

RESOLUTION NO. 2011-001

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 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 classifications of employment designated as unrepresented Executive Management. The City Council has amended Resolution No. 91-066 on numerous occasions since its adoption.
- C. On December 17, 2001, the City Council adopted Resolution No. 2001-089 which amended Resolution 91-066 to establish that the salary rate for the unrepresented Executive Management classification of Fire Chief be increased by the same percentage increases as provided to members of the Fire Management Association (FMA).
- D. On July 2, 2007, the City Council adopted Resolution 2007-048, amending Resolution No. 91-066, to provide for certain salary increases and benefits for unrepresented Executive Management, with the exception of the classification of Fire Chief, as were provided to Administrative Management and Middle Management employees represented by the Santa Ana Management Association (SAMA), including a two and one-half percent (2.5%) salary increase to be effective January 1, 2009.
- E. On December 15, 2008, in an on-going effort to maintain the City's financial stability in a difficult economic climate, the City Council adopted Resolution No. 2008-079, authorizing the City Manager to rescind the salary increase scheduled for January 1, 2009, for classifications of employment designated as unrepresented Executive Management.
- F. It is the City's desire that, with the exception of the salary for the classification of Fire Chief, unrepresented Executive Management officers

and employees shall be subject to the following adjustments in wages and benefits:

1. Adjust the base salaries assigned to unrepresented Executive Management classifications as shown below:

July 1, 2010 = 0% (No increase)
July 1, 2011 = 3.0%

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 FMA.
3. Unrepresented Executive Management officers and employees shall defer longevity vacation and management vacation cash out for FY 2010-11. Allow an additional carryover of 60 hours of longevity vacation and 40 hours of management vacation and a maximum cash out value of 100 hours and 67 hours for longevity vacation and management vacation, respectively, for FY 2011-12, 2012-13 and 2013-14.
4. For FY 2010-11, reduce the Medical Retiree Subsidy Plan deposit for unrepresented Executive Management officers and employees from one and three-quarters percent (1.75%) to one percent (1%) of base salary.
5. Continue to provide unrepresented Executive 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 and employees with additional benefits not provided to SAMA represented management employees, as provided in Resolution 91-066.

- 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 1. Management Compensation Plan, as amended, is hereby further amended to read as follows:

"Section 1. Management Compensation Plan.

There is hereby reestablished a Management Compensation Plan for unrepresented Executive Management officers and employees of the City of Santa Ana."

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

"Section 2. Schedule of Salaries.

A. The following salary schedule showing salary rate ranges for classifications of employment designated as Executive Management (EM) is attached hereto in matrix format and is made a part hereof as though set forth in full herein. The schedule is listed as follows:

<u>Unrepresented Category of Employment</u>	<u>Salary Schedule No.</u>	<u>Effective Date</u>
Executive Management (EM)	EM-11	7/1/11*

* Effective July 1, 2011, the salary matrices showing monthly pay ranges and steps in effect on June 30, 2011, assigned to classifications of employment designated as unrepresented Executive Management (EM), will be increased by three percent (3%)

C. The unrepresented Executive Management (EM) 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 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" is the middle or midpoint rate of the range, and Step "15" being the highest or maximum rate."

C. That Section 6.21 Medical Retirement Subsidy Plan, as amended, is hereby further amended to read as follows:

"6.21 Medical Retirement Subsidy Plan.

A. Based on the first payroll period in October 2001 and no later than October 31 each year thereafter, the City shall contribute to a fund for employees covered by this Resolution for the purpose of providing a retiree health insurance subsidy plan. Eligibility for and the specific payments made to affected employees shall be designated by the City Manager. The plan shall be administered by the City, at no cost to the affected employees. The funds contributed by the City will be maintained in such a manner as to insure that they are invested in a reasonably secure plan that bears a reasonable rate of interest/growth given current financial markets, such as investments made pursuant to the then current Statement of Investment Policy for the City of Santa Ana. This program is for medical insurance premium reduction only and will be implemented by February 1, 2002, for an employee retiring after July 1, 2001. If an employee retires between July 1, 2001 and February 1, 2002, he or she will be eligible to participate in said plan; however, in no event, will he or she be eligible to

utilize this program until February 1, 2002. Additionally, in no event shall said employee(s) be eligible for retroactive medical program reduction assistance prior to February 1, 2002.

B. For Fiscal Year 2009-10, the City's annual contribution to the Medical Retirement Subsidy Plan for employees covered by this Resolution shall equal one and three-quarters' percent (1.75%) of the salary base of unrepresented Executive Management employees, which is equal to that provided for classifications represented by SAMA.


Effective October 2010, the payment of one and three-quarters' percent (1.75%) of base salary to the Medical Retirement Subsidy Plan for employees covered by this Resolution will be reduced by three-quarters of one percent (0.75%); therefore, the October 2010 payment by the City to the Medical Retirement Subsidy Plan for employees covered by this Resolution shall be one percent (1%) of the salary base of unrepresented Executive Management employees.

Effective Fiscal Year 2011-12, the City's annual contribution to the Medical Retirement Subsidy Plan shall revert back to one and three-quarters' percent (1.75%) of the salary base of unrepresented Executive Management employees covered by this Resolution."

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: This Resolution shall be operative from and after January 4, 2011.

ADOPTED this 4th day of January 2011.


