

**RESOLUTION NO. 2022-XX**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, REVISING THE PAY RANGES FOR JOB CLASSIFICATIONS REPRESENTED BY THE COSTA MESA CITY EMPLOYEES ASSOCIATION PURSUANT TO THE 2016-2022 MEMORANDUM OF UNDERSTANDING.**

THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA HEREBY FINDS, DETERMINES, AND DECLARES AS FOLLOWS:

WHEREAS, on March 7, 2017, the City Council adopted Resolution No. 17-14, revising the pay ranges for job classifications represented by the Costa Mesa City Employees Association, effective July 7, 2019; and

WHEREAS, on June 25, 2020, the City Council approved a side letter of Agreement between the City of Costa Mesa and the Costa Mesa City Employees Association in which the Association agreed to a furlough equivalent to a five percent reduction in pay to address economic concerns during the COVID-19 Pandemic in exchange for a two-year extension of the current memorandum of understanding to June 30, 2022, a guarantee of no layoffs in Fiscal Year 2020-21, elimination of Tier 2 vacation accrual plan, no vacation cash out FY 2020-21, a 2% salary increase commencing in the last pay period of June 2022, elimination of Tier 2 salary ranges, an increase in flex benefit contributions by \$100 per month commencing in June 2022, other benefit changes, and a one-time payment equivalent to furlough hours or reduction taken should the City receive stimulus funds in excess of \$40.5 million; and

WHEREAS, on May 4, 2021, the City Council approved a side letter of Agreement between the City of Costa Mesa and the Costa Mesa City Employees Association in which the City Council approved to cease the furlough and provide staff with a one-time reimbursement for the pay reductions due to the furlough; and

WHEREAS, on December 2, 2021 and March 15, 2022, the City Council approved classification and pay range changes for various positions represented by the Costa Mesa City Employees Association to address recruitment and retention challenges; and

WHEREAS, the City Council desires to repeal and replace Resolution Nos. 17-14, 17-46, 18-47, 19-32, 19-70, 2021-04, 2021-27, 2021-49, 2022-14 to revise the pay ranges for the classifications specified herein; and

WHEREAS, the City Council further desires to rename the existing “Crime Scene Specialist” job classification as the “Crime Scene Investigator” classification and to revise the pay ranges for said classifications; and

WHEREAS, the City Council further desires to add the new classification of Custody Officer.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Costa Mesa as follows:

SECTION 1. The existing “Crime Scene Specialist” classification is hereby renamed as the “Crime Scene Investigator” classification and the following pay ranges for the Crime Scene Investigator classification are hereby established and placed under the Basic Salary Administration Plan effective June 19, 2022.

SECTION 2. The Costa Mesa City Council hereby establishes the new job classification of Custody Officer and the following pay ranges for the Custody Officer classification are hereby established and placed under the Basic Salary Administration Plan effective June 19, 2022.

SECTION 3. The following pay ranges and monthly rates of pay for the identified job classifications are hereby established and placed under the Basic Salary Administration Plan effective June 19, 2022. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay step.

| Class Code | Class Title              | Salary Plan | Grade | Step 1   | Step 2   | Step 3   | Step 4   | Step 5   | Step 6   | Step 7    |         |
|------------|--------------------------|-------------|-------|----------|----------|----------|----------|----------|----------|-----------|---------|
| 0062       | Accountant               | CMC         | 644   | \$6,510  | \$6,836  | \$7,178  | \$7,537  | \$7,914  | \$8,310  | \$8,725   | Monthly |
|            |                          |             |       | \$78,120 | \$82,032 | \$86,136 | \$90,444 | \$94,968 | \$99,720 | \$104,700 | Annual  |
|            |                          |             |       | \$37.56  | \$39.44  | \$41.41  | \$43.48  | \$45.66  | \$47.94  | \$50.34   | Hourly  |
| 0061       | Accounting Specialist I  | CMC         | 577   | \$4,114  | \$4,320  | \$4,536  | \$4,763  | \$5,001  | \$5,251  | \$5,514   | Monthly |
|            |                          |             |       | \$49,368 | \$51,840 | \$54,432 | \$57,156 | \$60,012 | \$63,012 | \$66,168  | Annual  |
|            |                          |             |       | \$23.73  | \$24.92  | \$26.17  | \$27.48  | \$28.85  | \$30.29  | \$31.81   | Hourly  |
| 0060       | Accounting Specialist II | CMC         | 606   | \$4,755  | \$4,993  | \$5,243  | \$5,505  | \$5,780  | \$6,069  | \$6,372   | Monthly |
|            |                          |             |       | \$57,060 | \$59,916 | \$62,916 | \$66,060 | \$69,360 | \$72,828 | \$76,464  | Annual  |
|            |                          |             |       | \$27.43  | \$28.81  | \$30.25  | \$31.76  | \$33.35  | \$35.01  | \$36.76   | Hourly  |

**Attachment 8a**

|      |                                      |     |     |           |           |           |           |           |           |           |         |
|------|--------------------------------------|-----|-----|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 0066 | Accounting Supervisor                | CMC | 697 | \$7,601   | \$7,981   | \$8,380   | \$8,799   | \$9,239   | \$9,701   | \$10,186  | Monthly |
|      |                                      |     |     | \$91,212  | \$95,772  | \$100,560 | \$105,588 | \$110,868 | \$116,412 | \$122,232 | Annual  |
|      |                                      |     |     | \$43.85   | \$46.04   | \$48.35   | \$50.76   | \$53.30   | \$55.97   | \$58.77   | Hourly  |
| 0107 | Active Transportation<br>Coordinator | CMC | 732 | \$8,752   | \$9,190   | \$9,650   | \$10,132  | \$10,639  | \$11,171  | \$11,730  | Monthly |
|      |                                      |     |     | \$105,024 | \$110,280 | \$115,800 | \$121,584 | \$127,668 | \$134,052 | \$140,760 | Annual  |
|      |                                      |     |     | \$50.49   | \$53.02   | \$55.67   | \$58.45   | \$61.38   | \$64.45   | \$67.67   | Hourly  |
| 0013 | Administrative Assistant             | CMC | 590 | \$4,832   | \$5,074   | \$5,328   | \$5,594   | \$5,874   | \$6,168   | \$6,476   | Monthly |
|      |                                      |     |     | \$57,984  | \$60,888  | \$63,936  | \$67,128  | \$70,488  | \$74,016  | \$77,712  | Annual  |
|      |                                      |     |     | \$27.88   | \$29.27   | \$30.74   | \$32.27   | \$33.89   | \$35.58   | \$37.36   | Hourly  |
| 0469 | Animal Control Officer               | CMC | 617 | \$5,389   | \$5,658   | \$5,941   | \$6,238   | \$6,550   | \$6,877   | \$7,221   | Monthly |
|      |                                      |     |     | \$64,668  | \$67,896  | \$71,292  | \$74,856  | \$78,600  | \$82,524  | \$86,652  | Annual  |
|      |                                      |     |     | \$31.09   | \$32.64   | \$34.28   | \$35.99   | \$37.79   | \$39.68   | \$41.66   | Hourly  |
| 0307 | Arts Specialist                      | CMC | 733 | \$5,309   | \$5,574   | \$5,853   | \$6,146   | \$6,453   | \$6,776   | \$7,115   | Monthly |
|      |                                      |     |     | \$63,708  | \$66,888  | \$70,236  | \$73,752  | \$77,436  | \$81,312  | \$85,380  | Annual  |
|      |                                      |     |     | \$30.63   | \$32.16   | \$33.77   | \$35.46   | \$37.23   | \$39.09   | \$41.05   | Hourly  |
| 0103 | Assistant Engineer                   | CMC | 672 | \$6,730   | \$7,067   | \$7,420   | \$7,791   | \$8,181   | \$8,590   | \$9,019   | Monthly |
|      |                                      |     |     | \$80,760  | \$84,804  | \$89,040  | \$93,492  | \$98,172  | \$103,080 | \$108,228 | Annual  |
|      |                                      |     |     | \$38.83   | \$40.77   | \$42.81   | \$44.95   | \$47.20   | \$49.56   | \$52.03   | Hourly  |
| 0217 | Assistant Fire Marshal               | CMC | 897 | \$6,691   | \$7,026   | \$7,377   | \$7,746   | \$8,133   | \$8,540   | \$8,967   | Monthly |
|      |                                      |     |     | \$80,292  | \$84,312  | \$88,524  | \$92,952  | \$97,596  | \$102,480 | \$107,604 | Annual  |
|      |                                      |     |     | \$38.60   | \$40.53   | \$42.56   | \$44.69   | \$46.92   | \$49.27   | \$51.73   | Hourly  |
| 0151 | Assistant Planner                    | CMC | 889 | \$6,214   | \$6,525   | \$6,851   | \$7,194   | \$7,554   | \$7,932   | \$8,329   | Monthly |
|      |                                      |     |     | \$74,568  | \$78,300  | \$82,212  | \$86,328  | \$90,648  | \$95,184  | \$99,948  | Annual  |
|      |                                      |     |     | \$35.85   | \$37.64   | \$39.53   | \$41.50   | \$43.58   | \$45.76   | \$48.05   | Hourly  |
| 0301 | Assistant Recreation<br>Supervisor   | CMC | 625 | \$5,309   | \$5,574   | \$5,853   | \$6,146   | \$6,453   | \$6,776   | \$7,115   | Monthly |
|      |                                      |     |     | \$63,708  | \$66,888  | \$70,236  | \$73,752  | \$77,436  | \$81,312  | \$85,380  | Annual  |
|      |                                      |     |     | \$30.63   | \$32.16   | \$33.77   | \$35.46   | \$37.23   | \$39.09   | \$41.05   | Hourly  |
| 0808 | Assistant Storekeeper                | CMC | 571 | \$4,108   | \$4,313   | \$4,529   | \$4,755   | \$4,993   | \$5,243   | \$5,505   | Monthly |
|      |                                      |     |     | \$49,296  | \$51,756  | \$54,348  | \$57,060  | \$59,916  | \$62,916  | \$66,060  | Annual  |
|      |                                      |     |     | \$23.70   | \$24.88   | \$26.13   | \$27.43   | \$28.81   | \$30.25   | \$31.76   | Hourly  |

