



**CITY OF COSTA MESA  
HUMAN RESOURCES / RISK MANAGEMENT  
SUPPLEMENTAL MEMORANDUM**

**TO: THE HONORABLE CITY COUNCIL**

**FROM: KASAMA LEE, HUMAN RESOURCES MANAGER**

**DATE: JUNE 17, 2025**

**SUBJECT: AGENDA ITEM NO. NB-3: ADOPTION OF THE AGREEMENTS FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE CITY OF COSTA MESA (CITY) AND THE COSTA MESA POLICE ASSOCIATION (CMPA), THE COSTA MESA POLICE MANAGEMENT ASSOCIATION (CMPMA), THE COSTA MESA CITY EMPLOYEES ASSOCIATION (CMCEA) AND THE CONFIDENTIAL UNIT AND THE ADOPTION OF ACCOMPANYING SALARY RESOLUTIONS**

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For Agenda Item No. NB-3, the following corrections were made to the salary resolution attachments:

- CMCEA Resolutions (Attachments 6, 7 & 8)
  - Include repeal of Resolution No. 2022-74 (old salary resolution) for Attachment 6
  - Addition of Animal Services Coordinator salary ranges (current classification that was inadvertently left off)
  - Removal of Computer Programmer salary ranges (inactive classification)
- Confidential Resolutions (Attachments 9,10 & 11)
  - Correction to the Finance Officer (Confidential) salary ranges

In addition, some titles were updated to match current classification titles.

The corrected resolutions are attached for your reference.

If you have any questions, please let me know.

c. Cecilia Gallardo-Daly, Interim City Manager  
Alma Reyes, Acting Assistant City Manager  
Kimberly Hall-Barlow, City Attorney  
Brenda Green, City Clerk

## RESOLUTION NO. 2025-22

### 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 2025 AGREEMENT.

WHEREAS, on November 15, 2022, the City Council adopted Resolutions No. 2022-69, 2022-70 and 2022-71 revising the pay ranges for job classifications represented by the Costa Mesa City Employees Association; and

WHEREAS, the City Council subsequently adopted Resolutions No. 2023-15, 2023-27, 2023-37, 2023-45, 2024-13, 2024-35 and 2024-41 approving updates to various classifications; and

WHEREAS, the City Council desires to repeal and replace Resolutions 2022-71, 2023-15, 2023-27, 2023-37, 2023-45, 2024-13, 2024-35, and 2024-41, to revise the pay ranges for the classifications specified herein; and

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

SECTION 1. 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 the pay period that includes July 1, 2025. The monthly rates of pay may also be in increments between the monthly minimum and maximum pay steps.

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	\$7,187	\$7,546	\$7,923	\$8,319	\$8,735	\$9,172	\$9,631	Monthly
				\$86,244	\$90,552	\$95,076	\$99,828	\$104,820	\$110,064	\$115,572	Annual
				\$41.46	\$43.53	\$45.71	\$47.99	\$50.39	\$52.92	\$55.56	Hourly
0061	Accounting Specialist I	CMC	577	\$4,542	\$4,769	\$5,007	\$5,257	\$5,520	\$5,796	\$6,086	Monthly
				\$54,504	\$57,228	\$60,084	\$63,084	\$66,240	\$69,552	\$73,032	Annual
				\$26.20	\$27.51	\$28.89	\$30.33	\$31.85	\$33.44	\$35.11	Hourly
0060	Accounting Specialist II	CMC	606	\$5,248	\$5,510	\$5,786	\$6,075	\$6,379	\$6,698	\$7,033	Monthly
				\$62,976	\$66,120	\$69,432	\$72,900	\$76,548	\$80,376	\$84,396	Annual
				\$30.28	\$31.79	\$33.38	\$35.05	\$36.80	\$38.64	\$40.58	Hourly
0107	Active Transportation Coordinator	CMC	732	\$9,662	\$10,145	\$10,652	\$11,185	\$11,744	\$12,331	\$12,948	Monthly
				\$115,944	\$121,740	\$127,824	\$134,220	\$140,928	\$147,972	\$155,376	Annual
				\$55.74	\$58.53	\$61.45	\$64.53	\$67.75	\$71.14	\$74.70	Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0013	Administrative Assistant	CMC	590	\$5,334	\$5,601	\$5,881	\$6,175	\$6,484	\$6,808	\$7,148	Monthly
				\$64,008	\$67,212	\$70,572	\$74,100	\$77,808	\$81,696	\$85,776	Annual
				\$30.77	\$32.31	\$33.93	\$35.63	\$37.41	\$39.28	\$41.24	Hourly
0469	Animal Control Officer	CMC	617	\$5,948	\$6,245	\$6,557	\$6,885	\$7,229	\$7,590	\$7,970	Monthly
				\$71,376	\$74,940	\$78,684	\$82,620	\$86,748	\$91,080	\$95,640	Annual
				\$34.32	\$36.03	\$37.83	\$39.72	\$41.71	\$43.79	\$45.98	Hourly
0470	Animal Control Supervisor	CMC	734	\$8,924	\$9,370	\$9,838	\$10,330	\$10,847	\$11,389	\$11,958	Monthly
				\$107,088	\$112,440	\$118,056	\$123,960	\$130,164	\$136,668	\$143,496	Annual
				\$51.48	\$54.06	\$56.76	\$59.60	\$62.58	\$65.71	\$68.99	Hourly
0471	Animal Services Coordinator	CMC	447	\$6,111	\$6,417	\$6,738	\$7,075	\$7,429	\$7,800	\$8,190	Monthly
				\$73,332	\$77,004	\$80,856	\$84,900	\$89,148	\$93,600	\$98,275	Annual
				\$35.26	\$37.02	\$38.87	\$40.82	\$42.86	\$45.00	\$47.25	Hourly
0307	Arts Specialist	CMC	733	\$7,455	\$7,828	\$8,219	\$8,630	\$9,062	\$9,515	\$9,991	Monthly
				\$89,460	\$93,936	\$98,628	\$103,560	\$108,744	\$114,180	\$119,892	Annual
				\$43.01	\$45.16	\$47.42	\$49.79	\$52.28	\$54.89	\$57.64	Hourly
0106	Assistant City Engineer	CMC	726	\$11,777	\$12,366	\$12,984	\$13,633	\$14,315	\$15,031	\$15,783	Monthly
				\$141,324	\$148,392	\$155,808	\$163,596	\$171,780	\$180,372	\$189,396	Annual
				\$67.94	\$71.34	\$74.91	\$78.65	\$82.59	\$86.72	\$91.06	Hourly
0103	Assistant Engineer	CMC	672	\$7,429	\$7,800	\$8,190	\$8,599	\$9,029	\$9,480	\$9,954	Monthly
				\$89,148	\$93,600	\$98,280	\$103,188	\$108,348	\$113,760	\$119,448	Annual
				\$42.86	\$45.00	\$47.25	\$49.61	\$52.09	\$54.69	\$57.43	Hourly
0217	Assistant Fire Marshal	CMC	897	\$8,855	\$9,298	\$9,763	\$10,251	\$10,764	\$11,302	\$11,867	Monthly
				\$106,260	\$111,576	\$117,156	\$123,012	\$129,168	\$135,624	\$142,400	Annual
				\$51.09	\$53.64	\$56.33	\$59.14	\$62.10	\$65.20	\$68.46	Hourly
0151	Assistant Planner	CMC	889	\$6,861	\$7,204	\$7,564	\$7,942	\$8,339	\$8,756	\$9,194	Monthly
				\$82,332	\$86,448	\$90,768	\$95,304	\$100,068	\$105,072	\$110,328	Annual
				\$39.58	\$41.56	\$43.64	\$45.82	\$48.11	\$50.52	\$53.04	Hourly
0808	Assistant Storekeeper	CMC	571	\$4,533	\$4,760	\$4,998	\$5,248	\$5,510	\$5,786	\$6,075	Monthly
				\$54,396	\$57,120	\$59,976	\$62,976	\$66,120	\$69,432	\$72,900	Annual
				\$26.15	\$27.46	\$28.83	\$30.28	\$31.79	\$33.38	\$35.05	Hourly
0104	Associate Engineer	CMC	699	\$9,310	\$9,776	\$10,265	\$10,778	\$11,317	\$11,883	\$12,477	Monthly
				\$111,720	\$117,312	\$123,180	\$129,336	\$135,804	\$142,596	\$149,724	Annual
				\$53.71	\$56.40	\$59.22	\$62.18	\$65.29	\$68.56	\$71.98	Hourly
0152	Associate Planner	CMC	649	\$7,890	\$8,284	\$8,698	\$9,133	\$9,590	\$10,070	\$10,573	Monthly
				\$94,680	\$99,408	\$104,376	\$109,596	\$115,080	\$120,840	\$126,876	Annual
				\$45.52	\$47.79	\$50.18	\$52.69	\$55.33	\$58.10	\$61.00	Hourly
0132	Building Inspector I	CMC	643	\$6,976	\$7,325	\$7,691	\$8,076	\$8,480	\$8,904	\$9,349	Monthly
				\$83,712	\$87,900	\$92,292	\$96,912	\$101,760	\$106,848	\$112,188	Annual
				\$40.25	\$42.26	\$44.37	\$46.59	\$48.92	\$51.37	\$53.94	Hourly
0138	Building Inspector II	CMC	866	\$7,325	\$7,691	\$8,076	\$8,480	\$8,904	\$9,349	\$9,816	Monthly
				\$87,900	\$92,292	\$96,912	\$101,760	\$106,848	\$112,188	\$117,792	Annual
				\$42.26	\$44.37	\$46.59	\$48.92	\$51.37	\$53.94	\$56.63	Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0130	Building Technician I	CMC	581	\$5,459	\$5,732	\$6,019	\$6,320	\$6,636	\$6,968	\$7,316	Monthly
				\$65,508	\$68,784	\$72,228	\$75,840	\$79,632	\$83,616	\$87,798	Annual
				\$31.49	\$33.07	\$34.73	\$36.46	\$38.28	\$40.20	\$42.21	Hourly
0131	Building Technician II	CMC	613	\$6,407	\$6,727	\$7,063	\$7,416	\$7,787	\$8,176	\$8,584	Monthly
				\$76,884	\$80,724	\$84,756	\$88,992	\$93,444	\$98,112	\$103,012	Annual
				\$36.96	\$38.81	\$40.75	\$42.78	\$44.93	\$47.17	\$49.52	Hourly
0088	Business License Inspector	CMC	850	\$5,250	\$5,512	\$5,788	\$6,077	\$6,381	\$6,700	\$7,035	Monthly
				\$63,000	\$66,144	\$69,456	\$72,924	\$76,572	\$80,400	\$84,420	Annual
				\$30.29	\$31.80	\$33.39	\$35.06	\$36.81	\$38.65	\$40.59	Hourly
0051	Buyer	CMC	857	\$5,995	\$6,295	\$6,610	\$6,940	\$7,287	\$7,651	\$8,034	Monthly
				\$71,940	\$75,540	\$79,320	\$83,280	\$87,444	\$91,812	\$96,408	Annual
				\$34.59	\$36.32	\$38.13	\$40.04	\$42.04	\$44.14	\$46.35	Hourly
0035	Central Services Supervisor	CMC	655	\$6,587	\$6,916	\$7,262	\$7,625	\$8,006	\$8,406	\$8,826	Monthly
				\$79,044	\$82,992	\$87,144	\$91,500	\$96,072	\$100,872	\$105,912	Annual
				\$38.00	\$39.90	\$41.90	\$43.99	\$46.19	\$48.50	\$50.92	Hourly
0123	Chief Construction Inspector	CMC	662	\$6,942	\$7,289	\$7,653	\$8,036	\$8,438	\$8,860	\$9,303	Monthly
				\$83,304	\$87,468	\$91,836	\$96,432	\$101,256	\$106,320	\$111,636	Annual
				\$40.05	\$42.05	\$44.15	\$46.36	\$48.68	\$51.12	\$53.67	Hourly
0110	Chief Plans Examiner	CMC	718	\$10,530	\$11,057	\$11,610	\$12,191	\$12,801	\$13,441	\$14,113	Monthly
				\$126,360	\$132,684	\$139,320	\$146,292	\$153,612	\$161,292	\$169,356	Annual
				\$60.75	\$63.79	\$66.98	\$70.33	\$73.85	\$77.54	\$81.42	Hourly
0126	Chief of Code Enforcement	CMC	664	\$7,893	\$8,288	\$8,702	\$9,137	\$9,594	\$10,074	\$10,578	Monthly
				\$94,716	\$99,456	\$104,424	\$109,644	\$115,128	\$120,888	\$126,936	Annual
				\$45.54	\$47.82	\$50.20	\$52.71	\$55.35	\$58.12	\$61.03	Hourly
0128	Chief of Inspection	CMC	681	\$8,863	\$9,306	\$9,771	\$10,260	\$10,773	\$11,312	\$11,878	Monthly
				\$106,356	\$111,672	\$117,252	\$123,120	\$129,276	\$135,744	\$142,536	Annual
				\$51.13	\$53.69	\$56.37	\$59.19	\$62.15	\$65.26	\$68.53	Hourly
0466	Civilian Investigator	CMC	628	\$6,165	\$6,473	\$6,797	\$7,137	\$7,494	\$7,869	\$8,262	Monthly
				\$73,980	\$77,676	\$81,564	\$85,644	\$89,928	\$94,428	\$99,144	Annual
				\$35.57	\$37.34	\$39.21	\$41.18	\$43.23	\$45.40	\$47.67	Hourly
0125	Code Enforcement Officer I	CMC	449	\$5,800	\$6,090	\$6,395	\$6,715	\$7,051	\$7,404	\$7,774	Monthly
				\$69,600	\$73,080	\$76,740	\$80,580	\$84,612	\$88,848	\$93,288	Annual
				\$33.46	\$35.13	\$36.89	\$38.74	\$40.68	\$42.72	\$44.85	Hourly
0120	Code Enforcement Officer II	CMC	626	\$6,535	\$6,862	\$7,205	\$7,565	\$7,943	\$8,340	\$8,757	Monthly
				\$78,420	\$82,344	\$86,460	\$90,780	\$95,316	\$100,080	\$105,084	Annual
				\$37.70	\$39.59	\$41.57	\$43.64	\$45.83	\$48.12	\$50.52	Hourly
0430	Communications Installer	CMC	858	\$5,670	\$5,953	\$6,251	\$6,564	\$6,892	\$7,237	\$7,599	Monthly
				\$68,040	\$71,436	\$75,012	\$78,768	\$82,704	\$86,844	\$91,188	Annual
				\$32.71	\$34.34	\$36.06	\$37.87	\$39.76	\$41.75	\$43.84	Hourly
0611	Community Outreach Supervisor	CMC	900	\$7,190	\$7,550	\$7,927	\$8,323	\$8,739	\$9,176	\$9,635	Monthly
				\$86,280	\$90,600	\$95,124	\$99,876	\$104,868	\$110,112	\$115,620	Annual
				\$41.48	\$43.56	\$45.73	\$48.02	\$50.42	\$52.94	\$55.59	Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0610	Community Outreach Worker	CMC	893	\$5,492	\$5,767	\$6,055	\$6,358	\$6,676	\$7,010	\$7,361	Monthly
				\$65,904	\$69,204	\$72,660	\$76,296	\$80,112	\$84,120	\$88,332	Annual
				\$31.68	\$33.27	\$34.93	\$36.68	\$38.52	\$40.44	\$42.47	Hourly
0703	Community Services Specialist	CMC	582	\$5,464	\$5,737	\$6,024	\$6,325	\$6,641	\$6,973	\$7,322	Monthly
				\$65,568	\$68,844	\$72,288	\$75,900	\$79,692	\$83,676	\$87,864	Annual
				\$31.52	\$33.10	\$34.75	\$36.49	\$38.31	\$40.23	\$42.24	Hourly
0121	Construction Inspector	CMC	867	\$7,091	\$7,446	\$7,818	\$8,209	\$8,619	\$9,050	\$9,502	Monthly
				\$85,092	\$89,352	\$93,816	\$98,508	\$103,428	\$108,600	\$114,024	Annual
				\$40.91	\$42.96	\$45.10	\$47.36	\$49.73	\$52.21	\$54.82	Hourly
0100	Contract Administrator	CMC	691	\$8,166	\$8,574	\$9,003	\$9,453	\$9,926	\$10,422	\$10,943	Monthly
				\$97,992	\$102,888	\$108,036	\$113,436	\$119,112	\$125,064	\$131,316	Annual
				\$47.11	\$49.47	\$51.94	\$54.54	\$57.27	\$60.13	\$63.13	Hourly
0706	Court Liaison	CMC	854	\$5,948	\$6,245	\$6,557	\$6,885	\$7,229	\$7,590	\$7,970	Monthly
				\$71,376	\$74,940	\$78,684	\$82,620	\$86,748	\$91,080	\$95,640	Annual
				\$34.32	\$36.03	\$37.83	\$39.72	\$41.71	\$43.79	\$45.98	Hourly
0099	Crime Analyst	CMC	859	\$6,904	\$7,249	\$7,611	\$7,992	\$8,392	\$8,812	\$9,253	Monthly
				\$82,848	\$86,988	\$91,332	\$95,904	\$100,704	\$105,744	\$111,036	Annual
				\$39.83	\$41.82	\$43.91	\$46.11	\$48.42	\$50.84	\$53.38	Hourly
0467	Crime Prevention Specialist	CMC	852	\$6,976	\$7,325	\$7,691	\$8,076	\$8,480	\$8,904	\$9,349	Monthly
				\$83,712	\$87,900	\$92,292	\$96,912	\$101,760	\$106,848	\$112,188	Annual
				\$40.25	\$42.26	\$44.37	\$46.59	\$48.92	\$51.37	\$53.94	Hourly
0189	Crime Scene Investigation Supervisor	CMC	050	\$8,924	\$9,370	\$9,838	\$10,330	\$10,847	\$11,389	\$11,958	Monthly
				\$107,088	\$112,440	\$118,056	\$123,960	\$130,164	\$136,668	\$143,496	Annual
				\$51.48	\$54.06	\$56.76	\$59.60	\$62.58	\$65.71	\$68.99	Hourly
0465	Crime Scene Investigator	CMC	638	\$6,406	\$6,726	\$7,062	\$7,415	\$7,786	\$8,175	\$8,584	Monthly
				\$76,872	\$80,712	\$84,744	\$88,980	\$93,432	\$98,100	\$103,008	Annual
				\$36.96	\$38.80	\$40.74	\$42.78	\$44.92	\$47.16	\$49.52	Hourly
0705	Custody Officer	CMC	854	\$5,948	\$6,245	\$6,557	\$6,885	\$7,229	\$7,590	\$7,970	Monthly
				\$71,376	\$74,940	\$78,684	\$82,620	\$86,748	\$91,080	\$95,640	Annual
				\$34.32	\$36.03	\$37.83	\$39.72	\$41.71	\$43.79	\$45.98	Hourly
0190	Custody Supervisor	CMC	612	\$8,924	\$9,370	\$9,838	\$10,330	\$10,847	\$11,389	\$11,958	Monthly
				\$107,088	\$112,440	\$118,056	\$123,960	\$130,164	\$136,668	\$143,496	Annual
				\$51.48	\$54.06	\$56.76	\$59.60	\$62.58	\$65.71	\$68.99	Hourly
0037	Cyber Security Analyst	CMC	735	\$9,959	\$10,457	\$10,980	\$11,529	\$12,105	\$12,710	\$13,346	Monthly
				\$119,508	\$125,484	\$131,760	\$138,348	\$145,260	\$152,520	\$160,152	Annual
				\$57.46	\$60.33	\$63.35	\$66.51	\$69.84	\$73.33	\$77.00	Hourly
0149	Economic Development Administrator	CMC	898	\$10,433	\$10,955	\$11,503	\$12,078	\$12,682	\$13,316	\$13,982	Monthly
				\$125,196	\$131,460	\$138,036	\$144,936	\$152,184	\$159,792	\$167,784	Annual
				\$60.19	\$63.20	\$66.36	\$69.68	\$73.17	\$76.82	\$80.67	Hourly
0134	Electrical Inspector	CMC	868	\$6,314	\$6,630	\$6,962	\$7,310	\$7,676	\$8,060	\$8,463	Monthly
				\$75,768	\$79,560	\$83,544	\$87,720	\$92,112	\$96,720	\$101,556	Annual
				\$36.43	\$38.25	\$40.17	\$42.17	\$44.28	\$46.50	\$48.83	Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0431	Electronics Technician	CMC	875	\$7,058	\$7,411	\$7,782	\$8,171	\$8,580	\$9,009	\$9,459	Monthly
				\$84,696	\$88,932	\$93,384	\$98,052	\$102,960	\$108,108	\$113,508	Annual
				\$40.72	\$42.76	\$44.90	\$47.14	\$49.50	\$51.98	\$54.57	Hourly
0221	Emergency Medical Services Coordinator	CMC	706	\$8,751	\$9,189	\$9,648	\$10,130	\$10,636	\$11,168	\$11,726	Monthly
				\$105,012	\$110,268	\$115,776	\$121,560	\$127,632	\$134,016	\$140,712	Annual
				\$50.49	\$53.01	\$55.66	\$58.44	\$61.36	\$64.43	\$67.65	Hourly
0096	Emergency Services Administrator	CMC	053	\$9,593	\$10,073	\$10,577	\$11,106	\$11,661	\$12,244	\$12,856	Monthly
				\$115,116	\$120,876	\$126,924	\$133,272	\$139,932	\$146,928	\$154,272	Annual
				\$55.34	\$58.11	\$61.02	\$64.07	\$67.28	\$70.64	\$74.17	Hourly
0234	Emergency Services Training Specialist	CMC	860	\$5,932	\$6,229	\$6,540	\$6,867	\$7,210	\$7,570	\$7,948	Monthly
				\$71,184	\$74,748	\$78,480	\$82,404	\$86,520	\$90,840	\$95,376	Annual
				\$34.22	\$35.94	\$37.73	\$39.62	\$41.60	\$43.67	\$45.85	Hourly
0101	Engineering Technician I	CMC	591	\$5,549	\$5,826	\$6,117	\$6,423	\$6,744	\$7,081	\$7,435	Monthly
				\$66,588	\$69,912	\$73,404	\$77,076	\$80,928	\$84,972	\$89,220	Annual
				\$32.01	\$33.61	\$35.29	\$37.06	\$38.91	\$40.85	\$42.89	Hourly
0102	Engineering Technician II	CMC	853	\$6,194	\$6,504	\$6,829	\$7,170	\$7,528	\$7,904	\$8,299	Monthly
				\$74,328	\$78,048	\$81,948	\$86,040	\$90,336	\$94,848	\$99,588	Annual
				\$35.73	\$37.52	\$39.40	\$41.37	\$43.43	\$45.60	\$47.88	Hourly
0116	Engineering Technician III	CMC	632	\$6,808	\$7,148	\$7,505	\$7,880	\$8,274	\$8,688	\$9,122	Monthly
				\$81,696	\$85,776	\$90,060	\$94,560	\$99,288	\$104,256	\$109,464	Annual
				\$39.28	\$41.24	\$43.30	\$45.46	\$47.73	\$50.12	\$52.63	Hourly
0440	Equipment Mechanic I	CMC	570	\$4,960	\$5,208	\$5,468	\$5,741	\$6,028	\$6,329	\$6,645	Monthly
				\$59,520	\$62,496	\$65,616	\$68,892	\$72,336	\$75,948	\$79,740	Annual
				\$28.62	\$30.05	\$31.55	\$33.12	\$34.78	\$36.51	\$38.34	Hourly
0441	Equipment Mechanic II	CMC	851	\$5,934	\$6,231	\$6,543	\$6,870	\$7,213	\$7,574	\$7,953	Monthly
				\$71,208	\$74,772	\$78,516	\$82,440	\$86,556	\$90,888	\$95,436	Annual
				\$34.23	\$35.95	\$37.75	\$39.63	\$41.61	\$43.70	\$45.88	Hourly
0445	Equipment Mechanic III	CMC	856	\$6,394	\$6,714	\$7,050	\$7,403	\$7,773	\$8,162	\$8,570	Monthly
				\$76,728	\$80,568	\$84,600	\$88,836	\$93,276	\$97,944	\$102,840	Annual
				\$36.89	\$38.73	\$40.67	\$42.71	\$44.84	\$47.09	\$49.44	Hourly
0014	Executive Assistant	CMC	609	\$5,868	\$6,161	\$6,469	\$6,792	\$7,132	\$7,489	\$7,863	Monthly
				\$70,416	\$73,932	\$77,628	\$81,504	\$85,584	\$89,868	\$94,356	Annual
				\$33.85	\$35.54	\$37.32	\$39.18	\$41.15	\$43.21	\$45.36	Hourly
0407	Facilities Maintenance Technician	CMC	589	\$5,544	\$5,821	\$6,112	\$6,418	\$6,739	\$7,076	\$7,430	Monthly
				\$66,528	\$69,852	\$73,344	\$77,016	\$80,868	\$84,912	\$89,160	Annual
				\$31.98	\$33.58	\$35.26	\$37.03	\$38.88	\$40.82	\$42.87	Hourly
0304	Fairview Park Administrator <i>Effective pp incl 7/1/23</i>	CMC	887	\$9,749	\$10,236	\$10,748	\$11,285	\$11,849	\$12,441	\$13,063	Monthly
				\$116,988	\$122,832	\$128,976	\$135,420	\$142,188	\$149,292	\$156,756	Annual
				\$56.24	\$59.05	\$62.01	\$65.11	\$68.36	\$71.78	\$75.36	Hourly
0304	Fairview Park Administrator <i>Effective pp incl 7/1/24</i>	CMC	887	\$10,041	\$10,543	\$11,070	\$11,623	\$12,204	\$12,814	\$13,455	Monthly
				\$120,492	\$126,516	\$132,840	\$139,476	\$146,448	\$153,768	\$161,460	Annual
				\$57.93	\$60.83	\$63.87	\$67.06	\$70.41	\$73.93	\$77.63	Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0304	Fairview Park Administrator <i>Effective pp incl 7/1/25</i>	CMC	887	\$10,240	\$10,752	\$11,290	\$11,855	\$12,448	\$13,070	\$13,724	Monthly
				\$122,880	\$129,024	\$135,480	\$142,260	\$149,376	\$156,840	\$164,688	Annual
				\$59.08	\$62.03	\$65.13	\$68.39	\$71.82	\$75.40	\$79.18	Hourly
0172	Finance Officer	CMC	448	\$9,590	\$10,069	\$10,572	\$11,101	\$11,656	\$12,239	\$12,851	Monthly
				\$115,080	\$120,828	\$126,864	\$133,212	\$139,872	\$146,868	\$154,212	Annual
				\$55.33	\$58.09	\$60.99	\$64.04	\$67.25	\$70.61	\$74.14	Hourly
0057	Financial Analyst	CMC	899	\$8,717	\$9,153	\$9,611	\$10,092	\$10,597	\$11,127	\$11,683	Monthly
				\$104,604	\$109,836	\$115,332	\$121,104	\$127,164	\$133,524	\$140,196	Annual
				\$50.29	\$52.81	\$55.45	\$58.22	\$61.14	\$64.19	\$67.40	Hourly
0218	Fire Protection Analyst	CMC	876	\$7,386	\$7,755	\$8,143	\$8,550	\$8,977	\$9,426	\$9,897	Monthly
				\$88,632	\$93,060	\$97,716	\$102,600	\$107,724	\$113,112	\$118,764	Annual
				\$42.61	\$44.74	\$46.98	\$49.33	\$51.79	\$54.38	\$57.10	Hourly
0215	Fire Protection Specialist	CMC	861	\$6,976	\$7,325	\$7,691	\$8,076	\$8,480	\$8,904	\$9,349	Monthly
				\$83,712	\$87,900	\$92,292	\$96,912	\$101,760	\$106,848	\$112,188	Annual
				\$40.25	\$42.26	\$44.37	\$46.59	\$48.92	\$51.37	\$53.94	Hourly
0065	Grant Administrator	CMC	877	\$7,670	\$8,054	\$8,457	\$8,880	\$9,324	\$9,790	\$10,280	Monthly
				\$92,040	\$96,648	\$101,484	\$106,560	\$111,888	\$117,480	\$123,360	Annual
				\$44.25	\$46.47	\$48.79	\$51.23	\$53.79	\$56.48	\$59.31	Hourly
0029	Graphics Designer	CMC	610	\$5,687	\$5,971	\$6,270	\$6,584	\$6,913	\$7,259	\$7,621	Monthly
				\$68,244	\$71,652	\$75,240	\$79,008	\$82,956	\$87,108	\$91,457	Annual
				\$32.81	\$34.45	\$36.17	\$37.98	\$39.88	\$41.88	\$43.97	Hourly
0446	Lead Equipment Mechanic	CMC	869	\$7,210	\$7,571	\$7,950	\$8,347	\$8,764	\$9,202	\$9,662	Monthly
				\$86,520	\$90,852	\$95,400	\$100,164	\$105,168	\$110,424	\$115,944	Annual
				\$41.60	\$43.68	\$45.87	\$48.16	\$50.56	\$53.09	\$55.74	Hourly
0409	Lead Facilities Maintenance Technician	CMC	863	\$6,514	\$6,840	\$7,182	\$7,541	\$7,918	\$8,314	\$8,730	Monthly
				\$78,168	\$82,080	\$86,184	\$90,492	\$95,016	\$99,768	\$104,760	Annual
				\$37.58	\$39.46	\$41.43	\$43.51	\$45.68	\$47.97	\$50.37	Hourly
0405	Lead Maintenance Worker	CMC	864	\$6,514	\$6,840	\$7,182	\$7,541	\$7,918	\$8,314	\$8,730	Monthly
				\$78,168	\$82,080	\$86,184	\$90,492	\$95,016	\$99,768	\$104,760	Annual
				\$37.58	\$39.46	\$41.43	\$43.51	\$45.68	\$47.97	\$50.37	Hourly
0402	Maintenance Assistant	CMC	550	\$4,459	\$4,682	\$4,916	\$5,162	\$5,420	\$5,691	\$5,976	Monthly
				\$53,508	\$56,184	\$58,992	\$61,944	\$65,040	\$68,292	\$71,712	Annual
				\$25.73	\$27.01	\$28.36	\$29.78	\$31.27	\$32.83	\$34.48	Hourly
0412	Maintenance Superintendent	CMC	881	\$9,670	\$10,153	\$10,661	\$11,194	\$11,754	\$12,342	\$12,959	Monthly
				\$116,040	\$121,836	\$127,932	\$134,328	\$141,048	\$148,104	\$155,508	Annual
				\$55.79	\$58.58	\$61.51	\$64.58	\$67.81	\$71.20	\$74.76	Hourly
0406	Maintenance Supervisor	CMC	670	\$8,007	\$8,407	\$8,827	\$9,268	\$9,731	\$10,218	\$10,729	Monthly
				\$96,084	\$100,884	\$105,924	\$111,216	\$116,772	\$122,616	\$128,748	Annual
				\$46.19	\$48.50	\$50.93	\$53.47	\$56.14	\$58.95	\$61.90	Hourly
0403	Maintenance Worker	CMC	846	\$4,928	\$5,174	\$5,433	\$5,705	\$5,990	\$6,289	\$6,603	Monthly
				\$59,136	\$62,088	\$65,196	\$68,460	\$71,880	\$75,468	\$79,236	Annual
				\$28.43	\$29.85	\$31.34	\$32.91	\$34.56	\$36.28	\$38.09	Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0243	Management Aide	CMC	892	\$6,519	\$6,845	\$7,187	\$7,546	\$7,923	\$8,319	\$8,735	Monthly
				\$78,228	\$82,140	\$86,244	\$90,552	\$95,076	\$99,828	\$104,820	Annual
				\$37.61	\$39.49	\$41.46	\$43.53	\$45.71	\$47.99	\$50.39	Hourly
0074	Management Analyst	CMC	872	\$7,495	\$7,870	\$8,264	\$8,677	\$9,111	\$9,567	\$10,045	Monthly
				\$89,940	\$94,440	\$99,168	\$104,124	\$109,332	\$114,804	\$120,540	Annual
				\$43.24	\$45.40	\$47.68	\$50.06	\$52.56	\$55.19	\$57.95	Hourly
0001	Messenger	CMC	501	\$4,120	\$4,326	\$4,542	\$4,769	\$5,007	\$5,257	\$5,520	Monthly
				\$49,440	\$51,912	\$54,504	\$57,228	\$60,084	\$63,084	\$66,240	Annual
				\$23.77	\$24.96	\$26.20	\$27.51	\$28.89	\$30.33	\$31.85	Hourly
0241	Multimedia Specialist	CMC	885	\$6,820	\$7,161	\$7,519	\$7,895	\$8,290	\$8,705	\$9,140	Monthly
				\$81,840	\$85,932	\$90,228	\$94,740	\$99,480	\$104,460	\$109,683	Annual
				\$39.35	\$41.31	\$43.38	\$45.55	\$47.83	\$50.22	\$52.73	Hourly
0041	Network Systems Administrator	CMC	631	\$8,561	\$8,989	\$9,438	\$9,910	\$10,405	\$10,925	\$11,471	Monthly
				\$102,732	\$107,868	\$113,256	\$118,920	\$124,860	\$131,100	\$137,652	Annual
				\$49.39	\$51.86	\$54.45	\$57.17	\$60.03	\$63.03	\$66.18	Hourly
0006	Office Coordinator	CMC	848	\$4,957	\$5,205	\$5,465	\$5,738	\$6,025	\$6,326	\$6,642	Monthly
				\$59,484	\$62,460	\$65,580	\$68,856	\$72,300	\$75,912	\$79,704	Annual
				\$28.60	\$30.03	\$31.53	\$33.10	\$34.76	\$36.50	\$38.32	Hourly
0003	Office Specialist	CMC	525	\$3,881	\$4,075	\$4,279	\$4,493	\$4,718	\$4,954	\$5,202	Monthly
				\$46,572	\$48,900	\$51,348	\$53,916	\$56,616	\$59,448	\$62,424	Annual
				\$22.39	\$23.51	\$24.69	\$25.92	\$27.22	\$28.58	\$30.01	Hourly
0004	Office Specialist I	CMC	545	\$4,290	\$4,505	\$4,730	\$4,967	\$5,215	\$5,476	\$5,750	Monthly
				\$51,480	\$54,060	\$56,760	\$59,604	\$62,580	\$65,712	\$69,000	Annual
				\$24.75	\$25.99	\$27.29	\$28.66	\$30.09	\$31.59	\$33.17	Hourly
0005	Office Specialist II	CMC	845	\$4,624	\$4,855	\$5,098	\$5,353	\$5,621	\$5,902	\$6,197	Monthly
				\$55,488	\$58,260	\$61,176	\$64,236	\$67,452	\$70,824	\$74,364	Annual
				\$26.68	\$28.01	\$29.41	\$30.88	\$32.43	\$34.05	\$35.75	Hourly
0031	Offset Press Operator I	CMC	847	\$4,599	\$4,829	\$5,070	\$5,323	\$5,589	\$5,868	\$6,161	Monthly
				\$55,188	\$57,948	\$60,840	\$63,876	\$67,068	\$70,416	\$73,932	Annual
				\$26.53	\$27.86	\$29.25	\$30.71	\$32.24	\$33.85	\$35.54	Hourly
0034	Offset Press Operator II	CMC	595	\$4,879	\$5,123	\$5,379	\$5,648	\$5,930	\$6,227	\$6,538	Monthly
				\$58,548	\$61,476	\$64,548	\$67,776	\$71,160	\$74,724	\$78,456	Annual
				\$28.15	\$29.56	\$31.03	\$32.58	\$34.21	\$35.93	\$37.72	Hourly
0521	Park Ranger	CMC	725	\$5,492	\$5,767	\$6,055	\$6,358	\$6,676	\$7,010	\$7,361	Monthly
				\$65,904	\$69,204	\$72,660	\$76,296	\$80,112	\$84,120	\$88,332	Annual
				\$31.68	\$33.27	\$34.93	\$36.68	\$38.52	\$40.44	\$42.47	Hourly
0028	Permit Processing Specialist	CMC	569	\$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
0039	Personal Computer/ Network Assistant	CMC	849	\$4,879	\$5,123	\$5,379	\$5,648	\$5,930	\$6,227	\$6,538	Monthly
				\$58,548	\$61,476	\$64,548	\$67,776	\$71,160	\$74,724	\$78,456	Annual
				\$28.15	\$29.56	\$31.03	\$32.58	\$34.21	\$35.93	\$37.72	Hourly



