assigned to a schedule of work which require that he or she actually work a minimum of four and one-half (4 1/2) hours between the hours of 5:00 P.M. and 7:00 A.M. will be paid a shift differential at a rate set ten (10) salary rate ranges (approximately 5.0%) above his or her then current base monthly salary step. (POA MOU Article V Section 2)

Effective July 1, 2017 each Sworn employee who is continuously and regularly assigned to a schedule of work that requires that he or she actually work a minimum of four and one-half (4 1/2) hours between the hours of 5:00 P.M. and 7:00 A.M. will be paid a shift differential at a rate set at 2.5% above his or her base monthly salary. (POA MOU Article V Section 2)

(VI) (CASA) Confidential Association of the City of Santa Ana

An employee in a classification represented by CASA who is continuously and regularly assigned to a schedule of work which requires that he or she actually work a minimum of four and one-half (4 1/2) hours between the hours of 5:00 p.m. and 7:00 a.m., shall be paid a shift differential for his or her entire work shift at a rate set ten (10) salary rate ranges (approximately 5%) higher than his or her then-current base monthly salary step. (CASA MOU Article 6 Section 4A)

(IV) (UCE) Unrepresented Confidential Employees

An employee in a classification of UCE who is continuously and regularly assigned to a schedule of work which requires that he or she actually work a minimum of four and one-half (4 1/2) hours between the hours of 5:00 p.m. and 7:00 a.m., shall be paid a shift differential for his or her entire work shift at a rate set ten (10) salary rate ranges (approximately 5%) higher than his or her then-current base monthly salary step. (Resolution No. 2021-026)

(V) Standby Pay

Employees who are released from active duty but who are required by their department to leave notice where they can be reached and be available to return to active duty when required by the department at any time other than their regularly scheduled working hours, shall be said to be on standby duty. Effective no later than



the first (1<sup>st</sup>) day of the second (2<sup>nd</sup>) payroll period following Council approval, such employees shall receive two hundred dollars (\$200) per week when assigned to be on standby duty. (CASA MOU Article 6 Section 4B)

(VI) Standby Pay

Employees who are released from active duty but who are required by their department to leave notice where they can be reached and be available to return to active duty when required by the department at any time other than their regularly scheduled working hours, shall be said to be on standby duty. Effective no later than the first (1<sup>st</sup>) day of the second (2<sup>nd</sup>) payroll period following Council approval, such employees shall receive two hundred dollars (\$200) per week when assigned to be on standby duty. (Resolution No. 2021-026)

(VII) Standby Pay

The Police Chief at his discretion and based on the department's need may assign sworn officers to standby status for non-work days or other days as determined by the Police Chief. Officers thus assigned will be compensated at the rate of two (2) hours of straight time per day of standby duty. Officers assigned to standby status on non-work days will not lose their standby pay when called to duty, if they have been on call for at least six (6) hours when called. If officers on standby status are called to duty after having been on call for less than six (6) hours, they will be paid for their response to work, but not for their standby status. Employees on standby status shall provide the department with a telephone number at which he/she can be reached. The employee must be able to return to the department within the amount of time he/she would be able to return if traveling from home. An employee on standby/on-call shall remain fit for duty. Employees on standby are also subject to the requirements of the Investigations Bureau Order # 09, which sets forth the guidelines for standby status. (SAPOA MOU Article 5 Section 1E)

3. NOTARY PUBLIC

(I) SEIU (Service Employees International Union)

An employee that is required by a Department Head or their designee to perform the duties of a Notary Public for the City, in addition to regular duties shall be paid a monthly differential of forty dollars (\$40) above his or her then current base monthly salary step. (SEIU MOU Article V Section 1.D),

(II) (CASA) Confidential Association of the City of Santa Ana

Full-time incumbents in any classification who are required by a Department Head or their designee to perform the duties of a Notary Public for the City, in addition to regular duties, shall be paid a monthly pay premium of forty dollars (\$40) above his or her then current base monthly salary step. (CASA MOU Article 6 Section 1B)

(III) (UCE) Unrepresented Confidential Employees

Full-time incumbents in any classification who are required by a Department Head or their designee to perform the duties of a Notary Public for the City, in addition to regular duties, shall be paid a monthly pay premium of forty dollars (\$40) above his or her then current base monthly salary step. (Resolution No. 2021-026)

