

RESOLUTION NO. 2007-042

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SANTA ANA TO AMEND RESOLUTION NO. 82-110 TO AMEND THE BASIC COMPENSATION PLAN FOR CLASSIFICATIONS OF EMPLOYMENT DESIGNATED AS UNAFFILIATED CONFIDENTIAL.

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 August 2, 1982, the City Council passed and adopted Resolution No. 82-110 revising and re-establishing the Basic Classification and Compensation Plan for Officers and employees of the City of Santa Ana.
- C. On December 21, 1987 the City Council passed and adopted Resolution No. 87-94, amending Resolution No. 82-110 to establish a basic compensation plan for classifications of employment designated as Unaffiliated Confidential (UC) and to set forth certain levels of salaries and benefits for these classifications. Resolution No. 82-110 has been amended from time to time to allow for adjustments to the wages, benefits and other terms and conditions of employment for employees designated as Unaffiliated Confidential (UC).
- D. On November 20, 2006, the City Council authorized amendments of its Memoranda of Understanding with several employee bargaining units, including the Service Employees International Union (SEIU) and the Santa Ana Management Association (SAMA), extending the term of existing contracts through June 30, 2010. Other changes included certain adjustments in wages and benefits including an agreement to amend the City's contract with the California Public Employees' Retirement System (CalPERS) to provide a 2.7% at 55 retirement benefit for miscellaneous employees, effective January 1, 2009. In exchange for this enhanced benefit, City bargaining units agreed that beginning July 1, 2007, miscellaneous employees covered by CalPERS will contribute incrementally toward the employer cost of the new retirement plan, and that by July 1, 2009, these employee contributions will pay for the additional cost of the plan.
- E. It is the City's desire that full-time Unaffiliated Confidential employees shall continue to be subject to the same changes in wages and benefits as are provided for employees represented by SEIU and the same changes in certain benefits which are provided for employees represented by SAMA.

F. In consideration of the above, it is the City's desire to:

1. Increase the base salaries assigned to full-time unrepresented classifications designated as Unaffiliated Confidential (UC) by the same percentage, on the same dates and in the same manner as provided SEIU represented classifications, as shown below:

<u>Date</u>	<u>Salary Increase</u>
July 1, 2008	Eight salary rate ranges (approximately 4%)
January 1, 2009	Five salary rate ranges (approximately 2.5%)
July 1, 2009	Eight salary rate ranges (approximately 4%)
January 1, 2010	Five salary rate ranges (approximately 2.5%)

2. Continue to treat full-time Unaffiliated Confidential classifications as subject to the same Basic Classification and Compensation plan provisions and their application as those pertaining to full-time classifications represented by SEIU.
3. Continue to provide full-time Unaffiliated Confidential employees with the same changes in health, dental and retirement benefits, and other benefit changes, based on similar conditions, as provided to full-time employees represented by SEIU.
4. Continue to provide full-time Unaffiliated Confidential employees with the same tuition reimbursement, long-term disability and medical retirement subsidy plan changes as provided for full-time management employees represented by SAMA.

G. It is now desired to amend Council Resolution No. 82-110 to effect these objectives.

Section 2. That Section 3 of Resolution No. 82-110 Assignment of Classes of Employment to Salary Rate Ranges, as amended, is hereby further amended by assigning the following classifications to the salary rate ranges, on the effective dates, as next hereinafter set out:

