

RESOLUTION NO. 2005-033

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SANTA ANA TO AMEND RESOLUTION NO. 91-066 TO AMEND THE COMPENSATION PLAN FOR CERTAIN CLASSIFICATIONS OF EMPLOYMENT DESIGNATED AS UNREPRESENTED EXECUTIVE MANAGEMENT.

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

Section 1. The City Council hereby finds, determines and declares as follows:

- A. Section 1004, Article X 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. On July 1, 1991, the City Council passed and adopted Resolution No. 91-066 re-establishing the Basic Classification and Compensation Plan for classes of employment designated as unrepresented Executive and Middle Management.
- C. The City Council has amended Resolution No. 91-066 on numerous occasions since its adoption.
- D. On December 17, 2001, the City Council passed and adopted Resolution No. 2001-089 which amended Resolution No. 91-066 to provide that the salary rate for the unrepresented Executive Management classification of Fire Chief shall be increased to provide the same percentage increase as is provided to members of the Fire Management Association.
- E. The City of Santa Ana and the Santa Ana Management Association (SAMA) representing employees in classifications designated as represented Middle Management and Administrative Management, have negotiated a Memorandum of Understanding (MOU) to provide certain adjustments in salaries, benefits and other terms and conditions of employment for SAMA represented employees during Fiscal Years 2004-05, 2005-06, 2006-07 and 2007-08.
- F. With the adoption of this Memorandum of Understanding, it is the City's desire to:
 1. With the exception of the classification of Fire Chief, adjust the base salaries assigned to unrepresented Executive Management classifications by the same percentage, on the same dates and in the

same manner as provided SAMA represented management classifications, during the four year period July 1, 2004 through June 30, 2008, as shown below:

July 1, 2004: 0% (No increase)

July 1, 2005: 0% (No increase)

July 1, 2006: Minimum increase of 3.5%, not to exceed 4.5%

July 1, 2007: Minimum increase of 3.5%, not to exceed 4.5%

(* The maximum percentage amount of the salary increase in excess of 3.5% shall be equal to the percentage increase received by the Santa Ana Police Officer's Association, not exceeding the maximum of 4.5%)

2. Continue to provide the unrepresented Executive Management classification of Fire Chief with the same percentage salary increase(s) as are or as will be provided to members of the Fire Management Association.
3. Except as provided in Resolution No. 91-066, and as provided in subsequent amendments thereto, continue to treat unrepresented Executive Management classifications as subject to the same basic classification and compensation plan provisions and their application as SAMA represented classifications assigned to a 15-step salary rate range.
4. Continue to provided unrepresented Executive Management and Middle Management officers and employees with the same retirement, health and other benefit adjustments, based on similar conditions, as provided to SAMA represented management employees, and continue to provide unrepresented Executive Management officers employees with several benefits not provided SAMA represented management employees.

G. It is now desired to amend Council Resolution No. 91-066 to effect these objectives.

Section 2. That Resolution No. 91-066, as amended, is hereby further amended as follows:

A. That Section 2. Schedule of Salaries, as amended, is hereby further amended to read as follows:

"Section 2. Schedule of Salaries.

"A. Two separate schedules showing salary rate ranges for classifications of employment designated as unrepresented Executive Management (EM) and unrepresented Middle Management (MM), are attached hereto and made a part hereof as though set forth in full herein. The schedule for unrepresented Executive Management classifications and unrepresented Middle Management classifications, and their respective effective dates are listed as follows:

<u>Unrepresented Category of Employment</u>	<u>Salary Schedule</u>	<u>No. Effective Date</u>
Executive Management (EM)	EM-05	7/1/04
	EM-06	7/1/05
	EM-07	7/1/06 *
	EM-08	7/1/07 **
Middle Management (MM)	MM-05	7/1/04
	MM-06	7/1/05
	MM-07	7/1/06 *
	MM-08	7/1/07 **

* Effective July 1, 2006, the salary matrices showing monthly pay ranges and steps in effect on June 30, 2006 assigned to classifications of employment designated as unrepresented Executive Management (EM) and unrepresented Middle Management (MM) will be increased by no less than three and one-half percent (3.5%) and by no more than four and one-half percent (4.5%), and equal to the percentage increase as that provided for classifications represented by SAMA. The resulting new salary matrices will be developed as set forth above and will be shown as Salary Schedules EM-07 and MM-07.

** Effective July 1, 2007, the salary matrices showing monthly pay ranges and steps in effect on June 30, 2007 assigned to classifications of employment designated as unrepresented Executive Management (EM) and unrepresented Middle Management (MM) will be increased by no less than three and one-half percent (3.5%), and by no more than four and one-half percent (4.5%), and equal to the percentage increase as that provided for classifications represented by SAMA. The resulting new salary matrices will be developed as set forth above and will be shown as Salary Schedules EM-08 and MM-08."