4. CONFIDENTIAL PREMIUM

(I) (CASA) Confidential Association of the City of Santa Ana

An employee who is routinely and consistently assigned to sensitive positions by a Department Head, involving labor negotiations which require trust and discretion, in accordance with Government Code section 3507.5, will be paid at a rate set 2.5%, above the current base monthly salary step. (CASA MOU Article 6 Section 6)

(II) (UCE) Unrepresented Confidential Employees

An employee who is routinely and consistently assigned to sensitive positions by a Department Head, involving labor negotiations which require trust and discretion, in accordance with Government Code section 3507.5, will be paid at a rate set 2.5%, above the current base monthly salary step. (Resolution No. 2021-026)

5. CAREER DEVELOPMENT PAY

(POA) Police Officers Association

The Senior Police Officer I-III and Senior Police Sergeant I-III provisions set forth in sections (II) — (VII) below apply to sworn employees in the bargaining unit hired by the City of Santa Ana into a sworn position prior to January 1, 2014. The Career Development Pay provided for in section (IX) below is for sworn members of the bargaining unit hired into a sworn position with the City of Santa Ana on or after January 1, 2014.

(I) Crime Scene Investigator (C.S.I): Any sworn, safety -member Police Officer who attains the following educational and experience requirements and the approval as set out below shall be paid an additional five ( 5) salary rate ranges ( 2. 5%) above his or her then current base monthly salary step. The criteria for such designation shall be as follows:

- A Completion (acquisition) of at least thirty (30) educational and/or training units.
  - B Assignment to and actual performance of the duties and responsibilities of a C. S. I.
  - C Completion of a special training course for Crime Scene Investigators as developed and administered by the Santa Ana Police Department or such alternative course as designated for such purpose by the Police Chief.
  - D Approval of the Police Chief. The number of such designations as C. S. I. shall be no larger than the requirements of the department as determined by the Police Chief
- (II) Senior Police Officer I: Any sworn, safety -member Police Officer, regardless of duty assignment, who completes (acquires) at least sixty (60) educational/training units fulfills the requirements established in this section shall be designated as a Senior Police Officer I and shall, upon approval of the Police Chief, be paid at a rate set fifteen (15) salary rate ranges (approximately 7.5%) above his or her then current base monthly salary step.
- (III) Senior Police Officer II: Any sworn, safety-member Police Officer regardless of duty assignment who completes (acquires) at least ninety (90) educational/training units; or possession of an Associate of Arts degree from an accredited college with an additional thirty (30) or more educational/training units shall be designated as a Senior Police Officer II and shall upon approval of the Police Chief, be paid at a rate set twenty-five (25) salary rate ranges (approximately 12.5%) above his or her then current base monthly salary step in the Police Officer classification.
- (IV) Senior Police Officer III: Any sworn safety -member Police Officer, regardless of duty assignment, who completes (acquires) at least one hundred and twenty (120) educational/ training units; or possession of an Associate of Arts degree from an accredited college with an additional sixty (60) or more educational/training units shall, upon approval of the Police Chief be designated as a Senior Police Officer III and shall be paid at a rate set thirty (30) salary rate ranges (approximately 15%) above his or her then current base monthly salary step in the Police Officer classification.
- (V) Senior Police Sergeant I: Any officer holding the rank of Police Sergeant in the Santa Ana Police Department, regardless of duty assignment, who completes (acquires) at least sixty (60) educational/ training units; shall be designated as a Senior Police Sergeant I and shall, upon approval of the Police Chief, be paid at a rate set fifteen (15) salary rate ranges (approximately 7.5%) above his or her then current base monthly salary step.
- (VI) Senior Police Sergeant II: Any officer holding the rank of Police Sergeant in the Santa Ana Police Department, regardless of duty assignment, who completes (acquires) at least ninety (90) educational/ training units; or possession of an Associate of Arts degree from an accredited college with an additional thirty (30) or more educational/training units shall, upon approval of the Police Chief, be designated as a Senior Police Sergeant II and shall be paid at a rate set twenty-five (25) salary rate ranges (approximately 12.5%) above his or her then current base monthly salary step in the Police Sergeant class.
- (VII) Senior Police Sergeant III: Any officer holding the rank of Police Sergeant in the Santa Ana Police Department, regardless of duty assignment, who completes (acquires) at least one hundred and twenty (120) educational/training units; or possession of an Associate of Arts degree from an accredited college with an additional sixty (60) or more educational/training units shall, upon approval of the Police Chief, be designated as a Senior Police Sergeant III and shall be paid at a rate set thirty (30) salary rate ranges (approximately 15%) above his or her then current base monthly salary step in the Police Sergeant class.
- (VIII) Career Development Program – Non-Sworn: An incumbent in one of the classes designated as "non-sworn" covered by this MOU shall earn an additional amount as follows:
- A Upon attainment of an Associate in Arts Degree, employee will be paid at a rate set ten (10) salary rate ranges (approximately 5%) above his or her then current base monthly salary step. For employees hired after July 1, 2017, the pay in this paragraph shall only apply to employees in classifications, which do not require a degree.
  - B Upon attainment of a Bachelor of Arts or Science Degree, an employee will be paid at a rate set an additional ( 15) salary rate ranges ( approximately 7. 5%) above his or her then current base monthly salary step. If the employee obtains a Bachelor's Degree without attaining an Associate in Arts Degree, he or she will be paid at a rate set ten (10) salary rate ranges (approximately 5%) above his or her then current base monthly salary step. For employees hired after July 1, 2017, the pay in this paragraph shall only apply to employees in classifications, which do not require a degree for any employee hired after July 1, 2017.