<u>Classification Title</u>	<u>6 Step Salary Rate Range No. Effective:</u>					
	<u>7/1/07</u>	<u>7/1/08</u>	<u>(monthly \$ min-max)</u>	<u>1/1/09</u>	<u>7/1/09</u>	<u>1/1/10</u>
Budget Analyst (UC)	642	650	(4978 - 6353)	655	663	668
Council Services Secretary (UC)	563	571	(3381 - 4317)	576	584	589
Executive Assistant (UC)	619	627	(4448 - 5678)	632	640	645
Executive Secretary to the Police Chief (UC)	594	602	(3935 - 5026)	607	615	620
Legal Office Assistant (UC)	518	526	(2717 - 3467)	531	539	544
Legal Secretary (UC)	562	570	(3365 - 4296)	575	583	588
Liability Claims Coordinator (UC)	677	685	(5905 - 7535)	690	698	703
Liability Claims Processor (UC)	567	575	(3449 - 4404)	580	588	593
Loss Control Analyst (UC)	637	645	(4858 - 6200)	650	658	663
Loss Control Office Specialist (UC)	567	575	(3449 - 4404)	580	588	593
Loss Control Technician (UC)	616	624	(4382 - 5596)	629	637	642
Management Aide (UC)	616	624	(4382 - 5596)	629	637	642
Management Analyst (UC)	642	650	(4978 - 6353)	655	663	668

Management Assistant (Exempt) (UC)	642	650	(4978 - 6353)	655	663	668
Outreach Program Coordinator (UC)	671	679	(5734 - 7319)	684	692	697
Paralegal (Exempt) (UC)	597	605	(3994 - 5101)	610	618	623
Payroll Systems Analyst (UC)	682	690	(6050 - 7723)	695	703	708
Payroll Technician (UC)	596	604	(3974 - 5076)	609	617	622
Personnel Analyst (UC)	637	645	(4858 - 6200)	650	658	663
Personnel Executive Secretary (UC)	584	592	(3747 - 4787)	597	605	610
Personnel Secretary (UC)	563	571	(3381 - 4317)	576	584	589
Personnel Services Receptionist (UC)	545	553	(3098 - 3954)	558	566	571
Personnel Services Specialist (UC)	555	563	(3253 - 4152)	568	576	581
Personnel Technician (UC)	596	604	(3974 - 5076)	609	617	622
Police Personnel Services Specialist (UC)	576	584	(3604 - 4601)	589	597	602
Secretary to the City Manager (UC)	640	648	(4930 - 6291)	653	661	666
Senior Budget Analyst (UC)	671	679	(5734 - 7319)	684	692	697
Senior Legal Management Assistant (Exempt) (UC)	671	679	(5734 - 7319)	684	692	697
Senior Legal Office Assistant (UC)	545	553	(3098 - 3954)	558	566	571
Senior Legal Secretary (UC)	584	592	(3747 - 4787)	597	605	610
Senior Management Analyst (UC)	671	679	(5734 - 7319)	684	692	697
Senior Management Assistant (Exempt) (UC)	671	679	(5734 - 7319)	684	692	697
Senior Paralegal (Exempt) (UC)	637	645	(4858 - 6200)	650	658	663
Senior Payroll Technician (UC)	606	614	(4173 - 5330)	619	627	632
Senior Personnel Analyst (UC)	681	689	(6021 - 7685)	694	702	707
Senior Personnel Receptionist (UC)	563	571	(3381 - 4317)	576	584	589
Senior Personnel Services Specialist (UC)	576	584	(3604 - 4601)	589	597	602
Senior Personnel Technician (UC)	616	624	(4382 - 5596)	629	637	642
Senior Workers' Compensation Claims Assistant (UC)	591	599	(3880 - 4954)	604	612	617
Senior Workers' Compensation Claims Examiner (UC)	656	664	(5330 - 6801)	669	677	682
Training Coordinator (UC)	681	689	(6021 - 7685)	694	702	707
Workers' Compensation Claims Assistant (UC)	567	575	(3449 - 4404)	580	588	593
	6 Step Salary Rate Range No. Effective:					
Classification Title (Cont'd)	7/1/07	7/1/08	(monthly \$ min-max)	1/1/09	7/1/09	1/1/10
Workers' Compensation Claims Examiner (UC)	626	634	(4601 - 5876)	639	647	652

Section 3. That Section 12 of Resolution No. 82-110 Employee Benefits for Full-Time Unaffiliated Confidential Employees, as amended, is hereby further amended as set forth below:

A. The first paragraph of Section 12 shall read as follows:

"Section 12. Employee Benefits for Full-Time Unaffiliated Confidential Employees. Each full-time employee in a classification of employment designated in Section 3 of this Resolution as Unaffiliated Confidential (UC) shall continue to receive as additional compensation, any and all employee benefits which they were entitled to receive on June 30, 2007 by prior action of the City Council, except as modified below."