**Attachment 8a**

|      |                              |     |     |           |           |           |           |           |           |           |         |
|------|------------------------------|-----|-----|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 0104 | Associate Engineer           | CMC | 699 | \$8,435   | \$8,857   | \$9,300   | \$9,765   | \$10,253  | \$10,766  | \$11,304  | Monthly |
|      |                              |     |     | \$101,220 | \$106,284 | \$111,600 | \$117,180 | \$123,036 | \$129,192 | \$135,648 | Annual  |
|      |                              |     |     | \$48.66   | \$51.10   | \$53.65   | \$56.34   | \$59.15   | \$62.11   | \$65.22   | Hourly  |
| 0152 | Associate Planner            | CMC | 649 | \$7,149   | \$7,506   | \$7,881   | \$8,275   | \$8,689   | \$9,123   | \$9,579   | Monthly |
|      |                              |     |     | \$85,788  | \$90,072  | \$94,572  | \$99,300  | \$104,268 | \$109,476 | \$114,948 | Annual  |
|      |                              |     |     | \$41.24   | \$43.30   | \$45.47   | \$47.74   | \$50.13   | \$52.63   | \$55.26   | Hourly  |
| 0132 | Building Inspector I         | CMC | 643 | \$6,322   | \$6,638   | \$6,970   | \$7,318   | \$7,684   | \$8,068   | \$8,471   | Monthly |
|      |                              |     |     | \$75,864  | \$79,656  | \$83,640  | \$87,816  | \$92,208  | \$96,816  | \$101,652 | Annual  |
|      |                              |     |     | \$36.47   | \$38.30   | \$40.21   | \$42.22   | \$44.33   | \$46.55   | \$48.87   | Hourly  |
| 0138 | Building Inspector II        | CMC | 866 | \$6,637   | \$6,969   | \$7,317   | \$7,683   | \$8,067   | \$8,470   | \$8,894   | Monthly |
|      |                              |     |     | \$79,644  | \$83,628  | \$87,804  | \$92,196  | \$96,804  | \$101,640 | \$106,728 | Annual  |
|      |                              |     |     | \$38.29   | \$40.21   | \$42.21   | \$44.33   | \$46.54   | \$48.87   | \$51.31   | Hourly  |
| 0130 | Building Technician I        | CMC | 581 | \$4,501   | \$4,726   | \$4,962   | \$5,210   | \$5,470   | \$5,744   | \$6,031   | Monthly |
|      |                              |     |     | \$54,012  | \$56,712  | \$59,544  | \$62,520  | \$65,640  | \$68,928  | \$72,372  | Annual  |
|      |                              |     |     | \$25.97   | \$27.27   | \$28.63   | \$30.06   | \$31.56   | \$33.14   | \$34.79   | Hourly  |
| 0131 | Building Technician II       | CMC | 613 | \$5,280   | \$5,544   | \$5,821   | \$6,112   | \$6,418   | \$6,739   | \$7,076   | Monthly |
|      |                              |     |     | \$63,360  | \$66,528  | \$69,852  | \$73,344  | \$77,016  | \$80,868  | \$84,912  | Annual  |
|      |                              |     |     | \$30.46   | \$31.98   | \$33.58   | \$35.26   | \$37.03   | \$38.88   | \$40.82   | Hourly  |
| 0088 | Business License Inspector   | CMC | 850 | \$4,756   | \$4,994   | \$5,244   | \$5,506   | \$5,781   | \$6,070   | \$6,374   | Monthly |
|      |                              |     |     | \$57,072  | \$59,928  | \$62,928  | \$66,072  | \$69,372  | \$72,840  | \$76,488  | Annual  |
|      |                              |     |     | \$27.44   | \$28.81   | \$30.25   | \$31.77   | \$33.35   | \$35.02   | \$36.77   | Hourly  |
| 0051 | Buyer                        | CMC | 857 | \$5,431   | \$5,703   | \$5,988   | \$6,287   | \$6,601   | \$6,931   | \$7,278   | Monthly |
|      |                              |     |     | \$65,172  | \$68,436  | \$71,856  | \$75,444  | \$79,212  | \$83,172  | \$87,336  | Annual  |
|      |                              |     |     | \$31.33   | \$32.90   | \$34.55   | \$36.27   | \$38.08   | \$39.99   | \$41.99   | Hourly  |
| 0035 | Central Services Supervisor  | CMC | 655 | \$5,967   | \$6,265   | \$6,578   | \$6,907   | \$7,252   | \$7,615   | \$7,996   | Monthly |
|      |                              |     |     | \$71,604  | \$75,180  | \$78,936  | \$82,884  | \$87,024  | \$91,380  | \$95,952  | Annual  |
|      |                              |     |     | \$34.43   | \$36.14   | \$37.95   | \$39.85   | \$41.84   | \$43.93   | \$46.13   | Hourly  |
| 0123 | Chief Construction Inspector | CMC | 662 | \$6,290   | \$6,604   | \$6,934   | \$7,281   | \$7,645   | \$8,027   | \$8,428   | Monthly |
|      |                              |     |     | \$75,480  | \$79,248  | \$83,208  | \$87,372  | \$91,740  | \$96,324  | \$101,136 | Annual  |
|      |                              |     |     | \$36.29   | \$38.10   | \$40.00   | \$42.01   | \$44.11   | \$46.31   | \$48.62   | Hourly  |