- C Upon attainment of a Masters in Arts Degree, an employee will be paid at a rate set twenty (20) rate ranges (approximately 10%) above his or her then current base monthly salary step. This pay is not stacked with the pay in paragraphs A and B above. For employees hired after July 1, 2017, the pay in this paragraph shall only apply employees in classifications, which do not require a degree.

- (IX) Career Development Pay – Sworn: Effective at the beginning of the pay period following City Council approval, sworn Employees hired on or after January 1, 2014 shall be eligible to receive Career Development Pay as follows:
  - A Level One - Upon attainment of an Associate in Arts Degree employees will be paid at a rate set ten (10) salary rate ranges (approximately 5%) above his or her then current base monthly salary step.
  - B Level Two - Upon attainment of an Associate in Arts Degree and an additional thirty (30) educational units toward a declared Bachelor's degree, employees will be paid at a rate set an additional (10) salary rate ranges (approximately 5%) for a total of 20 salary rate ranges (approximately 10%) above his or her then current base monthly salary step. If such employee obtains a Bachelor's Degree without attaining an Associate in Arts Degree, he or she will be paid at a rate set twenty (20) salary rate ranges (approximately 10%) above his or her then current base monthly salary step.
  - C Level Three - Upon attainment of a Bachelor of Arts or Science Degree employees will be paid at a rate set an additional (10) salary rate ranges (approximately 5%) for a total of 30 salary rate ranges (approximately 15%) above his or her then current base monthly salary step.

(PMA) Santa Ana Police Management Association:

Effective July 1, 2019, all eligible members of PMA currently receiving Educational Incentives listed in Section (as described below) as of July 1, 2019 will be "grandfathered in" to continue to receive those incentives but no other members of the association will be able to participate in this educational incentive. In no event shall the application of this Educational Incentive program result in an employee being eligible to earn more than ten percent (10%) above his or her then current base monthly salary step. (PMA MOU No. A-2019-187, § VI)

- (I) FBI National Academy. Any employee covered by this MOU who successfully completes the FBI National Academy shall be paid at a rate set ten (10) salary rate ranges (approximately 5%) above his or her then current base monthly salary step.
- (II) California Command College. Any employee covered by this MOU who successfully completes the California Command College shall be paid at a rate set ten (10) salary rate ranges (approximately 5%) above his or her then current base monthly salary step.
- (III) LAPD Leadership Program. Any employee covered by this MOU who successfully completes the LAPD Leadership Program shall be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step.
- (IV) Police Executive Research Forum (PERF) Senior Management Institute for Police. Any employee covered by this MOU who successfully completes the Senior Management Institute for Police shall be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step.
- (V) FBI National Academy (LEEDS Program). Any employee covered by this MOU who successfully completes the FBI LEEDS Program shall be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step.
- (VI) International Association of Chiefs of Police. Any employee covered by this MOU who successfully completes the Leadership in Police Organizations Program shall be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step.
- (VII) Homeland Security Executive Leaders Program. Any employee covered by this MOU who successfully completes the Homeland Security Executive Leaders Program shall be paid at a rate

set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step.

(VIII) Advanced Leadership Program. The advanced leadership courses listed below represent curriculum that exceed minimum training mandates for law enforcement managers. The subject matter addresses a variety of critical topics associated with advanced organizational development and the role of leaders within the organization. All courses are applicable to sworn and civilian managers.