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0109	Plan Check Engineer	CMC	883	\$9,662	\$10,145	\$10,652	\$11,185	\$11,744	\$12,331	\$12,948	Monthly
				\$115,944	\$121,740	\$127,824	\$134,220	\$140,928	\$147,972	\$155,376	Annual
				\$55.74	\$58.53	\$61.45	\$64.53	\$67.75	\$71.14	\$74.70	Hourly
0114	Plan Checker	CMC	886	\$8,401	\$8,821	\$9,262	\$9,725	\$10,211	\$10,722	\$11,258	Monthly
				\$100,812	\$105,852	\$111,144	\$116,700	\$122,532	\$128,664	\$135,096	Annual
				\$48.47	\$50.89	\$53.43	\$56.11	\$58.91	\$61.86	\$64.95	Hourly
0095	Police Records Administrator	CMC	052	\$9,593	\$10,073	\$10,577	\$11,106	\$11,661	\$12,244	\$12,856	Monthly
				\$115,116	\$120,876	\$126,924	\$133,272	\$139,932	\$146,928	\$154,272	Annual
				\$55.34	\$58.11	\$61.02	\$64.07	\$67.28	\$70.64	\$74.17	Hourly
0461	Police Records Bureau Supervisor	CMC	842	\$8,924	\$9,370	\$9,838	\$10,330	\$10,847	\$11,389	\$11,958	Monthly
				\$107,088	\$112,440	\$118,056	\$123,960	\$130,164	\$136,668	\$143,496	Annual
				\$51.48	\$54.06	\$56.76	\$59.60	\$62.58	\$65.71	\$68.99	Hourly
0012	Police Records Shift Supervisor	CMC	594	\$5,948	\$6,245	\$6,557	\$6,885	\$7,229	\$7,590	\$7,969	Monthly
				\$71,376	\$74,940	\$78,684	\$82,620	\$86,748	\$91,080	\$95,628	Annual
				\$34.32	\$36.03	\$37.83	\$39.72	\$41.71	\$43.79	\$45.98	Hourly
0010	Police Records Technician	CMC	546	\$4,681	\$4,915	\$5,161	\$5,419	\$5,690	\$5,974	\$6,273	Monthly
				\$56,172	\$58,980	\$61,932	\$65,028	\$68,280	\$71,688	\$75,276	Annual
				\$27.01	\$28.36	\$29.78	\$31.26	\$32.83	\$34.47	\$36.19	Hourly
0460	Police Training Administrator	CMC	844	\$9,593	\$10,073	\$10,577	\$11,106	\$11,661	\$12,244	\$12,856	Monthly
				\$115,116	\$120,876	\$126,924	\$133,272	\$139,932	\$146,928	\$154,272	Annual
				\$55.34	\$58.11	\$61.02	\$64.07	\$67.28	\$70.64	\$74.17	Hourly
0459	Police Training Assistant	CMC	862	\$6,376	\$6,695	\$7,030	\$7,382	\$7,751	\$8,139	\$8,546	Monthly
				\$76,512	\$80,340	\$84,360	\$88,584	\$93,012	\$97,668	\$102,552	Annual
				\$36.78	\$38.63	\$40.56	\$42.59	\$44.72	\$46.96	\$49.30	Hourly
0154	Principal Planner	CMC	704	\$10,433	\$10,955	\$11,503	\$12,078	\$12,682	\$13,316	\$13,982	Monthly
				\$125,196	\$131,460	\$138,036	\$144,936	\$152,184	\$159,792	\$167,784	Annual
				\$60.19	\$63.20	\$66.36	\$69.68	\$73.17	\$76.82	\$80.67	Hourly
0043	Programmer Analyst I	CMC	870	\$7,577	\$7,956	\$8,354	\$8,772	\$9,211	\$9,672	\$10,156	Monthly
				\$90,924	\$95,472	\$100,248	\$105,264	\$110,532	\$116,064	\$121,872	Annual
				\$43.71	\$45.90	\$48.20	\$50.61	\$53.14	\$55.80	\$58.59	Hourly
0044	Programmer Analyst II	CMC	692	\$9,095	\$9,550	\$10,028	\$10,529	\$11,055	\$11,608	\$12,188	Monthly
				\$109,140	\$114,600	\$120,336	\$126,348	\$132,660	\$139,296	\$146,256	Annual
				\$52.47	\$55.10	\$57.85	\$60.74	\$63.78	\$66.97	\$70.32	Hourly
0463	Property/Evidence Specialist	CMC	623	\$5,608	\$5,888	\$6,182	\$6,491	\$6,816	\$7,157	\$7,515	Monthly
				\$67,296	\$70,656	\$74,184	\$77,892	\$81,792	\$85,884	\$90,180	Annual
				\$32.35	\$33.97	\$35.67	\$37.45	\$39.32	\$41.29	\$43.36	Hourly
0462	Property/Evidence Supervisor	CMC	843	\$8,924	\$9,370	\$9,838	\$10,330	\$10,847	\$11,389	\$11,958	Monthly
				\$107,088	\$112,440	\$118,056	\$123,960	\$130,164	\$136,668	\$143,496	Annual
				\$51.48	\$54.06	\$56.76	\$59.60	\$62.58	\$65.71	\$68.99	Hourly
0124	Public Right of Way Coordinator	CMC	731	\$5,800	\$6,090	\$6,395	\$6,715	\$7,051	\$7,404	\$7,774	Monthly
				\$69,600	\$73,080	\$76,740	\$80,580	\$84,612	\$88,848	\$93,288	Annual
				\$33.46	\$35.13	\$36.89	\$38.74	\$40.68	\$42.72	\$44.85	Hourly

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0232	Public Safety Dispatch Supervisor	CMC	645	\$8,008	\$8,408	\$8,828	\$9,269	\$9,732	\$10,219	\$10,730	Monthly
				\$96,096	\$100,896	\$105,936	\$111,228	\$116,784	\$122,628	\$128,760	Annual
				\$46.20	\$48.51	\$50.93	\$53.48	\$56.15	\$58.96	\$61.90	Hourly
0231	Public Safety Dispatcher	CMC	616	\$6,161	\$6,469	\$6,792	\$7,132	\$7,489	\$7,863	\$8,256	Monthly
				\$73,932	\$77,628	\$81,504	\$85,584	\$89,868	\$94,356	\$99,072	Annual
				\$35.54	\$37.32	\$39.18	\$41.15	\$43.21	\$45.36	\$47.63	Hourly
0468	Range Master	CMC	855	\$6,434	\$6,756	\$7,094	\$7,449	\$7,821	\$8,212	\$8,623	Monthly
				\$77,208	\$81,072	\$85,128	\$89,388	\$93,852	\$98,544	\$103,477	Annual
				\$37.12	\$38.98	\$40.93	\$42.98	\$45.12	\$47.38	\$49.75	Hourly
0290	Recreation Coordinator	CMC	583	\$6,111	\$6,417	\$6,738	\$7,075	\$7,429	\$7,800	\$8,190	Monthly
				\$73,332	\$77,004	\$80,856	\$84,900	\$89,148	\$93,600	\$98,280	Annual
				\$35.26	\$37.02	\$38.87	\$40.82	\$42.86	\$45.00	\$47.25	Hourly
0508	Recreation Specialist	CMC	890	\$5,010	\$5,260	\$5,523	\$5,799	\$6,089	\$6,393	\$6,713	Monthly
				\$60,120	\$63,120	\$66,276	\$69,588	\$73,068	\$76,716	\$80,556	Annual
				\$28.90	\$30.35	\$31.86	\$33.46	\$35.13	\$36.88	\$38.73	Hourly
0301	Recreation Supervisor	CMC	625	\$7,455	\$7,828	\$8,219	\$8,630	\$9,062	\$9,515	\$9,991	Monthly
				\$89,460	\$93,936	\$98,628	\$103,560	\$108,744	\$114,180	\$119,892	Annual
				\$43.01	\$45.16	\$47.42	\$49.79	\$52.28	\$54.89	\$57.64	Hourly
0067	Senior Accountant	CMC	663	\$7,905	\$8,300	\$8,715	\$9,151	\$9,609	\$10,089	\$10,593	Monthly
				\$94,860	\$99,600	\$104,580	\$109,812	\$115,308	\$121,068	\$127,116	Annual
				\$45.61	\$47.88	\$50.28	\$52.79	\$55.44	\$58.21	\$61.11	Hourly
0119	Senior Code Enforcement Officer	CMC	896	\$7,022	\$7,373	\$7,742	\$8,129	\$8,535	\$8,962	\$9,410	Monthly
				\$84,264	\$88,476	\$92,904	\$97,548	\$102,420	\$107,544	\$112,920	Annual
				\$40.51	\$42.54	\$44.67	\$46.90	\$49.24	\$51.70	\$54.29	Hourly
0139	Senior Combination Inspector	CMC	874	\$8,059	\$8,462	\$8,885	\$9,329	\$9,795	\$10,285	\$10,799	Monthly
				\$96,708	\$101,544	\$106,620	\$111,948	\$117,540	\$123,420	\$129,588	Annual
				\$46.49	\$48.82	\$51.26	\$53.82	\$56.51	\$59.34	\$62.30	Hourly
0233	Senior Communications Supervisor	CMC	667	\$8,924	\$9,370	\$9,838	\$10,330	\$10,847	\$11,389	\$11,958	Monthly
				\$107,088	\$112,440	\$118,056	\$123,960	\$130,164	\$136,668	\$143,496	Annual
				\$51.48	\$54.06	\$56.76	\$59.60	\$62.58	\$65.71	\$68.99	Hourly
0136	Senior Electrical Inspector	CMC	873	\$6,978	\$7,327	\$7,693	\$8,078	\$8,482	\$8,906	\$9,351	Monthly
				\$83,736	\$87,924	\$92,316	\$96,936	\$101,784	\$106,872	\$112,212	Annual
				\$40.26	\$42.27	\$44.38	\$46.60	\$48.93	\$51.38	\$53.95	Hourly
0105	Senior Engineer	CMC	884	\$10,240	\$10,752	\$11,290	\$11,855	\$12,448	\$13,070	\$13,724	Monthly
				\$122,880	\$129,024	\$135,480	\$142,260	\$149,376	\$156,840	\$164,688	Annual
				\$59.08	\$62.03	\$65.13	\$68.39	\$71.82	\$75.40	\$79.18	Hourly
0432	Senior Lead Maintenance Worker	CMC	871	\$7,095	\$7,450	\$7,822	\$8,213	\$8,624	\$9,055	\$9,508	Monthly
				\$85,140	\$89,400	\$93,864	\$98,556	\$103,488	\$108,660	\$114,096	Annual
				\$40.93	\$42.98	\$45.13	\$47.38	\$49.75	\$52.24	\$54.85	Hourly
0433	Senior Maintenance Technician	CMC	597	\$5,198	\$5,458	\$5,731	\$6,018	\$6,319	\$6,635	\$6,967	Monthly
				\$62,376	\$65,496	\$68,772	\$72,216	\$75,828	\$79,620	\$83,604	Annual
				\$29.99	\$31.49	\$33.06	\$34.72	\$36.46	\$38.28	\$40.19	Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0404	Senior Maintenance Worker	CMC	587	\$5,362	\$5,630	\$5,912	\$6,208	\$6,518	\$6,844	\$7,186	Monthly
				\$64,344	\$67,560	\$70,944	\$74,496	\$78,216	\$82,128	\$86,232	Annual
				\$30.93	\$32.48	\$34.11	\$35.82	\$37.60	\$39.48	\$41.46	Hourly
0244	Senior Management Analyst	CMC	895	\$8,380	\$8,799	\$9,239	\$9,701	\$10,186	\$10,695	\$11,230	Monthly
				\$100,560	\$105,588	\$110,868	\$116,412	\$122,232	\$128,340	\$134,760	Annual
				\$48.35	\$50.76	\$53.30	\$55.97	\$58.77	\$61.70	\$64.79	Hourly
0153	Senior Planner	CMC	878	\$9,073	\$9,527	\$10,003	\$10,503	\$11,028	\$11,579	\$12,158	Monthly
				\$108,876	\$114,324	\$120,036	\$126,036	\$132,336	\$138,948	\$145,896	Annual
				\$52.34	\$54.96	\$57.71	\$60.59	\$63.62	\$66.80	\$70.14	Hourly
0011	Senior Police Records Technician	CMC	561	\$5,043	\$5,295	\$5,560	\$5,838	\$6,130	\$6,436	\$6,758	Monthly
				\$60,516	\$63,540	\$66,720	\$70,056	\$73,560	\$77,232	\$81,096	Annual
				\$29.09	\$30.55	\$32.08	\$33.68	\$35.37	\$37.13	\$38.99	Hourly
0048	Senior Programmer Analyst	CMC	710	\$9,959	\$10,457	\$10,980	\$11,529	\$12,105	\$12,710	\$13,346	Monthly
				\$119,508	\$125,484	\$131,760	\$138,348	\$145,260	\$152,520	\$160,152	Annual
				\$57.46	\$60.33	\$63.35	\$66.51	\$69.84	\$73.33	\$77.00	Hourly
0238	Senior Public Safety Dispatcher	CMC	630	\$6,621	\$6,952	\$7,300	\$7,665	\$8,048	\$8,450	\$8,873	Monthly
				\$79,452	\$83,424	\$87,600	\$91,980	\$96,576	\$101,400	\$106,476	Annual
				\$38.20	\$40.11	\$42.12	\$44.22	\$46.43	\$48.75	\$51.19	Hourly
0302	Senior Recreation Supervisor	CMC	666	\$8,202	\$8,612	\$9,043	\$9,495	\$9,970	\$10,468	\$10,991	Monthly
				\$98,424	\$103,344	\$108,516	\$113,940	\$119,640	\$125,616	\$131,892	Annual
				\$47.32	\$49.68	\$52.17	\$54.78	\$57.52	\$60.39	\$63.41	Hourly
0050	Storekeeper	CMC	588	\$4,933	\$5,180	\$5,439	\$5,711	\$5,997	\$6,297	\$6,612	Monthly
				\$59,196	\$62,160	\$65,268	\$68,532	\$71,964	\$75,564	\$79,344	Annual
				\$28.46	\$29.88	\$31.38	\$32.95	\$34.60	\$36.33	\$38.15	Hourly
0089	Tax Auditing Specialist	CMC	865	\$6,375	\$6,694	\$7,029	\$7,380	\$7,749	\$8,136	\$8,543	Monthly
				\$76,500	\$80,328	\$84,348	\$88,560	\$92,988	\$97,632	\$102,516	Annual
				\$36.78	\$38.62	\$40.55	\$42.58	\$44.71	\$46.94	\$49.29	Hourly
0064	Treasury Specialist	CMC	639	\$6,375	\$6,694	\$7,029	\$7,380	\$7,749	\$8,136	\$8,543	Monthly
				\$76,500	\$80,328	\$84,348	\$88,560	\$92,988	\$97,632	\$102,516	Annual
				\$36.78	\$38.62	\$40.55	\$42.58	\$44.71	\$46.94	\$49.29	Hourly
0240	Video Production Coordinator	CMC	657	\$7,451	\$7,824	\$8,215	\$8,626	\$9,057	\$9,510	\$9,985	Monthly
				\$89,412	\$93,888	\$98,580	\$103,512	\$108,684	\$114,120	\$119,820	Annual
				\$42.99	\$45.14	\$47.39	\$49.77	\$52.25	\$54.87	\$57.61	Hourly
0038	Website Coordinator	CMC	849	\$4,879	\$5,123	\$5,379	\$5,648	\$5,930	\$6,227	\$6,538	Monthly
				\$58,548	\$61,476	\$64,548	\$67,776	\$71,160	\$74,724	\$78,456	Annual
				\$28.15	\$29.56	\$31.03	\$32.58	\$34.21	\$35.93	\$37.72	Hourly
0156	Zoning Administrator	CMC	727	\$9,566	\$10,044	\$10,546	\$11,073	\$11,627	\$12,208	\$12,818	Monthly
				\$114,792	\$120,528	\$126,552	\$132,876	\$139,524	\$146,496	\$153,816	Annual
				\$55.19	\$57.95	\$60.84	\$63.88	\$67.08	\$70.43	\$73.95	Hourly