B. Subsection L. Medical Retirement Subsidy Plan shall read as follows:

"L. Medical Retirement Subsidy Plan. The City shall contribute toward the medical retirement subsidy plan of all full-time employees in classifications designated as Unaffiliated Confidential (UC) in the same amount, in the same manner and under similar conditions as provided for management employees represented by SAMA."

C. The first paragraph of Subsection O. Other Compensation Plan Changes shall be amended to read as follows:

1. General. Unless specified otherwise above, full-time Unaffiliated Confidential employees will be subject to the same changes in compensation plan provisions, including but not limited to, advancement and reductions in salary steps; bilingual pay; applicable assignment/incentive pay; overtime work; holidays; vacation, bereavement and other leaves of absence; longevity vacation cash out; employee insurance, including health, dental and life insurance; access to participate in the City's vision plan; retirement; work week schedule, as provided or as will be provided to full-time CalPERS miscellaneous general service employees represented by SEIU, on or after July 1, 2007."

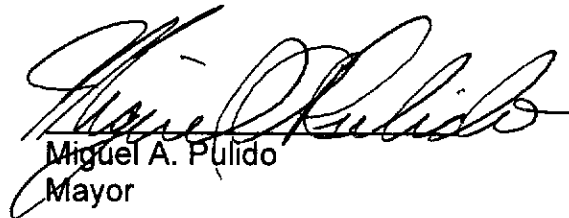
Section 4. That Section 13 of Resolution No. 82-110 Other Unaffiliated Confidential Employee Rights and Privileges, as amended, shall be further amended to read as follows:

"Section 13. Other Unaffiliated Confidential Employee Rights and Privileges. Each employee in a classification of employment designated in Section 3 of this Resolution as Unaffiliated Confidential (UC) shall continue to enjoy the same rights and privileges to which they were entitled as of June 30, 2007."

Section 5: That except as amended by this Resolution, all other provisions of Resolution No. 82-110, as amended, shall remain in full force and effect.

Section 6: That this Resolution shall be operative, unless specified otherwise above, from and after July 1, 2007.

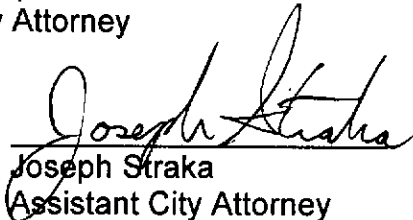
ADOPTED this 4th day of June, 2007.


Miguel A. Pulido
Mayor

APPROVED AS TO FORM:

Joseph W. Fletcher
City Attorney

By:


Joseph Straka
Assistant City Attorney

AYES: Councilmembers Alvarez, Benavides, Bustamante, Martinez,
Pulido, Sarmiento, Tinajero (7)

NOES: Councilmembers None (0)

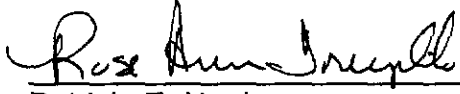
ABSTAIN: Councilmembers None (0)

NOT PRESENT: Councilmembers None (0)

CERTIFICATE OF ATTESTATION AND ORIGINALITY

I, PATRICIA E. HEALY, Clerk of the Council, do hereby attest to and certify the attached Resolution No. 2007-042 to be the original resolution adopted by the City Council of the City of Santa Ana on June 4, 2007.

Date: 6-28-07


for Patricia E. Healy
Clerk of Council
City of Santa Ana