Any employee covered by this MOU who successfully completes a cumulative total of 112 hours of the below listed advanced leadership courses shall be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step.

Leadership Courses	Hours
Command Institute for Law Enforcement Executives (F.B.I. -LEEDA)	40
Contemporary Leadership Issues (F.B.I. -LEEDA)	32
Executive Development Course (P.O.S.T.)	80
Management Civilian Seminar (Part I) (P.O.S.T.)	24
Management Civilian Seminar (Part II) P.O.S.T.	24
Organizational Leadership (P.O.S.T.)	40
Po lice Management Seminar Advanced (P.O.S.T.)	24
Supervisor Leadership Institute (F.B.I. - LEEDA)	40
POST Management Update	24
POST Supervisory Update	24
FBI-LEEDA Executive Survival	32
Ro le of the Police Chief	40
POST Supervisory/Leader ship Update	24
Effective Executive Communication	24
Po lice Management Seminar Advanced	24
Civilian Management Seminar	40
Advanced Civilian Management	24

i. Additional Courses. Any other course, 24 hours or longer, which focuses on developing leadership skills or increasing knowledge of contemporary law enforcement issues of a management/executive nature, or which enhances knowledge of community policing strategies or trends, shall be reviewed and approved by the Chief of Police after he/she ensures that the above criteria are met.

(IX) Educational Incentive Program: Effective July 1, 2019 for all members covered by this MOU, including Current PMA members, employees hired or promoted into the PMA unit on or after July 1, 2019, shall not be eligible for the Educational Incentives Program described (above) but shall now be eligible for the Education Incentives listed in this section of this MOU. Those that were previously receiving incentives that qualify for the provisions in this section on or after July 1, 2019, shall not be eligible for both, only the greater benefit of the two.

i. **SWORN ONLY:** Sworn employees may only qualify for one (1) Education Incentive Level at one time and not intended to be compounded with one another.

1. Level 1 - Any sworn employee covered by this MOU who successfully obtains his/her Supervisory POST certificate, shall be paid at a rate set ten (10) salary rate ranges (approximately 5%) above his or her then current base monthly salary step (cap=5%).
2. Level 2 - Any sworn employee covered by this MOU who successfully obtains his/her Supervisory POST AND California Command College OR FBI National Academy shall be paid at twenty (20) salary rate ranges (approximately 10%) above his or her then current base monthly salary step (cap=10%).

3. Level 3 - Any sworn employee covered by this MOU who attains their MA/MS Degree AND Supervisory POST shall be paid at twenty (20) salary rate ranges (approximately 10%) on above his or her then current base monthly salary step (cap 10%).
4. Level 4- Any sworn employee covered by this MOU who attains their MA/MS Degree AND Supervisory POST AND California Command College OR FBI National Academy shall be paid at thirty (30) salary rate ranges (approximately 15%) on above his or her then current base monthly salary step (cap 15%).

ii. **NON-SWORN**

1. Any non-sworn employee covered by this MOU who successfully attains a Masters of Art or Master of Science degree shall be paid at a rate set ten (10) salary rate ranges (approximately 5%) above his or her then current base monthly salary step (cap=5%).

(EM) Sworn Unrepresented Executive Management:

- i. **SWORN ONLY:** Sworn employees may only qualify for one (1) Education Incentive Level at one time and not intended to be compounded with one another. (Resolution No. 2020-082)
  1. Level 1 - Any sworn employee covered by this MOU who successfully obtains his/her Supervisory POST certificate, shall be paid at a rate set ten (10) salary rate ranges (approximately 5%) above his or her then current base monthly salary step (cap=5%).
  2. Level 2 - Any sworn employee covered by this MOU who successfully obtains his/her Supervisory POST AND California Command College OR FBI National Academy shall be paid at twenty (20) salary rate ranges (approximately 10%) above his or her then current base monthly salary step (cap=10%).
  3. Level 3 - Any sworn employee covered by this MOU who attains their MA/MS Degree AND Supervisory POST shall be paid at twenty (20) salary rate ranges (approximately 10%) on above his or her then current base monthly salary step (cap 10%).
  4. Level 4- Any sworn employee covered by this MOU who attains their MA/MS Degree AND Supervisory POST AND California Command College OR FBI National Academy shall be paid at thirty (30) salary rate ranges (approximately 15%) on above his or her then current base monthly salary step (cap 15%).

