

RESOLUTION NO. 2007-048

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SANTA ANA TO AMEND RESOLUTION NO. 91-066 TO AMEND THE BASIC COMPENSATION PLAN FOR 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 classifications 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. 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.

F. It is the City's desire that, with the exception of salary for the Fire Chief, unrepresented Executive Management officers and employees shall continue to be subject to the same adjustments in wages and benefits as are provided for Middle and Administrative Management employees represented by SAMA. It is the City's desire to:

1. 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 represented Middle Management, Administrative Management, and general service employee classifications as shown below:

July 1, 2008:	4.0%
January 1, 2009:	2.5%

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. Continue to provide unrepresented Executive Management officers and employees with the same changes in retirement and other benefits, based on similar conditions, as provided to 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. A new Subsection "C" shall be added to Section 2 Schedule of Salaries and shall read as follows:

"C. Two separate salary schedules of 15-step rate ranges for classifications designated as Executive Management (EM) are attached hereto in matrix format and are made a part hereof as though set forth herein. These schedules and their effective dates are listed as follows:

<u>Unrepresented Category of Employment</u>	<u>Salary Schedule No.</u>	<u>Effective Date</u>
Executive Management (EM)	EM-09	7/1/08*
	EM-10	1/1/09**

* Effective July 1, 2008, the salary matrices showing monthly pay ranges and steps in effect on June 30, 2008 assigned to classifications of employment

designated as unrepresented Executive Management shall be increased by four percent (4%), the same percentage increase as that provided by City Council to Middle Management classifications represented by SAMA.

** Effective January 1, 2009, the salary matrices showing monthly pay ranges and steps in effect on December 31, 2008 assigned to classifications of employment designated as unrepresented Executive Management shall be increased by two and one-half percent (2.5%), the same percentage increase as that provided by City Council to Middle Management classifications represented by SAMA.

B. Subsection A of Section 3 Designation of Management Classes and Assignment of such Classes to Salary Rate Ranges shall read as follows:

“A. Unrepresented Executive Management Classifications

<u>Classification Title</u>	<u>15 Step Salary Rate Range</u>	<u>Effective</u>
Assistant City Manager (EM)		EM-39
Deputy City Manager for Development Services (EM)		EM-41
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 Parks, Recreation & Community Services (EM)	EM-31	
Executive Director of Personnel Services (EM)		EM-30
Executive Director of Planning and Building Safety (EM)		EM-31
Executive Director of Public Works (EM)		EM-35
Fire Chief (EM)		EM-34*
Library Director (EM)		EM-28
Police Chief (EM)		EM-47

* 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. Subsection 4.3 of Section 4 Special Salary Compensation Provisions shall read as follows:

“4.3 Compensation Plan Changes for Unrepresented Executive Management Classifications. Unless specified otherwise herein, unrepresented Executive 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; health and dental insurance; access to participate in City’s Vision Plan; retirement; medical retirement subsidy plan; and work week schedule, as provided or will be provided to SAMA represented management employees on or after July 1, 2007.”


D. Section 8. Other Unrepresented Executive Management and Employee Rights and Privileges shall read as follows:

"Section 8. Other Unrepresented Executive Management Employee Rights and Privileges. Each employee in a classification of employment designated in Sub-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, 2007."

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 July 1, 2007.

ADOPTED this 2nd day of July 2007.


Miguel A. Pulido
Mayor

APPROVED AS TO FORM:

By: _____

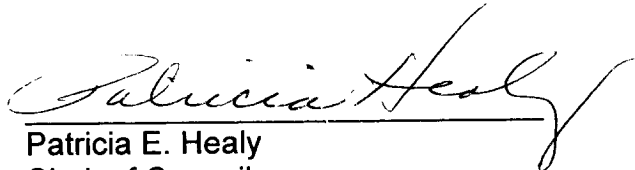

Joseph W. Fletcher
City Attorney

AYES	Councilmembers	<u>Alvarez, Benavides, Bustamante, Martinez, Pulido, Sarmiento, Tinajero, (7)</u>
NOES:	Councilmembers	<u>None (0)</u>
ABSTAIN:	Councilmembers	<u>None (0)</u>
NOT PRESENT:	Councilmembers	<u>None (0)</u>

CERTIFICATE OF ATTESTATION AND ORIGINALITY

I, PATRICIA E. HEALY, Clerk of the Council, do hereby attest to and certify the attached Resolution No. 2007-048 to be the original resolution adopted by the City Council of the City of Santa Ana on July 2, 2007.