SECTION 2. 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 3. All parts of resolutions in conflict herewith are hereby rescinded.

**PASSED AND ADOPTED this 17th day of June, 2025.**

\_\_\_\_\_  
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. 2025-22 and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 18<sup>th</sup> day of June, 2025, 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 18<sup>th</sup> day of June, 2025.

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Brenda Green, City Clerk

(SEAL)

## RESOLUTION NO. 2025-23

### 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 2025 AGREEMENT.

WHEREAS, on June 17, 2025, the City Council adopted Resolution No. 2025-22 revising the pay ranges for job classifications represented by the Costa Mesa City Employees Association; and

WHEREAS, the City Council desires to repeal and replace Resolution 2025-22 as of December 27, 2025, to revise the pay ranges for the classifications specified herein; and

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

SECTION 1. 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 the pay period that includes January 1, 2026. The monthly rates of pay may also be in increments between the monthly minimum and maximum pay steps.

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	\$7,330	\$7,697	\$8,082	\$8,486	\$8,910	\$9,356	\$9,824	Monthly
				\$87,960	\$92,364	\$96,984	\$101,832	\$106,920	\$112,272	\$117,888	Annual
				\$42.29	\$44.41	\$46.63	\$48.96	\$51.40	\$53.98	\$56.68	Hourly
0061	Accounting Specialist I	CMC	577	\$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
0060	Accounting Specialist II	CMC	606	\$5,353	\$5,621	\$5,902	\$6,197	\$6,507	\$6,832	\$7,174	Monthly
				\$64,236	\$67,452	\$70,824	\$74,364	\$78,084	\$81,984	\$86,088	Annual
				\$30.88	\$32.43	\$34.05	\$35.75	\$37.54	\$39.42	\$41.39	Hourly
0107	Active Transportation Coordinator	CMC	732	\$9,856	\$10,349	\$10,866	\$11,409	\$11,979	\$12,578	\$13,207	Monthly
				\$118,272	\$124,188	\$130,392	\$136,908	\$143,748	\$150,936	\$158,484	Annual
				\$56.86	\$59.71	\$62.69	\$65.82	\$69.11	\$72.57	\$76.19	Hourly
0013	Administrative Assistant	CMC	590	\$5,440	\$5,712	\$5,998	\$6,298	\$6,613	\$6,944	\$7,291	Monthly
				\$65,280	\$68,544	\$71,976	\$75,576	\$79,356	\$83,328	\$87,492	Annual
				\$31.38	\$32.95	\$34.60	\$36.33	\$38.15	\$40.06	\$42.06	Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0469	Animal Control Officer	CMC	617	\$6,067	\$6,370	\$6,688	\$7,022	\$7,373	\$7,742	\$8,129	Monthly
				\$72,804	\$76,440	\$80,256	\$84,264	\$88,476	\$92,904	\$97,548	Annual
				\$35.00	\$36.75	\$38.58	\$40.51	\$42.54	\$44.67	\$46.90	Hourly
0470	Animal Control Supervisor	CMC	734	\$9,101	\$9,556	\$10,034	\$10,536	\$11,063	\$11,616	\$12,197	Monthly
				\$109,212	\$114,672	\$120,408	\$126,432	\$132,756	\$139,392	\$146,364	Annual
				\$52.51	\$55.13	\$57.89	\$60.78	\$63.83	\$67.02	\$70.37	Hourly
0471	Animal Services Coordinator	CMC	447	\$6,233	\$6,545	\$6,872	\$7,216	\$7,577	\$7,956	\$8,354	Monthly
				\$74,796	\$78,540	\$82,464	\$86,592	\$90,924	\$95,472	\$100,246	Annual
				\$35.96	\$37.76	\$39.65	\$41.63	\$43.71	\$45.90	\$48.20	Hourly
0307	Arts Specialist	CMC	733	\$7,606	\$7,986	\$8,385	\$8,804	\$9,244	\$9,706	\$10,191	Monthly
				\$91,272	\$95,832	\$100,620	\$105,648	\$110,928	\$116,472	\$122,292	Annual
				\$43.88	\$46.07	\$48.38	\$50.79	\$53.33	\$56.00	\$58.79	Hourly
0106	Assistant City Engineer	CMC	726	\$12,013	\$12,614	\$13,245	\$13,907	\$14,602	\$15,332	\$16,099	Monthly
				\$144,156	\$151,368	\$158,940	\$166,884	\$175,224	\$183,984	\$193,188	Annual
				\$69.31	\$72.77	\$76.41	\$80.23	\$84.24	\$88.45	\$92.88	Hourly
0103	Assistant Engineer	CMC	672	\$7,576	\$7,955	\$8,353	\$8,771	\$9,210	\$9,670	\$10,153	Monthly
				\$90,912	\$95,460	\$100,236	\$105,252	\$110,520	\$116,040	\$121,836	Annual
				\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.79	\$58.58	Hourly
0217	Assistant Fire Marshal	CMC	897	\$9,032	\$9,484	\$9,958	\$10,456	\$10,979	\$11,528	\$12,104	Monthly
				\$108,384	\$113,808	\$119,496	\$125,472	\$131,748	\$138,336	\$145,252	Annual
				\$52.11	\$54.72	\$57.45	\$60.32	\$63.34	\$66.51	\$69.83	Hourly
0151	Assistant Planner	CMC	889	\$6,998	\$7,348	\$7,715	\$8,101	\$8,506	\$8,931	\$9,378	Monthly
				\$83,976	\$88,176	\$92,580	\$97,212	\$102,072	\$107,172	\$112,536	Annual
				\$40.37	\$42.39	\$44.51	\$46.74	\$49.07	\$51.53	\$54.10	Hourly
0808	Assistant Storekeeper	CMC	571	\$4,624	\$4,855	\$5,098	\$5,353	\$5,621	\$5,902	\$6,197	Monthly
				\$55,488	\$58,260	\$61,176	\$64,236	\$67,452	\$70,824	\$74,364	Annual
				\$26.68	\$28.01	\$29.41	\$30.88	\$32.43	\$34.05	\$35.75	Hourly
0104	Associate Engineer	CMC	699	\$9,496	\$9,971	\$10,470	\$10,994	\$11,544	\$12,121	\$12,727	Monthly
				\$113,952	\$119,652	\$125,640	\$131,928	\$138,528	\$145,452	\$152,724	Annual
				\$54.78	\$57.53	\$60.40	\$63.43	\$66.60	\$69.93	\$73.43	Hourly
0152	Associate Planner	CMC	649	\$8,047	\$8,449	\$8,871	\$9,315	\$9,781	\$10,270	\$10,784	Monthly
				\$96,564	\$101,388	\$106,452	\$111,780	\$117,372	\$123,240	\$129,408	Annual
				\$46.43	\$48.74	\$51.18	\$53.74	\$56.43	\$59.25	\$62.22	Hourly
0132	Building Inspector I	CMC	643	\$7,116	\$7,472	\$7,846	\$8,238	\$8,650	\$9,082	\$9,536	Monthly
				\$85,392	\$89,664	\$94,152	\$98,856	\$103,800	\$108,984	\$114,432	Annual
				\$41.05	\$43.11	\$45.27	\$47.53	\$49.90	\$52.40	\$55.02	Hourly
0138	Building Inspector II	CMC	866	\$7,471	\$7,845	\$8,237	\$8,649	\$9,081	\$9,535	\$10,012	Monthly
				\$89,652	\$94,140	\$98,844	\$103,788	\$108,972	\$114,420	\$120,144	Annual
				\$43.10	\$45.26	\$47.52	\$49.90	\$52.39	\$55.01	\$57.76	Hourly
0130	Building Technician I	CMC	581	\$5,570	\$5,848	\$6,140	\$6,447	\$6,769	\$7,107	\$7,462	Monthly
				\$66,840	\$70,176	\$73,680	\$77,364	\$81,228	\$85,284	\$89,548	Annual
				\$32.13	\$33.74	\$35.42	\$37.19	\$39.05	\$41.00	\$43.05	Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0131	Building Technician II	CMC	613	\$6,534 \$78,408 \$37.70	\$6,861 \$82,332 \$39.58	\$7,204 \$86,448 \$41.56	\$7,564 \$90,768 \$43.64	\$7,942 \$95,304 \$45.82	\$8,339 \$100,068 \$48.11	\$8,756 \$105,068 \$50.51	Monthly Annual Hourly
0088	Business License Inspector	CMC	850	\$5,355 \$64,260 \$30.89	\$5,623 \$67,476 \$32.44	\$5,904 \$70,848 \$34.06	\$6,199 \$74,388 \$35.76	\$6,509 \$78,108 \$37.55	\$6,834 \$82,008 \$39.43	\$7,176 \$86,112 \$41.40	Monthly Annual Hourly
0051	Buyer	CMC	857	\$6,115 \$73,380 \$35.28	\$6,421 \$77,052 \$37.04	\$6,742 \$80,904 \$38.90	\$7,079 \$84,948 \$40.84	\$7,433 \$89,196 \$42.88	\$7,805 \$93,660 \$45.03	\$8,195 \$98,340 \$47.28	Monthly Annual Hourly
0035	Central Services Supervisor	CMC	655	\$6,718 \$80,616 \$38.76	\$7,054 \$84,648 \$40.70	\$7,407 \$88,884 \$42.73	\$7,777 \$93,324 \$44.87	\$8,166 \$97,992 \$47.11	\$8,574 \$102,888 \$49.47	\$9,003 \$108,036 \$51.94	Monthly Annual Hourly
0123	Chief Construction Inspector	CMC	662	\$7,081 \$84,972 \$40.85	\$7,435 \$89,220 \$42.89	\$7,807 \$93,684 \$45.04	\$8,197 \$98,364 \$47.29	\$8,607 \$103,284 \$49.66	\$9,037 \$108,444 \$52.14	\$9,489 \$113,868 \$54.74	Monthly Annual Hourly
0110	Chief Plans Examiner	CMC	718	\$10,742 \$128,904 \$61.97	\$11,279 \$135,348 \$65.07	\$11,843 \$142,116 \$68.33	\$12,435 \$149,220 \$71.74	\$13,057 \$156,684 \$75.33	\$13,710 \$164,520 \$79.10	\$14,395 \$172,740 \$83.05	Monthly Annual Hourly
0126	Chief of Code Enforcement	CMC	664	\$8,051 \$96,612 \$46.45	\$8,454 \$101,448 \$48.77	\$8,877 \$106,524 \$51.21	\$9,321 \$111,852 \$53.78	\$9,787 \$117,444 \$56.46	\$10,276 \$123,312 \$59.28	\$10,790 \$129,480 \$62.25	Monthly Annual Hourly
0128	Chief of Inspection	CMC	681	\$9,042 \$108,504 \$52.17	\$9,494 \$113,928 \$54.77	\$9,969 \$119,628 \$57.51	\$10,467 \$125,604 \$60.39	\$10,990 \$131,880 \$63.40	\$11,539 \$138,468 \$66.57	\$12,116 \$145,392 \$69.90	Monthly Annual Hourly
0466	Civilian Investigator	CMC	628	\$6,289 \$75,468 \$36.28	\$6,603 \$79,236 \$38.09	\$6,933 \$83,196 \$40.00	\$7,280 \$87,360 \$42.00	\$7,644 \$91,728 \$44.10	\$8,026 \$96,312 \$46.30	\$8,427 \$101,124 \$48.62	Monthly Annual Hourly
0125	Code Enforcement Officer I	CMC	449	\$5,916 \$70,992 \$34.13	\$6,212 \$74,544 \$35.84	\$6,523 \$78,276 \$37.63	\$6,849 \$82,188 \$39.51	\$7,191 \$86,292 \$41.49	\$7,551 \$90,612 \$43.56	\$7,929 \$95,148 \$45.74	Monthly Annual Hourly
0120	Code Enforcement Officer II	CMC	626	\$6,666 \$79,992 \$38.46	\$6,999 \$83,988 \$40.38	\$7,349 \$88,188 \$42.40	\$7,716 \$92,592 \$44.52	\$8,102 \$97,224 \$46.74	\$8,507 \$102,084 \$49.08	\$8,932 \$107,184 \$51.53	Monthly Annual Hourly
0430	Communications Installer	CMC	858	\$5,783 \$69,396 \$33.36	\$6,072 \$72,864 \$35.03	\$6,376 \$76,512 \$36.78	\$6,695 \$80,340 \$38.63	\$7,030 \$84,360 \$40.56	\$7,382 \$88,584 \$42.59	\$7,751 \$93,012 \$44.72	Monthly Annual Hourly
0611	Community Outreach Supervisor	CMC	900	\$7,334 \$88,008 \$42.31	\$7,701 \$92,412 \$44.43	\$8,086 \$97,032 \$46.65	\$8,490 \$101,880 \$48.98	\$8,914 \$106,968 \$51.43	\$9,360 \$112,320 \$54.00	\$9,828 \$117,936 \$56.70	Monthly Annual Hourly
0610	Community Outreach Worker	CMC	893	\$5,603 \$67,236 \$32.33	\$5,883 \$70,596 \$33.94	\$6,177 \$74,124 \$35.64	\$6,486 \$77,832 \$37.42	\$6,810 \$81,720 \$39.29	\$7,150 \$85,800 \$41.25	\$7,508 \$90,096 \$43.32	Monthly Annual Hourly



Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0703	Community Services Specialist	CMC	582	\$5,571 \$66,852 \$32.14	\$5,850 \$70,200 \$33.75	\$6,143 \$73,716 \$35.44	\$6,450 \$77,400 \$37.21	\$6,773 \$81,276 \$39.08	\$7,112 \$85,344 \$41.03	\$7,468 \$89,616 \$43.08	Monthly Annual Hourly
0121	Construction Inspector	CMC	867	\$7,230 \$86,760 \$41.71	\$7,592 \$91,104 \$43.80	\$7,972 \$95,664 \$45.99	\$8,371 \$100,452 \$48.29	\$8,790 \$105,480 \$50.71	\$9,230 \$110,760 \$53.25	\$9,692 \$116,304 \$55.92	Monthly Annual Hourly
0100	Contract Administrator	CMC	691	\$8,330 \$99,960 \$48.06	\$8,746 \$104,952 \$50.46	\$9,183 \$110,196 \$52.98	\$9,642 \$115,704 \$55.63	\$10,124 \$121,488 \$58.41	\$10,630 \$127,560 \$61.33	\$11,162 \$133,944 \$64.40	Monthly Annual Hourly
0706	Court Liaison	CMC	854	\$6,067 \$72,804 \$35.00	\$6,370 \$76,440 \$36.75	\$6,688 \$80,256 \$38.58	\$7,022 \$84,264 \$40.51	\$7,373 \$88,476 \$42.54	\$7,742 \$92,904 \$44.67	\$8,129 \$97,548 \$46.90	Monthly Annual Hourly
0099	Crime Analyst	CMC	859	\$7,043 \$84,516 \$40.63	\$7,395 \$88,740 \$42.66	\$7,765 \$93,180 \$44.80	\$8,153 \$97,836 \$47.04	\$8,561 \$102,732 \$49.39	\$8,989 \$107,868 \$51.86	\$9,438 \$113,256 \$54.45	Monthly Annual Hourly
0467	Crime Prevention Specialist	CMC	852	\$7,116 \$85,392 \$41.05	\$7,472 \$89,664 \$43.11	\$7,846 \$94,152 \$45.27	\$8,238 \$98,856 \$47.53	\$8,650 \$103,800 \$49.90	\$9,082 \$108,984 \$52.40	\$9,536 \$114,432 \$55.02	Monthly Annual Hourly
0189	Crime Scene Investigation Supervisor	CMC	050	\$9,101 \$109,212 \$52.51	\$9,556 \$114,672 \$55.13	\$10,034 \$120,408 \$57.89	\$10,536 \$126,432 \$60.78	\$11,063 \$132,756 \$63.83	\$11,616 \$139,392 \$67.02	\$12,197 \$146,364 \$70.37	Monthly Annual Hourly
0465	Crime Scene Investigator	CMC	638	\$6,534 \$78,408 \$37.70	\$6,861 \$82,332 \$39.58	\$7,204 \$86,448 \$41.56	\$7,564 \$90,768 \$43.64	\$7,942 \$95,304 \$45.82	\$8,339 \$100,068 \$48.11	\$8,756 \$105,072 \$50.52	Monthly Annual Hourly
0705	Custody Officer	CMC	854	\$6,067 \$72,804 \$35.00	\$6,370 \$76,440 \$36.75	\$6,688 \$80,256 \$38.58	\$7,022 \$84,264 \$40.51	\$7,373 \$88,476 \$42.54	\$7,742 \$92,904 \$44.67	\$8,129 \$97,548 \$46.90	Monthly Annual Hourly
0190	Custody Supervisor	CMC	612	\$9,101 \$109,212 \$52.51	\$9,556 \$114,672 \$55.13	\$10,034 \$120,408 \$57.89	\$10,536 \$126,432 \$60.78	\$11,063 \$132,756 \$63.83	\$11,616 \$139,392 \$67.02	\$12,197 \$146,364 \$70.37	Monthly Annual Hourly
0037	Cyber Security Analyst	CMC	735	\$10,159 \$121,908 \$58.61	\$10,667 \$128,004 \$61.54	\$11,200 \$134,400 \$64.62	\$11,760 \$141,120 \$67.85	\$12,348 \$148,176 \$71.24	\$12,965 \$155,580 \$74.80	\$13,613 \$163,356 \$78.54	Monthly Annual Hourly
0149	Economic Development Administrator	CMC	898	\$10,642 \$127,704 \$61.40	\$11,174 \$134,088 \$64.47	\$11,733 \$140,796 \$67.69	\$12,320 \$147,840 \$71.08	\$12,936 \$155,232 \$74.63	\$13,583 \$162,996 \$78.36	\$14,262 \$171,144 \$82.28	Monthly Annual Hourly
0134	Electrical Inspector	CMC	868	\$6,442 \$77,304 \$37.17	\$6,764 \$81,168 \$39.02	\$7,102 \$85,224 \$40.97	\$7,457 \$89,484 \$43.02	\$7,830 \$93,960 \$45.17	\$8,221 \$98,652 \$47.43	\$8,632 \$103,584 \$49.80	Monthly Annual Hourly
0431	Electronics Technician	CMC	875	\$7,199 \$86,388 \$41.53	\$7,559 \$90,708 \$43.61	\$7,937 \$95,244 \$45.79	\$8,334 \$100,008 \$48.08	\$8,751 \$105,012 \$50.49	\$9,189 \$110,268 \$53.01	\$9,648 \$115,776 \$55.66	Monthly Annual Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0221	Emergency Medical Services Coordinator	CMC	706	\$8,925	\$9,371	\$9,840	\$10,332	\$10,849	\$11,391	\$11,961	Monthly
				\$107,100	\$112,452	\$118,080	\$123,984	\$130,188	\$136,692	\$143,532	Annual
				\$51.49	\$54.06	\$56.77	\$59.61	\$62.59	\$65.72	\$69.01	Hourly
0096	Emergency Services Administrator	CMC	053	\$9,786	\$10,275	\$10,789	\$11,328	\$11,894	\$12,489	\$13,113	Monthly
				\$117,432	\$123,300	\$129,468	\$135,936	\$142,728	\$149,868	\$157,356	Annual
				\$56.46	\$59.28	\$62.24	\$65.35	\$68.62	\$72.05	\$75.65	Hourly
0234	Emergency Services Training Specialist	CMC	860	\$6,050	\$6,352	\$6,670	\$7,003	\$7,353	\$7,721	\$8,107	Monthly
				\$72,600	\$76,224	\$80,040	\$84,036	\$88,236	\$92,652	\$97,284	Annual
				\$34.90	\$36.65	\$38.48	\$40.40	\$42.42	\$44.54	\$46.77	Hourly
0101	Engineering Technician I	CMC	591	\$5,659	\$5,942	\$6,239	\$6,551	\$6,879	\$7,223	\$7,584	Monthly
				\$67,908	\$71,304	\$74,868	\$78,612	\$82,548	\$86,676	\$91,008	Annual
				\$32.65	\$34.28	\$35.99	\$37.79	\$39.69	\$41.67	\$43.75	Hourly
0102	Engineering Technician II	CMC	853	\$6,316	\$6,632	\$6,964	\$7,312	\$7,678	\$8,062	\$8,465	Monthly
				\$75,792	\$79,584	\$83,568	\$87,744	\$92,136	\$96,744	\$101,580	Annual
				\$36.44	\$38.26	\$40.18	\$42.18	\$44.30	\$46.51	\$48.84	Hourly
0116	Engineering Technician III	CMC	632	\$6,943	\$7,290	\$7,654	\$8,037	\$8,439	\$8,861	\$9,304	Monthly
				\$83,316	\$87,480	\$91,848	\$96,444	\$101,268	\$106,332	\$111,648	Annual
				\$40.06	\$42.06	\$44.16	\$46.37	\$48.69	\$51.12	\$53.68	Hourly
0440	Equipment Mechanic I	CMC	570	\$5,057	\$5,310	\$5,576	\$5,855	\$6,148	\$6,455	\$6,778	Monthly
				\$60,684	\$63,720	\$66,912	\$70,260	\$73,776	\$77,460	\$81,336	Annual
				\$29.18	\$30.63	\$32.17	\$33.78	\$35.47	\$37.24	\$39.10	Hourly
0441	Equipment Mechanic II	CMC	851	\$6,053	\$6,356	\$6,674	\$7,008	\$7,358	\$7,726	\$8,112	Monthly
				\$72,636	\$76,272	\$80,088	\$84,096	\$88,296	\$92,712	\$97,344	Annual
				\$34.92	\$36.67	\$38.50	\$40.43	\$42.45	\$44.57	\$46.80	Hourly
0445	Equipment Mechanic III	CMC	856	\$6,523	\$6,849	\$7,191	\$7,551	\$7,929	\$8,325	\$8,741	Monthly
				\$78,276	\$82,188	\$86,292	\$90,612	\$95,148	\$99,900	\$104,892	Annual
				\$37.63	\$39.51	\$41.49	\$43.56	\$45.74	\$48.03	\$50.43	Hourly
0014	Executive Assistant	CMC	609	\$5,985	\$6,284	\$6,598	\$6,928	\$7,274	\$7,638	\$8,020	Monthly
				\$71,820	\$75,408	\$79,176	\$83,136	\$87,288	\$91,656	\$96,240	Annual
				\$34.53	\$36.25	\$38.07	\$39.97	\$41.97	\$44.07	\$46.27	Hourly
0407	Facilities Maintenance Technician	CMC	589	\$5,655	\$5,938	\$6,235	\$6,547	\$6,874	\$7,218	\$7,579	Monthly
				\$67,860	\$71,256	\$74,820	\$78,564	\$82,488	\$86,616	\$90,948	Annual
				\$32.63	\$34.26	\$35.97	\$37.77	\$39.66	\$41.64	\$43.73	Hourly
0304	Fairview Park Administrator	CMC	887	\$10,445	\$10,967	\$11,515	\$12,091	\$12,696	\$13,331	\$13,998	Monthly
				\$125,340	\$131,604	\$138,180	\$145,092	\$152,352	\$159,972	\$167,976	Annual
				\$60.26	\$63.27	\$66.43	\$69.76	\$73.25	\$76.91	\$80.76	Hourly
0172	Finance Officer	CMC	448	\$9,782	\$10,271	\$10,785	\$11,324	\$11,890	\$12,484	\$13,108	Monthly
				\$117,384	\$123,252	\$129,420	\$135,888	\$142,680	\$149,808	\$157,296	Annual
				\$56.43	\$59.26	\$62.22	\$65.33	\$68.60	\$72.02	\$75.62	Hourly
0057	Financial Analyst	CMC	899	\$8,893	\$9,338	\$9,805	\$10,295	\$10,810	\$11,350	\$11,917	Monthly
				\$106,716	\$112,056	\$117,660	\$123,540	\$129,720	\$136,200	\$143,004	Annual
				\$51.31	\$53.87	\$56.57	\$59.39	\$62.37	\$65.48	\$68.75	Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0218	Fire Protection Analyst	CMC	876	\$7,533 \$90,396 \$43.46	\$7,910 \$94,920 \$45.63	\$8,305 \$99,660 \$47.91	\$8,720 \$104,640 \$50.31	\$9,156 \$109,872 \$52.82	\$9,614 \$115,368 \$55.47	\$10,095 \$121,140 \$58.24	Monthly Annual Hourly
0215	Fire Protection Specialist	CMC	861	\$7,116 \$85,392 \$41.05	\$7,472 \$89,664 \$43.11	\$7,846 \$94,152 \$45.27	\$8,238 \$98,856 \$47.53	\$8,650 \$103,800 \$49.90	\$9,082 \$108,984 \$52.40	\$9,536 \$114,432 \$55.02	Monthly Annual Hourly
0065	Grant Administrator	CMC	877	\$7,825 \$93,900 \$45.14	\$8,216 \$98,592 \$47.40	\$8,627 \$103,524 \$49.77	\$9,058 \$108,696 \$52.26	\$9,511 \$114,132 \$54.87	\$9,987 \$119,844 \$57.62	\$10,486 \$125,832 \$60.50	Monthly Annual Hourly
0029	Graphics Designer	CMC	610	\$5,800 \$69,600 \$33.46	\$6,090 \$73,080 \$35.13	\$6,394 \$76,728 \$36.89	\$6,714 \$80,568 \$38.73	\$7,050 \$84,600 \$40.67	\$7,403 \$88,836 \$42.71	\$7,773 \$93,281 \$44.85	Monthly Annual Hourly
0446	Lead Equipment Mechanic	CMC	869	\$7,354 \$88,248 \$42.43	\$7,722 \$92,664 \$44.55	\$8,108 \$97,296 \$46.78	\$8,513 \$102,156 \$49.11	\$8,939 \$107,268 \$51.57	\$9,386 \$112,632 \$54.15	\$9,855 \$118,260 \$56.86	Monthly Annual Hourly
0409	Lead Facilities Maintenance Technician	CMC	863	\$6,645 \$79,740 \$38.34	\$6,977 \$83,724 \$40.25	\$7,326 \$87,912 \$42.27	\$7,692 \$92,304 \$44.38	\$8,077 \$96,924 \$46.60	\$8,481 \$101,772 \$48.93	\$8,905 \$106,860 \$51.38	Monthly Annual Hourly
0405	Lead Maintenance Worker	CMC	864	\$6,645 \$79,740 \$38.34	\$6,977 \$83,724 \$40.25	\$7,326 \$87,912 \$42.27	\$7,692 \$92,304 \$44.38	\$8,077 \$96,924 \$46.60	\$8,481 \$101,772 \$48.93	\$8,905 \$106,860 \$51.38	Monthly Annual Hourly
0402	Maintenance Assistant	CMC	550	\$4,550 \$54,600 \$26.25	\$4,777 \$57,324 \$27.56	\$5,016 \$60,192 \$28.94	\$5,267 \$63,204 \$30.39	\$5,530 \$66,360 \$31.90	\$5,806 \$69,672 \$33.50	\$6,096 \$73,152 \$35.17	Monthly Annual Hourly
0412	Maintenance Superintendent	CMC	881	\$9,864 \$118,368 \$56.91	\$10,357 \$124,284 \$59.75	\$10,875 \$130,500 \$62.74	\$11,419 \$137,028 \$65.88	\$11,990 \$143,880 \$69.17	\$12,589 \$151,068 \$72.63	\$13,218 \$158,616 \$76.26	Monthly Annual Hourly
0406	Maintenance Supervisor	CMC	670	\$8,167 \$98,004 \$47.12	\$8,575 \$102,900 \$49.47	\$9,004 \$108,048 \$51.95	\$9,454 \$113,448 \$54.54	\$9,927 \$119,124 \$57.27	\$10,423 \$125,076 \$60.13	\$10,944 \$131,328 \$63.14	Monthly Annual Hourly
0403	Maintenance Worker	CMC	846	\$5,026 \$60,312 \$29.00	\$5,277 \$63,324 \$30.44	\$5,541 \$66,492 \$31.97	\$5,818 \$69,816 \$33.57	\$6,109 \$73,308 \$35.24	\$6,414 \$76,968 \$37.00	\$6,735 \$80,820 \$38.86	Monthly Annual Hourly
0243	Management Aide	CMC	892	\$6,649 \$79,788 \$38.36	\$6,981 \$83,772 \$40.28	\$7,330 \$87,960 \$42.29	\$7,697 \$92,364 \$44.41	\$8,082 \$96,984 \$46.63	\$8,486 \$101,832 \$48.96	\$8,910 \$106,920 \$51.40	Monthly Annual Hourly
0074	Management Analyst	CMC	872	\$7,646 \$91,752 \$44.11	\$8,028 \$96,336 \$46.32	\$8,429 \$101,148 \$48.63	\$8,850 \$106,200 \$51.06	\$9,293 \$111,516 \$53.61	\$9,758 \$117,096 \$56.30	\$10,246 \$122,952 \$59.11	Monthly Annual Hourly
0001	Messenger	CMC	501	\$4,201 \$50,412 \$24.24	\$4,411 \$52,932 \$25.45	\$4,632 \$55,584 \$26.72	\$4,864 \$58,368 \$28.06	\$5,107 \$61,284 \$29.46	\$5,362 \$64,344 \$30.93	\$5,630 \$67,560 \$32.48	Monthly Annual Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0241	Multimedia Specialist	CMC	885	\$6,957 \$83,484 \$40.14	\$7,305 \$87,660 \$42.14	\$7,670 \$92,040 \$44.25	\$8,053 \$96,636 \$46.46	\$8,456 \$101,472 \$48.78	\$8,879 \$106,548 \$51.23	\$9,323 \$111,874 \$53.79	Monthly Annual Hourly
0041	Network Systems Administrator	CMC	631	\$8,731 \$104,772 \$50.37	\$9,168 \$110,016 \$52.89	\$9,626 \$115,512 \$55.53	\$10,107 \$121,284 \$58.31	\$10,612 \$127,344 \$61.22	\$11,143 \$133,716 \$64.29	\$11,700 \$140,400 \$67.50	Monthly Annual Hourly
0006	Office Coordinator	CMC	848	\$5,055 \$60,660 \$29.16	\$5,308 \$63,696 \$30.62	\$5,573 \$66,876 \$32.15	\$5,852 \$70,224 \$33.76	\$6,145 \$73,740 \$35.45	\$6,452 \$77,424 \$37.22	\$6,775 \$81,300 \$39.09	Monthly Annual Hourly
0003	Office Specialist	CMC	525	\$3,959 \$47,508 \$22.84	\$4,157 \$49,884 \$23.98	\$4,365 \$52,380 \$25.18	\$4,583 \$54,996 \$26.44	\$4,812 \$57,744 \$27.76	\$5,053 \$60,636 \$29.15	\$5,306 \$63,672 \$30.61	Monthly Annual Hourly
0004	Office Specialist I	CMC	545	\$4,377 \$52,524 \$25.25	\$4,596 \$55,152 \$26.52	\$4,826 \$57,912 \$27.84	\$5,067 \$60,804 \$29.23	\$5,320 \$63,840 \$30.69	\$5,586 \$67,032 \$32.23	\$5,865 \$70,380 \$33.84	Monthly Annual Hourly
0005	Office Specialist II	CMC	845	\$4,716 \$56,592 \$27.21	\$4,952 \$59,424 \$28.57	\$5,200 \$62,400 \$30.00	\$5,460 \$65,520 \$31.50	\$5,733 \$68,796 \$33.08	\$6,020 \$72,240 \$34.73	\$6,321 \$75,852 \$36.47	Monthly Annual Hourly
0031	Offset Press Operator I	CMC	847	\$4,690 \$56,280 \$27.06	\$4,924 \$59,088 \$28.41	\$5,170 \$62,040 \$29.83	\$5,429 \$65,148 \$31.32	\$5,700 \$68,400 \$32.88	\$5,985 \$71,820 \$34.53	\$6,284 \$75,408 \$36.25	Monthly Annual Hourly
0034	Offset Press Operator II	CMC	595	\$4,977 \$59,724 \$28.71	\$5,226 \$62,712 \$30.15	\$5,487 \$65,844 \$31.66	\$5,761 \$69,132 \$33.24	\$6,049 \$72,588 \$34.90	\$6,351 \$76,212 \$36.64	\$6,669 \$80,028 \$38.48	Monthly Annual Hourly
0521	Park Ranger	CMC	725	\$5,603 \$67,236 \$32.33	\$5,883 \$70,596 \$33.94	\$6,177 \$74,124 \$35.64	\$6,486 \$77,832 \$37.42	\$6,810 \$81,720 \$39.29	\$7,150 \$85,800 \$41.25	\$7,508 \$90,096 \$43.32	Monthly Annual Hourly
0028	Permit Processing Specialist	CMC	569	\$4,570 \$54,840 \$26.37	\$4,798 \$57,576 \$27.68	\$5,038 \$60,456 \$29.07	\$5,290 \$63,480 \$30.52	\$5,554 \$66,648 \$32.04	\$5,832 \$69,984 \$33.65	\$6,124 \$73,488 \$35.33	Monthly Annual Hourly
0039	Personal Computer/ Network Assistant	CMC	849	\$4,977 \$59,724 \$28.71	\$5,226 \$62,712 \$30.15	\$5,487 \$65,844 \$31.66	\$5,761 \$69,132 \$33.24	\$6,049 \$72,588 \$34.90	\$6,351 \$76,212 \$36.64	\$6,669 \$80,028 \$38.48	Monthly Annual Hourly
0109	Plan Check Engineer	CMC	883	\$9,856 \$118,272 \$56.86	\$10,349 \$124,188 \$59.71	\$10,866 \$130,392 \$62.69	\$11,409 \$136,908 \$65.82	\$11,979 \$143,748 \$69.11	\$12,578 \$150,936 \$72.57	\$13,207 \$158,484 \$76.19	Monthly Annual Hourly
0114	Plan Checker	CMC	886	\$8,569 \$102,828 \$49.44	\$8,997 \$107,964 \$51.91	\$9,447 \$113,364 \$54.50	\$9,919 \$119,028 \$57.23	\$10,415 \$124,980 \$60.09	\$10,936 \$131,232 \$63.09	\$11,483 \$137,796 \$66.25	Monthly Annual Hourly
0095	Police Records Administrator	CMC	052	\$9,786 \$117,432 \$56.46	\$10,275 \$123,300 \$59.28	\$10,789 \$129,468 \$62.24	\$11,328 \$135,936 \$65.35	\$11,894 \$142,728 \$68.62	\$12,489 \$149,868 \$72.05	\$13,113 \$157,356 \$75.65	Monthly Annual Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0461	Police Records Bureau Supervisor	CMC	842	\$9,101 \$109,212 \$52.51	\$9,556 \$114,672 \$55.13	\$10,034 \$120,408 \$57.89	\$10,536 \$126,432 \$60.78	\$11,063 \$132,756 \$63.83	\$11,616 \$139,392 \$67.02	\$12,197 \$146,364 \$70.37	Monthly Annual Hourly
0012	Police Records Shift Supervisor	CMC	594	\$6,066 \$72,792 \$35.00	\$6,369 \$76,428 \$36.74	\$6,687 \$80,244 \$38.58	\$7,021 \$84,252 \$40.51	\$7,372 \$88,464 \$42.53	\$7,741 \$92,892 \$44.66	\$8,128 \$97,536 \$46.89	Monthly Annual Hourly
0010	Police Records Technician	CMC	546	\$4,774 \$57,288 \$27.54	\$5,013 \$60,156 \$28.92	\$5,264 \$63,168 \$30.37	\$5,527 \$66,324 \$31.89	\$5,803 \$69,636 \$33.48	\$6,093 \$73,116 \$35.15	\$6,398 \$76,776 \$36.91	Monthly Annual Hourly
0460	Police Training Administrator	CMC	844	\$9,786 \$117,432 \$56.46	\$10,275 \$123,300 \$59.28	\$10,789 \$129,468 \$62.24	\$11,328 \$135,936 \$65.35	\$11,894 \$142,728 \$68.62	\$12,489 \$149,868 \$72.05	\$13,113 \$157,356 \$75.65	Monthly Annual Hourly
0459	Police Training Assistant	CMC	862	\$6,505 \$78,060 \$37.53	\$6,830 \$81,960 \$39.40	\$7,171 \$86,052 \$41.37	\$7,530 \$90,360 \$43.44	\$7,907 \$94,884 \$45.62	\$8,302 \$99,624 \$47.90	\$8,717 \$104,604 \$50.29	Monthly Annual Hourly
0154	Principal Planner	CMC	704	\$10,642 \$127,704 \$61.40	\$11,174 \$134,088 \$64.47	\$11,733 \$140,796 \$67.69	\$12,320 \$147,840 \$71.08	\$12,936 \$155,232 \$74.63	\$13,583 \$162,996 \$78.36	\$14,262 \$171,144 \$82.28	Monthly Annual Hourly
0043	Programmer Analyst I	CMC	870	\$7,730 \$92,760 \$44.60	\$8,117 \$97,404 \$46.83	\$8,523 \$102,276 \$49.17	\$8,949 \$107,388 \$51.63	\$9,396 \$112,752 \$54.21	\$9,866 \$118,392 \$56.92	\$10,359 \$124,308 \$59.76	Monthly Annual Hourly
0044	Programmer Analyst II	CMC	692	\$9,277 \$111,324 \$53.52	\$9,741 \$116,892 \$56.20	\$10,228 \$122,736 \$59.01	\$10,739 \$128,868 \$61.96	\$11,276 \$135,312 \$65.05	\$11,840 \$142,080 \$68.31	\$12,432 \$149,184 \$71.72	Monthly Annual Hourly
0463	Property/Evidence Specialist	CMC	623	\$5,720 \$68,640 \$33.00	\$6,006 \$72,072 \$34.65	\$6,306 \$75,672 \$36.38	\$6,621 \$79,452 \$38.20	\$6,952 \$83,424 \$40.11	\$7,300 \$87,600 \$42.12	\$7,665 \$91,980 \$44.22	Monthly Annual Hourly
0462	Property/Evidence Supervisor	CMC	843	\$9,101 \$109,212 \$52.51	\$9,556 \$114,672 \$55.13	\$10,034 \$120,408 \$57.89	\$10,536 \$126,432 \$60.78	\$11,063 \$132,756 \$63.83	\$11,616 \$139,392 \$67.02	\$12,197 \$146,364 \$70.37	Monthly Annual Hourly
0124	Public Right of Way Coordinator	CMC	731	\$5,916 \$70,992 \$34.13	\$6,212 \$74,544 \$35.84	\$6,523 \$78,276 \$37.63	\$6,849 \$82,188 \$39.51	\$7,191 \$86,292 \$41.49	\$7,551 \$90,612 \$43.56	\$7,929 \$95,148 \$45.74	Monthly Annual Hourly
0232	Public Safety Dispatch Supervisor	CMC	645	\$8,168 \$98,016 \$47.12	\$8,576 \$102,912 \$49.48	\$9,005 \$108,060 \$51.95	\$9,455 \$113,460 \$54.55	\$9,928 \$119,136 \$57.28	\$10,424 \$125,088 \$60.14	\$10,945 \$131,340 \$63.14	Monthly Annual Hourly
0231	Public Safety Dispatcher	CMC	616	\$6,284 \$75,408 \$36.25	\$6,598 \$79,176 \$38.07	\$6,928 \$83,136 \$39.97	\$7,274 \$87,288 \$41.97	\$7,638 \$91,656 \$44.07	\$8,020 \$96,240 \$46.27	\$8,421 \$101,052 \$48.58	Monthly Annual Hourly
0468	Range Master	CMC	855	\$6,563 \$78,756 \$37.86	\$6,891 \$82,692 \$39.76	\$7,236 \$86,832 \$41.75	\$7,598 \$91,176 \$43.83	\$7,978 \$95,736 \$46.03	\$8,377 \$100,524 \$48.33	\$8,795 \$105,546 \$50.74	Monthly Annual Hourly