## FOOTNOTES:

Employee groups and City Council appointed employees are designated as follows:

"ADMIN MGMT-NS",	denotes classifications defined as Administrative Management (AM) personnel under the terms of the Memorandum of Understanding (MOU) (A-2019-185) between the City and the Santa Ana Management Association (SAMA) from January 1, 2019 to June 30, 2022;
"ADMIN CAM-NS",	denotes classifications defined as Confidential Administrative-Management (CAM) personnel under the terms of Santa Ana City Resolution No. 2021-026;
"MID M-NS"	denotes classifications defined as Middle Management (MM) personnel under the terms of the Memorandum of Understanding (MOU) (A-2019-185) between the City and the Santa Ana Management Association (SAMA) from January 1, 2019 to June 30, 2022;
"MID CMM-NS",	denotes classifications defined as Confidential Middle-Management (CMM) personnel under the terms of Santa Ana City Resolution No. 2021-026;
"SAMA-AM-PTCS"	denotes classifications defined as Administrative Management (AM) "Part-Time Civil Service" (PTCS) personnel under the terms of the Memorandum of Understanding (MOU) (A-2019-185) between the City and the Santa Ana Management Association (SAMA) from January 1, 2019 to June 30, 2022;
"APPOINT"	denotes City Manager; City Attorney, and Clerk of the Council;
"EXEC-NS", "EXEC-SWORN"	denotes classifications defined as "Executive Management" (EM) Non-Sworn and Sworn personnel under the terms of Santa Ana City Council Resolution No. 2015-026;
"PMA-NS", "PMA-SWORN"	denotes classifications defined as Represented Management (RM) personnel covered by the Memorandum of Understanding (MOU) (A-2019-187) between the City and Santa Ana Police Management Association (PMA) from July 1, 2018 to December 31, 2021;
"POA-NS", POA-SWORN	denotes classifications defined as Non-Sworn and Sworn covered by the Memorandum of Understanding (MOU) (A-2019-027) between the City and the Santa Ana Police Officers Association (POA) from July 1, 2018 to December 31, 2021;
"SEIU 6"	denotes classifications covered by the Memorandum of Understanding (MOU) (A-2019-227) between the City and the Service Employees International Union Local 721 Chapter 1939, AFL-CIO, (SEIU) from July 1, 2019 to June 30, 2022;
"PT CS SEIU 6"	denotes classifications defined as "Part-Time Civil Service" (PTCS) personnel under the terms of Memorandum of Understanding (MOU) (A-2020-090) between the City and the Service Employees International Union Local 721 Chapter 1939, AFL-CIO, (SEIU) (A-2020-090) from July 1, 2019 to June 30, 2022;
"SEIU PT"	denotes regular, long-term part-time classes covered by the Memorandum of Understanding (MOU) (A-2016-034) between the City and the Service Employees International Union (SEIU), Local 721 Chapter 1939, AFL-CIO, Part-time Employees' Representation Unit from July 1, 2015 to June 30, 2017;
"UC"	denotes classifications defined as "Confidential" (UC) personnel under the terms of Memorandum of Understanding (MOU) (A-2019-186) between the City and the Confidential Association of the City of Santa Ana (CASA) for January 1, 2019 to June 30, 2022
"UCE",	denotes classifications defined as Unrepresented Confidential Employees (UCE) personnel under the terms of Santa Ana City Resolution No. 2021-026;

"PT CS CASA"

denotes classifications defined as "Confidential" (UC) "Part-Time Civil Service" (PTCS) under the terms of Memorandum of Understanding (MOU) (A-2019-186) between the City and the Confidential Association of Santa Ana (CASA) for January 1, 2019 to June 30, 2022

**Notes:**

Unrepresented "Executive Management" (EM) personnel, and as such, are eligible to receive certain employee benefits which are different from and/or greater than those available to non-management personnel.

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

EFFECTIVE CHANGES, INCORPORATED HEREIN:

- 1) On November 16, 2021, the Santa Ana City Council approved a resolution increasing the City Manager's base annual salary from \$290,000 to \$301,600.