**Attachment 8a**

|      |                               |     |     |           |           |           |           |           |           |           |         |
|------|-------------------------------|-----|-----|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 0110 | Chief Plans Examiner          | CMC | 718 | \$9,541   | \$10,018  | \$10,519  | \$11,045  | \$11,597  | \$12,177  | \$12,786  | Monthly |
|      |                               |     |     | \$114,492 | \$120,216 | \$126,228 | \$132,540 | \$139,164 | \$146,124 | \$153,432 | Annual  |
|      |                               |     |     | \$55.04   | \$57.80   | \$60.69   | \$63.72   | \$66.91   | \$70.25   | \$73.77   | Hourly  |
| 0126 | Chief of Code Enforcement     | CMC | 664 | \$6,350   | \$6,668   | \$7,001   | \$7,351   | \$7,719   | \$8,105   | \$8,510   | Monthly |
|      |                               |     |     | \$76,200  | \$80,016  | \$84,012  | \$88,212  | \$92,628  | \$97,260  | \$102,120 | Annual  |
|      |                               |     |     | \$36.63   | \$38.47   | \$40.39   | \$42.41   | \$44.53   | \$46.76   | \$49.10   | Hourly  |
| 0128 | Chief of Inspection           | CMC | 681 | \$8,030   | \$8,432   | \$8,854   | \$9,297   | \$9,762   | \$10,250  | \$10,762  | Monthly |
|      |                               |     |     | \$96,360  | \$101,184 | \$106,248 | \$111,564 | \$117,144 | \$123,000 | \$129,144 | Annual  |
|      |                               |     |     | \$46.33   | \$48.65   | \$51.08   | \$53.64   | \$56.32   | \$59.13   | \$62.09   | Hourly  |
| 0466 | Civilian Investigator         | CMC | 628 | \$5,587   | \$5,866   | \$6,159   | \$6,467   | \$6,790   | \$7,129   | \$7,485   | Monthly |
|      |                               |     |     | \$67,044  | \$70,392  | \$73,908  | \$77,604  | \$81,480  | \$85,548  | \$89,820  | Annual  |
|      |                               |     |     | \$32.23   | \$33.84   | \$35.53   | \$37.31   | \$39.17   | \$41.13   | \$43.18   | Hourly  |
| 0120 | Code Enforcement Officer      | CMC | 626 | \$5,256   | \$5,519   | \$5,795   | \$6,085   | \$6,389   | \$6,708   | \$7,043   | Monthly |
|      |                               |     |     | \$63,072  | \$66,228  | \$69,540  | \$73,020  | \$76,668  | \$80,496  | \$84,516  | Annual  |
|      |                               |     |     | \$30.32   | \$31.84   | \$33.43   | \$35.11   | \$36.86   | \$38.70   | \$40.63   | Hourly  |
| 0430 | Communications Installer      | CMC | 858 | \$5,137   | \$5,394   | \$5,664   | \$5,947   | \$6,244   | \$6,556   | \$6,884   | Monthly |
|      |                               |     |     | \$61,644  | \$64,728  | \$67,968  | \$71,364  | \$74,928  | \$78,672  | \$82,608  | Annual  |
|      |                               |     |     | \$29.64   | \$31.12   | \$32.68   | \$34.31   | \$36.02   | \$37.82   | \$39.72   | Hourly  |
| 0231 | Communications Officer        | CMC | 616 | \$5,581   | \$5,860   | \$6,153   | \$6,461   | \$6,784   | \$7,123   | \$7,479   | Monthly |
|      |                               |     |     | \$66,972  | \$70,320  | \$73,836  | \$77,532  | \$81,408  | \$85,476  | \$89,748  | Annual  |
|      |                               |     |     | \$32.20   | \$33.81   | \$35.50   | \$37.28   | \$39.14   | \$41.09   | \$43.15   | Hourly  |
| 0232 | Communications Supervisor     | CMC | 645 | \$6,449   | \$6,771   | \$7,110   | \$7,465   | \$7,838   | \$8,230   | \$8,642   | Monthly |
|      |                               |     |     | \$77,388  | \$81,252  | \$85,320  | \$89,580  | \$94,056  | \$98,760  | \$103,704 | Annual  |
|      |                               |     |     | \$37.21   | \$39.06   | \$41.02   | \$43.07   | \$45.22   | \$47.48   | \$49.86   | Hourly  |
| 0610 | Community Outreach Worker     | CMC | 893 | \$4,978   | \$5,227   | \$5,488   | \$5,762   | \$6,050   | \$6,352   | \$6,670   | Monthly |
|      |                               |     |     | \$59,736  | \$62,724  | \$65,856  | \$69,144  | \$72,600  | \$76,224  | \$80,040  | Annual  |
|      |                               |     |     | \$28.72   | \$30.16   | \$31.66   | \$33.24   | \$34.90   | \$36.65   | \$38.48   | Hourly  |
| 0611 | Community Outreach Supervisor | CMC | 900 | \$6,513   | \$6,839   | \$7,181   | \$7,540   | \$7,917   | \$8,313   | \$8,729   | Monthly |
|      |                               |     |     | \$78,156  | \$82,068  | \$86,172  | \$90,480  | \$95,004  | \$99,756  | \$104,748 | Annual  |
|      |                               |     |     | \$37.58   | \$39.46   | \$41.43   | \$43.50   | \$45.68   | \$47.96   | \$50.36   | Hourly  |

**Attachment 8a**

|      |                                      |     |     |           |           |           |           |           |           |           |         |
|------|--------------------------------------|-----|-----|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 0703 | Community Services Specialist        | CMC | 582 | \$4,525   | \$4,751   | \$4,989   | \$5,238   | \$5,500   | \$5,775   | \$6,064   | Monthly |
|      |                                      |     |     | \$54,300  | \$57,012  | \$59,868  | \$62,856  | \$66,000  | \$69,300  | \$72,768  | Annual  |
|      |                                      |     |     | \$26.11   | \$27.41   | \$28.78   | \$30.22   | \$31.73   | \$33.32   | \$34.98   | Hourly  |
| 0121 | Construction Inspector               | CMC | 867 | \$5,722   | \$6,008   | \$6,308   | \$6,623   | \$6,954   | \$7,302   | \$7,667   | Monthly |
|      |                                      |     |     | \$68,664  | \$72,096  | \$75,696  | \$79,476  | \$83,448  | \$87,624  | \$92,004  | Annual  |
|      |                                      |     |     | \$33.01   | \$34.66   | \$36.39   | \$38.21   | \$40.12   | \$42.13   | \$44.23   | Hourly  |
| 0100 | Contract Administrator               | CMC | 691 | \$7,399   | \$7,769   | \$8,157   | \$8,565   | \$8,993   | \$9,443   | \$9,915   | Monthly |
|      |                                      |     |     | \$88,788  | \$93,228  | \$97,884  | \$102,780 | \$107,916 | \$113,316 | \$118,980 | Annual  |
|      |                                      |     |     | \$42.69   | \$44.82   | \$47.06   | \$49.41   | \$51.88   | \$54.48   | \$57.20   | Hourly  |
| 0706 | Court Liaison Officer                | CMC | 854 | \$5,389   | \$5,658   | \$5,941   | \$6,238   | \$6,550   | \$6,877   | \$7,221   | Monthly |
|      |                                      |     |     | \$64,668  | \$67,896  | \$71,292  | \$74,856  | \$78,600  | \$82,524  | \$86,652  | Annual  |
|      |                                      |     |     | \$31.09   | \$32.64   | \$34.28   | \$35.99   | \$37.79   | \$39.68   | \$41.66   | Hourly  |
| 0099 | Crime Analyst                        | CMC | 859 | \$5,587   | \$5,866   | \$6,159   | \$6,467   | \$6,790   | \$7,129   | \$7,485   | Monthly |
|      |                                      |     |     | \$67,044  | \$70,392  | \$73,908  | \$77,604  | \$81,480  | \$85,548  | \$89,820  | Annual  |
|      |                                      |     |     | \$32.23   | \$33.84   | \$35.53   | \$37.31   | \$39.17   | \$41.13   | \$43.18   | Hourly  |
| 0467 | Crime Prevention Specialist          | CMC | 852 | \$5,283   | \$5,547   | \$5,824   | \$6,115   | \$6,421   | \$6,742   | \$7,079   | Monthly |
|      |                                      |     |     | \$63,396  | \$66,564  | \$69,888  | \$73,380  | \$77,052  | \$80,904  | \$84,948  | Annual  |
|      |                                      |     |     | \$30.48   | \$32.00   | \$33.60   | \$35.28   | \$37.04   | \$38.90   | \$40.84   | Hourly  |
| 0189 | Crime Scene Investigation Supervisor | CMC | 50  | \$8,085   | \$8,489   | \$8,913   | \$9,359   | \$9,827   | \$10,318  | \$10,834  | Monthly |
|      |                                      |     |     | \$97,020  | \$101,868 | \$106,956 | \$112,308 | \$117,924 | \$123,816 | \$130,008 | Annual  |
|      |                                      |     |     | \$46.64   | \$48.98   | \$51.42   | \$53.99   | \$56.69   | \$59.53   | \$62.50   | Hourly  |
| 0465 | Crime Scene Specialist               | CMC | 638 | \$5,475   | \$5,749   | \$6,036   | \$6,338   | \$6,655   | \$6,988   | \$7,337   | Monthly |
|      |                                      |     |     | \$65,700  | \$68,988  | \$72,432  | \$76,056  | \$79,860  | \$83,856  | \$88,044  | Annual  |
|      |                                      |     |     | \$31.59   | \$33.17   | \$34.82   | \$36.57   | \$38.39   | \$40.32   | \$42.33   | Hourly  |
| 0705 | Custody Officer                      | CMC | 854 | \$5,389   | \$5,658   | \$5,941   | \$6,238   | \$6,550   | \$6,877   | \$7,221   | Monthly |
|      |                                      |     |     | \$64,668  | \$67,896  | \$71,292  | \$74,856  | \$78,600  | \$82,524  | \$86,652  | Annual  |
|      |                                      |     |     | \$31.09   | \$32.64   | \$34.28   | \$35.99   | \$37.79   | \$39.68   | \$41.66   | Hourly  |
| 0149 | Economic Development Administrator   | CMC | 898 | \$9,453   | \$9,926   | \$10,422  | \$10,943  | \$11,490  | \$12,065  | \$12,668  | Monthly |
|      |                                      |     |     | \$113,436 | \$119,112 | \$125,064 | \$131,316 | \$137,880 | \$144,780 | \$152,016 | Annual  |
|      |                                      |     |     | \$54.54   | \$57.27   | \$60.13   | \$63.13   | \$66.29   | \$69.61   | \$73.08   | Hourly  |