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0290	Recreation Coordinator	CMC	583	\$6,233 \$74,796 \$35.96	\$6,545 \$78,540 \$37.76	\$6,872 \$82,464 \$39.65	\$7,216 \$86,592 \$41.63	\$7,577 \$90,924 \$43.71	\$7,956 \$95,472 \$45.90	\$8,354 \$100,248 \$48.20	Monthly Annual Hourly
0508	Recreation Specialist	CMC	890	\$5,109 \$61,308 \$29.48	\$5,364 \$64,368 \$30.95	\$5,632 \$67,584 \$32.49	\$5,914 \$70,968 \$34.12	\$6,210 \$74,520 \$35.83	\$6,521 \$78,252 \$37.62	\$6,847 \$82,164 \$39.50	Monthly Annual Hourly
0301	Recreation Supervisor	CMC	625	\$7,606 \$91,272 \$43.88	\$7,986 \$95,832 \$46.07	\$8,385 \$100,620 \$48.38	\$8,804 \$105,648 \$50.79	\$9,244 \$110,928 \$53.33	\$9,706 \$116,472 \$56.00	\$10,191 \$122,292 \$58.79	Monthly Annual Hourly
0067	Senior Accountant	CMC	663	\$8,063 \$96,756 \$46.52	\$8,466 \$101,592 \$48.84	\$8,889 \$106,668 \$51.28	\$9,333 \$111,996 \$53.84	\$9,800 \$117,600 \$56.54	\$10,290 \$123,480 \$59.37	\$10,805 \$129,660 \$62.34	Monthly Annual Hourly
0119	Senior Code Enforcement Officer	CMC	896	\$7,162 \$85,944 \$41.32	\$7,520 \$90,240 \$43.38	\$7,896 \$94,752 \$45.55	\$8,291 \$99,492 \$47.83	\$8,706 \$104,472 \$50.23	\$9,141 \$109,692 \$52.74	\$9,598 \$115,176 \$55.37	Monthly Annual Hourly
0139	Senior Combination Inspector	CMC	874	\$8,219 \$98,628 \$47.42	\$8,630 \$103,560 \$49.79	\$9,061 \$108,732 \$52.28	\$9,514 \$114,168 \$54.89	\$9,990 \$119,880 \$57.63	\$10,490 \$125,880 \$60.52	\$11,015 \$132,180 \$63.55	Monthly Annual Hourly
0233	Senior Communications Supervisor	CMC	667	\$9,101 \$109,212 \$52.51	\$9,556 \$114,672 \$55.13	\$10,034 \$120,408 \$57.89	\$10,536 \$126,432 \$60.78	\$11,063 \$132,756 \$63.83	\$11,616 \$139,392 \$67.02	\$12,197 \$146,364 \$70.37	Monthly Annual Hourly
0136	Senior Electrical Inspector	CMC	873	\$7,117 \$85,404 \$41.06	\$7,473 \$89,676 \$43.11	\$7,847 \$94,164 \$45.27	\$8,239 \$98,868 \$47.53	\$8,651 \$103,812 \$49.91	\$9,084 \$109,008 \$52.41	\$9,538 \$114,456 \$55.03	Monthly Annual Hourly
0105	Senior Engineer	CMC	884	\$10,445 \$125,340 \$60.26	\$10,967 \$131,604 \$63.27	\$11,515 \$138,180 \$66.43	\$12,091 \$145,092 \$69.76	\$12,696 \$152,352 \$73.25	\$13,331 \$159,972 \$76.91	\$13,998 \$167,976 \$80.76	Monthly Annual Hourly
0432	Senior Lead Maintenance Worker	CMC	871	\$7,236 \$86,832 \$41.75	\$7,598 \$91,176 \$43.83	\$7,978 \$95,736 \$46.03	\$8,377 \$100,524 \$48.33	\$8,796 \$105,552 \$50.75	\$9,236 \$110,832 \$53.28	\$9,698 \$116,376 \$55.95	Monthly Annual Hourly
0433	Senior Maintenance Technician	CMC	597	\$5,304 \$63,648 \$30.60	\$5,569 \$66,828 \$32.13	\$5,847 \$70,164 \$33.73	\$6,139 \$73,668 \$35.42	\$6,446 \$77,352 \$37.19	\$6,768 \$81,216 \$39.05	\$7,106 \$85,272 \$41.00	Monthly Annual Hourly
0404	Senior Maintenance Worker	CMC	587	\$5,470 \$65,640 \$31.56	\$5,743 \$68,916 \$33.13	\$6,030 \$72,360 \$34.79	\$6,332 \$75,984 \$36.53	\$6,649 \$79,788 \$38.36	\$6,981 \$83,772 \$40.28	\$7,330 \$87,960 \$42.29	Monthly Annual Hourly
0244	Senior Management Analyst	CMC	895	\$8,548 \$102,576 \$49.32	\$8,975 \$107,700 \$51.78	\$9,424 \$113,088 \$54.37	\$9,895 \$118,740 \$57.09	\$10,390 \$124,680 \$59.94	\$10,910 \$130,920 \$62.94	\$11,455 \$137,460 \$66.09	Monthly Annual Hourly
0153	Senior Planner	CMC	878	\$9,253 \$111,036 \$53.38	\$9,716 \$116,592 \$56.05	\$10,202 \$122,424 \$58.86	\$10,712 \$128,544 \$61.80	\$11,248 \$134,976 \$64.89	\$11,810 \$141,720 \$68.13	\$12,401 \$148,812 \$71.54	Monthly Annual Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0011	Senior Police Records Technician	CMC	561	\$5,143 \$61,716 \$29.67	\$5,400 \$64,800 \$31.15	\$5,670 \$68,040 \$32.71	\$5,954 \$71,448 \$34.35	\$6,252 \$75,024 \$36.07	\$6,565 \$78,780 \$37.88	\$6,893 \$82,716 \$39.77	Monthly Annual Hourly
0048	Senior Programmer Analyst	CMC	710	\$10,159 \$121,908 \$58.61	\$10,667 \$128,004 \$61.54	\$11,200 \$134,400 \$64.62	\$11,760 \$141,120 \$67.85	\$12,348 \$148,176 \$71.24	\$12,965 \$155,580 \$74.80	\$13,613 \$163,356 \$78.54	Monthly Annual Hourly
0238	Senior Public Safety Dispatcher	CMC	630	\$6,753 \$81,036 \$38.96	\$7,091 \$85,092 \$40.91	\$7,446 \$89,352 \$42.96	\$7,818 \$93,816 \$45.10	\$8,209 \$98,508 \$47.36	\$8,619 \$103,428 \$49.73	\$9,050 \$108,600 \$52.21	Monthly Annual Hourly
0302	Senior Recreation Supervisor	CMC	666	\$8,367 \$100,404 \$48.27	\$8,785 \$105,420 \$50.68	\$9,224 \$110,688 \$53.22	\$9,685 \$116,220 \$55.88	\$10,169 \$122,028 \$58.67	\$10,677 \$128,124 \$61.60	\$11,211 \$134,532 \$64.68	Monthly Annual Hourly
0050	Storekeeper	CMC	588	\$5,033 \$60,396 \$29.04	\$5,285 \$63,420 \$30.49	\$5,549 \$66,588 \$32.01	\$5,826 \$69,912 \$33.61	\$6,117 \$73,404 \$35.29	\$6,423 \$77,076 \$37.06	\$6,744 \$80,928 \$38.91	Monthly Annual Hourly
0089	Tax Auditing Specialist	CMC	865	\$6,504 \$78,048 \$37.52	\$6,829 \$81,948 \$39.40	\$7,170 \$86,040 \$41.37	\$7,528 \$90,336 \$43.43	\$7,904 \$94,848 \$45.60	\$8,299 \$99,588 \$47.88	\$8,714 \$104,568 \$50.27	Monthly Annual Hourly
0064	Treasury Specialist	CMC	639	\$6,504 \$78,048 \$37.52	\$6,829 \$81,948 \$39.40	\$7,170 \$86,040 \$41.37	\$7,528 \$90,336 \$43.43	\$7,904 \$94,848 \$45.60	\$8,299 \$99,588 \$47.88	\$8,714 \$104,568 \$50.27	Monthly Annual Hourly
0240	Video Production Coordinator	CMC	657	\$7,600 \$91,200 \$43.85	\$7,980 \$95,760 \$46.04	\$8,379 \$100,548 \$48.34	\$8,798 \$105,576 \$50.76	\$9,238 \$110,856 \$53.30	\$9,700 \$116,400 \$55.96	\$10,185 \$122,220 \$58.76	Monthly Annual Hourly
0038	Website Coordinator	CMC	849	\$4,977 \$59,724 \$28.71	\$5,226 \$62,712 \$30.15	\$5,487 \$65,844 \$31.66	\$5,761 \$69,132 \$33.24	\$6,049 \$72,588 \$34.90	\$6,351 \$76,212 \$36.64	\$6,669 \$80,028 \$38.48	Monthly Annual Hourly
0156	Zoning Administrator	CMC	727	\$9,755 \$117,060 \$56.28	\$10,243 \$122,916 \$59.09	\$10,755 \$129,060 \$62.05	\$11,293 \$135,516 \$65.15	\$11,858 \$142,296 \$68.41	\$12,451 \$149,412 \$71.83	\$13,074 \$156,888 \$75.43	Monthly Annual Hourly

**SECTION 2.** 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 3. All parts of resolutions in conflict herewith are hereby rescinded.

**PASSED AND ADOPTED this 17th day of June, 2025.**

\_\_\_\_\_  
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. 2025-23 and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 18<sup>th</sup> day of June, 2025, 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 18<sup>th</sup> day of June, 2025.

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

(SEAL)



## RESOLUTION NO. 2025-24

### 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 2025 AGREEMENT.

WHEREAS, on June 17, 2025, the City Council adopted Resolution No. 2025-23 revising the pay ranges for job classifications represented by the Costa Mesa City Employees Association; and

WHEREAS, the City Council desires to repeal and replace Resolution 2025-23 as of March 21, 2026, to revise the pay ranges for the classifications specified herein; and

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

SECTION 1. 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 the pay period that includes April 1, 2026. The monthly rates of pay may also be in increments between the monthly minimum and maximum pay steps.

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	\$7,477	\$7,851	\$8,244	\$8,656	\$9,089	\$9,543	\$10,020	Monthly
				\$89,724	\$94,212	\$98,928	\$103,872	\$109,068	\$114,516	\$120,240	Annual
				\$43.14	\$45.29	\$47.56	\$49.94	\$52.44	\$55.06	\$57.81	Hourly
0061	Accounting Specialist I	CMC	577	\$4,726	\$4,962	\$5,210	\$5,470	\$5,743	\$6,030	\$6,332	Monthly
				\$56,712	\$59,544	\$62,520	\$65,640	\$68,916	\$72,360	\$75,984	Annual
				\$27.27	\$28.63	\$30.06	\$31.56	\$33.13	\$34.79	\$36.53	Hourly
0060	Accounting Specialist II	CMC	606	\$5,460	\$5,733	\$6,020	\$6,321	\$6,637	\$6,969	\$7,317	Monthly
				\$65,520	\$68,796	\$72,240	\$75,852	\$79,644	\$83,628	\$87,804	Annual
				\$31.50	\$33.08	\$34.73	\$36.47	\$38.29	\$40.21	\$42.21	Hourly
0107	Active Transportation Coordinator	CMC	732	\$10,052	\$10,555	\$11,083	\$11,637	\$12,219	\$12,830	\$13,471	Monthly
				\$120,624	\$126,660	\$132,996	\$139,644	\$146,628	\$153,960	\$161,652	Annual
				\$57.99	\$60.89	\$63.94	\$67.14	\$70.49	\$74.02	\$77.72	Hourly
0013	Administrative Assistant	CMC	590	\$5,550	\$5,828	\$6,119	\$6,425	\$6,746	\$7,083	\$7,437	Monthly
				\$66,600	\$69,936	\$73,428	\$77,100	\$80,952	\$84,996	\$89,244	Annual
				\$32.02	\$33.62	\$35.30	\$37.07	\$38.92	\$40.86	\$42.91	Hourly
0469	Animal Control Officer	CMC	617	\$6,188	\$6,497	\$6,822	\$7,163	\$7,521	\$7,897	\$8,292	Monthly
				\$74,256	\$77,964	\$81,864	\$85,956	\$90,252	\$94,764	\$99,504	Annual
				\$35.70	\$37.48	\$39.36	\$41.33	\$43.39	\$45.56	\$47.84	Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0470	Animal Control Supervisor	CMC	734	\$9,285	\$9,749	\$10,236	\$10,748	\$11,285	\$11,849	\$12,441	Monthly
				\$111,420	\$116,988	\$122,832	\$128,976	\$135,420	\$142,188	\$149,292	Annual
				\$53.57	\$56.24	\$59.05	\$62.01	\$65.11	\$68.36	\$71.78	Hourly
0471	Animal Services Coordinator	CMC	447	\$6,358	\$6,676	\$7,010	\$7,361	\$7,729	\$8,115	\$8,521	Monthly
				\$76,296	\$80,112	\$84,120	\$88,332	\$92,748	\$97,380	\$102,253	Annual
				\$36.68	\$38.52	\$40.44	\$42.47	\$44.59	\$46.82	\$49.16	Hourly
0307	Arts Specialist	CMC	733	\$7,757	\$8,145	\$8,552	\$8,980	\$9,429	\$9,900	\$10,395	Monthly
				\$93,084	\$97,740	\$102,624	\$107,760	\$113,148	\$118,800	\$124,740	Annual
				\$44.75	\$46.99	\$49.34	\$51.81	\$54.40	\$57.12	\$59.97	Hourly
0106	Assistant City Engineer	CMC	726	\$12,254	\$12,867	\$13,510	\$14,185	\$14,894	\$15,639	\$16,421	Monthly
				\$147,048	\$154,404	\$162,120	\$170,220	\$178,728	\$187,668	\$197,052	Annual
				\$70.70	\$74.23	\$77.94	\$81.84	\$85.93	\$90.23	\$94.74	Hourly
0103	Assistant Engineer	CMC	672	\$7,728	\$8,114	\$8,520	\$8,946	\$9,393	\$9,863	\$10,356	Monthly
				\$92,736	\$97,368	\$102,240	\$107,352	\$112,716	\$118,356	\$124,272	Annual
				\$44.58	\$46.81	\$49.15	\$51.61	\$54.19	\$56.90	\$59.75	Hourly
0217	Assistant Fire Marshal	CMC	897	\$9,212	\$9,673	\$10,157	\$10,665	\$11,198	\$11,758	\$12,346	Monthly
				\$110,544	\$116,076	\$121,884	\$127,980	\$134,376	\$141,096	\$148,153	Annual
				\$53.15	\$55.81	\$58.60	\$61.53	\$64.60	\$67.83	\$71.23	Hourly
0151	Assistant Planner	CMC	889	\$7,138	\$7,495	\$7,870	\$8,263	\$8,676	\$9,110	\$9,566	Monthly
				\$85,656	\$89,940	\$94,440	\$99,156	\$104,112	\$109,320	\$114,792	Annual
				\$41.18	\$43.24	\$45.40	\$47.67	\$50.05	\$52.56	\$55.19	Hourly
0808	Assistant Storekeeper	CMC	571	\$4,716	\$4,952	\$5,200	\$5,460	\$5,733	\$6,020	\$6,321	Monthly
				\$56,592	\$59,424	\$62,400	\$65,520	\$68,796	\$72,240	\$75,852	Annual
				\$27.21	\$28.57	\$30.00	\$31.50	\$33.08	\$34.73	\$36.47	Hourly
0104	Associate Engineer	CMC	699	\$9,687	\$10,171	\$10,680	\$11,214	\$11,775	\$12,364	\$12,982	Monthly
				\$116,244	\$122,052	\$128,160	\$134,568	\$141,300	\$148,368	\$155,784	Annual
				\$55.89	\$58.68	\$61.62	\$64.70	\$67.93	\$71.33	\$74.90	Hourly
0152	Associate Planner	CMC	649	\$8,209	\$8,619	\$9,050	\$9,502	\$9,977	\$10,476	\$11,000	Monthly
				\$98,508	\$103,428	\$108,600	\$114,024	\$119,724	\$125,712	\$132,000	Annual
				\$47.36	\$49.73	\$52.21	\$54.82	\$57.56	\$60.44	\$63.46	Hourly
0132	Building Inspector I	CMC	643	\$7,259	\$7,622	\$8,003	\$8,403	\$8,823	\$9,264	\$9,727	Monthly
				\$87,108	\$91,464	\$96,036	\$100,836	\$105,876	\$111,168	\$116,724	Annual
				\$41.88	\$43.97	\$46.17	\$48.48	\$50.90	\$53.45	\$56.12	Hourly
0138	Building Inspector II	CMC	866	\$7,621	\$8,002	\$8,402	\$8,822	\$9,263	\$9,726	\$10,212	Monthly
				\$91,452	\$96,024	\$100,824	\$105,864	\$111,156	\$116,712	\$122,544	Annual
				\$43.97	\$46.17	\$48.47	\$50.90	\$53.44	\$56.11	\$58.92	Hourly
0130	Building Technician I	CMC	581	\$5,680	\$5,964	\$6,262	\$6,575	\$6,904	\$7,249	\$7,611	Monthly
				\$68,160	\$71,568	\$75,144	\$78,900	\$82,848	\$86,988	\$91,335	Annual
				\$32.77	\$34.41	\$36.13	\$37.93	\$39.83	\$41.82	\$43.91	Hourly
0131	Building Technician II	CMC	613	\$6,665	\$6,998	\$7,348	\$7,715	\$8,101	\$8,506	\$8,931	Monthly
				\$79,980	\$83,976	\$88,176	\$92,580	\$97,212	\$102,072	\$107,173	Annual
				\$38.45	\$40.37	\$42.39	\$44.51	\$46.74	\$49.07	\$51.53	Hourly