**EXHIBIT A**  
**Primary Matrix**  
**Effective 7/1/2021**

<b>RANGE</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
45	1874	1883	1892	1902	1911	1921	1930	1940	1950	1960
46	1968	1977	1987	1997	2007	2017	2027	2037	2048	2058
47	2066	2076	2086	2097	2107	2118	2128	2139	2150	2160
48	2169	2179	2190	2201	2212	2223	2234	2246	2257	2268
49	2277	2288	2299	2311	2322	2334	2346	2357	2369	2381
50	2391	2402	2414	2427	2439	2451	2463	2475	2488	2500
51	2511	2523	2536	2548	2561	2574	2587	2600	2613	2626
52	2637	2650	2663	2676	2690	2703	2717	2730	2744	2758
53	2769	2782	2796	2810	2824	2838	2853	2867	2881	2896
54	2907	2921	2936	2950	2965	2980	2995	3010	3025	3040
55	3052	3067	3082	3098	3113	3129	3144	3160	3176	3192
56	3205	3221	3237	3253	3269	3285	3302	3318	3335	3352
57	3365	3381	3398	3415	3432	3449	3467	3484	3501	3519
58	3533	3550	3568	3586	3604	3622	3640	3658	3676	3695
59	3710	3728	3747	3765	3784	3803	3822	3841	3861	3880
60	3896	3915	3935	3954	3974	3994	4014	4034	4054	4074
61	4091	4111	4132	4152	4173	4194	4215	4236	4257	4278
62	4296	4317	4339	4360	4382	4404	4426	4448	4470	4493
63	4511	4533	4556	4579	4601	4624	4648	4671	4694	4718
64	4741	4764	4787	4810	4834	4858	4882	4906	4930	4954
65	4978	5002	5026	5051	5076	5101	5126	5151	5176	5201
66	5226	5252	5278	5304	5330	5356	5382	5408	5434	5461
67	5488	5515	5542	5569	5596	5623	5650	5678	5706	5734
68	5762	5790	5818	5847	5876	5905	5934	5963	5992	6021
69	6050	6080	6110	6140	6170	6200	6230	6260	6291	6322
70	6353	6384	6415	6446	6478	6510	6542	6574	6606	6638
71	6670	6702	6735	6768	6801	6835	6869	6903	6937	6971
72	7005	7039	7073	7107	7141	7176	7211	7247	7283	7319
73	7355	7391	7427	7463	7499	7535	7571	7609	7647	7685
74	7723	7761	7799	7837	7875	7913	7951	7989	8029	8069
75	8109	8149	8189	8229	8269	8309	8349	8389	8431	8473
76	8515	8557	8599	8641	8683	8725	8767	8809	8853	8897
77	8941	8985	9029	9073	9117	9161	9205	9250	9296	9342
78	9388	9434	9482	9529	9577	9625	9673	9721	9770	9819
79	9857	9906	9955	10005	10055	10105	10156	10207	10258	10309
80	10350	10401	10453	10506	10558	10611	10664	10717	10771	10825
81	10868	10922	10976	11031	11086	11142	11198	11254	11310	11366
82	11411	11468	11525	11583	11640	11699	11757	11816	11875	11934
83	11982	12041	12102	12162	12223	12284	12345	12407	12469	12532
84	12581	12643	12707	12770	12834	12898	12963	13027	13093	13158
85	13210	13275	13342	13409	13476	13543	13611	13678	13748	13816
86	13871	13939	14009	14079	14150	14220	14292	14362	14435	14507
87	14565	14636	14709	14783	14858	14931	15007	15080	15157	15232
88	15293	15368	15444	15522	15601	15678	15757	15834	15915	15994
89	16058	16136	16216	16298	16381	16462	16545	16626	16711	16794
90	16861	16943	17027	17113	17200	17285	17372	17457	17547	17634
91	17704	17790	17878	17969	18060	18149	18241	18330	18424	18516
92	18589	18680	18772	18867	18963	19056	19153	19247	19345	19442
93	19518	19614	19711	19810	19911	20009	20111	20209	20312	20414
94	20494	20595	20697	20801	20907	21009	21117	21219	21328	21435
95	21519	21625	21732	21841	21952	22059	22173	22280	22394	22507
96	22595	22706	22819	22933	23050	23162	23282	23394	23514	23632

**EXHIBIT B**  
**Schedule of Salary Rate Ranges for Represented**  
**Middle-Management Classes of Employment**  
**Effective 7/1/2021**