**Attachment 8a**

|      |  |     |     |           |           |           |           |           |           |           |         |
|------|--|-----|-----|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 0134 | Electrical Inspector                   | CMC | 868 | \$5,722   | \$6,008   | \$6,308   | \$6,623   | \$6,954   | \$7,302   | \$7,667   | Monthly |
|      |  |     |     | \$68,664  | \$72,096  | \$75,696  | \$79,476  | \$83,448  | \$87,624  | \$92,004  | Annual  |
|      |  |     |     | \$33.01   | \$34.66   | \$36.39   | \$38.21   | \$40.12   | \$42.13   | \$44.23   | Hourly  |
| 0431 | Electronics Technician                 | CMC | 875 | \$6,395   | \$6,715   | \$7,051   | \$7,404   | \$7,774   | \$8,163   | \$8,571   | Monthly |
|      |  |     |     | \$76,740  | \$80,580  | \$84,612  | \$88,848  | \$93,288  | \$97,956  | \$102,852 | Annual  |
|      |  |     |     | \$36.89   | \$38.74   | \$40.68   | \$42.72   | \$44.85   | \$47.09   | \$49.45   | Hourly  |
| 0221 | Emergency Medical Services Coordinator | CMC | 706 | \$7,928   | \$8,324   | \$8,740   | \$9,177   | \$9,636   | \$10,118  | \$10,624  | Monthly |
|      |  |     |     | \$95,136  | \$99,888  | \$104,880 | \$110,124 | \$115,632 | \$121,416 | \$127,488 | Annual  |
|      |  |     |     | \$45.74   | \$48.02   | \$50.42   | \$52.94   | \$55.59   | \$58.37   | \$61.29   | Hourly  |
| 0096 | Emergency Services Administrator       | CMC | 53  | \$8,692   | \$9,127   | \$9,583   | \$10,062  | \$10,565  | \$11,093  | \$11,648  | Monthly |
|      |  |     |     | \$104,304 | \$109,524 | \$114,996 | \$120,744 | \$126,780 | \$133,116 | \$139,776 | Annual  |
|      |  |     |     | \$50.15   | \$52.66   | \$55.29   | \$58.05   | \$60.95   | \$64.00   | \$67.20   | Hourly  |
| 0234 | Emergency Services Training Specialist | CMC | 860 | \$5,373   | \$5,642   | \$5,924   | \$6,220   | \$6,531   | \$6,858   | \$7,201   | Monthly |
|      |  |     |     | \$64,476  | \$67,704  | \$71,088  | \$74,640  | \$78,372  | \$82,296  | \$86,412  | Annual  |
|      |  |     |     | \$31.00   | \$32.55   | \$34.18   | \$35.88   | \$37.68   | \$39.57   | \$41.54   | Hourly  |
| 0101 | Engineering Technician I               | CMC | 591 | \$4,730   | \$4,967   | \$5,215   | \$5,476   | \$5,750   | \$6,038   | \$6,340   | Monthly |
|      |  |     |     | \$56,760  | \$59,604  | \$62,580  | \$65,712  | \$69,000  | \$72,456  | \$76,080  | Annual  |
|      |  |     |     | \$27.29   | \$28.66   | \$30.09   | \$31.59   | \$33.17   | \$34.83   | \$36.58   | Hourly  |
| 0102 | Engineering Technician II              | CMC | 853 | \$5,280   | \$5,544   | \$5,821   | \$6,112   | \$6,418   | \$6,739   | \$7,076   | Monthly |
|      |  |     |     | \$63,360  | \$66,528  | \$69,852  | \$73,344  | \$77,016  | \$80,868  | \$84,912  | Annual  |
|      |  |     |     | \$30.46   | \$31.98   | \$33.58   | \$35.26   | \$37.03   | \$38.88   | \$40.82   | Hourly  |
| 0116 | Engineering Technician III             | CMC | 632 | \$5,805   | \$6,095   | \$6,400   | \$6,720   | \$7,056   | \$7,409   | \$7,779   | Monthly |
|      |  |     |     | \$69,660  | \$73,140  | \$76,800  | \$80,640  | \$84,672  | \$88,908  | \$93,348  | Annual  |
|      |  |     |     | \$33.49   | \$35.16   | \$36.92   | \$38.77   | \$40.71   | \$42.74   | \$44.88   | Hourly  |
| 0440 | Equipment Mechanic I                   | CMC | 570 | \$3,985   | \$4,184   | \$4,393   | \$4,613   | \$4,844   | \$5,086   | \$5,340   | Monthly |
|      |  |     |     | \$47,820  | \$50,208  | \$52,716  | \$55,356  | \$58,128  | \$61,032  | \$64,080  | Annual  |
|      |  |     |     | \$22.99   | \$24.14   | \$25.34   | \$26.61   | \$27.95   | \$29.34   | \$30.81   | Hourly  |
| 0441 | Equipment Mechanic II                  | CMC | 851 | \$4,769   | \$5,007   | \$5,257   | \$5,520   | \$5,796   | \$6,086   | \$6,390   | Monthly |
|      |  |     |     | \$57,228  | \$60,084  | \$63,084  | \$66,240  | \$69,552  | \$73,032  | \$76,680  | Annual  |
|      |  |     |     | \$27.51   | \$28.89   | \$30.33   | \$31.85   | \$33.44   | \$35.11   | \$36.87   | Hourly  |

Attachment 8a

|      |                                   |     |     |          |           |           |           |           |           |           |         |
|------|-----------------------------------|-----|-----|----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 0445 | Equipment Mechanic III            | CMC | 856 | \$5,138  | \$5,395   | \$5,665   | \$5,948   | \$6,245   | \$6,557   | \$6,885   | Monthly |
|      |                                   |     |     | \$61,656 | \$64,740  | \$67,980  | \$71,376  | \$74,940  | \$78,684  | \$82,620  | Annual  |
|      |                                   |     |     | \$29.64  | \$31.13   | \$32.68   | \$34.32   | \$36.03   | \$37.83   | \$39.72   | Hourly  |
| 0014 | Executive Assistant               | CMC | 609 | \$5,316  | \$5,582   | \$5,861   | \$6,154   | \$6,462   | \$6,785   | \$7,124   | Monthly |
|      |                                   |     |     | \$63,792 | \$66,984  | \$70,332  | \$73,848  | \$77,544  | \$81,420  | \$85,488  | Annual  |
|      |                                   |     |     | \$30.67  | \$32.20   | \$33.81   | \$35.50   | \$37.28   | \$39.14   | \$41.10   | Hourly  |
| 0407 | Facilities Maintenance Technician | CMC | 589 | \$4,632  | \$4,864   | \$5,107   | \$5,362   | \$5,630   | \$5,912   | \$6,208   | Monthly |
|      |                                   |     |     | \$55,584 | \$58,368  | \$61,284  | \$64,344  | \$67,560  | \$70,944  | \$74,496  | Annual  |
|      |                                   |     |     | \$26.72  | \$28.06   | \$29.46   | \$30.93   | \$32.48   | \$34.11   | \$35.82   | Hourly  |
| 0304 | Fairview Park Administrator       | CMC | 887 | \$7,961  | \$8,359   | \$8,777   | \$9,216   | \$9,677   | \$10,161  | \$10,669  | Monthly |
|      |                                   |     |     | \$95,532 | \$100,308 | \$105,324 | \$110,592 | \$116,124 | \$121,932 | \$128,028 | Annual  |
|      |                                   |     |     | \$45.93  | \$48.23   | \$50.64   | \$53.17   | \$55.83   | \$58.62   | \$61.55   | Hourly  |
| 0057 | Financial Analyst                 | CMC | 899 | \$7,052  | \$7,405   | \$7,775   | \$8,164   | \$8,572   | \$9,001   | \$9,451   | Monthly |
|      |                                   |     |     | \$84,624 | \$88,860  | \$93,300  | \$97,968  | \$102,864 | \$108,012 | \$113,412 | Annual  |
|      |                                   |     |     | \$40.68  | \$42.72   | \$44.86   | \$47.10   | \$49.45   | \$51.93   | \$54.53   | Hourly  |
| 0218 | Fire Protection Analyst           | CMC | 876 | \$6,691  | \$7,026   | \$7,377   | \$7,746   | \$8,133   | \$8,540   | \$8,967   | Monthly |
|      |                                   |     |     | \$80,292 | \$84,312  | \$88,524  | \$92,952  | \$97,596  | \$102,480 | \$107,604 | Annual  |
|      |                                   |     |     | \$38.60  | \$40.53   | \$42.56   | \$44.69   | \$46.92   | \$49.27   | \$51.73   | Hourly  |
| 0215 | Fire Protection Specialist        | CMC | 861 | \$6,322  | \$6,638   | \$6,970   | \$7,318   | \$7,684   | \$8,068   | \$8,471   | Monthly |
|      |                                   |     |     | \$75,864 | \$79,656  | \$83,640  | \$87,816  | \$92,208  | \$96,816  | \$101,652 | Annual  |
|      |                                   |     |     | \$36.47  | \$38.30   | \$40.21   | \$42.22   | \$44.33   | \$46.55   | \$48.87   | Hourly  |
| 0065 | Grant Administrator               | CMC | 877 | \$6,950  | \$7,298   | \$7,663   | \$8,046   | \$8,448   | \$8,870   | \$9,313   | Monthly |
|      |                                   |     |     | \$83,400 | \$87,576  | \$91,956  | \$96,552  | \$101,376 | \$106,440 | \$111,756 | Annual  |
|      |                                   |     |     | \$40.10  | \$42.10   | \$44.21   | \$46.42   | \$48.74   | \$51.17   | \$53.73   | Hourly  |
| 0029 | Graphics Designer                 | CMC | 610 | \$4,765  | \$5,003   | \$5,253   | \$5,516   | \$5,792   | \$6,082   | \$6,386   | Monthly |
|      |                                   |     |     | \$57,180 | \$60,036  | \$63,036  | \$66,192  | \$69,504  | \$72,984  | \$76,632  | Annual  |
|      |                                   |     |     | \$27.49  | \$28.86   | \$30.31   | \$31.82   | \$33.42   | \$35.09   | \$36.84   | Hourly  |
| 0446 | Lead Equipment Mechanic           | CMC | 869 | \$5,793  | \$6,083   | \$6,387   | \$6,706   | \$7,041   | \$7,393   | \$7,763   | Monthly |
|      |                                   |     |     | \$69,516 | \$72,996  | \$76,644  | \$80,472  | \$84,492  | \$88,716  | \$93,156  | Annual  |
|      |                                   |     |     | \$33.42  | \$35.09   | \$36.85   | \$38.69   | \$40.62   | \$42.65   | \$44.79   | Hourly  |



