

RESOLUTION NO. 2023-032

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

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

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

- A. Section 1004 of the City Charter of the City of Santa Ana requires the City Manager to prepare, install, and maintain a position classification and pay plan subject to civil service rules and regulations and the approval of the City Council.
- B. It is the City of Santa Ana's practice to assign job titles that reflect the duties and responsibilities of the classification and are consistent with other classifications within the City's organizational structure, as well as comparable job titles in the labor market, while maintaining internal pay equity relationships and attracting and retaining qualified candidates.
- C. The City Council regularly amends the City of Santa Ana's classification and compensation plan for all full-time and part-time classifications of officers and employees of the City.
- D. Upon City Council adoption of the January 1, 2023 through December 31, 2023 Memorandum of Understanding ("MOU") between the City of Santa Ana and the Police Officers Association ("POA") on June 20, 2023, the Police Sergeant classification is eligible for a new Advance Post pay premium in the amount of approximately two percent (2%) of base salary and an increase in the current Shift Differential pay premium of approximately two and one half percent (2.5%) of base salary effective July 2, 2023.
- E. In order to ensure that the compensation of the Police Lieutenant (RM) and Police Captain (RM) classifications remain in compliance with Sections 4.3(A)(4) and 4.3(C) of the January 1, 2022 through June 30, 2025 MOU between the City of Santa Ana and the Santa Ana Police Management Association ("PMA") and including a PMA MOU three percent (3%) salary increase effective July 2, 2023, it is necessary to change the compensation for the Police Lieutenant (RM) and Police Captain (RM) classifications effective July 2, 2023.
- F. It is now desired to amend the City of Santa Ana's classification and compensation plan.

G. The amended Salary Schedule for the Police Lieutenant (RM) and Police Captain (RM) sworn classifications effective July 2, 2023 through the duration of the January 1, 2022 through June 30, 2025 PMA MOU is included in Exhibit A of this resolution.

Section 2. The City Council of the City of Santa Ana amends the City's classification and compensation plan as follows:

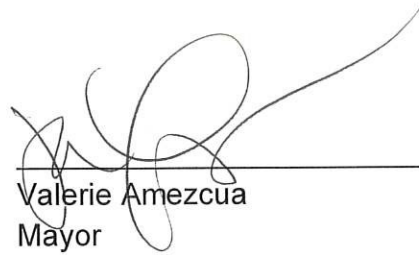
A. Change the compensation of the following classifications effective July 2, 2023:

	UNIT	JOB TITLE	BASIS	STEP	RATE
FROM	PMA	Police Captain (RM)	Monthly	A	\$16,717
				B	\$17,552
				C	\$18,430
				D	\$19,352
				E	\$20,320
TO	PMA	Police Captain (RM)	Monthly	A	\$16,976
				B	\$17,824
				C	\$18,716
				D	\$19,652
				E	\$20,635

	UNIT	JOB TITLE	BASIS	STEP	RATE
FROM	PMA	Police Lieutenant (RM)	Monthly	A	\$14,154
				B	\$14,862
				C	\$15,605
				D	\$16,384
				E	\$17,203
TO	PMA	Police Lieutenant (RM)	Monthly	A	\$14,508
				B	\$15,234
				C	\$15,995
				D	\$16,794
				E	\$17,633

Section 3. This resolution is to be operative from and after the date in which it is adopted.

ADOPTED this 20th day of June 2023.



Valerie Amezcua
Mayor

APPROVED AS TO FORM:
Sonia R. Carvalho, City Attorney


By: 
Laura A. Rossini 
Chief Assistant City Attorney – Employee Relations

AYES: Councilmembers Amezcua, Bacerra, Penaloza, Phan (4)
NOES: Councilmembers Hernandez, Lopez, Vazquez (3)
ABSTAIN: Councilmembers None (0)
NOT PRESENT: Councilmembers None (0)

CERTIFICATE OF ATTESTATION AND ORIGINALITY

I, JENNIFER L. HALL, City Clerk, do hereby attest to and certify the attached Resolution No. 2023-032 to be the original resolution adopted by the City Council of the City of Santa Ana on June 20, 2023.

Date: 6/27/2023



Jennifer L. Hall
City Clerk
City of Santa Ana

EXHIBIT A

**SANTA ANA POLICE MANAGEMENT ASSOCIATION
SWORN CLASSIFICATIONS
REVISED JUNE 20, 2023**

**MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023**

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Police Captain (RM)	03360	16,976	17,824	18,716	19,652	20,635
Police Lieutenant (RM)	03350	14,508	15,234	15,995	16,794	17,633

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

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Police Captain (RM)	03360	17,485	18,359	19,277	20,242	21,254
Police Lieutenant (RM)	03350	14,943	15,691	16,475	17,298	18,162