RANGE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
MM-10	7336	7517	7704	7898	8100	8299	8504	8718	8937	9159	9386	9621	9865	10109	10359	10622	10889
MM-11	7517	7704	7898	8100	8299	8504	8718	8937	9159	9386	9621	9865	10109	10359	10622	10889	11160
MM-12	7704	7898	8100	8299	8504	8718	8937	9159	9386	9621	9865	10109	10359	10622	10889	11160	11439
MM-13	7898	8100	8299	8504	8718	8937	9159	9386	9621	9865	10109	10359	10622	10889	11160	11439	11727
MM-14	8100	8299	8504	8718	8937	9159	9386	9621	9865	10109	10359	10622	10889	11160	11439	11727	12018
MM-15	8299	8504	8718	8937	9159	9386	9621	9865	10109	10359	10622	10889	11160	11439	11727	12018	12318
MM-16	8504	8718	8937	9159	9386	9621	9865	10109	10359	10622	10889	11160	11439	11727	12018	12318	12627
MM-17	8718	8937	9159	9386	9621	9865	10109	10359	10622	10889	11160	11439	11727	12018	12318	12627	12943
MM-18	8937	9159	9386	9621	9865	10109	10359	10622	10889	11160	11439	11727	12018	12318	12627	12943	13265
MM-19	9159	9386	9621	9865	10109	10359	10622	10889	11160	11439	11727	12018	12318	12627	12943	13265	13595
MM-20	9386	9621	9865	10109	10359	10622	10889	11160	11439	11727	12018	12318	12627	12943	13265	13595	13936
MM-21	9621	9865	10109	10359	10622	10889	11160	11439	11727	12018	12318	12627	12943	13265	13595	13936	14285
MM-22	9865	10109	10359	10622	10889	11160	11439	11727	12018	12318	12627	12943	13265	13595	13936	14285	14642
MM-23	10109	10359	10622	10889	11160	11439	11727	12018	12318	12627	12943	13265	13595	13936	14285	14642	15010
MM-24	10359	10622	10889	11160	11439	11727	12018	12318	12627	12943	13265	13595	13936	14285	14642	15010	15384
MM-25	10622	10889	11160	11439	11727	12018	12318	12627	12943	13265	13595	13936	14285	14642	15010	15384	15769
MM-26	10889	11160	11439	11727	12018	12318	12627	12943	13265	13595	13936	14285	14642	15010	15384	15769	16160
MM-27	11160	11439	11727	12018	12318	12627	12943	13265	13595	13936	14285	14642	15010	15384	15769	16160	16566
MM-28	11439	11727	12018	12318	12627	12943	13265	13595	13936	14285	14642	15010	15384	15769	16160	16566	16980
MM-29	11727	12018	12318	12627	12943	13265	13595	13936	14285	14642	15010	15384	15769	16160	16566	16980	17404
MM-30	12018	12318	12627	12943	13265	13595	13936	14285	14642	15010	15384	15769	16160	16566	16980	17404	17840
MM-31	12318	12627	12943	13265	13595	13936	14285	14642	15010	15384	15769	16160	16566	16980	17404	17840	18282
MM-32	12627	12943	13265	13595	13936	14285	14642	15010	15384	15769	16160	16566	16980	17404	17840	18282	18742
MM-33	12943	13265	13595	13936	14285	14642	15010	15384	15769	16160	16566	16980	17404	17840	18282	18742	19210
MM-34	13265	13595	13936	14285	14642	15010	15384	15769	16160	16566	16980	17404	17840	18282	18742	19210	19690
MM-35	13595	13936	14285	14642	15010	15384	15769	16160	16566	16980	17404	17840	18282	18742	19210	19690	20181
MM-36	13936	14285	14642	15010	15384	15769	16160	16566	16980	17404	17840	18282	18742	19210	19690	20181	20686
MM-37	14285	14642	15010	15384	15769	16160	16566	16980	17404	17840	18282	18742	19210	19690	20181	20686	21202
MM-38	14642	15010	15384	15769	16160	16566	16980	17404	17840	18282	18742	19210	19690	20181	20686	21202	21733
MM-39	15010	15384	15769	16160	16566	16980	17404	17840	18282	18742	19210	19690	20181	20686	21202	21733	22275
MM-40	15384	15769	16160	16566	16980	17404	17840	18282	18742	19210	19690	20181	20686	21202	21733	22275	22832

**EXHIBIT C**  
**Schedule of Salary Rate Ranges for Represented**  
**Confidential Middle-Management Classes of Employment**  
**Effective 7/1/2021**