**Attachment 8a**

|      |   |     |     |          |          |           |           |           |           |           |         |
|------|---|-----|-----|----------|----------|-----------|-----------|-----------|-----------|-----------|---------|
| 0409 | Lead Facilities<br>Maintenance Technician | CMC | 863 | \$5,443  | \$5,715  | \$6,001   | \$6,301   | \$6,616   | \$6,947   | \$7,294   | Monthly |
|      |   |     |     | \$65,316 | \$68,580 | \$72,012  | \$75,612  | \$79,392  | \$83,364  | \$87,528  | Annual  |
|      |   |     |     | \$31.40  | \$32.97  | \$34.62   | \$36.35   | \$38.17   | \$40.08   | \$42.08   | Hourly  |
| 0405 | Lead Maintenance Worker                   | CMC | 864 | \$5,443  | \$5,715  | \$6,001   | \$6,301   | \$6,616   | \$6,947   | \$7,294   | Monthly |
|      |   |     |     | \$65,316 | \$68,580 | \$72,012  | \$75,612  | \$79,392  | \$83,364  | \$87,528  | Annual  |
|      |   |     |     | \$31.40  | \$32.97  | \$34.62   | \$36.35   | \$38.17   | \$40.08   | \$42.08   | Hourly  |
| 0402 | Maintenance Assistant                     | CMC | 550 | \$3,725  | \$3,911  | \$4,107   | \$4,312   | \$4,528   | \$4,754   | \$4,992   | Monthly |
|      |   |     |     | \$44,700 | \$46,932 | \$49,284  | \$51,744  | \$54,336  | \$57,048  | \$59,904  | Annual  |
|      |   |     |     | \$21.49  | \$22.56  | \$23.69   | \$24.88   | \$26.12   | \$27.43   | \$28.80   | Hourly  |
| 0412 | Maintenance<br>Superintendent             | CMC | 881 | \$7,381  | \$7,750  | \$8,138   | \$8,545   | \$8,972   | \$9,421   | \$9,892   | Monthly |
|      |   |     |     | \$88,572 | \$93,000 | \$97,656  | \$102,540 | \$107,664 | \$113,052 | \$118,704 | Annual  |
|      |   |     |     | \$42.58  | \$44.71  | \$46.95   | \$49.30   | \$51.76   | \$54.35   | \$57.07   | Hourly  |
| 0406 | Maintenance Supervisor                    | CMC | 670 | \$6,387  | \$6,706  | \$7,041   | \$7,393   | \$7,763   | \$8,151   | \$8,559   | Monthly |
|      |   |     |     | \$76,644 | \$80,472 | \$84,492  | \$88,716  | \$93,156  | \$97,812  | \$102,708 | Annual  |
|      |   |     |     | \$36.85  | \$38.69  | \$40.62   | \$42.65   | \$44.79   | \$47.03   | \$49.38   | Hourly  |
| 0403 | Maintenance Worker                        | CMC | 846 | \$4,117  | \$4,323  | \$4,539   | \$4,766   | \$5,004   | \$5,254   | \$5,517   | Monthly |
|      |   |     |     | \$49,404 | \$51,876 | \$54,468  | \$57,192  | \$60,048  | \$63,048  | \$66,204  | Annual  |
|      |   |     |     | \$23.75  | \$24.94  | \$26.19   | \$27.50   | \$28.87   | \$30.31   | \$31.83   | Hourly  |
| 0243 | Management Aide                           | CMC | 892 | \$5,469  | \$5,742  | \$6,029   | \$6,330   | \$6,647   | \$6,979   | \$7,328   | Monthly |
|      |   |     |     | \$65,628 | \$68,904 | \$72,348  | \$75,960  | \$79,764  | \$83,748  | \$87,936  | Annual  |
|      |   |     |     | \$31.55  | \$33.13  | \$34.78   | \$36.52   | \$38.35   | \$40.26   | \$42.28   | Hourly  |
| 0074 | Management Analyst                        | CMC | 872 | \$6,288  | \$6,602  | \$6,932   | \$7,279   | \$7,643   | \$8,025   | \$8,426   | Monthly |
|      |   |     |     | \$75,456 | \$79,224 | \$83,184  | \$87,348  | \$91,716  | \$96,300  | \$101,112 | Annual  |
|      |   |     |     | \$36.28  | \$38.09  | \$39.99   | \$41.99   | \$44.09   | \$46.30   | \$48.61   | Hourly  |
| 0001 | Messenger                                 | CMC | 501 | \$3,731  | \$3,918  | \$4,114   | \$4,320   | \$4,536   | \$4,763   | \$5,001   | Monthly |
|      |   |     |     | \$44,772 | \$47,016 | \$49,368  | \$51,840  | \$54,432  | \$57,156  | \$60,012  | Annual  |
|      |   |     |     | \$21.53  | \$22.60  | \$23.73   | \$24.92   | \$26.17   | \$27.48   | \$28.85   | Hourly  |
| 0041 | Network Systems<br>Administrator          | CMC | 631 | \$7,755  | \$8,143  | \$8,550   | \$8,977   | \$9,426   | \$9,897   | \$10,392  | Monthly |
|      |   |     |     | \$93,060 | \$97,716 | \$102,600 | \$107,724 | \$113,112 | \$118,764 | \$124,704 | Annual  |
|      |   |     |     | \$44.74  | \$46.98  | \$49.33   | \$51.79   | \$54.38   | \$57.10   | \$59.95   | Hourly  |