Date: 8/27/07


Patricia E. Healy
Clerk of Council
City of Santa Ana

Salary Schedule No. EM-10
 Schedule of Salary Rate Ranges for Unrepresented
 Executive-Management Classifications of Employment, Effective 1/1/09

	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15
EM-15	6120	6273	6431	6592	6758	6927	7101	7276	7459	7648	7838	8034	8236	8442	8655
EM-16	6273	6431	6592	6758	6927	7101	7276	7459	7648	7838	8034	8236	8442	8655	8870
EM-17	6431	6592	6758	6927	7101	7276	7459	7648	7838	8034	8236	8442	8655	8870	9091
EM-18	6592	6758	6927	7101	7276	7459	7648	7838	8034	8236	8442	8655	8870	9091	9319
EM-19	6758	6927	7101	7276	7459	7648	7838	8034	8236	8442	8655	8870	9091	9319	9552
EM-20	6927	7101	7276	7459	7648	7838	8034	8236	8442	8655	8870	9091	9319	9552	9793
EM-21	7101	7276	7459	7648	7838	8034	8236	8442	8655	8870	9091	9319	9552	9793	10037
EM-22	7276	7459	7648	7838	8034	8236	8442	8655	8870	9091	9319	9552	9793	10037	10288
EM-23	7459	7648	7838	8034	8236	8442	8655	8870	9091	9319	9552	9793	10037	10288	10544
EM-24	7648	7838	8034	8236	8442	8655	8870	9091	9319	9552	9793	10037	10288	10544	10808
EM-25	7838	8034	8236	8442	8655	8870	9091	9319	9552	9793	10037	10288	10544	10808	11077
EM-26	8034	8236	8442	8655	8870	9091	9319	9552	9793	10037	10288	10544	10808	11077	11355
EM-27	8236	8442	8655	8870	9091	9319	9552	9793	10037	10288	10544	10808	11077	11355	11639
EM-28	8442	8655	8870	9091	9319	9552	9793	10037	10288	10544	10808	11077	11355	11639	11929
EM-29	8655	8870	9091	9319	9552	9793	10037	10288	10544	10808	11077	11355	11639	11929	12227
EM-30	8870	9091	9319	9552	9793	10037	10288	10544	10808	11077	11355	11639	11929	12227	12532
EM-31	9091	9319	9552	9793	10037	10288	10544	10808	11077	11355	11639	11929	12227	12532	12846
EM-32	9319	9552	9793	10037	10288	10544	10808	11077	11355	11639	11929	12227	12532	12846	13167
EM-33	9552	9793	10037	10288	10544	10808	11077	11355	11639	11929	12227	12532	12846	13167	13496
EM-34	9793	10037	10288	10544	10808	11077	11355	11639	11929	12227	12532	12846	13167	13496	13833
EM-35	10037	10288	10544	10808	11077	11355	11639	11929	12227	12532	12846	13167	13496	13833	14179
EM-36	10288	10544	10808	11077	11355	11639	11929	12227	12532	12846	13167	13496	13833	14179	14535
EM-37	10544	10808	11077	11355	11639	11929	12227	12532	12846	13167	13496	13833	14179	14535	14898
EM-38	10808	11077	11355	11639	11929	12227	12532	12846	13167	13496	13833	14179	14535	14898	15271
EM-39	11077	11355	11639	11929	12227	12532	12846	13167	13496	13833	14179	14535	14898	15271	15652
EM-40	11355	11639	11929	12227	12532	12846	13167	13496	13833	14179	14535	14898	15271	15652	16044
EM-41	11639	11929	12227	12532	12846	13167	13496	13833	14179	14535	14898	15271	15652	16044	16446
EM-42	11929	12227	12532	12846	13167	13496	13833	14179	14535	14898	15271	15652	16044	16446	16858
EM-43	12227	12532	12846	13167	13496	13833	14179	14535	14898	15271	15652	16044	16446	16858	17278
EM-44	12532	12846	13167	13496	13833	14179	14535	14898	15271	15652	16044	16446	16858	17278	17711
EM-45	12846	13167	13496	13833	14179	14535	14898	15271	15652	16044	16446	16858	17278	17711	18153
EM-46	13167	13496	13833	14179	14535	14898	15271	15652	16044	16446	16858	17278	17711	18153	18607
EM-47	13496	13833	14179	14535	14898	15271	15652	16044	16446	16858	17278	17711	18153	18607	19072
EM-48	13833	14179	14535	14898	15271	15652	16044	16446	16858	17278	17711	18153	18607	19072	19550
EM-49	14179	14535	14898	15271	15652	16044	16446	16858	17278	17711	18153	18607	19072	19550	20038
EM-50	14535	14898	15271	15652	16044	16446	16858	17278	17711	18153	18607	19072	19550	20038	20539