"B. Each unrepresented Executive and Middle Management salary schedule contains numerous salary rate ranges, each range comprised of fifteen (15)

separate rates of pay shown in monthly amounts. The respective rate ranges are identified by a two-digit number preceded by the capital letters "EM" for Executive Management and "MM" for Middle management. The separate rates of pay or steps within each salary rate range are identified by the numbers "1" through "15" inclusive, with Step "1" being the lowest or minimum rate of the range, Step "8" the middle or midpoint rate of the range, and Step "15" being the highest or maximum rate."

- B. That Section 3A. Designation of Management Classifications and Assignment of such Classifications to Salary Rate Ranges shall be amended to read as follows:

"A. Unrepresented Executive Management Classifications

Classification Title	15 Step Salary Rate Range Effective 7/1/04 through 6/30/05
Assistant City Manager (EM)	EM-37
Executive Director of Community Development (EM)	EM-31
Executive Director, External Affairs (EM)	EM-24
Executive Director of Finance and Management Services (EM)	EM-32
Executive Director of Personnel Services (EM)	EM-30
Executive Director of Planning and Building (EM)	EM-37
Executive Director of Public Works (EM)	EM-33
Executive Director of Parks, Recreation and Community Services (EM)	EM-31
Library Director (EM)	EM-28
Fire Chief (EM)	EM-34*
Police Chief (EM)	EM-38

* Note: Effective July 1, 2002, and in future years, the salary rate for the classification of Fire Chief shall be increased to provide the same percentage increase, on the same effective date, as is provided to members of the Fire Management Association."

- C. That Section 4. Special Salary Compensation Provisions as amended, shall be further amended to read as follows:

"Section 4. Special Compensation Plan Provisions.

4.1 Bilingual Skill Pay. Qualified employees who are assigned to positions involving the regular and frequent use of bilingual skill in both English and either Spanish, Vietnamese or other language designated by the City Manager will be paid a monthly pay differential of forty dollars (\$40) above his or her then current base monthly salary step. Incumbents of positions where bilingual proficiency is essential to the performance of duties and

responsibilities of a critical and/or emergency nature, or of positions where bilingual public contact is a major, essential or integral element of the work being performed, will be paid a monthly differential of one hundred seventy-five dollars (\$175) above his or her then current base monthly salary step.”

4.2. Terminal Classifications. The capitalized letter “T” shown within parenthesis [i.e, (T)] next to a classification title signifies a position classification that has been designated as “terminal” by formal City Council action and, as such, will be deleted from this classification and compensation plan for unrepresented Executive and Middle-Management classifications of employment when vacated by its last remaining incumbent. No new appointment may be made to a classification that has been designated as terminal.

4.3 Compensation Plan Changes for Unrepresented Executive Management and Middle Management Classifications. Unless specified otherwise herein, unrepresented Executive Management and Middle Management officers and employees will be subject to the same changes in compensation plan provisions, including but not limited to, bilingual pay; sick leave maximum accrual; bereavement leave; holidays; longevity vacation cash out; medical and dental insurance; access to participate in City’s Vision Plan; retirement; residency requirements; medical retirement subsidy plan; and work week schedule, as provided or will be provided to SAMA represented Middle Management employees assigned to a 15-step salary rate range on or after July 1, 2004.”

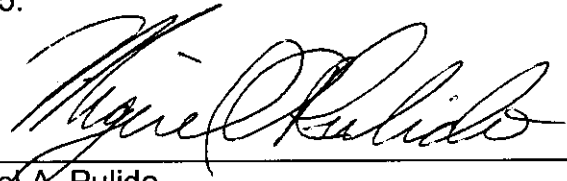
D. That a new Section 8 shall be added to read as follows:

“Section 8. Other Unrepresented Executive Management and Employee Rights and Privileges. Each employee in a classification of employment designated in Section 3A of this Resolution as unrepresented Executive Management (EM), shall continue to enjoy the same rights and privileges to which they were entitled as of June 30, 2004.”

Section 3. That except as amended by this Resolution, all other provisions of Resolution No. 91-066, as amended, shall remain in full force and effect.

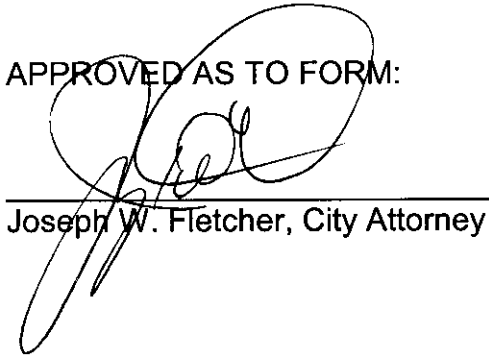
Section 4. That this Resolution shall be operative, unless specified otherwise above, from and after its date of adoption.