Attachment 8a

|      |   |     |     |           |           |           |           |           |           |           |         |
|------|---|-----|-----|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 0006 | Office Coordinator                      | CMC | 848 | \$4,490   | \$4,714   | \$4,950   | \$5,198   | \$5,458   | \$5,731   | \$6,018   | Monthly |
|      |   |     |     | \$53,880  | \$56,568  | \$59,400  | \$62,376  | \$65,496  | \$68,772  | \$72,216  | Annual  |
|      |   |     |     | \$25.90   | \$27.20   | \$28.56   | \$29.99   | \$31.49   | \$33.06   | \$34.72   | Hourly  |
| 0003 | Office Specialist                       | CMC | 525 | \$3,257   | \$3,420   | \$3,591   | \$3,771   | \$3,960   | \$4,158   | \$4,366   | Monthly |
|      |   |     |     | \$39,084  | \$41,040  | \$43,092  | \$45,252  | \$47,520  | \$49,896  | \$52,392  | Annual  |
|      |   |     |     | \$18.79   | \$19.73   | \$20.72   | \$21.76   | \$22.85   | \$23.99   | \$25.19   | Hourly  |
| 0004 | Office Specialist I                     | CMC | 545 | \$3,601   | \$3,781   | \$3,970   | \$4,168   | \$4,376   | \$4,595   | \$4,825   | Monthly |
|      |   |     |     | \$43,212  | \$45,372  | \$47,640  | \$50,016  | \$52,512  | \$55,140  | \$57,900  | Annual  |
|      |   |     |     | \$20.78   | \$21.81   | \$22.90   | \$24.05   | \$25.25   | \$26.51   | \$27.84   | Hourly  |
| 0005 | Office Specialist II                    | CMC | 845 | \$3,880   | \$4,074   | \$4,278   | \$4,492   | \$4,717   | \$4,953   | \$5,201   | Monthly |
|      |   |     |     | \$46,560  | \$48,888  | \$51,336  | \$53,904  | \$56,604  | \$59,436  | \$62,412  | Annual  |
|      |   |     |     | \$22.38   | \$23.50   | \$24.68   | \$25.92   | \$27.21   | \$28.58   | \$30.01   | Hourly  |
| 0031 | Offset Press Operator I                 | CMC | 847 | \$4,164   | \$4,372   | \$4,591   | \$4,821   | \$5,062   | \$5,315   | \$5,581   | Monthly |
|      |   |     |     | \$49,968  | \$52,464  | \$55,092  | \$57,852  | \$60,744  | \$63,780  | \$66,972  | Annual  |
|      |   |     |     | \$24.02   | \$25.22   | \$26.49   | \$27.81   | \$29.20   | \$30.66   | \$32.20   | Hourly  |
| 0034 | Offset Press Operator II                | CMC | 595 | \$4,420   | \$4,641   | \$4,873   | \$5,117   | \$5,373   | \$5,642   | \$5,924   | Monthly |
|      |   |     |     | \$53,040  | \$55,692  | \$58,476  | \$61,404  | \$64,476  | \$67,704  | \$71,088  | Annual  |
|      |   |     |     | \$25.50   | \$26.78   | \$28.11   | \$29.52   | \$31.00   | \$32.55   | \$34.18   | Hourly  |
| 0521 | Park Ranger                             | CMC | 725 | \$4,978   | \$5,227   | \$5,488   | \$5,762   | \$6,050   | \$6,352   | \$6,670   | Monthly |
|      |   |     |     | \$59,736  | \$62,724  | \$65,856  | \$69,144  | \$72,600  | \$76,224  | \$80,040  | Annual  |
|      |   |     |     | \$28.72   | \$30.16   | \$31.66   | \$33.24   | \$34.90   | \$36.65   | \$38.48   | Hourly  |
| 0028 | Permit Processing Specialist            | CMC | 569 | \$4,059   | \$4,262   | \$4,475   | \$4,699   | \$4,934   | \$5,181   | \$5,440   | Monthly |
|      |   |     |     | \$48,708  | \$51,144  | \$53,700  | \$56,388  | \$59,208  | \$62,172  | \$65,280  | Annual  |
|      |   |     |     | \$23.42   | \$24.59   | \$25.82   | \$27.11   | \$28.47   | \$29.89   | \$31.38   | Hourly  |
| 0039 | Personal Computer/<br>Network Assistant | CMC | 849 | \$4,420   | \$4,641   | \$4,873   | \$5,117   | \$5,373   | \$5,642   | \$5,924   | Monthly |
|      |   |     |     | \$53,040  | \$55,692  | \$58,476  | \$61,404  | \$64,476  | \$67,704  | \$71,088  | Annual  |
|      |   |     |     | \$25.50   | \$26.78   | \$28.11   | \$29.52   | \$31.00   | \$32.55   | \$34.18   | Hourly  |
| 0109 | Plan Check Engineer                     | CMC | 883 | \$8,752   | \$9,190   | \$9,650   | \$10,132  | \$10,639  | \$11,171  | \$11,730  | Monthly |
|      |   |     |     | \$105,024 | \$110,280 | \$115,800 | \$121,584 | \$127,668 | \$134,052 | \$140,760 | Annual  |
|      |   |     |     | \$50.49   | \$53.02   | \$55.67   | \$58.45   | \$61.38   | \$64.45   | \$67.67   | Hourly  |

**Attachment 8a**

|      |                                  |     |     |           |           |           |           |           |           |           |         |
|------|----------------------------------|-----|-----|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 0114 | Plan Checker                     | CMC | 886 | \$7,610   | \$7,990   | \$8,390   | \$8,810   | \$9,251   | \$9,714   | \$10,200  | Monthly |
|      |                                  |     |     | \$91,320  | \$95,880  | \$100,680 | \$105,720 | \$111,012 | \$116,568 | \$122,400 | Annual  |
|      |                                  |     |     | \$43.90   | \$46.10   | \$48.40   | \$50.83   | \$53.37   | \$56.04   | \$58.85   | Hourly  |
| 0095 | Police Records Administrator     | CMC | 52  | \$8,692   | \$9,127   | \$9,583   | \$10,062  | \$10,565  | \$11,093  | \$11,648  | Monthly |
|      |                                  |     |     | \$104,304 | \$109,524 | \$114,996 | \$120,744 | \$126,780 | \$133,116 | \$139,776 | Annual  |
|      |                                  |     |     | \$50.15   | \$52.66   | \$55.29   | \$58.05   | \$60.95   | \$64.00   | \$67.20   | Hourly  |
| 0461 | Police Records Bureau Supervisor | CMC | 842 | \$8,085   | \$8,489   | \$8,913   | \$9,359   | \$9,827   | \$10,318  | \$10,834  | Monthly |
|      |                                  |     |     | \$97,020  | \$101,868 | \$106,956 | \$112,308 | \$117,924 | \$123,816 | \$130,008 | Annual  |
|      |                                  |     |     | \$46.64   | \$48.98   | \$51.42   | \$53.99   | \$56.69   | \$59.53   | \$62.50   | Hourly  |
| 0012 | Police Records Shift Supervisor  | CMC | 594 | \$4,799   | \$5,039   | \$5,291   | \$5,556   | \$5,834   | \$6,126   | \$6,432   | Monthly |
|      |                                  |     |     | \$57,588  | \$60,468  | \$63,492  | \$66,672  | \$70,008  | \$73,512  | \$77,184  | Annual  |
|      |                                  |     |     | \$27.69   | \$29.07   | \$30.53   | \$32.05   | \$33.66   | \$35.34   | \$37.11   | Hourly  |
| 0010 | Police Records Technician        | CMC | 546 | \$3,779   | \$3,968   | \$4,166   | \$4,374   | \$4,593   | \$4,823   | \$5,064   | Monthly |
|      |                                  |     |     | \$45,348  | \$47,616  | \$49,992  | \$52,488  | \$55,116  | \$57,876  | \$60,768  | Annual  |
|      |                                  |     |     | \$21.80   | \$22.89   | \$24.03   | \$25.23   | \$26.50   | \$27.83   | \$29.22   | Hourly  |
| 0460 | Police Training Administrator    | CMC | 844 | \$8,692   | \$9,127   | \$9,583   | \$10,062  | \$10,565  | \$11,093  | \$11,648  | Monthly |
|      |                                  |     |     | \$104,304 | \$109,524 | \$114,996 | \$120,744 | \$126,780 | \$133,116 | \$139,776 | Annual  |
|      |                                  |     |     | \$50.15   | \$52.66   | \$55.29   | \$58.05   | \$60.95   | \$64.00   | \$67.20   | Hourly  |
| 0459 | Police Training Assistant        | CMC | 862 | \$5,778   | \$6,067   | \$6,370   | \$6,688   | \$7,022   | \$7,373   | \$7,742   | Monthly |
|      |                                  |     |     | \$69,336  | \$72,804  | \$76,440  | \$80,256  | \$84,264  | \$88,476  | \$92,904  | Annual  |
|      |                                  |     |     | \$33.33   | \$35.00   | \$36.75   | \$38.58   | \$40.51   | \$42.54   | \$44.67   | Hourly  |
| 0106 | Principal Civil Engineer         | CMC | 726 | \$10,670  | \$11,204  | \$11,764  | \$12,352  | \$12,970  | \$13,618  | \$14,299  | Monthly |
|      |                                  |     |     | \$128,040 | \$134,448 | \$141,168 | \$148,224 | \$155,640 | \$163,416 | \$171,588 | Annual  |
|      |                                  |     |     | \$61.56   | \$64.64   | \$67.87   | \$71.26   | \$74.83   | \$78.57   | \$82.49   | Hourly  |
| 0154 | Principal Planner                | CMC | 704 | \$9,453   | \$9,926   | \$10,422  | \$10,943  | \$11,490  | \$12,065  | \$12,668  | Monthly |
|      |                                  |     |     | \$113,436 | \$119,112 | \$125,064 | \$131,316 | \$137,880 | \$144,780 | \$152,016 | Annual  |
|      |                                  |     |     | \$54.54   | \$57.27   | \$60.13   | \$63.13   | \$66.29   | \$69.61   | \$73.08   | Hourly  |
| 0043 | Programmer Analyst I             | CMC | 870 | \$6,867   | \$7,210   | \$7,570   | \$7,949   | \$8,346   | \$8,763   | \$9,201   | Monthly |
|      |                                  |     |     | \$82,404  | \$86,520  | \$90,840  | \$95,388  | \$100,152 | \$105,156 | \$110,412 | Annual  |
|      |                                  |     |     | \$39.62   | \$41.60   | \$43.67   | \$45.86   | \$48.15   | \$50.56   | \$53.08   | Hourly  |