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0088	Business License Inspector	CMC	850	\$5,462	\$5,735	\$6,022	\$6,323	\$6,639	\$6,971	\$7,320	Monthly
				\$65,544	\$68,820	\$72,264	\$75,876	\$79,668	\$83,652	\$87,840	Annual
				\$31.51	\$33.09	\$34.74	\$36.48	\$38.30	\$40.22	\$42.23	Hourly
0051	Buyer	CMC	857	\$6,238	\$6,550	\$6,877	\$7,221	\$7,582	\$7,961	\$8,359	Monthly
				\$74,856	\$78,600	\$82,524	\$86,652	\$90,984	\$95,532	\$100,308	Annual
				\$35.99	\$37.79	\$39.68	\$41.66	\$43.74	\$45.93	\$48.23	Hourly
0035	Central Services Supervisor	CMC	655	\$6,852	\$7,195	\$7,555	\$7,933	\$8,330	\$8,746	\$9,183	Monthly
				\$82,224	\$86,340	\$90,660	\$95,196	\$99,960	\$104,952	\$110,196	Annual
				\$39.53	\$41.51	\$43.59	\$45.77	\$48.06	\$50.46	\$52.98	Hourly
0123	Chief Construction Inspector	CMC	662	\$7,223	\$7,584	\$7,963	\$8,361	\$8,779	\$9,218	\$9,679	Monthly
				\$86,676	\$91,008	\$95,556	\$100,332	\$105,348	\$110,616	\$116,148	Annual
				\$41.67	\$43.75	\$45.94	\$48.24	\$50.65	\$53.18	\$55.84	Hourly
0110	Chief Plans Examiner	CMC	718	\$10,957	\$11,505	\$12,080	\$12,684	\$13,318	\$13,984	\$14,683	Monthly
				\$131,484	\$138,060	\$144,960	\$152,208	\$159,816	\$167,808	\$176,196	Annual
				\$63.21	\$66.38	\$69.69	\$73.18	\$76.83	\$80.68	\$84.71	Hourly
0126	Chief of Code Enforcement	CMC	664	\$8,213	\$8,624	\$9,055	\$9,508	\$9,983	\$10,482	\$11,006	Monthly
				\$98,556	\$103,488	\$108,660	\$114,096	\$119,796	\$125,784	\$132,072	Annual
				\$47.38	\$49.75	\$52.24	\$54.85	\$57.59	\$60.47	\$63.50	Hourly
0128	Chief of Inspection	CMC	681	\$9,223	\$9,684	\$10,168	\$10,676	\$11,210	\$11,770	\$12,358	Monthly
				\$110,676	\$116,208	\$122,016	\$128,112	\$134,520	\$141,240	\$148,296	Annual
				\$53.21	\$55.87	\$58.66	\$61.59	\$64.67	\$67.90	\$71.30	Hourly
0466	Civilian Investigator	CMC	628	\$6,414	\$6,735	\$7,072	\$7,426	\$7,797	\$8,187	\$8,596	Monthly
				\$76,968	\$80,820	\$84,864	\$89,112	\$93,564	\$98,244	\$103,152	Annual
				\$37.00	\$38.86	\$40.80	\$42.84	\$44.98	\$47.23	\$49.59	Hourly
0125	Code Enforcement Officer I	CMC	449	\$6,035	\$6,337	\$6,654	\$6,987	\$7,336	\$7,703	\$8,088	Monthly
				\$72,420	\$76,044	\$79,848	\$83,844	\$88,032	\$92,436	\$97,056	Annual
				\$34.82	\$36.56	\$38.39	\$40.31	\$42.32	\$44.44	\$46.66	Hourly
0120	Code Enforcement Officer II	CMC	626	\$6,798	\$7,138	\$7,495	\$7,870	\$8,264	\$8,677	\$9,111	Monthly
				\$81,576	\$85,656	\$89,940	\$94,440	\$99,168	\$104,124	\$109,332	Annual
				\$39.22	\$41.18	\$43.24	\$45.40	\$47.68	\$50.06	\$52.56	Hourly
0430	Communications Installer	CMC	858	\$5,900	\$6,195	\$6,505	\$6,830	\$7,171	\$7,530	\$7,906	Monthly
				\$70,800	\$74,340	\$78,060	\$81,960	\$86,052	\$90,360	\$94,872	Annual
				\$34.04	\$35.74	\$37.53	\$39.40	\$41.37	\$43.44	\$45.61	Hourly
0611	Community Outreach Supervisor	CMC	900	\$7,481	\$7,855	\$8,248	\$8,660	\$9,093	\$9,548	\$10,025	Monthly
				\$89,772	\$94,260	\$98,976	\$103,920	\$109,116	\$114,576	\$120,300	Annual
				\$43.16	\$45.32	\$47.58	\$49.96	\$52.46	\$55.08	\$57.84	Hourly
0610	Community Outreach Worker	CMC	893	\$5,714	\$6,000	\$6,300	\$6,615	\$6,946	\$7,293	\$7,658	Monthly
				\$68,568	\$72,000	\$75,600	\$79,380	\$83,352	\$87,516	\$91,896	Annual
				\$32.97	\$34.62	\$36.35	\$38.16	\$40.07	\$42.08	\$44.18	Hourly
0703	Community Services Specialist	CMC	582	\$5,685	\$5,969	\$6,267	\$6,580	\$6,909	\$7,254	\$7,617	Monthly
				\$68,220	\$71,628	\$75,204	\$78,960	\$82,908	\$87,048	\$91,404	Annual
				\$32.80	\$34.44	\$36.16	\$37.96	\$39.86	\$41.85	\$43.94	Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0121	Construction Inspector	CMC	867	\$7,377 \$88,524 \$42.56	\$7,746 \$92,952 \$44.69	\$8,133 \$97,596 \$46.92	\$8,540 \$102,480 \$49.27	\$8,967 \$107,604 \$51.73	\$9,415 \$112,980 \$54.32	\$9,886 \$118,632 \$57.03	Monthly Annual Hourly
0100	Contract Administrator	CMC	691	\$8,496 \$101,952 \$49.02	\$8,921 \$107,052 \$51.47	\$9,367 \$112,404 \$54.04	\$9,835 \$118,020 \$56.74	\$10,327 \$123,924 \$59.58	\$10,843 \$130,116 \$62.56	\$11,385 \$136,620 \$65.68	Monthly Annual Hourly
0706	Court Liaison	CMC	854	\$6,188 \$74,256 \$35.70	\$6,497 \$77,964 \$37.48	\$6,822 \$81,864 \$39.36	\$7,163 \$85,956 \$41.33	\$7,521 \$90,252 \$43.39	\$7,897 \$94,764 \$45.56	\$8,292 \$99,504 \$47.84	Monthly Annual Hourly
0099	Crime Analyst	CMC	859	\$7,184 \$86,208 \$41.45	\$7,543 \$90,516 \$43.52	\$7,920 \$95,040 \$45.69	\$8,316 \$99,792 \$47.98	\$8,732 \$104,784 \$50.38	\$9,169 \$110,028 \$52.90	\$9,627 \$115,524 \$55.54	Monthly Annual Hourly
0467	Crime Prevention Specialist	CMC	852	\$7,259 \$87,108 \$41.88	\$7,622 \$91,464 \$43.97	\$8,003 \$96,036 \$46.17	\$8,403 \$100,836 \$48.48	\$8,823 \$105,876 \$50.90	\$9,264 \$111,168 \$53.45	\$9,727 \$116,724 \$56.12	Monthly Annual Hourly
0189	Crime Scene Investigation Supervisor	CMC	050	\$9,285 \$111,420 \$53.57	\$9,749 \$116,988 \$56.24	\$10,236 \$122,832 \$59.05	\$10,748 \$128,976 \$62.01	\$11,285 \$135,420 \$65.11	\$11,849 \$142,188 \$68.36	\$12,441 \$149,292 \$71.78	Monthly Annual Hourly
0465	Crime Scene Investigator	CMC	638	\$6,665 \$79,980 \$38.45	\$6,998 \$83,976 \$40.37	\$7,348 \$88,176 \$42.39	\$7,715 \$92,580 \$44.51	\$8,101 \$97,212 \$46.74	\$8,506 \$102,072 \$49.07	\$8,931 \$107,172 \$51.53	Monthly Annual Hourly
0705	Custody Officer	CMC	854	\$6,188 \$74,256 \$35.70	\$6,497 \$77,964 \$37.48	\$6,822 \$81,864 \$39.36	\$7,163 \$85,956 \$41.33	\$7,521 \$90,252 \$43.39	\$7,897 \$94,764 \$45.56	\$8,292 \$99,504 \$47.84	Monthly Annual Hourly
0190	Custody Supervisor	CMC	612	\$9,285 \$111,420 \$53.57	\$9,749 \$116,988 \$56.24	\$10,236 \$122,832 \$59.05	\$10,748 \$128,976 \$62.01	\$11,285 \$135,420 \$65.11	\$11,849 \$142,188 \$68.36	\$12,441 \$149,292 \$71.78	Monthly Annual Hourly
0037	Cyber Security Analyst	CMC	735	\$10,361 \$124,332 \$59.78	\$10,879 \$130,548 \$62.76	\$11,423 \$137,076 \$65.90	\$11,994 \$143,928 \$69.20	\$12,594 \$151,128 \$72.66	\$13,224 \$158,688 \$76.29	\$13,885 \$166,620 \$80.11	Monthly Annual Hourly
0149	Economic Development Administrator	CMC	898	\$10,855 \$130,260 \$62.63	\$11,398 \$136,776 \$65.76	\$11,968 \$143,616 \$69.05	\$12,566 \$150,792 \$72.50	\$13,194 \$158,328 \$76.12	\$13,854 \$166,248 \$79.93	\$14,547 \$174,564 \$83.93	Monthly Annual Hourly
0134	Electrical Inspector	CMC	868	\$6,571 \$78,852 \$37.91	\$6,900 \$82,800 \$39.81	\$7,245 \$86,940 \$41.80	\$7,607 \$91,284 \$43.89	\$7,987 \$95,844 \$46.08	\$8,386 \$100,632 \$48.38	\$8,805 \$105,660 \$50.80	Monthly Annual Hourly
0431	Electronics Technician	CMC	875	\$7,343 \$88,116 \$42.36	\$7,710 \$92,520 \$44.48	\$8,096 \$97,152 \$46.71	\$8,501 \$102,012 \$49.04	\$8,926 \$107,112 \$51.50	\$9,372 \$112,464 \$54.07	\$9,841 \$118,092 \$56.78	Monthly Annual Hourly
0221	Emergency Medical Services Coordinator	CMC	706	\$9,104 \$109,248 \$52.52	\$9,559 \$114,708 \$55.15	\$10,037 \$120,444 \$57.91	\$10,539 \$126,468 \$60.80	\$11,066 \$132,792 \$63.84	\$11,619 \$139,428 \$67.03	\$12,200 \$146,400 \$70.38	Monthly Annual Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0096	Emergency Services Administrator	CMC	053	\$9,980	\$10,479	\$11,003	\$11,553	\$12,131	\$12,738	\$13,375	Monthly
				\$119,760	\$125,748	\$132,036	\$138,636	\$145,572	\$152,856	\$160,500	Annual
				\$57.58	\$60.46	\$63.48	\$66.65	\$69.99	\$73.49	\$77.16	Hourly
0234	Emergency Services Training Specialist	CMC	860	\$6,170	\$6,479	\$6,803	\$7,143	\$7,500	\$7,875	\$8,269	Monthly
				\$74,040	\$77,748	\$81,636	\$85,716	\$90,000	\$94,500	\$99,228	Annual
				\$35.60	\$37.38	\$39.25	\$41.21	\$43.27	\$45.43	\$47.71	Hourly
0101	Engineering Technician I	CMC	591	\$5,773	\$6,062	\$6,365	\$6,683	\$7,017	\$7,368	\$7,736	Monthly
				\$69,276	\$72,744	\$76,380	\$80,196	\$84,204	\$88,416	\$92,832	Annual
				\$33.31	\$34.97	\$36.72	\$38.56	\$40.48	\$42.51	\$44.63	Hourly
0102	Engineering Technician II	CMC	853	\$6,443	\$6,765	\$7,103	\$7,458	\$7,831	\$8,223	\$8,634	Monthly
				\$77,316	\$81,180	\$85,236	\$89,496	\$93,972	\$98,676	\$103,608	Annual
				\$37.17	\$39.03	\$40.98	\$43.03	\$45.18	\$47.44	\$49.81	Hourly
0116	Engineering Technician III	CMC	632	\$7,082	\$7,436	\$7,808	\$8,198	\$8,608	\$9,038	\$9,490	Monthly
				\$84,984	\$89,232	\$93,696	\$98,376	\$103,296	\$108,456	\$113,880	Annual
				\$40.86	\$42.90	\$45.05	\$47.30	\$49.66	\$52.14	\$54.75	Hourly
0440	Equipment Mechanic I	CMC	570	\$5,159	\$5,417	\$5,688	\$5,972	\$6,271	\$6,585	\$6,914	Monthly
				\$61,908	\$65,004	\$68,256	\$71,664	\$75,252	\$79,020	\$82,968	Annual
				\$29.76	\$31.25	\$32.82	\$34.45	\$36.18	\$37.99	\$39.89	Hourly
0441	Equipment Mechanic II	CMC	851	\$6,175	\$6,484	\$6,808	\$7,148	\$7,505	\$7,880	\$8,274	Monthly
				\$74,100	\$77,808	\$81,696	\$85,776	\$90,060	\$94,560	\$99,288	Annual
				\$35.63	\$37.41	\$39.28	\$41.24	\$43.30	\$45.46	\$47.73	Hourly
0445	Equipment Mechanic III	CMC	856	\$6,653	\$6,986	\$7,335	\$7,702	\$8,087	\$8,491	\$8,916	Monthly
				\$79,836	\$83,832	\$88,020	\$92,424	\$97,044	\$101,892	\$106,992	Annual
				\$38.38	\$40.30	\$42.32	\$44.43	\$46.66	\$48.99	\$51.44	Hourly
0014	Executive Assistant	CMC	609	\$6,105	\$6,410	\$6,730	\$7,066	\$7,419	\$7,790	\$8,180	Monthly
				\$73,260	\$76,920	\$80,760	\$84,792	\$89,028	\$93,480	\$98,160	Annual
				\$35.22	\$36.98	\$38.83	\$40.77	\$42.80	\$44.94	\$47.19	Hourly
0407	Facilities Maintenance Technician	CMC	589	\$5,769	\$6,057	\$6,360	\$6,678	\$7,012	\$7,363	\$7,731	Monthly
				\$69,228	\$72,684	\$76,320	\$80,136	\$84,144	\$88,356	\$92,772	Annual
				\$33.28	\$34.94	\$36.69	\$38.53	\$40.45	\$42.48	\$44.60	Hourly
0304	Fairview Park Administrator	CMC	887	\$10,654	\$11,187	\$11,746	\$12,333	\$12,950	\$13,598	\$14,278	Monthly
				\$127,848	\$134,244	\$140,952	\$147,996	\$155,400	\$163,176	\$171,336	Annual
				\$61.47	\$64.54	\$67.77	\$71.15	\$74.71	\$78.45	\$82.37	Hourly
0172	Finance Officer	CMC	448	\$9,977	\$10,476	\$11,000	\$11,550	\$12,127	\$12,733	\$13,370	Monthly
				\$119,724	\$125,712	\$132,000	\$138,600	\$145,524	\$152,796	\$160,442	Annual
				\$57.56	\$60.44	\$63.46	\$66.63	\$69.96	\$73.46	\$77.14	Hourly
0057	Financial Analyst	CMC	899	\$9,070	\$9,524	\$10,000	\$10,500	\$11,025	\$11,576	\$12,155	Monthly
				\$108,840	\$114,288	\$120,000	\$126,000	\$132,300	\$138,912	\$145,860	Annual
				\$52.33	\$54.95	\$57.69	\$60.58	\$63.61	\$66.78	\$70.13	Hourly
0218	Fire Protection Analyst	CMC	876	\$7,684	\$8,068	\$8,471	\$8,895	\$9,340	\$9,807	\$10,297	Monthly
				\$92,208	\$96,816	\$101,652	\$106,740	\$112,080	\$117,684	\$123,564	Annual
				\$44.33	\$46.55	\$48.87	\$51.32	\$53.88	\$56.58	\$59.41	Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0215	Fire Protection Specialist	CMC	861	\$7,259 \$87,108 \$41.88	\$7,622 \$91,464 \$43.97	\$8,003 \$96,036 \$46.17	\$8,403 \$100,836 \$48.48	\$8,823 \$105,876 \$50.90	\$9,264 \$111,168 \$53.45	\$9,727 \$116,724 \$56.12	Monthly Annual Hourly
0065	Grant Administrator	CMC	877	\$7,982 \$95,784 \$46.05	\$8,381 \$100,572 \$48.35	\$8,800 \$105,600 \$50.77	\$9,240 \$110,880 \$53.31	\$9,702 \$116,424 \$55.97	\$10,187 \$122,244 \$58.77	\$10,696 \$128,352 \$61.71	Monthly Annual Hourly
0029	Graphics Designer	CMC	610	\$5,916 \$70,992 \$34.13	\$6,212 \$74,544 \$35.84	\$6,523 \$78,276 \$37.63	\$6,849 \$82,188 \$39.51	\$7,191 \$86,292 \$41.49	\$7,551 \$90,612 \$43.56	\$7,928 \$95,142 \$45.74	Monthly Annual Hourly
0446	Lead Equipment Mechanic	CMC	869	\$7,501 \$90,012 \$43.28	\$7,876 \$94,512 \$45.44	\$8,270 \$99,240 \$47.71	\$8,683 \$104,196 \$50.09	\$9,117 \$109,404 \$52.60	\$9,573 \$114,876 \$55.23	\$10,052 \$120,624 \$57.99	Monthly Annual Hourly
0409	Lead Facilities Maintenance Technician	CMC	863	\$6,777 \$81,324 \$39.10	\$7,116 \$85,392 \$41.05	\$7,472 \$89,664 \$43.11	\$7,846 \$94,152 \$45.27	\$8,238 \$98,856 \$47.53	\$8,650 \$103,800 \$49.90	\$9,083 \$108,996 \$52.40	Monthly Annual Hourly
0405	Lead Maintenance Worker	CMC	864	\$6,777 \$81,324 \$39.10	\$7,116 \$85,392 \$41.05	\$7,472 \$89,664 \$43.11	\$7,846 \$94,152 \$45.27	\$8,238 \$98,856 \$47.53	\$8,650 \$103,800 \$49.90	\$9,083 \$108,996 \$52.40	Monthly Annual Hourly
0402	Maintenance Assistant	CMC	550	\$4,639 \$55,668 \$26.76	\$4,871 \$58,452 \$28.10	\$5,115 \$61,380 \$29.51	\$5,371 \$64,452 \$30.99	\$5,640 \$67,680 \$32.54	\$5,922 \$71,064 \$34.17	\$6,218 \$74,616 \$35.87	Monthly Annual Hourly
0412	Maintenance Superintendent	CMC	881	\$10,061 \$120,732 \$58.04	\$10,564 \$126,768 \$60.95	\$11,092 \$133,104 \$63.99	\$11,647 \$139,764 \$67.19	\$12,229 \$146,748 \$70.55	\$12,840 \$154,080 \$74.08	\$13,482 \$161,784 \$77.78	Monthly Annual Hourly
0406	Maintenance Supervisor	CMC	670	\$8,330 \$99,960 \$48.06	\$8,747 \$104,964 \$50.46	\$9,184 \$110,208 \$52.98	\$9,643 \$115,716 \$55.63	\$10,125 \$121,500 \$58.41	\$10,631 \$127,572 \$61.33	\$11,163 \$133,956 \$64.40	Monthly Annual Hourly
0403	Maintenance Worker	CMC	846	\$5,126 \$61,512 \$29.57	\$5,382 \$64,584 \$31.05	\$5,651 \$67,812 \$32.60	\$5,934 \$71,208 \$34.23	\$6,231 \$74,772 \$35.95	\$6,543 \$78,516 \$37.75	\$6,870 \$82,440 \$39.63	Monthly Annual Hourly
0243	Management Aide	CMC	892	\$6,781 \$81,372 \$39.12	\$7,120 \$85,440 \$41.08	\$7,476 \$89,712 \$43.13	\$7,850 \$94,200 \$45.29	\$8,243 \$98,916 \$47.56	\$8,655 \$103,860 \$49.93	\$9,088 \$109,056 \$52.43	Monthly Annual Hourly
0074	Management Analyst	CMC	872	\$7,799 \$93,588 \$44.99	\$8,189 \$98,268 \$47.24	\$8,598 \$103,176 \$49.60	\$9,028 \$108,336 \$52.08	\$9,479 \$113,748 \$54.69	\$9,953 \$119,436 \$57.42	\$10,451 \$125,412 \$60.29	Monthly Annual Hourly
0001	Messenger	CMC	501	\$4,287 \$51,444 \$24.73	\$4,501 \$54,012 \$25.97	\$4,726 \$56,712 \$27.27	\$4,962 \$59,544 \$28.63	\$5,210 \$62,520 \$30.06	\$5,470 \$65,640 \$31.56	\$5,743 \$68,916 \$33.13	Monthly Annual Hourly
0241	Multimedia Specialist	CMC	885	\$7,096 \$85,152 \$40.94	\$7,451 \$89,412 \$42.99	\$7,824 \$93,888 \$45.14	\$8,215 \$98,580 \$47.39	\$8,626 \$103,512 \$49.77	\$9,057 \$108,684 \$52.25	\$9,509 \$114,114 \$54.86	Monthly Annual Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0041	Network Systems Administrator	CMC	631	\$8,906	\$9,351	\$9,819	\$10,310	\$10,825	\$11,366	\$11,934	Monthly
				\$106,872	\$112,212	\$117,828	\$123,720	\$129,900	\$136,392	\$143,208	Annual
				\$51.38	\$53.95	\$56.65	\$59.48	\$62.45	\$65.57	\$68.85	Hourly
0006	Office Coordinator	CMC	848	\$5,157	\$5,415	\$5,686	\$5,970	\$6,269	\$6,582	\$6,911	Monthly
				\$61,884	\$64,980	\$68,232	\$71,640	\$75,228	\$78,984	\$82,932	Annual
				\$29.75	\$31.24	\$32.80	\$34.44	\$36.17	\$37.97	\$39.87	Hourly
0003	Office Specialist	CMC	525	\$4,038	\$4,240	\$4,452	\$4,675	\$4,909	\$5,154	\$5,412	Monthly
				\$48,456	\$50,880	\$53,424	\$56,100	\$58,908	\$61,848	\$64,944	Annual
				\$23.30	\$24.46	\$25.68	\$26.97	\$28.32	\$29.73	\$31.22	Hourly
0004	Office Specialist I	CMC	545	\$4,465	\$4,688	\$4,922	\$5,168	\$5,426	\$5,697	\$5,982	Monthly
				\$53,580	\$56,256	\$59,064	\$62,016	\$65,112	\$68,364	\$71,784	Annual
				\$25.76	\$27.05	\$28.40	\$29.82	\$31.30	\$32.87	\$34.51	Hourly
0005	Office Specialist II	CMC	845	\$4,811	\$5,052	\$5,305	\$5,570	\$5,848	\$6,140	\$6,447	Monthly
				\$57,732	\$60,624	\$63,660	\$66,840	\$70,176	\$73,680	\$77,364	Annual
				\$27.76	\$29.15	\$30.61	\$32.13	\$33.74	\$35.42	\$37.19	Hourly
0031	Offset Press Operator I	CMC	847	\$4,783	\$5,022	\$5,273	\$5,537	\$5,814	\$6,105	\$6,410	Monthly
				\$57,396	\$60,264	\$63,276	\$66,444	\$69,768	\$73,260	\$76,920	Annual
				\$27.59	\$28.97	\$30.42	\$31.94	\$33.54	\$35.22	\$36.98	Hourly
0034	Offset Press Operator II	CMC	595	\$5,076	\$5,330	\$5,596	\$5,876	\$6,170	\$6,478	\$6,802	Monthly
				\$60,912	\$63,960	\$67,152	\$70,512	\$74,040	\$77,736	\$81,624	Annual
				\$29.28	\$30.75	\$32.28	\$33.90	\$35.60	\$37.37	\$39.24	Hourly
0521	Park Ranger	CMC	725	\$5,714	\$6,000	\$6,300	\$6,615	\$6,946	\$7,293	\$7,658	Monthly
				\$68,568	\$72,000	\$75,600	\$79,380	\$83,352	\$87,516	\$91,896	Annual
				\$32.97	\$34.62	\$36.35	\$38.16	\$40.07	\$42.08	\$44.18	Hourly
0028	Permit Processing Specialist	CMC	569	\$4,661	\$4,894	\$5,139	\$5,396	\$5,666	\$5,949	\$6,246	Monthly
				\$55,932	\$58,728	\$61,668	\$64,752	\$67,992	\$71,388	\$74,952	Annual
				\$26.89	\$28.23	\$29.65	\$31.13	\$32.69	\$34.32	\$36.03	Hourly
0039	Personal Computer/ Network Assistant	CMC	849	\$5,076	\$5,330	\$5,596	\$5,876	\$6,170	\$6,478	\$6,802	Monthly
				\$60,912	\$63,960	\$67,152	\$70,512	\$74,040	\$77,736	\$81,624	Annual
				\$29.28	\$30.75	\$32.28	\$33.90	\$35.60	\$37.37	\$39.24	Hourly
0109	Plan Check Engineer	CMC	883	\$10,052	\$10,555	\$11,083	\$11,637	\$12,219	\$12,830	\$13,471	Monthly
				\$120,624	\$126,660	\$132,996	\$139,644	\$146,628	\$153,960	\$161,652	Annual
				\$57.99	\$60.89	\$63.94	\$67.14	\$70.49	\$74.02	\$77.72	Hourly
0114	Plan Checker	CMC	886	\$8,740	\$9,177	\$9,636	\$10,118	\$10,624	\$11,155	\$11,713	Monthly
				\$104,880	\$110,124	\$115,632	\$121,416	\$127,488	\$133,860	\$140,556	Annual
				\$50.42	\$52.94	\$55.59	\$58.37	\$61.29	\$64.36	\$67.58	Hourly
0095	Police Records Administrator	CMC	052	\$9,980	\$10,479	\$11,003	\$11,553	\$12,131	\$12,738	\$13,375	Monthly
				\$119,760	\$125,748	\$132,036	\$138,636	\$145,572	\$152,856	\$160,500	Annual
				\$57.58	\$60.46	\$63.48	\$66.65	\$69.99	\$73.49	\$77.16	Hourly
0461	Police Records Bureau Supervisor	CMC	842	\$9,285	\$9,749	\$10,236	\$10,748	\$11,285	\$11,849	\$12,441	Monthly
				\$111,420	\$116,988	\$122,832	\$128,976	\$135,420	\$142,188	\$149,292	Annual
				\$53.57	\$56.24	\$59.05	\$62.01	\$65.11	\$68.36	\$71.78	Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0012	Police Records Shift Supervisor	CMC	594	\$6,187	\$6,496	\$6,821	\$7,162	\$7,520	\$7,896	\$8,291	Monthly
				\$74,244	\$77,952	\$81,852	\$85,944	\$90,240	\$94,752	\$99,492	Annual
				\$35.69	\$37.48	\$39.35	\$41.32	\$43.38	\$45.55	\$47.83	Hourly
0010	Police Records Technician	CMC	546	\$4,870	\$5,113	\$5,369	\$5,637	\$5,919	\$6,215	\$6,526	Monthly
				\$58,440	\$61,356	\$64,428	\$67,644	\$71,028	\$74,580	\$78,312	Annual
				\$28.10	\$29.50	\$30.98	\$32.52	\$34.15	\$35.86	\$37.65	Hourly
0460	Police Training Administrator	CMC	844	\$9,980	\$10,479	\$11,003	\$11,553	\$12,131	\$12,738	\$13,375	Monthly
				\$119,760	\$125,748	\$132,036	\$138,636	\$145,572	\$152,856	\$160,500	Annual
				\$57.58	\$60.46	\$63.48	\$66.65	\$69.99	\$73.49	\$77.16	Hourly
0459	Police Training Assistant	CMC	862	\$6,635	\$6,967	\$7,315	\$7,681	\$8,065	\$8,468	\$8,891	Monthly
				\$79,620	\$83,604	\$87,780	\$92,172	\$96,780	\$101,616	\$106,692	Annual
				\$38.28	\$40.19	\$42.20	\$44.31	\$46.53	\$48.85	\$51.29	Hourly
0154	Principal Planner	CMC	704	\$10,855	\$11,398	\$11,968	\$12,566	\$13,194	\$13,854	\$14,547	Monthly
				\$130,260	\$136,776	\$143,616	\$150,792	\$158,328	\$166,248	\$174,564	Annual
				\$62.63	\$65.76	\$69.05	\$72.50	\$76.12	\$79.93	\$83.93	Hourly
0043	Programmer Analyst I	CMC	870	\$7,885	\$8,279	\$8,693	\$9,128	\$9,584	\$10,063	\$10,566	Monthly
				\$94,620	\$99,348	\$104,316	\$109,536	\$115,008	\$120,756	\$126,792	Annual
				\$45.49	\$47.76	\$50.15	\$52.66	\$55.29	\$58.06	\$60.96	Hourly
0044	Programmer Analyst II	CMC	692	\$9,462	\$9,935	\$10,432	\$10,954	\$11,502	\$12,077	\$12,681	Monthly
				\$113,544	\$119,220	\$125,184	\$131,448	\$138,024	\$144,924	\$152,172	Annual
				\$54.59	\$57.32	\$60.18	\$63.20	\$66.36	\$69.68	\$73.16	Hourly
0463	Property/Evidence Specialist	CMC	623	\$5,833	\$6,125	\$6,431	\$6,753	\$7,091	\$7,446	\$7,818	Monthly
				\$69,996	\$73,500	\$77,172	\$81,036	\$85,092	\$89,352	\$93,816	Annual
				\$33.65	\$35.34	\$37.10	\$38.96	\$40.91	\$42.96	\$45.10	Hourly
0462	Property/Evidence Supervisor	CMC	843	\$9,285	\$9,749	\$10,236	\$10,748	\$11,285	\$11,849	\$12,441	Monthly
				\$111,420	\$116,988	\$122,832	\$128,976	\$135,420	\$142,188	\$149,292	Annual
				\$53.57	\$56.24	\$59.05	\$62.01	\$65.11	\$68.36	\$71.78	Hourly
0124	Public Right of Way Coordinator	CMC	731	\$6,035	\$6,337	\$6,654	\$6,987	\$7,336	\$7,703	\$8,088	Monthly
				\$72,420	\$76,044	\$79,848	\$83,844	\$88,032	\$92,436	\$97,056	Annual
				\$34.82	\$36.56	\$38.39	\$40.31	\$42.32	\$44.44	\$46.66	Hourly
0232	Public Safety Dispatch Supervisor	CMC	645	\$8,331	\$8,748	\$9,185	\$9,644	\$10,126	\$10,632	\$11,164	Monthly
				\$99,972	\$104,976	\$110,220	\$115,728	\$121,512	\$127,584	\$133,968	Annual
				\$48.06	\$50.47	\$52.99	\$55.64	\$58.42	\$61.34	\$64.41	Hourly
0231	Public Safety Dispatcher	CMC	616	\$6,410	\$6,730	\$7,066	\$7,419	\$7,790	\$8,180	\$8,589	Monthly
				\$76,920	\$80,760	\$84,792	\$89,028	\$93,480	\$98,160	\$103,068	Annual
				\$36.98	\$38.83	\$40.77	\$42.80	\$44.94	\$47.19	\$49.55	Hourly
0468	Range Master	CMC	855	\$6,695	\$7,030	\$7,381	\$7,750	\$8,137	\$8,544	\$8,971	Monthly
				\$80,340	\$84,360	\$88,572	\$93,000	\$97,644	\$102,528	\$107,651	Annual
				\$38.63	\$40.56	\$42.58	\$44.71	\$46.94	\$49.29	\$51.76	Hourly
0290	Recreation Coordinator	CMC	583	\$6,358	\$6,676	\$7,010	\$7,361	\$7,729	\$8,115	\$8,521	Monthly
				\$76,296	\$80,112	\$84,120	\$88,332	\$92,748	\$97,380	\$102,252	Annual
				\$36.68	\$38.52	\$40.44	\$42.47	\$44.59	\$46.82	\$49.16	Hourly



Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0508	Recreation Specialist	CMC	890	\$5,210 \$62,520 \$30.06	\$5,471 \$65,652 \$31.56	\$5,745 \$68,940 \$33.14	\$6,032 \$72,384 \$34.80	\$6,334 \$76,008 \$36.54	\$6,651 \$79,812 \$38.37	\$6,984 \$83,808 \$40.29	Monthly Annual Hourly
0301	Recreation Supervisor	CMC	625	\$7,757 \$93,084 \$44.75	\$8,145 \$97,740 \$46.99	\$8,552 \$102,624 \$49.34	\$8,980 \$107,760 \$51.81	\$9,429 \$113,148 \$54.40	\$9,900 \$118,800 \$57.12	\$10,395 \$124,740 \$59.97	Monthly Annual Hourly
0067	Senior Accountant	CMC	663	\$8,224 \$98,688 \$47.45	\$8,635 \$103,620 \$49.82	\$9,067 \$108,804 \$52.31	\$9,520 \$114,240 \$54.92	\$9,996 \$119,952 \$57.67	\$10,496 \$125,952 \$60.55	\$11,021 \$132,252 \$63.58	Monthly Annual Hourly
0119	Senior Code Enforcement Officer	CMC	896	\$7,305 \$87,660 \$42.14	\$7,670 \$92,040 \$44.25	\$8,054 \$96,648 \$46.47	\$8,457 \$101,484 \$48.79	\$8,880 \$106,560 \$51.23	\$9,324 \$111,888 \$53.79	\$9,790 \$117,480 \$56.48	Monthly Annual Hourly
0139	Senior Combination Inspector	CMC	874	\$8,384 \$100,608 \$48.37	\$8,803 \$105,636 \$50.79	\$9,243 \$110,916 \$53.33	\$9,705 \$116,460 \$55.99	\$10,190 \$122,280 \$58.79	\$10,700 \$128,400 \$61.73	\$11,235 \$134,820 \$64.82	Monthly Annual Hourly
0233	Senior Communications Supervisor	CMC	667	\$9,285 \$111,420 \$53.57	\$9,749 \$116,988 \$56.24	\$10,236 \$122,832 \$59.05	\$10,748 \$128,976 \$62.01	\$11,285 \$135,420 \$65.11	\$11,849 \$142,188 \$68.36	\$12,441 \$149,292 \$71.78	Monthly Annual Hourly
0136	Senior Electrical Inspector	CMC	873	\$7,261 \$87,132 \$41.89	\$7,624 \$91,488 \$43.98	\$8,005 \$96,060 \$46.18	\$8,405 \$100,860 \$48.49	\$8,825 \$105,900 \$50.91	\$9,266 \$111,192 \$53.46	\$9,729 \$116,748 \$56.13	Monthly Annual Hourly
0105	Senior Engineer	CMC	884	\$10,654 \$127,848 \$61.47	\$11,187 \$134,244 \$64.54	\$11,746 \$140,952 \$67.77	\$12,333 \$147,996 \$71.15	\$12,950 \$155,400 \$74.71	\$13,598 \$163,176 \$78.45	\$14,278 \$171,336 \$82.37	Monthly Annual Hourly
0432	Senior Lead Maintenance Worker	CMC	871	\$7,381 \$88,572 \$42.58	\$7,750 \$93,000 \$44.71	\$8,138 \$97,656 \$46.95	\$8,545 \$102,540 \$49.30	\$8,972 \$107,664 \$51.76	\$9,421 \$113,052 \$54.35	\$9,892 \$118,704 \$57.07	Monthly Annual Hourly
0433	Senior Maintenance Technician	CMC	597	\$5,409 \$64,908 \$31.21	\$5,679 \$68,148 \$32.76	\$5,963 \$71,556 \$34.40	\$6,261 \$75,132 \$36.12	\$6,574 \$78,888 \$37.93	\$6,903 \$82,836 \$39.83	\$7,248 \$86,976 \$41.82	Monthly Annual Hourly
0404	Senior Maintenance Worker	CMC	587	\$5,579 \$66,948 \$32.19	\$5,858 \$70,296 \$33.80	\$6,151 \$73,812 \$35.49	\$6,459 \$77,508 \$37.26	\$6,782 \$81,384 \$39.13	\$7,121 \$85,452 \$41.08	\$7,477 \$89,724 \$43.14	Monthly Annual Hourly
0244	Senior Management Analyst	CMC	895	\$8,718 \$104,616 \$50.30	\$9,154 \$109,848 \$52.81	\$9,612 \$115,344 \$55.45	\$10,093 \$121,116 \$58.23	\$10,598 \$127,176 \$61.14	\$11,128 \$133,536 \$64.20	\$11,684 \$140,208 \$67.41	Monthly Annual Hourly
0153	Senior Planner	CMC	878	\$9,439 \$113,268 \$54.46	\$9,911 \$118,932 \$57.18	\$10,407 \$124,884 \$60.04	\$10,927 \$131,124 \$63.04	\$11,473 \$137,676 \$66.19	\$12,047 \$144,564 \$69.50	\$12,649 \$151,788 \$72.98	Monthly Annual Hourly
0011	Senior Police Records Technician	CMC	561	\$5,247 \$62,964 \$30.27	\$5,509 \$66,108 \$31.78	\$5,784 \$69,408 \$33.37	\$6,073 \$72,876 \$35.04	\$6,377 \$76,524 \$36.79	\$6,696 \$80,352 \$38.63	\$7,031 \$84,372 \$40.56	Monthly Annual Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0048	Senior Programmer Analyst	CMC	710	\$10,361 \$124,332 \$59.78	\$10,879 \$130,548 \$62.76	\$11,423 \$137,076 \$65.90	\$11,994 \$143,928 \$69.20	\$12,594 \$151,128 \$72.66	\$13,224 \$158,688 \$76.29	\$13,885 \$166,620 \$80.11	Monthly Annual Hourly
0238	Senior Public Safety Dispatcher	CMC	630	\$6,887 \$82,644 \$39.73	\$7,231 \$86,772 \$41.72	\$7,593 \$91,116 \$43.81	\$7,973 \$95,676 \$46.00	\$8,372 \$100,464 \$48.30	\$8,791 \$105,492 \$50.72	\$9,231 \$110,772 \$53.26	Monthly Annual Hourly
0302	Senior Recreation Supervisor	CMC	666	\$8,532 \$102,384 \$49.22	\$8,959 \$107,508 \$51.69	\$9,407 \$112,884 \$54.27	\$9,877 \$118,524 \$56.98	\$10,371 \$124,452 \$59.83	\$10,890 \$130,680 \$62.83	\$11,435 \$137,220 \$65.97	Monthly Annual Hourly
0050	Storekeeper	CMC	588	\$5,133 \$61,596 \$29.61	\$5,390 \$64,680 \$31.10	\$5,659 \$67,908 \$32.65	\$5,942 \$71,304 \$34.28	\$6,239 \$74,868 \$35.99	\$6,551 \$78,612 \$37.79	\$6,879 \$82,548 \$39.69	Monthly Annual Hourly
0089	Tax Auditing Specialist	CMC	865	\$6,632 \$79,584 \$38.26	\$6,964 \$83,568 \$40.18	\$7,312 \$87,744 \$42.18	\$7,678 \$92,136 \$44.30	\$8,062 \$96,744 \$46.51	\$8,465 \$101,580 \$48.84	\$8,888 \$106,656 \$51.28	Monthly Annual Hourly
0064	Treasury Specialist	CMC	639	\$6,632 \$79,584 \$38.26	\$6,964 \$83,568 \$40.18	\$7,312 \$87,744 \$42.18	\$7,678 \$92,136 \$44.30	\$8,062 \$96,744 \$46.51	\$8,465 \$101,580 \$48.84	\$8,888 \$106,656 \$51.28	Monthly Annual Hourly
0240	Video Production Coordinator	CMC	657	\$7,752 \$93,024 \$44.72	\$8,140 \$97,680 \$46.96	\$8,547 \$102,564 \$49.31	\$8,974 \$107,688 \$51.77	\$9,423 \$113,076 \$54.36	\$9,894 \$118,728 \$57.08	\$10,389 \$124,668 \$59.94	Monthly Annual Hourly
0038	Website Coordinator	CMC	849	\$5,076 \$60,912 \$29.28	\$5,330 \$63,960 \$30.75	\$5,596 \$67,152 \$32.28	\$5,876 \$70,512 \$33.90	\$6,170 \$74,040 \$35.60	\$6,478 \$77,736 \$37.37	\$6,802 \$81,624 \$39.24	Monthly Annual Hourly
0156	Zoning Administrator	CMC	727	\$9,950 \$119,400 \$57.40	\$10,448 \$125,376 \$60.28	\$10,970 \$131,640 \$63.29	\$11,519 \$138,228 \$66.46	\$12,095 \$145,140 \$69.78	\$12,700 \$152,400 \$73.27	\$13,335 \$160,020 \$76.93	Monthly Annual Hourly

**SECTION 2.** 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 3. All parts of resolutions in conflict herewith are hereby rescinded.

**PASSED AND ADOPTED this 17th day of June, 2025.**

\_\_\_\_\_  
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. 2025-24 and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 18<sup>th</sup> day of June, 2025, 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 18<sup>th</sup> day of June, 2025.

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

(SEAL)

## RESOLUTION NO. 2025-25

### A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, REVISING THE PAY RANGES FOR CLASSIFICATIONS IN THE CONFIDENTIAL UNIT.

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

WHEREAS, on November 15, 2022 the City Council adopted Resolution No. 2022-74, 2023-46, and 2024-11, revising the pay ranges for job classifications in the Confidential Unit, effective the pay period that includes September 24, 2023, and July 1, 2024; and

WHEREAS, the City Council desires to repeal and replace Resolutions No. 2022-74, 2023-46 and 2024-11 to revise the pay ranges for the classifications specified herein; and

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

SECTION 1. Employer-Employee Organization Relations Resolution No. 95-63, as authorized under the California Government Code (Section 3500, et seq.), defines “Employee, Confidential” as any employee whose normal duties would give the employee access to decisions or the decision-making processes of the City concerning any matters relating to employer-employee relations; and said Resolution sets forth the “Policy and Standards for Determination of Appropriate Units”, including the provision that confidential responsibilities are determining factors in establishing appropriate units. Accordingly, specific positions have been determined by the City Manager (Employee Relations Officer) as having access to or preparing confidential materials and/or information and/or recommendations on behalf of the City in matters relating to employer-employee relations and are included in this Confidential Employees Unit.

SECTION 2. The following pay ranges and monthly rates of pay for the identified classifications are hereby established and placed under the Confidential Unit Salary Schedule effective the pay period that includes July 1, 2025. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay steps.

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0171	Accountant (Confidential)	CON	620	\$7,294 \$87,528 \$42.08	\$7,659 \$91,908 \$44.19	\$8,042 \$96,504 \$46.40	\$8,444 \$101,328 \$48.72	\$8,866 \$106,392 \$51.15	\$9,309 \$111,708 \$53.71	\$9,775 \$117,296 \$56.39	Monthly Annual Hourly
0026	Administrative Assistant (Confidential)	CON	593	\$5,414 \$64,968 \$31.23	\$5,685 \$68,220 \$32.80	\$5,969 \$71,628 \$34.44	\$6,267 \$75,204 \$36.16	\$6,580 \$78,960 \$37.96	\$6,909 \$82,908 \$39.86	\$7,254 \$87,048 \$41.85	Monthly Annual Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0018	Benefits Coordinator	CON	592	\$5,294 \$63,528 \$30.54	\$5,559 \$66,708 \$32.07	\$5,837 \$70,044 \$33.68	\$6,129 \$73,548 \$35.36	\$6,435 \$77,220 \$37.13	\$6,757 \$81,084 \$38.98	\$7,095 \$85,140 \$40.93	Monthly Annual Hourly
0063	Budget Analyst	CON	679	\$8,717 \$104,604 \$50.29	\$9,153 \$109,836 \$52.81	\$9,611 \$115,332 \$55.45	\$10,092 \$121,104 \$58.22	\$10,597 \$127,164 \$61.14	\$11,127 \$133,524 \$64.19	\$11,683 \$140,196 \$67.40	Monthly Annual Hourly
0809	Budget Specialist	CON	891	\$6,470 \$77,640 \$37.33	\$6,793 \$81,516 \$39.19	\$7,133 \$85,596 \$41.15	\$7,490 \$89,880 \$43.21	\$7,865 \$94,380 \$45.38	\$8,258 \$99,096 \$47.64	\$8,671 \$104,052 \$50.03	Monthly Annual Hourly
0040	Computer Operations/ Networking Supervisor	CON	689	\$9,131 \$109,572 \$52.68	\$9,588 \$115,056 \$55.32	\$10,067 \$120,804 \$58.08	\$10,570 \$126,840 \$60.98	\$11,099 \$133,188 \$64.03	\$11,654 \$139,848 \$67.23	\$12,237 \$146,844 \$70.60	Monthly Annual Hourly
0021	Deputy City Clerk	CON	656	\$6,187 \$74,244 \$35.69	\$6,496 \$77,952 \$37.48	\$6,821 \$81,852 \$39.35	\$7,162 \$85,944 \$41.32	\$7,520 \$90,240 \$43.38	\$7,896 \$94,752 \$45.55	\$8,291 \$99,492 \$47.83	Monthly Annual Hourly
0016	Executive Assistant to the City Manager	CON	648	\$7,266 \$87,192 \$41.92	\$7,629 \$91,548 \$44.01	\$8,010 \$96,120 \$46.21	\$8,410 \$100,920 \$48.52	\$8,830 \$105,960 \$50.94	\$9,272 \$111,264 \$53.49	\$9,736 \$116,832 \$56.17	Monthly Annual Hourly
0019	Executive Assistant (Confidential)	CON	609	\$5,956 \$71,472 \$34.36	\$6,254 \$75,048 \$36.08	\$6,567 \$78,804 \$37.89	\$6,895 \$82,740 \$39.78	\$7,240 \$86,880 \$41.77	\$7,602 \$91,224 \$43.86	\$7,982 \$95,784 \$46.05	Monthly Annual Hourly
0173	Finance Officer (Confidential)	CON	559	\$9,732 \$116,784 \$56.15	\$10,219 \$122,628 \$58.96	\$10,730 \$128,760 \$61.90	\$11,267 \$135,204 \$65.00	\$11,830 \$141,960 \$68.25	\$12,422 \$149,064 \$71.67	\$13,043 \$156,513 \$75.25	Monthly Annual Hourly
0007	Human Resources Office Specialist II	CON	560	\$4,349 \$52,188 \$25.09	\$4,566 \$54,792 \$26.34	\$4,794 \$57,528 \$27.66	\$5,034 \$60,408 \$29.04	\$5,286 \$63,432 \$30.50	\$5,550 \$66,600 \$32.02	\$5,828 \$69,936 \$33.62	Monthly Annual Hourly
0087	Human Resources Administrator	CON	697	\$10,024 \$120,288 \$57.83	\$10,525 \$126,300 \$60.72	\$11,051 \$132,612 \$63.76	\$11,604 \$139,248 \$66.95	\$12,184 \$146,208 \$70.29	\$12,793 \$153,516 \$73.81	\$13,433 \$161,196 \$77.50	Monthly Annual Hourly
0079	Human Resources Analyst	CON	659	\$7,760 \$93,120 \$44.77	\$8,148 \$97,776 \$47.01	\$8,555 \$102,660 \$49.36	\$8,983 \$107,796 \$51.83	\$9,432 \$113,184 \$54.42	\$9,904 \$118,848 \$57.14	\$10,399 \$124,788 \$59.99	Monthly Annual Hourly
0017	Human Resources Assistant	CON	590	\$5,414 \$64,968 \$31.23	\$5,685 \$68,220 \$32.80	\$5,969 \$71,628 \$34.44	\$6,267 \$75,204 \$36.16	\$6,580 \$78,960 \$37.96	\$6,909 \$82,908 \$39.86	\$7,254 \$87,048 \$41.85	Monthly Annual Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0072	Human Resources Technician	CON	627	\$6,807 \$81,684 \$39.27	\$7,147 \$85,764 \$41.23	\$7,504 \$90,048 \$43.29	\$7,879 \$94,548 \$45.46	\$8,273 \$99,276 \$47.73	\$8,687 \$104,244 \$50.12	\$9,121 \$109,452 \$52.62	Monthly Annual Hourly
0245	Management Aide (Confidential)	CON	892	\$6,616 \$79,392 \$38.17	\$6,947 \$83,364 \$40.08	\$7,294 \$87,528 \$42.08	\$7,659 \$91,908 \$44.19	\$8,042 \$96,504 \$46.40	\$8,444 \$101,328 \$48.72	\$8,866 \$106,392 \$51.15	Monthly Annual Hourly
0084	Management Analyst (Confidential)	CON	872	\$7,610 \$91,320 \$43.90	\$7,990 \$95,880 \$46.10	\$8,389 \$100,668 \$48.40	\$8,808 \$105,696 \$50.82	\$9,248 \$110,976 \$53.35	\$9,710 \$116,520 \$56.02	\$10,196 \$122,352 \$58.82	Monthly Annual Hourly
0008	Office Specialist II (Confidential)	CON	561	\$4,350 \$52,200 \$25.10	\$4,567 \$54,804 \$26.35	\$4,795 \$57,540 \$27.66	\$5,035 \$60,420 \$29.05	\$5,287 \$63,444 \$30.50	\$5,551 \$66,612 \$32.03	\$5,828 \$69,939 \$33.62	Monthly Annual Hourly
0055	Payroll Coordinator	CON	621	\$6,468 \$77,616 \$37.32	\$6,791 \$81,492 \$39.18	\$7,131 \$85,572 \$41.14	\$7,488 \$89,856 \$43.20	\$7,862 \$94,344 \$45.36	\$8,255 \$99,060 \$47.63	\$8,668 \$104,016 \$50.01	Monthly Annual Hourly
0078	Principal Human Resources Analyst	CON	669	\$8,717 \$104,604 \$50.29	\$9,153 \$109,836 \$52.81	\$9,611 \$115,332 \$55.45	\$10,092 \$121,104 \$58.22	\$10,597 \$127,164 \$61.14	\$11,127 \$133,524 \$64.19	\$11,683 \$140,196 \$67.40	Monthly Annual Hourly
0170	Senior Accountant (Confidential)	CON	622	\$8,024 \$96,288 \$46.29	\$8,425 \$101,100 \$48.61	\$8,846 \$106,152 \$51.03	\$9,288 \$111,456 \$53.58	\$9,752 \$117,024 \$56.26	\$10,240 \$122,880 \$59.08	\$10,752 \$129,024 \$62.03	Monthly Annual Hourly
0054	Senior Budget Analyst (Confidential)	CON	680	\$9,590 \$115,080 \$55.33	\$10,070 \$120,840 \$58.10	\$10,573 \$126,876 \$61.00	\$11,102 \$133,224 \$64.05	\$11,657 \$139,884 \$67.25	\$12,240 \$146,880 \$70.62	\$12,852 \$154,224 \$74.15	Monthly Annual Hourly
0246	Senior Management Analyst (Confidential)	CON	895	\$8,507 \$102,084 \$49.08	\$8,932 \$107,184 \$51.53	\$9,379 \$112,548 \$54.11	\$9,848 \$118,176 \$56.82	\$10,340 \$124,080 \$59.65	\$10,857 \$130,284 \$62.64	\$11,400 \$136,800 \$65.77	Monthly Annual Hourly
0052	Senior Programmer Analyst (Confidential)	CON	710	\$10,109 \$121,308 \$58.32	\$10,614 \$127,368 \$61.23	\$11,145 \$133,740 \$64.30	\$11,702 \$140,424 \$67.51	\$12,287 \$147,444 \$70.89	\$12,901 \$154,812 \$74.43	\$13,546 \$162,552 \$78.15	Monthly Annual Hourly
0046	Systems & Programming Supervisor	CON	730	\$11,169 \$134,028 \$64.44	\$11,727 \$140,724 \$67.66	\$12,313 \$147,756 \$71.04	\$12,929 \$155,148 \$74.59	\$13,575 \$162,900 \$78.32	\$14,254 \$171,048 \$82.23	\$14,967 \$179,604 \$86.35	Monthly Annual Hourly

SECTION 3: Except as provided herein, all compensation, hours and other terms and conditions of employment presently enjoyed by Confidential employees shall remain in full force and effect unless changed subsequent to meetings between the City and representatives of the "Confidential" employees.

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.

A. Classic Members - Employees Subject to the 2.5% @ 55 formula:

These employees will pay the full CalPERS member contribution equal to eight percent (8%) of compensation earnable towards their CalPERS member contribution. As a result, the City pays and reports zero percent (0%) of compensation earnable as an Employer Paid Member Contribution (EPMC) under Government Code section 20636(c)(4) pursuant to section 20691.

Classic member employees subject to the 2.5%@55 formula pay 1% of compensation earnable pursuant to Government Code section 20516(a).

B. Classic Members - Employees Subject to the 2%@60 formula:

These employees will pay the full CalPERS member contribution equal to seven percent (7%) of compensation earnable towards their CalPERS member contribution. As a result, the City pays and reports zero percent (0%) of compensation earnable as an Employer Paid Member Contribution (EPMC) under Government Code section 20636(c)(4) pursuant to section 20691.

Classic member employees subject to the 2%@60 formula pay 2% of compensation earnable pursuant to Government Code section 20516(a).

C. New Members - Employees Subject to the 2%@62 formula:

These employees are responsible for paying the employee contribution of one-half of the total normal cost of the plan (rounded to the nearest quarter of one-percent), as defined by CalPERS in their annual valuation, through a payroll deduction. This amount is determined by CalPERS each year.

New member employees will cost share (pursuant to Government Code section 20516(f), a percentage of pensionable compensation that when combined with the payment of their employee/member contribution will equal nine percent (9%) of pensionable compensation.

SECTION 5: Amendments made pertaining to the fringe benefits, City Rules and Regulations and other employment conditions for employees represented by the Costa Mesa City Employees Association shall also apply to “Confidential” unrepresented employees unless specifically excluded. Any positions that may qualify to be part of this unrepresented unit shall be added as part of the process of adoption of salary schedules after consultation with the bargaining unit and employees.

SECTION 6. All resolutions and parts of resolutions in conflict herewith are hereby rescinded.

**PASSED AND ADOPTED this 17<sup>th</sup> day of June, 2025.**

\_\_\_\_\_  
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. 2025-26 and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 17<sup>th</sup> day of June, 2025, 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 18<sup>th</sup> day of June, 2025.

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Brenda Green, City Clerk

(SEAL)

## RESOLUTION NO. 2025-26

### A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, REVISING THE PAY RANGES FOR CLASSIFICATIONS IN THE CONFIDENTIAL UNIT.

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

WHEREAS, on June 17th, 2025 the City Council adopted Resolution No. 2025-25, revising the pay ranges for job classifications in the Confidential Unit, effective the pay period that includes July 1, 2025; and

WHEREAS, the City Council desires to repeal and replace Resolutions No. 2025-25 as of December 27, 2025 to revise the pay ranges for the classifications specified herein; and

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

**SECTION 1.** Employer-Employee Organization Relations Resolution No. 95-63, as authorized under the California Government Code (Section 3500, et seq.), defines “Employee, Confidential” as any employee whose normal duties would give the employee access to decisions or the decision-making processes of the City concerning any matters relating to employer-employee relations; and said Resolution sets forth the “Policy and Standards for Determination of Appropriate Units”, including the provision that confidential responsibilities are determining factors in establishing appropriate units. Accordingly, specific positions have been determined by the City Manager (Employee Relations Officer) as having access to or preparing confidential materials and/or information and/or recommendations on behalf of the City in matters relating to employer-employee relations and are included in this Confidential Employees Unit.

**SECTION 2.** The following pay ranges and monthly rates of pay for the identified classifications are hereby established and placed under the Confidential Unit Salary Schedule effective the pay period that includes January 1, 2026. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay steps.