ADOPTED this 21st day of March, 2005.



Miguel A. Pulido
Mayor

APPROVED AS TO FORM:



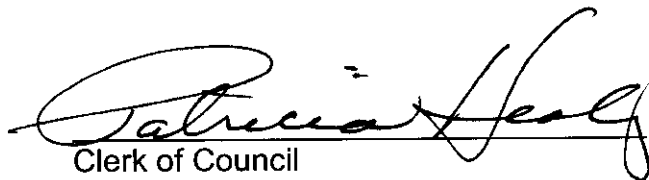
Joseph W. Fletcher, City Attorney

AYES: Councilmembers: Bist, Bustamante, Garcia, Pulido, Solorio (6)
NOES: Councilmembers: None (0)
ABSTAIN: Councilmembers: None (0)
NOT PRESENT: Councilmembers: Alvarez (1)

CERTIFICATION OF ATTESTATION AND ORIGINALITY

I, PATRICIA E. HEALY, Clerk of Council, do hereby attest to and certify the attached Resolution No. 2005-033 to be the original resolution adopted by the City Council of the City of Santa Ana on March 21, 2005.

Date: 3/29/05



Clerk of Council
City of Santa Ana

EM-05

Schedule of Salary Rate Ranges for Unrepresented
Executive Management Classes of Employment (Effective 7/01/04)

	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15
EM-10	4647	4762	4882	5003	5129	5257	5389	5524	5663	5805	5950	6100	6251	6408	6569
EM-11	4762	4882	5003	5129	5257	5389	5524	5663	5805	5950	6100	6251	6408	6569	6733
EM-12	4882	5003	5129	5257	5389	5524	5663	5805	5950	6100	6251	6408	6569	6733	6901
EM-13	5003	5129	5257	5389	5524	5663	5805	5950	6100	6251	6408	6569	6733	6901	7075
EM-14	5129	5257	5389	5524	5663	5805	5950	6100	6251	6408	6569	6733	6901	7075	7252
EM-15	5257	5389	5524	5663	5805	5950	6100	6251	6408	6569	6733	6901	7075	7252	7434
EM-16	5389	5524	5663	5805	5950	6100	6251	6408	6569	6733	6901	7075	7252	7434	7620
EM-17	5524	5663	5805	5950	6100	6251	6408	6569	6733	6901	7075	7252	7434	7620	7810
EM-18	5663	5805	5950	6100	6251	6408	6569	6733	6901	7075	7252	7434	7620	7810	8006
EM-19	5805	5950	6100	6251	6408	6569	6733	6901	7075	7252	7434	7620	7810	8006	8206
EM-20	5950	6100	6251	6408	6569	6733	6901	7075	7252	7434	7620	7810	8006	8206	8412
EM-21	6100	6251	6408	6569	6733	6901	7075	7252	7434	7620	7810	8006	8206	8412	8622
EM-22	6251	6408	6569	6733	6901	7075	7252	7434	7620	7810	8006	8206	8412	8622	8837
EM-23	6408	6569	6733	6901	7075	7252	7434	7620	7810	8006	8206	8412	8622	8837	9057
EM-24	6569	6733	6901	7075	7252	7434	7620	7810	8006	8206	8412	8622	8837	9057	9283
EM-25	6733	6901	7075	7252	7434	7620	7810	8006	8206	8412	8622	8837	9057	9283	9516
EM-26	6901	7075	7252	7434	7620	7810	8006	8206	8412	8622	8837	9057	9283	9516	9754
EM-27	7075	7252	7434	7620	7810	8006	8206	8412	8622	8837	9057	9283	9516	9754	9998
EM-28	7252	7434	7620	7810	8006	8206	8412	8622	8837	9057	9283	9516	9754	9998	10247
EM-29	7434	7620	7810	8006	8206	8412	8622	8837	9057	9283	9516	9754	9998	10247	10503
EM-30	7620	7810	8006	8206	8412	8622	8837	9057	9283	9516	9754	9998	10247	10503	10766
EM-31	7810	8006	8206	8412	8622	8837	9057	9283	9516	9754	9998	10247	10503	10766	11035
EM-32	8006	8206	8412	8622	8837	9057	9283	9516	9754	9998	10247	10503	10766	11035	11311
EM-33	8206	8412	8622	8837	9057	9283	9516	9754	9998	10247	10503	10766	11035	11311	11594
EM-34	8412	8622	8837	9057	9283	9516	9754	9998	10247	10503	10766	11035	11311	11594	11883
EM-35	8622	8837	9057	9283	9516	9754	9998	10247	10503	10766	11035	11311	11594	11883	12180
EM-36	8837	9057	9283	9516	9754	9998	10247	10503	10766	11035	11311	11594	11883	12180	12486
EM-37	9057	9283	9516	9754	9998	10247	10503	10766	11035	11311	11594	11883	12180	12486	12798
EM-38	9283	9516	9754	9998	10247	10503	10766	11035	11311	11594	11883	12180	12486	12798	13119
EM-39	9516	9754	9998	10247	10503	10766	11035	11311	11594	11883	12180	12486	12798	13119	13446
EM-40	9754	9998	10247	10503	10766	11035	11311	11594	11883	12180	12486	12798	13119	13446	13783