**Attachment 8a**

|      |                                 |     |     |          |           |           |           |           |           |           |         |
|------|---------------------------------|-----|-----|----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 0044 | Programmer Analyst II           | CMC | 692 | \$8,239  | \$8,651   | \$9,084   | \$9,538   | \$10,015  | \$10,516  | \$11,042  | Monthly |
|      |                                 |     |     | \$98,868 | \$103,812 | \$109,008 | \$114,456 | \$120,180 | \$126,192 | \$132,504 | Annual  |
|      |                                 |     |     | \$47.53  | \$49.91   | \$52.41   | \$55.03   | \$57.78   | \$60.67   | \$63.70   | Hourly  |
| 0463 | Property/Evidence Specialist    | CMC | 623 | \$5,081  | \$5,335   | \$5,602   | \$5,882   | \$6,176   | \$6,485   | \$6,809   | Monthly |
|      |                                 |     |     | \$60,972 | \$64,020  | \$67,224  | \$70,584  | \$74,112  | \$77,820  | \$81,708  | Annual  |
|      |                                 |     |     | \$29.31  | \$30.78   | \$32.32   | \$33.93   | \$35.63   | \$37.41   | \$39.28   | Hourly  |
| 0462 | Property/Evidence Supervisor    | CMC | 843 | \$8,085  | \$8,489   | \$8,913   | \$9,359   | \$9,827   | \$10,318  | \$10,834  | Monthly |
|      |                                 |     |     | \$97,020 | \$101,868 | \$106,956 | \$112,308 | \$117,924 | \$123,816 | \$130,008 | Annual  |
|      |                                 |     |     | \$46.64  | \$48.98   | \$51.42   | \$53.99   | \$56.69   | \$59.53   | \$62.50   | Hourly  |
| 0124 | Public Right of Way Coordinator | CMC | 731 | \$5,256  | \$5,519   | \$5,795   | \$6,085   | \$6,389   | \$6,708   | \$7,043   | Monthly |
|      |                                 |     |     | \$63,072 | \$66,228  | \$69,540  | \$73,020  | \$76,668  | \$80,496  | \$84,516  | Annual  |
|      |                                 |     |     | \$30.32  | \$31.84   | \$33.43   | \$35.11   | \$36.86   | \$38.70   | \$40.63   | Hourly  |
| 0053 | Purchasing Supervisor           | CMC | 879 | \$7,601  | \$7,981   | \$8,380   | \$8,799   | \$9,239   | \$9,701   | \$10,186  | Monthly |
|      |                                 |     |     | \$91,212 | \$95,772  | \$100,560 | \$105,588 | \$110,868 | \$116,412 | \$122,232 | Annual  |
|      |                                 |     |     | \$43.85  | \$46.04   | \$48.35   | \$50.76   | \$53.30   | \$55.97   | \$58.77   | Hourly  |
| 0468 | Range Master                    | CMC | 855 | \$5,389  | \$5,658   | \$5,941   | \$6,238   | \$6,550   | \$6,877   | \$7,221   | Monthly |
|      |                                 |     |     | \$64,668 | \$67,896  | \$71,292  | \$74,856  | \$78,600  | \$82,524  | \$86,652  | Annual  |
|      |                                 |     |     | \$31.09  | \$32.64   | \$34.28   | \$35.99   | \$37.79   | \$39.68   | \$41.66   | Hourly  |
| 0290 | Recreation Coordinator          | CMC | 583 | \$4,304  | \$4,519   | \$4,745   | \$4,982   | \$5,231   | \$5,493   | \$5,768   | Monthly |
|      |                                 |     |     | \$51,648 | \$54,228  | \$56,940  | \$59,784  | \$62,772  | \$65,916  | \$69,216  | Annual  |
|      |                                 |     |     | \$24.83  | \$26.07   | \$27.38   | \$28.74   | \$30.18   | \$31.69   | \$33.28   | Hourly  |
| 0508 | Recreation Specialist           | CMC | 890 | \$3,304  | \$3,469   | \$3,642   | \$3,824   | \$4,015   | \$4,216   | \$4,427   | Monthly |
|      |                                 |     |     | \$39,648 | \$41,628  | \$43,704  | \$45,888  | \$48,180  | \$50,592  | \$53,124  | Annual  |
|      |                                 |     |     | \$19.06  | \$20.01   | \$21.01   | \$22.06   | \$23.16   | \$24.32   | \$25.54   | Hourly  |
| 0302 | Recreation Supervisor           | CMC | 666 | \$6,513  | \$6,839   | \$7,181   | \$7,540   | \$7,917   | \$8,313   | \$8,729   | Monthly |
|      |                                 |     |     | \$78,156 | \$82,068  | \$86,172  | \$90,480  | \$95,004  | \$99,756  | \$104,748 | Annual  |
|      |                                 |     |     | \$37.58  | \$39.46   | \$41.43   | \$43.50   | \$45.68   | \$47.96   | \$50.36   | Hourly  |
| 0058 | Revenue Supervisor              | CMC | 880 | \$7,601  | \$7,981   | \$8,380   | \$8,799   | \$9,239   | \$9,701   | \$10,186  | Monthly |
|      |                                 |     |     | \$91,212 | \$95,772  | \$100,560 | \$105,588 | \$110,868 | \$116,412 | \$122,232 | Annual  |
|      |                                 |     |     | \$43.85  | \$46.04   | \$48.35   | \$50.76   | \$53.30   | \$55.97   | \$58.77   | Hourly  |

**Attachment 8a**

|      |                                  |     |     |           |           |           |           |           |           |           |         |
|------|----------------------------------|-----|-----|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 0067 | Senior Accountant                | CMC | 663 | \$7,161   | \$7,519   | \$7,895   | \$8,290   | \$8,705   | \$9,140   | \$9,597   | Monthly |
|      |                                  |     |     | \$85,932  | \$90,228  | \$94,740  | \$99,480  | \$104,460 | \$109,680 | \$115,164 | Annual  |
|      |                                  |     |     | \$41.31   | \$43.38   | \$45.55   | \$47.83   | \$50.22   | \$52.73   | \$55.37   | Hourly  |
| 0119 | Senior Code Enforcement Officer  | CMC | 896 | \$5,649   | \$5,931   | \$6,228   | \$6,539   | \$6,866   | \$7,209   | \$7,569   | Monthly |
|      |                                  |     |     | \$67,788  | \$71,172  | \$74,736  | \$78,468  | \$82,392  | \$86,508  | \$90,828  | Annual  |
|      |                                  |     |     | \$32.59   | \$34.22   | \$35.93   | \$37.73   | \$39.61   | \$41.59   | \$43.67   | Hourly  |
| 0139 | Senior Combination Inspector     | CMC | 874 | \$7,301   | \$7,666   | \$8,049   | \$8,451   | \$8,874   | \$9,318   | \$9,784   | Monthly |
|      |                                  |     |     | \$87,612  | \$91,992  | \$96,588  | \$101,412 | \$106,488 | \$111,816 | \$117,408 | Annual  |
|      |                                  |     |     | \$42.12   | \$44.23   | \$46.44   | \$48.76   | \$51.20   | \$53.76   | \$56.45   | Hourly  |
| 0238 | Senior Communications Officer    | CMC | 630 | \$5,998   | \$6,298   | \$6,613   | \$6,944   | \$7,291   | \$7,656   | \$8,039   | Monthly |
|      |                                  |     |     | \$71,976  | \$75,576  | \$79,356  | \$83,328  | \$87,492  | \$91,872  | \$96,468  | Annual  |
|      |                                  |     |     | \$34.60   | \$36.33   | \$38.15   | \$40.06   | \$42.06   | \$44.17   | \$46.38   | Hourly  |
| 0233 | Senior Communications Supervisor | CMC | 667 | \$8,085   | \$8,489   | \$8,913   | \$9,359   | \$9,827   | \$10,318  | \$10,834  | Monthly |
|      |                                  |     |     | \$97,020  | \$101,868 | \$106,956 | \$112,308 | \$117,924 | \$123,816 | \$130,008 | Annual  |
|      |                                  |     |     | \$46.64   | \$48.98   | \$51.42   | \$53.99   | \$56.69   | \$59.53   | \$62.50   | Hourly  |
| 0136 | Senior Electrical Inspector      | CMC | 873 | \$6,323   | \$6,639   | \$6,971   | \$7,320   | \$7,686   | \$8,070   | \$8,473   | Monthly |
|      |                                  |     |     | \$75,876  | \$79,668  | \$83,652  | \$87,840  | \$92,232  | \$96,840  | \$101,676 | Annual  |
|      |                                  |     |     | \$36.48   | \$38.30   | \$40.22   | \$42.23   | \$44.34   | \$46.56   | \$48.88   | Hourly  |
| 0105 | Senior Engineer                  | CMC | 884 | \$9,279   | \$9,743   | \$10,230  | \$10,741  | \$11,278  | \$11,842  | \$12,434  | Monthly |
|      |                                  |     |     | \$111,348 | \$116,916 | \$122,760 | \$128,892 | \$135,336 | \$142,104 | \$149,208 | Annual  |
|      |                                  |     |     | \$53.53   | \$56.21   | \$59.02   | \$61.97   | \$65.07   | \$68.32   | \$71.73   | Hourly  |
| 0432 | Senior Lead Maintenance Worker   | CMC | 871 | \$5,929   | \$6,225   | \$6,536   | \$6,863   | \$7,206   | \$7,566   | \$7,944   | Monthly |
|      |                                  |     |     | \$71,148  | \$74,700  | \$78,432  | \$82,356  | \$86,472  | \$90,792  | \$95,328  | Annual  |
|      |                                  |     |     | \$34.21   | \$35.91   | \$37.71   | \$39.59   | \$41.57   | \$43.65   | \$45.83   | Hourly  |
| 0433 | Senior Maintenance Technician    | CMC | 597 | \$4,710   | \$4,945   | \$5,192   | \$5,452   | \$5,725   | \$6,011   | \$6,312   | Monthly |
|      |                                  |     |     | \$56,520  | \$59,340  | \$62,304  | \$65,424  | \$68,700  | \$72,132  | \$75,744  | Annual  |
|      |                                  |     |     | \$27.17   | \$28.53   | \$29.95   | \$31.45   | \$33.03   | \$34.68   | \$36.42   | Hourly  |
| 0404 | Senior Maintenance Worker        | CMC | 587 | \$4,481   | \$4,705   | \$4,940   | \$5,187   | \$5,446   | \$5,718   | \$6,004   | Monthly |
|      |                                  |     |     | \$53,772  | \$56,460  | \$59,280  | \$62,244  | \$65,352  | \$68,616  | \$72,048  | Annual  |
|      |                                  |     |     | \$25.85   | \$27.14   | \$28.50   | \$29.93   | \$31.42   | \$32.99   | \$34.64   | Hourly  |