Miguel A. Pulido
Mayor

APPROVED AS TO FORM:
City Attorney's Office

By: 
Joseph Straka
Interim City Attorney

AYES: Councilmembers: Benavides, Bustamante, Sarmiento, Tinajero, Pulido (5)

NOES: Councilmembers: Alvarez, Martinez (2)

ABSTAIN: Councilmembers: None (0)

NOT PRESENT: Councilmembers: None (0)

CERTIFICATE OF ATTESTATION AND ORIGINALITY

I, MARIA D. HUIZAR, Clerk of the Council, do hereby attest to and certify the attached Resolution No. 2011-001 to be the original resolution adopted by the City Council of the City of Santa Ana on January 4, 2011.

Date: 02/09/2011

Maria D. Huizar
Clerk of the Council
City of Santa Ana

Schedule of Salary Rate Ranges for Represented
Executive-Management Classes of Employment
Salary Schedule EM-11, Effective 7/1/2011

	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15
EM-15	6150	6304	6462	6624	6791	6961	7136	7312	7495	7685	7876	8073	8276	8483	8697
EM-16	6304	6462	6624	6791	6961	7136	7312	7495	7685	7876	8073	8276	8483	8697	8914
EM-17	6462	6624	6791	6961	7136	7312	7495	7685	7876	8073	8276	8483	8697	8914	9135
EM-18	6624	6791	6961	7136	7312	7495	7685	7876	8073	8276	8483	8697	8914	9135	9365
EM-19	6791	6961	7136	7312	7495	7685	7876	8073	8276	8483	8697	8914	9135	9365	9599
EM-20	6961	7136	7312	7495	7685	7876	8073	8276	8483	8697	8914	9135	9365	9599	9841
EM-21	7136	7312	7495	7685	7876	8073	8276	8483	8697	8914	9135	9365	9599	9841	10086
EM-22	7312	7495	7685	7876	8073	8276	8483	8697	8914	9135	9365	9599	9841	10086	10338
EM-23	7495	7685	7876	8073	8276	8483	8697	8914	9135	9365	9599	9841	10086	10338	10596
EM-24	7685	7876	8073	8276	8483	8697	8914	9135	9365	9599	9841	10086	10338	10596	10860
EM-25	7876	8073	8276	8483	8697	8914	9135	9365	9599	9841	10086	10338	10596	10860	11131
EM-26	8073	8276	8483	8697	8914	9135	9365	9599	9841	10086	10338	10596	10860	11131	11410
EM-27	8276	8483	8697	8914	9135	9365	9599	9841	10086	10338	10596	10860	11131	11410	11696
EM-28	8483	8697	8914	9135	9365	9599	9841	10086	10338	10596	10860	11131	11410	11696	11987
EM-29	8697	8914	9135	9365	9599	9841	10086	10338	10596	10860	11131	11410	11696	11987	12287
EM-30	8914	9135	9365	9599	9841	10086	10338	10596	10860	11131	11410	11696	11987	12287	12593
EM-31	9135	9365	9599	9841	10086	10338	10596	10860	11131	11410	11696	11987	12287	12593	12909
EM-32	9365	9599	9841	10086	10338	10596	10860	11131	11410	11696	11987	12287	12593	12909	13231
EM-33	9599	9841	10086	10338	10596	10860	11131	11410	11696	11987	12287	12593	12909	13231	13562
EM-34	9841	10086	10338	10596	10860	11131	11410	11696	11987	12287	12593	12909	13231	13562	13901
EM-35	10086	10338	10596	10860	11131	11410	11696	11987	12287	12593	12909	13231	13562	13901	14248
EM-36	10338	10596	10860	11131	11410	11696	11987	12287	12593	12909	13231	13562	13901	14248	14605
EM-37	10596	10860	11131	11410	11696	11987	12287	12593	12909	13231	13562	13901	14248	14605	14971
EM-38	10860	11131	11410	11696	11987	12287	12593	12909	13231	13562	13901	14248	14605	14971	15346
EM-39	11131	11410	11696	11987	12287	12593	12909	13231	13562	13901	14248	14605	14971	15346	15728
EM-40	11410	11696	11987	12287	12593	12909	13231	13562	13901	14248	14605	14971	15346	15728	16123
EM-41	11696	11987	12287	12593	12909	13231	13562	13901	14248	14605	14971	15346	15728	16123	16526
EM-42	11987	12287	12593	12909	13231	13562	13901	14248	14605	14971	15346	15728	16123	16526	16940
EM-43	12287	12593	12909	13231	13562	13901	14248	14605	14971	15346	15728	16123	16526	16940	17363
EM-44	12593	12909	13231	13562	13901	14248	14605	14971	15346	15728	16123	16526	16940	17363	17797
EM-45	12909	13231	13562	13901	14248	14605	14971	15346	15728	16123	16526	16940	17363	17797	18241
EM-46	13231	13562	13901	14248	14605	14971	15346	15728	16123	16526	16940	17363	17797	18241	18698
EM-47	13562	13901	14248	14605	14971	15346	15728	16123	16526	16940	17363	17797	18241	18698	19165
EM-48	13901	14248	14605	14971	15346	15728	16123	16526	16940	17363	17797	18241	18698	19165	19645
EM-49	14248	14605	14971	15346	15728	16123	16526	16940	17363	17797	18241	18698	19165	19645	20135
EM-50	14605	14971	15346	15728	16123	16526	16940	17363	17797	18241	18698	19165	19645	20135	20639