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0171	Accountant (Confidential)	CON	620	\$7,440	\$7,812	\$8,203	\$8,613	\$9,044	\$9,496	\$9,971	Monthly
				\$89,280	\$93,744	\$98,436	\$103,356	\$108,528	\$113,952	\$119,646	Annual
				\$42.92	\$45.07	\$47.33	\$49.69	\$52.18	\$54.78	\$57.52	Hourly
0026	Administrative Assistant (Confidential)	CON	593	\$5,521	\$5,797	\$6,087	\$6,391	\$6,711	\$7,047	\$7,399	Monthly
				\$66,252	\$69,564	\$73,044	\$76,692	\$80,532	\$84,564	\$88,788	Annual
				\$31.85	\$33.44	\$35.12	\$36.87	\$38.72	\$40.66	\$42.69	Hourly

0018	Benefits Coordinator	CON	592	\$5,400	\$5,670	\$5,953	\$6,251	\$6,564	\$6,892	\$7,237	Monthly
				\$64,800	\$68,040	\$71,436	\$75,012	\$78,768	\$82,704	\$86,844	Annual
				\$31.15	\$32.71	\$34.34	\$36.06	\$37.87	\$39.76	\$41.75	Hourly
0063	Budget Analyst	CON	679	\$8,893	\$9,338	\$9,805	\$10,295	\$10,810	\$11,350	\$11,917	Monthly
				\$106,716	\$112,056	\$117,660	\$123,540	\$129,720	\$136,200	\$143,004	Annual
				\$51.31	\$53.87	\$56.57	\$59.39	\$62.37	\$65.48	\$68.75	Hourly
0809	Budget Specialist	CON	891	\$6,600	\$6,930	\$7,276	\$7,640	\$8,022	\$8,423	\$8,844	Monthly
				\$79,200	\$83,160	\$87,312	\$91,680	\$96,264	\$101,076	\$106,128	Annual
				\$38.08	\$39.98	\$41.98	\$44.08	\$46.28	\$48.59	\$51.02	Hourly
0040	Computer Operations/ Networking Supervisor	CON	689	\$9,315	\$9,781	\$10,270	\$10,783	\$11,322	\$11,888	\$12,482	Monthly
		\$111,780	\$117,372	\$123,240	\$129,396	\$135,864	\$142,656	\$149,784	Annual		
				\$53.74	\$56.43	\$59.25	\$62.21	\$65.32	\$68.58	\$72.01	Hourly
0021	Deputy City Clerk	CON	656	\$6,310	\$6,626	\$6,957	\$7,305	\$7,670	\$8,054	\$8,457	Monthly
				\$75,720	\$79,512	\$83,484	\$87,660	\$92,040	\$96,648	\$101,484	Annual
				\$36.40	\$38.23	\$40.14	\$42.14	\$44.25	\$46.47	\$48.79	Hourly
0016	Executive Assistant to the City Manager	CON	648	\$7,410	\$7,781	\$8,170	\$8,579	\$9,008	\$9,458	\$9,931	Monthly
			\$88,920	\$93,372	\$98,040	\$102,948	\$108,096	\$113,496	\$119,172	Annual	
				\$42.75	\$44.89	\$47.13	\$49.49	\$51.97	\$54.57	\$57.29	Hourly
0019	Executive Assistant (Confidential)	CON	609	\$6,075	\$6,379	\$6,698	\$7,033	\$7,385	\$7,754	\$8,142	Monthly
				\$72,900	\$76,548	\$80,376	\$84,396	\$88,620	\$93,048	\$97,704	Annual
				\$35.05	\$36.80	\$38.64	\$40.58	\$42.61	\$44.73	\$46.97	Hourly
0173	Finance Officer (Confidential)	CON	896	\$8,686	\$9,120	\$9,576	\$10,055	\$10,558	\$11,086	\$11,640	Monthly
				\$104,232	\$109,440	\$114,912	\$120,660	\$126,696	\$133,032	\$139,680	Annual
				\$50.11	\$52.62	\$55.25	\$58.01	\$60.91	\$63.96	\$67.15	Hourly
0007	Human Resources Office Specialist II	CON	560	\$4,435	\$4,657	\$4,890	\$5,135	\$5,392	\$5,662	\$5,945	Monthly
			\$53,220	\$55,884	\$58,680	\$61,620	\$64,704	\$67,944	\$71,340	Annual	
				\$25.59	\$26.87	\$28.21	\$29.63	\$31.11	\$32.67	\$34.30	Hourly
0087	Human Resources Administrator	CON	697	\$10,225	\$10,736	\$11,273	\$11,837	\$12,429	\$13,050	\$13,702	Monthly
				\$122,700	\$128,832	\$135,276	\$142,044	\$149,148	\$156,600	\$164,424	Annual
				\$58.99	\$61.94	\$65.04	\$68.29	\$71.71	\$75.29	\$79.05	Hourly
0079	Human Resources Analyst	CON	659	\$7,915	\$8,311	\$8,727	\$9,163	\$9,621	\$10,102	\$10,607	Monthly
				\$94,980	\$99,732	\$104,724	\$109,956	\$115,452	\$121,224	\$127,284	Annual
				\$45.66	\$47.95	\$50.35	\$52.86	\$55.51	\$58.28	\$61.19	Hourly
0017	Human Resources Assistant	CON	590	\$5,521	\$5,797	\$6,087	\$6,391	\$6,711	\$7,047	\$7,399	Monthly
				\$66,252	\$69,564	\$73,044	\$76,692	\$80,532	\$84,564	\$88,788	Annual
				\$31.85	\$33.44	\$35.12	\$36.87	\$38.72	\$40.66	\$42.69	Hourly
0072	Human Resources Technician	CON	627	\$6,942	\$7,289	\$7,653	\$8,036	\$8,438	\$8,860	\$9,303	Monthly
				\$83,304	\$87,468	\$91,836	\$96,432	\$101,256	\$106,320	\$111,636	Annual

				\$40.05	\$42.05	\$44.15	\$46.36	\$48.68	\$51.12	\$53.67	Hourly
0245	Management Aide	CON	892	\$6,748	\$7,085	\$7,439	\$7,811	\$8,202	\$8,612	\$9,043	Monthly
	(Confidential)			\$80,976	\$85,020	\$89,268	\$93,732	\$98,424	\$103,344	\$108,516	Annual
				\$38.93	\$40.88	\$42.92	\$45.06	\$47.32	\$49.68	\$52.17	Hourly
0084	Management Analyst	CON	872	\$7,761	\$8,149	\$8,556	\$8,984	\$9,433	\$9,905	\$10,400	Monthly
	(Confidential)			\$93,132	\$97,788	\$102,672	\$107,808	\$113,196	\$118,860	\$124,800	Annual
				\$44.78	\$47.01	\$49.36	\$51.83	\$54.42	\$57.14	\$60.00	Hourly
0055	Payroll Coordinator	CON	621	\$6,597	\$6,927	\$7,273	\$7,637	\$8,019	\$8,420	\$8,841	Monthly
				\$79,164	\$83,124	\$87,276	\$91,644	\$96,228	\$101,040	\$106,092	Annual
				\$38.06	\$39.96	\$41.96	\$44.06	\$46.26	\$48.58	\$51.01	Hourly
0078	Principal Human	CON	669	\$8,893	\$9,338	\$9,805	\$10,295	\$10,810	\$11,350	\$11,917	Monthly
	Resources Analyst		\$106,716	\$112,056	\$117,660	\$123,540	\$129,720	\$136,200	\$143,004		Annual
				\$51.31	\$53.87	\$56.57	\$59.39	\$62.37	\$65.48	\$68.75	Hourly
0170	Senior Accountant	CON	622	\$8,184	\$8,593	\$9,023	\$9,474	\$9,948	\$10,445	\$10,967	Monthly
	(Confidential)			\$98,208	\$103,116	\$108,276	\$113,688	\$119,376	\$125,340	\$131,604	Annual
				\$47.22	\$49.58	\$52.06	\$54.66	\$57.39	\$60.26	\$63.27	Hourly
0054	Senior Budget Analyst	CON	680	\$9,782	\$10,271	\$10,785	\$11,324	\$11,890	\$12,485	\$13,109	Monthly
	(Confidential)			\$117,384	\$123,252	\$129,420	\$135,888	\$142,680	\$149,820	\$157,308	Annual
				\$56.43	\$59.26	\$62.22	\$65.33	\$68.60	\$72.03	\$75.63	Hourly
0052	Senior Programmer	CON	710	\$10,310	\$10,826	\$11,367	\$11,935	\$12,532	\$13,159	\$13,817	Monthly
	Analyst (Confidential)	\$123,720	\$129,912	\$136,404	\$143,220	\$150,384	\$157,908	\$165,804			Annual
				\$59.48	\$62.46	\$65.58	\$68.86	\$72.30	\$75.92	\$79.71	Hourly
0246	Senior Management	CON	895	\$8,677	\$9,111	\$9,567	\$10,045	\$10,547	\$11,074	\$11,628	Monthly
	Analyst (Confidential)	\$104,124	\$109,332	\$114,804	\$120,540	\$126,564	\$132,888	\$139,536			Annual
				\$50.06	\$52.56	\$55.19	\$57.95	\$60.85	\$63.89	\$67.08	Hourly
0046	Systems & Programming Supervisor	CON	730	\$11,392	\$11,962	\$12,560	\$13,188	\$13,847	\$14,539	\$15,266	Monthly
				\$136,704	\$143,544	\$150,720	\$158,256	\$166,164	\$174,468	\$183,192	Annual
				\$65.72	\$69.01	\$72.46	\$76.08	\$79.89	\$83.88	\$88.07	Hourly

**SECTION 3:** Except as provided herein, all compensation, hours and other terms and conditions of employment presently enjoyed by Confidential employees shall remain in full force and effect unless changed subsequent to meetings between the City and representatives of the “Confidential” employees.

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.

A. Classic Members - Employees Subject to the 2.5% @ 55 formula:

These employees will pay the full CalPERS member contribution equal to eight percent (8%) of compensation earnable towards their CalPERS member contribution. As a result, the City pays and reports zero percent (0%) of compensation earnable as an Employer Paid Member Contribution (EPMC) under Government Code section 20636(c)(4) pursuant to section 20691.

Classic member employees subject to the 2.5%@55 formula pay 1% of compensation earnable pursuant to Government Code section 20516(a).

B. Classic Members - Employees Subject to the 2%@60 formula:

These employees will pay the full CalPERS member contribution equal to seven percent (7%) of compensation earnable towards their CalPERS member contribution. As a result, the City pays and reports zero percent (0%) of compensation earnable as an Employer Paid Member Contribution (EPMC) under Government Code section 20636(c)(4) pursuant to section 20691.

Classic member employees subject to the 2%@60 formula pay 2% of compensation earnable pursuant to Government Code section 20516(a).

C. New Members - Employees Subject to the 2%@62 formula:

These employees are responsible for paying the employee contribution of one-half of the total normal cost of the plan (rounded to the nearest quarter of one-percent), as defined by CalPERS in their annual valuation, through a payroll deduction. This amount is determined by CalPERS each year.

New member employees will cost share (pursuant to Government Code section 20516(f), a percentage of pensionable compensation that when combined with the payment of their employee/member contribution will equal nine percent (9%) of pensionable compensation.

SECTION 5: Amendments made pertaining to the fringe benefits, City Rules and Regulations and other employment conditions for employees represented by the Costa Mesa City Employees Association shall also apply to “Confidential” unrepresented employees unless specifically excluded. Any positions that may qualify to be part of this unrepresented unit shall be added as part of the process of adoption of salary schedules after consultation with the bargaining unit and employees.

SECTION 6. All resolutions and parts of resolutions in conflict herewith are hereby rescinded.

**PASSED AND ADOPTED this 17<sup>th</sup> day of June, 2025.**

\_\_\_\_\_  
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. 2025-26 and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 17<sup>th</sup> day of June, 2025, 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 18<sup>th</sup> day of June, 2025.

---

Brenda Green, City Clerk

(SEAL)

## RESOLUTION NO. 2025-27

### A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, REVISING THE PAY RANGES FOR CLASSIFICATIONS IN THE CONFIDENTIAL UNIT.

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

WHEREAS, on June 17th, 2025 the City Council adopted Resolution No. 2025-26, revising the pay ranges for job classifications in the Confidential Unit, effective the pay period that includes January 1, 2026; and

WHEREAS, the City Council desires to repeal and replace Resolutions No. 2025-26 as of March 21, 2026 to revise the pay ranges for the classifications specified herein; and

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

**SECTION 1.** Employer-Employee Organization Relations Resolution No. 95-63, as authorized under the California Government Code (Section 3500, et seq.), defines “Employee, Confidential” as any employee whose normal duties would give the employee access to decisions or the decision-making processes of the City concerning any matters relating to employer-employee relations; and said Resolution sets forth the “Policy and Standards for Determination of Appropriate Units”, including the provision that confidential responsibilities are determining factors in establishing appropriate units. Accordingly, specific positions have been determined by the City Manager (Employee Relations Officer) as having access to or preparing confidential materials and/or information and/or recommendations on behalf of the City in matters relating to employer-employee relations and are included in this Confidential Employees Unit.

**SECTION 2.** The following pay ranges and monthly rates of pay for the identified classifications are hereby established and placed under the Confidential Unit Salary Schedule effective the pay period that includes April 1, 2026. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay steps.

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0171	Accountant (Confidential)	CON	620	\$7,590	\$7,970	\$8,368	\$8,786	\$9,225	\$9,686	\$10,170	Monthly
				\$91,080	\$95,640	\$100,416	\$105,432	\$110,700	\$116,232	\$122,045	Annual
				\$43.79	\$45.98	\$48.28	\$50.69	\$53.22	\$55.88	\$58.68	Hourly
0026	Administrative Assistant (Confidential)	CON	593	\$5,632	\$5,914	\$6,210	\$6,520	\$6,846	\$7,188	\$7,547	Monthly
				\$67,584	\$70,968	\$74,520	\$78,240	\$82,152	\$86,256	\$90,564	Annual
				\$32.49	\$34.12	\$35.83	\$37.62	\$39.50	\$41.47	\$43.54	Hourly



Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0018	Benefits Coordinator	CON	592	\$5,508 \$66,096 \$31.78	\$5,783 \$69,396 \$33.36	\$6,072 \$72,864 \$35.03	\$6,376 \$76,512 \$36.78	\$6,695 \$80,340 \$38.63	\$7,030 \$84,360 \$40.56	\$7,382 \$88,584 \$42.59	Monthly Annual Hourly
0063	Budget Analyst	CON	679	\$9,070 \$108,840 \$52.33	\$9,524 \$114,288 \$54.95	\$10,000 \$120,000 \$57.69	\$10,500 \$126,000 \$60.58	\$11,025 \$132,300 \$63.61	\$11,576 \$138,912 \$66.78	\$12,155 \$145,860 \$70.13	Monthly Annual Hourly
0809	Budget Specialist	CON	891	\$6,731 \$80,772 \$38.83	\$7,068 \$84,816 \$40.78	\$7,421 \$89,052 \$42.81	\$7,792 \$93,504 \$44.95	\$8,182 \$98,184 \$47.20	\$8,591 \$103,092 \$49.56	\$9,021 \$108,252 \$52.04	Monthly Annual Hourly
0040	Computer Operations/ Networking Supervisor	CON	689	\$9,501 \$114,012 \$54.81	\$9,976 \$119,712 \$57.55	\$10,475 \$125,700 \$60.43	\$10,999 \$131,988 \$63.46	\$11,549 \$138,588 \$66.63	\$12,126 \$145,512 \$69.96	\$12,732 \$152,784 \$73.45	Monthly Annual Hourly
0021	Deputy City Clerk	CON	656	\$6,436 \$77,232 \$37.13	\$6,758 \$81,096 \$38.99	\$7,096 \$85,152 \$40.94	\$7,451 \$89,412 \$42.99	\$7,824 \$93,888 \$45.14	\$8,215 \$98,580 \$47.39	\$8,626 \$103,512 \$49.77	Monthly Annual Hourly
0016	Executive Assistant to the City Manager	CON	648	\$7,559 \$90,708 \$43.61	\$7,937 \$95,244 \$45.79	\$8,334 \$100,008 \$48.08	\$8,751 \$105,012 \$50.49	\$9,189 \$110,268 \$53.01	\$9,648 \$115,776 \$55.66	\$10,130 \$121,560 \$58.44	Monthly Annual Hourly
0019	Executive Assistant (Confidential)	CON	609	\$6,197 \$74,364 \$35.75	\$6,507 \$78,084 \$37.54	\$6,832 \$81,984 \$39.42	\$7,174 \$86,088 \$41.39	\$7,533 \$90,396 \$43.46	\$7,910 \$94,920 \$45.63	\$8,305 \$99,660 \$47.91	Monthly Annual Hourly
0173	Finance Officer (Confidential)	CON	559	\$10,127 \$121,524 \$58.43	\$10,633 \$127,596 \$61.34	\$11,165 \$133,980 \$64.41	\$11,723 \$140,676 \$67.63	\$12,309 \$147,708 \$71.01	\$12,924 \$155,088 \$74.56	\$13,570 \$162,841 \$78.29	Monthly Annual Hourly
0007	Human Resources Office Specialist II	CON	560	\$4,525 \$54,300 \$26.11	\$4,751 \$57,012 \$27.41	\$4,989 \$59,868 \$28.78	\$5,238 \$62,856 \$30.22	\$5,500 \$66,000 \$31.73	\$5,775 \$69,300 \$33.32	\$6,064 \$72,768 \$34.98	Monthly Annual Hourly
0087	Human Resources Administrator	CON	697	\$10,429 \$125,148 \$60.17	\$10,950 \$131,400 \$63.17	\$11,497 \$137,964 \$66.33	\$12,072 \$144,864 \$69.65	\$12,676 \$152,112 \$73.13	\$13,310 \$159,720 \$76.79	\$13,976 \$167,712 \$80.63	Monthly Annual Hourly
0079	Human Resources Analyst	CON	659	\$8,073 \$96,876 \$46.58	\$8,477 \$101,724 \$48.91	\$8,901 \$106,812 \$51.35	\$9,346 \$112,152 \$53.92	\$9,813 \$117,756 \$56.61	\$10,304 \$123,648 \$59.45	\$10,819 \$129,828 \$62.42	Monthly Annual Hourly
0017	Human Resources Assistant	CON	590	\$5,632 \$67,584 \$32.49	\$5,914 \$70,968 \$34.12	\$6,210 \$74,520 \$35.83	\$6,520 \$78,240 \$37.62	\$6,846 \$82,152 \$39.50	\$7,188 \$86,256 \$41.47	\$7,547 \$90,564 \$43.54	Monthly Annual Hourly

Class Code	Class Title	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0072	Human Resources Technician	CON	627	\$7,081	\$7,435	\$7,807	\$8,197	\$8,607	\$9,037	\$9,489	Monthly
				\$84,972	\$89,220	\$93,684	\$98,364	\$103,284	\$108,444	\$113,868	Annual
				\$40.85	\$42.89	\$45.04	\$47.29	\$49.66	\$52.14	\$54.74	Hourly
0245	Management Aide (Confidential)	CON	892	\$6,885	\$7,229	\$7,590	\$7,969	\$8,367	\$8,785	\$9,224	Monthly
				\$82,620	\$86,748	\$91,080	\$95,628	\$100,404	\$105,420	\$110,688	Annual
				\$39.72	\$41.71	\$43.79	\$45.98	\$48.27	\$50.68	\$53.22	Hourly
0084	Management Analyst (Confidential)	CON	872	\$7,916	\$8,312	\$8,728	\$9,164	\$9,622	\$10,103	\$10,608	Monthly
				\$94,992	\$99,744	\$104,736	\$109,968	\$115,464	\$121,236	\$127,296	Annual
				\$45.67	\$47.95	\$50.35	\$52.87	\$55.51	\$58.29	\$61.20	Hourly
0008	Office Specialist II (Confidential)	CON	561	\$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	\$72,767	Annual
				\$26.11	\$27.41	\$28.78	\$30.22	\$31.73	\$33.32	\$34.98	Hourly
0055	Payroll Coordinator	CON	621	\$6,730	\$7,066	\$7,419	\$7,790	\$8,180	\$8,589	\$9,018	Monthly
				\$80,760	\$84,792	\$89,028	\$93,480	\$98,160	\$103,068	\$108,216	Annual
				\$38.83	\$40.77	\$42.80	\$44.94	\$47.19	\$49.55	\$52.03	Hourly
0078	Principal Human Resources Analyst	CON	669	\$9,070	\$9,524	\$10,000	\$10,500	\$11,025	\$11,576	\$12,155	Monthly
				\$108,840	\$114,288	\$120,000	\$126,000	\$132,300	\$138,912	\$145,860	Annual
				\$52.33	\$54.95	\$57.69	\$60.58	\$63.61	\$66.78	\$70.13	Hourly
0170	Senior Accountant (Confidential)	CON	622	\$8,348	\$8,765	\$9,203	\$9,663	\$10,146	\$10,653	\$11,186	Monthly
				\$100,176	\$105,180	\$110,436	\$115,956	\$121,752	\$127,836	\$134,232	Annual
				\$48.16	\$50.57	\$53.09	\$55.75	\$58.53	\$61.46	\$64.53	Hourly
0054	Senior Budget Analyst (Confidential)	CON	680	\$9,977	\$10,476	\$11,000	\$11,550	\$12,128	\$12,734	\$13,371	Monthly
				\$119,724	\$125,712	\$132,000	\$138,600	\$145,536	\$152,808	\$160,452	Annual
				\$57.56	\$60.44	\$63.46	\$66.63	\$69.97	\$73.47	\$77.14	Hourly
0246	Senior Management Analyst (Confidential)	CON	895	\$8,850	\$9,293	\$9,758	\$10,246	\$10,758	\$11,296	\$11,861	Monthly
				\$106,200	\$111,516	\$117,096	\$122,952	\$129,096	\$135,552	\$142,332	Annual
				\$51.06	\$53.61	\$56.30	\$59.11	\$62.07	\$65.17	\$68.43	Hourly
0052	Senior Programmer Analyst (Confidential)	CON	710	\$10,516	\$11,042	\$11,594	\$12,174	\$12,783	\$13,422	\$14,093	Monthly
				\$126,192	\$132,504	\$139,128	\$146,088	\$153,396	\$161,064	\$169,116	Annual
				\$60.67	\$63.70	\$66.89	\$70.23	\$73.75	\$77.43	\$81.31	Hourly
0046	Systems & Programming Supervisor	CON	730	\$11,619	\$12,200	\$12,810	\$13,451	\$14,124	\$14,830	\$15,571	Monthly
				\$139,428	\$146,400	\$153,720	\$161,412	\$169,488	\$177,960	\$186,852	Annual
				\$67.03	\$70.38	\$73.90	\$77.60	\$81.48	\$85.56	\$89.83	Hourly

SECTION 3: Except as provided herein, all compensation, hours and other terms and conditions of employment presently enjoyed by Confidential employees shall remain in full force and effect unless changed subsequent to meetings between the City and representatives of the "Confidential" employees.

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.

A. Classic Members - Employees Subject to the 2.5% @ 55 formula:

These employees will pay the full CalPERS member contribution equal to eight percent (8%) of compensation earnable towards their CalPERS member contribution. As a result, the City pays and reports zero percent (0%) of compensation earnable as an Employer Paid Member Contribution (EPMC) under Government Code section 20636(c)(4) pursuant to section 20691.

Classic member employees subject to the 2.5%@55 formula pay 1% of compensation earnable pursuant to Government Code section 20516(a).

B. Classic Members - Employees Subject to the 2%@60 formula:

These employees will pay the full CalPERS member contribution equal to seven percent (7%) of compensation earnable towards their CalPERS member contribution. As a result, the City pays and reports zero percent (0%) of compensation earnable as an Employer Paid Member Contribution (EPMC) under Government Code section 20636(c)(4) pursuant to section 20691.

Classic member employees subject to the 2%@60 formula pay 2% of compensation earnable pursuant to Government Code section 20516(a).

C. New Members - Employees Subject to the 2%@62 formula:

These employees are responsible for paying the employee contribution of one-half of the total normal cost of the plan (rounded to the nearest quarter of one-percent), as defined by CalPERS in their annual valuation, through a payroll deduction. This amount is determined by CalPERS each year.

New member employees will cost share (pursuant to Government Code section 20516(f), a percentage of pensionable compensation that when combined with the payment of their employee/member contribution will equal nine percent (9%) of pensionable compensation.

SECTION 5: Amendments made pertaining to the fringe benefits, City Rules and Regulations and other employment conditions for employees represented by the Costa Mesa City Employees Association shall also apply to “Confidential” unrepresented employees unless specifically excluded. Any positions that may qualify to be part of this unrepresented unit shall be added as part of the process of adoption of salary schedules after consultation with the bargaining unit and employees.

SECTION 6. All resolutions and parts of resolutions in conflict herewith are hereby rescinded.

**PASSED AND ADOPTED this 17<sup>th</sup> day of June, 2025.**

\_\_\_\_\_  
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. 2025-27 and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 17<sup>th</sup> day of June, 2025, 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 18<sup>th</sup> day of June, 2025.

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Brenda Green, City Clerk

(SEAL)