RANGE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
CMM-10	7336	7517	7704	7898	8100	8299	8504	8718	8937	9159	9386	9621	9865	10109	10359	10622	10889
CMM-11	7517	7704	7898	8100	8299	8504	8718	8937	9159	9386	9621	9865	10109	10359	10622	10889	11160
CMM-12	7704	7898	8100	8299	8504	8718	8937	9159	9386	9621	9865	10109	10359	10622	10889	11160	11439
CMM-13	7898	8100	8299	8504	8718	8937	9159	9386	9621	9865	10109	10359	10622	10889	11160	11439	11727
CMM-14	8100	8299	8504	8718	8937	9159	9386	9621	9865	10109	10359	10622	10889	11160	11439	11727	12018
CMM-15	8299	8504	8718	8937	9159	9386	9621	9865	10109	10359	10622	10889	11160	11439	11727	12018	12318
CMM-16	8504	8718	8937	9159	9386	9621	9865	10109	10359	10622	10889	11160	11439	11727	12018	12318	12627
CMM-17	8718	8937	9159	9386	9621	9865	10109	10359	10622	10889	11160	11439	11727	12018	12318	12627	12943
CMM-18	8937	9159	9386	9621	9865	10109	10359	10622	10889	11160	11439	11727	12018	12318	12627	12943	13265
CMM-19	9159	9386	9621	9865	10109	10359	10622	10889	11160	11439	11727	12018	12318	12627	12943	13265	13595
CMM-20	9386	9621	9865	10109	10359	10622	10889	11160	11439	11727	12018	12318	12627	12943	13265	13595	13936
CMM-21	9621	9865	10109	10359	10622	10889	11160	11439	11727	12018	12318	12627	12943	13265	13595	13936	14285
CMM-22	9865	10109	10359	10622	10889	11160	11439	11727	12018	12318	12627	12943	13265	13595	13936	14285	14642
CMM-23	10109	10359	10622	10889	11160	11439	11727	12018	12318	12627	12943	13265	13595	13936	14285	14642	15010
CMM-24	10359	10622	10889	11160	11439	11727	12018	12318	12627	12943	13265	13595	13936	14285	14642	15010	15384
CMM-25	10622	10889	11160	11439	11727	12018	12318	12627	12943	13265	13595	13936	14285	14642	15010	15384	15769
CMM-26	10889	11160	11439	11727	12018	12318	12627	12943	13265	13595	13936	14285	14642	15010	15384	15769	16160
CMM-27	11160	11439	11727	12018	12318	12627	12943	13265	13595	13936	14285	14642	15010	15384	15769	16160	16566
CMM-28	11439	11727	12018	12318	12627	12943	13265	13595	13936	14285	14642	15010	15384	15769	16160	16566	16980
CMM-29	11727	12018	12318	12627	12943	13265	13595	13936	14285	14642	15010	15384	15769	16160	16566	16980	17404
CMM-30	12018	12318	12627	12943	13265	13595	13936	14285	14642	15010	15384	15769	16160	16566	16980	17404	17840
CMM-31	12318	12627	12943	13265	13595	13936	14285	14642	15010	15384	15769	16160	16566	16980	17404	17840	18282
CMM-32	12627	12943	13265	13595	13936	14285	14642	15010	15384	15769	16160	16566	16980	17404	17840	18282	18742
CMM-33	12943	13265	13595	13936	14285	14642	15010	15384	15769	16160	16566	16980	17404	17840	18282	18742	19210
CMM-34	13265	13595	13936	14285	14642	15010	15384	15769	16160	16566	16980	17404	17840	18282	18742	19210	19690
CMM-35	13595	13936	14285	14642	15010	15384	15769	16160	16566	16980	17404	17840	18282	18742	19210	19690	20181
CMM-36	13936	14285	14642	15010	15384	15769	16160	16566	16980	17404	17840	18282	18742	19210	19690	20181	20686
CMM-37	14285	14642	15010	15384	15769	16160	16566	16980	17404	17840	18282	18742	19210	19690	20181	20686	21202
CMM-38	14642	15010	15384	15769	16160	16566	16980	17404	17840	18282	18742	19210	19690	20181	20686	21202	21733
CMM-39	15010	15384	15769	16160	16566	16980	17404	17840	18282	18742	19210	19690	20181	20686	21202	21733	22275
CMM-40	15384	15769	16160	16566	16980	17404	17840	18282	18742	19210	19690	20181	20686	21202	21733	22275	22832