**Attachment 8a**

|      |                                     |     |     |           |           |           |           |           |           |           |         |
|------|-------------------------------------|-----|-----|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 0244 | Senior Management Analyst           | CMC | 895 | \$6,602   | \$6,932   | \$7,279   | \$7,643   | \$8,025   | \$8,426   | \$8,847   | Monthly |
|      |                                     |     |     | \$79,224  | \$83,184  | \$87,348  | \$91,716  | \$96,300  | \$101,112 | \$106,164 | Annual  |
|      |                                     |     |     | \$38.09   | \$39.99   | \$41.99   | \$44.09   | \$46.30   | \$48.61   | \$51.04   | Hourly  |
| 0153 | Senior Planner                      | CMC | 878 | \$8,219   | \$8,630   | \$9,062   | \$9,515   | \$9,991   | \$10,491  | \$11,016  | Monthly |
|      |                                     |     |     | \$98,628  | \$103,560 | \$108,744 | \$114,180 | \$119,892 | \$125,892 | \$132,192 | Annual  |
|      |                                     |     |     | \$47.42   | \$49.79   | \$52.28   | \$54.89   | \$57.64   | \$60.53   | \$63.55   | Hourly  |
| 0011 | Senior Police Records<br>Technician | CMC | 561 | \$4,070   | \$4,274   | \$4,488   | \$4,712   | \$4,948   | \$5,195   | \$5,455   | Monthly |
|      |                                     |     |     | \$48,840  | \$51,288  | \$53,856  | \$56,544  | \$59,376  | \$62,340  | \$65,460  | Annual  |
|      |                                     |     |     | \$23.48   | \$24.66   | \$25.89   | \$27.18   | \$28.55   | \$29.97   | \$31.47   | Hourly  |
| 0048 | Senior Programmer Analyst           | CMC | 710 | \$9,023   | \$9,474   | \$9,948   | \$10,445  | \$10,967  | \$11,515  | \$12,091  | Monthly |
|      |                                     |     |     | \$108,276 | \$113,688 | \$119,376 | \$125,340 | \$131,604 | \$138,180 | \$145,092 | Annual  |
|      |                                     |     |     | \$52.06   | \$54.66   | \$57.39   | \$60.26   | \$63.27   | \$66.43   | \$69.76   | Hourly  |
| 0050 | Storekeeper                         | CMC | 588 | \$4,470   | \$4,693   | \$4,928   | \$5,174   | \$5,433   | \$5,705   | \$5,990   | Monthly |
|      |                                     |     |     | \$53,640  | \$56,316  | \$59,136  | \$62,088  | \$65,196  | \$68,460  | \$71,880  | Annual  |
|      |                                     |     |     | \$25.79   | \$27.08   | \$28.43   | \$29.85   | \$31.34   | \$32.91   | \$34.56   | Hourly  |
| 0089 | Tax Auditing Specialist             | CMC | 865 | \$5,775   | \$6,064   | \$6,367   | \$6,685   | \$7,019   | \$7,370   | \$7,739   | Monthly |
|      |                                     |     |     | \$69,300  | \$72,768  | \$76,404  | \$80,220  | \$84,228  | \$88,440  | \$92,868  | Annual  |
|      |                                     |     |     | \$33.32   | \$34.98   | \$36.73   | \$38.57   | \$40.49   | \$42.52   | \$44.65   | Hourly  |
| 0064 | Treasury Specialist                 | CMC | 639 | \$5,775   | \$6,064   | \$6,367   | \$6,685   | \$7,019   | \$7,370   | \$7,739   | Monthly |
|      |                                     |     |     | \$69,300  | \$72,768  | \$76,404  | \$80,220  | \$84,228  | \$88,440  | \$92,868  | Annual  |
|      |                                     |     |     | \$33.32   | \$34.98   | \$36.73   | \$38.57   | \$40.49   | \$42.52   | \$44.65   | Hourly  |
| 0240 | Video Production<br>Coordinator     | CMC | 657 | \$6,750   | \$7,088   | \$7,442   | \$7,814   | \$8,205   | \$8,615   | \$9,046   | Monthly |
|      |                                     |     |     | \$81,000  | \$85,056  | \$89,304  | \$93,768  | \$98,460  | \$103,380 | \$108,552 | Annual  |
|      |                                     |     |     | \$38.94   | \$40.89   | \$42.93   | \$45.08   | \$47.34   | \$49.70   | \$52.19   | Hourly  |
| 0241 | Video Production Specialist         | CMC | 885 | \$4,883   | \$5,127   | \$5,383   | \$5,652   | \$5,935   | \$6,232   | \$6,544   | Monthly |
|      |                                     |     |     | \$58,596  | \$61,524  | \$64,596  | \$67,824  | \$71,220  | \$74,784  | \$78,528  | Annual  |
|      |                                     |     |     | \$28.17   | \$29.58   | \$31.06   | \$32.61   | \$34.24   | \$35.95   | \$37.75   | Hourly  |
| 0038 | Website Coordinator                 | CMC | 849 | \$4,420   | \$4,641   | \$4,873   | \$5,117   | \$5,373   | \$5,642   | \$5,924   | Monthly |
|      |                                     |     |     | \$53,040  | \$55,692  | \$58,476  | \$61,404  | \$64,476  | \$67,704  | \$71,088  | Annual  |
|      |                                     |     |     | \$25.50   | \$26.78   | \$28.11   | \$29.52   | \$31.00   | \$32.55   | \$34.18   | Hourly  |

|      |                      |     |     |           |           |           |           |           |           |           |         |
|------|----------------------|-----|-----|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 0156 | Zoning Administrator | CMC | 727 | \$8,666   | \$9,099   | \$9,554   | \$10,032  | \$10,534  | \$11,061  | \$11,614  | Monthly |
|      |                      |     |     | \$103,992 | \$109,188 | \$114,648 | \$120,384 | \$126,408 | \$132,732 | \$139,368 | Annual  |
|      |                      |     |     | \$50.00   | \$52.49   | \$55.12   | \$57.88   | \$60.77   | \$63.81   | \$67.00   | Hourly  |

SECTION 4. The City of Costa Mesa has contracted with the California Public Employees Retirement System (CalPERS) to provide retirement benefits to eligible City employees. Employees will contribute towards the employee and employer contribution as stipulated in the Memorandum of Understanding (MOU) with the Costa Mesa City Employees Association. There will be no Employer Paid Member Contribution (EPMC).

SECTION 5. All parts of resolutions in conflict herewith are hereby rescinded.

**PASSED AND ADOPTED this 7th day of June, 2022.**

\_\_\_\_\_  
John Stephens, Mayor

ATTEST:

APPROVED AS TO FORM:

\_\_\_\_\_  
Brenda Green, City Clerk

\_\_\_\_\_  
Kimberly Hall Barlow, City Attorney

STATE OF CALIFORNIA )  
COUNTY OF ORANGE ) ss  
CITY OF COSTA MESA )

I, **BRENDA GREEN**, City Clerk of the City of Costa Mesa, DO HEREBY CERTIFY that the above and foregoing is the original of Resolution No. 2022-XX and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 7<sup>th</sup> day of June, 2022, by the following roll call vote, to wit:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

IN WITNESS WHEREOF, I have hereby set my hand and affixed the seal of the City of Costa Mesa this 8<sup>th</sup> day of June, 2022.

---

Brenda Green, City Clerk

(SEAL)