MM-05

Schedule of Salary Rate Ranges for Unrepresented
Middle-Management Classes of Employment (Effective 7/01/04)

	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15
MM-10	4865	4986	5111	5238	5370	5504	5641	5781	5926	6075	6225	6381	6542	6705	6872
MM-11	4986	5111	5238	5370	5504	5641	5781	5926	6075	6225	6381	6542	6705	6872	7045
MM-12	5111	5238	5370	5504	5641	5781	5926	6075	6225	6381	6542	6705	6872	7045	7221
MM-13	5238	5370	5504	5641	5781	5926	6075	6225	6381	6542	6705	6872	7045	7221	7402
MM-14	5370	5504	5641	5781	5926	6075	6225	6381	6542	6705	6872	7045	7221	7402	7587
MM-15	5504	5641	5781	5926	6075	6225	6381	6542	6705	6872	7045	7221	7402	7587	7776
MM-16	5641	5781	5926	6075	6225	6381	6542	6705	6872	7045	7221	7402	7587	7776	7971
MM-17	5781	5926	6075	6225	6381	6542	6705	6872	7045	7221	7402	7587	7776	7971	8169
MM-18	5926	6075	6225	6381	6542	6705	6872	7045	7221	7402	7587	7776	7971	8169	8374
MM-19	6075	6225	6381	6542	6705	6872	7045	7221	7402	7587	7776	7971	8169	8374	8583
MM-20	6225	6381	6542	6705	6872	7045	7221	7402	7587	7776	7971	8169	8374	8583	8797
MM-21	6381	6542	6705	6872	7045	7221	7402	7587	7776	7971	8169	8374	8583	8797	9017
MM-22	6542	6705	6872	7045	7221	7402	7587	7776	7971	8169	8374	8583	8797	9017	9242
MM-23	6705	6872	7045	7221	7402	7587	7776	7971	8169	8374	8583	8797	9017	9242	9473
MM-24	6872	7045	7221	7402	7587	7776	7971	8169	8374	8583	8797	9017	9242	9473	9710
MM-25	7045	7221	7402	7587	7776	7971	8169	8374	8583	8797	9017	9242	9473	9710	9953
MM-26	7221	7402	7587	7776	7971	8169	8374	8583	8797	9017	9242	9473	9710	9953	10201
MM-27	7402	7587	7776	7971	8169	8374	8583	8797	9017	9242	9473	9710	9953	10201	10457
MM-28	7587	7776	7971	8169	8374	8583	8797	9017	9242	9473	9710	9953	10201	10457	10718
MM-29	7776	7971	8169	8374	8583	8797	9017	9242	9473	9710	9953	10201	10457	10718	10987
MM-30	7971	8169	8374	8583	8797	9017	9242	9473	9710	9953	10201	10457	10718	10987	11261
MM-31	8169	8374	8583	8797	9017	9242	9473	9710	9953	10201	10457	10718	10987	11261	11543
MM-32	8374	8583	8797	9017	9242	9473	9710	9953	10201	10457	10718	10987	11261	11543	11832
MM-33	8583	8797	9017	9242	9473	9710	9953	10201	10457	10718	10987	11261	11543	11832	12126
MM-34	8797	9017	9242	9473	9710	9953	10201	10457	10718	10987	11261	11543	11832	12126	12430
MM-35	9017	9242	9473	9710	9953	10201	10457	10718	10987	11261	11543	11832	12126	12430	12740
MM-36	9242	9473	9710	9953	10201	10457	10718	10987	11261	11543	11832	12126	12430	12740	13058
MM-37	9473	9710	9953	10201	10457	10718	10987	11261	11543	11832	12126	12430	12740	13058	13385
MM-38	9710	9953	10201	10457	10718	10987	11261	11543	11832	12126	12430	12740	13058	13385	13719
MM-39	9953	10201	10457	10718	10987	11261	11543	11832	12126	12430	12740	13058	13385	13719	14062
MM-40	10201	10457	10718	10987	11261	11543	11832	12126	12430	12740	13058	13385	13719	14062	14413