

RESOLUTION NO. 2024-XX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, REVISING THE PAY RANGES AND BENEFITS FOR JOB CLASSIFICATIONS REPRESENTED BY THE COSTA MESA DIVISION MANAGERS ASSOCIATION.

The City Council of the City of Costa Mesa does hereby resolve, determine and order as follows:

WHEREAS, the City Council previously adopted Resolutions No. 2023-10, 2023-14, 2023-38 and 2023-47 implementing changes agreed upon with the Costa Mesa Division Managers Association; and

WHEREAS, the City Council desires to repeal and replace Resolutions No. 2023-10, 2023-14, 2023-38 and 2023-47 to revise the pay ranges and benefits 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 job classifications are hereby revised to reflect the salary ranges and monthly rates of pay specified, effective the pay period that includes July 1, 2024. The rate of pay for individual classifications may be anywhere within the monthly minimum and maximum salary steps.

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0143	Assistant Building Official	854	\$9,387	\$9,856	\$10,349	\$10,866	\$11,409	\$11,979	\$12,578	Monthly
			\$112,644	\$118,272	\$124,188	\$130,392	\$136,908	\$143,748	\$150,936	Annual
			\$54.16	\$56.86	\$59.71	\$62.69	\$65.82	\$69.11	\$72.57	Hourly
0157	Assistant Development Services Director	761	\$12,497	\$13,122	\$13,778	\$14,467	\$15,190	\$15,950	\$16,747	Monthly
			\$149,964	\$157,464	\$165,336	\$173,604	\$182,280	\$191,400	\$200,964	Annual
			\$72.10	\$75.70	\$79.49	\$83.46	\$87.63	\$92.02	\$96.62	Hourly
0142	Building Official	754	\$12,191	\$12,801	\$13,441	\$14,113	\$14,819	\$15,560	\$16,338	Monthly
			\$146,292	\$153,612	\$161,292	\$169,356	\$177,828	\$186,720	\$196,056	Annual
			\$70.33	\$73.85	\$77.54	\$81.42	\$85.49	\$89.77	\$94.26	Hourly

Class	Class Title	Grade	Step							
Code			1	2	3	4	5	6	7	
0112	City Engineer	751	\$13,041	\$13,693	\$14,378	\$15,097	\$15,852	\$16,645	\$17,477	Monthly
			\$156,492	\$164,316	\$172,536	\$181,164	\$190,224	\$199,740	\$209,724	Annual
			\$75.24	\$79.00	\$82.95	\$87.10	\$91.45	\$96.03	\$100.83	Hourly
0161	Community Improvement Manager	895	\$9,783	\$10,272	\$10,786	\$11,325	\$11,891	\$12,486	\$13,110	Monthly
			\$117,396	\$123,264	\$129,432	\$135,900	\$142,692	\$149,832	\$157,320	Annual
			\$56.44	\$59.26	\$62.23	\$65.34	\$68.60	\$72.03	\$75.63	Hourly
0115	Deputy Director of Public Works	858	\$13,041	\$13,693	\$14,378	\$15,097	\$15,852	\$16,645	\$17,477	Monthly
			\$156,492	\$164,316	\$172,536	\$181,164	\$190,224	\$199,740	\$209,724	Annual
			\$75.24	\$79.00	\$82.95	\$87.10	\$91.45	\$96.03	\$100.83	Hourly
0239	Emergency Services Manager	855	\$9,783	\$10,272	\$10,786	\$11,325	\$11,891	\$12,486	\$13,110	Monthly
			\$117,396	\$123,264	\$129,432	\$135,900	\$142,692	\$149,832	\$157,320	Annual
			\$56.44	\$59.26	\$62.23	\$65.34	\$68.60	\$72.03	\$75.63	Hourly
0111	Energy and Sustainability Services Manager	897	\$9,783	\$10,272	\$10,786	\$11,325	\$11,891	\$12,486	\$13,110	Monthly
			\$117,396	\$123,264	\$129,432	\$135,900	\$142,692	\$149,832	\$157,320	Annual
			\$56.44	\$59.26	\$62.23	\$65.34	\$68.60	\$72.03	\$75.63	Hourly
0216	Fire Marshal	895	\$12,191	\$12,801	\$13,441	\$14,113	\$14,819	\$15,560	\$16,338	Monthly
			\$146,292	\$153,612	\$161,292	\$169,356	\$177,828	\$186,720	\$196,056	Annual
			\$70.33	\$73.85	\$77.54	\$81.42	\$85.49	\$89.77	\$94.26	Hourly
0451	Maintenance Services Manager	733	\$11,971	\$12,570	\$13,198	\$13,858	\$14,551	\$15,279	\$16,043	Monthly
			\$143,652	\$150,840	\$158,376	\$166,296	\$174,612	\$183,348	\$192,516	Annual
			\$69.06	\$72.52	\$76.14	\$79.95	\$83.95	\$88.15	\$92.56	Hourly
0160	Neighborhood Improvement Manager	719	\$8,787	\$9,226	\$9,687	\$10,171	\$10,680	\$11,214	\$11,775	Monthly
			\$105,444	\$110,712	\$116,244	\$122,052	\$128,160	\$134,568	\$141,300	Annual
			\$50.69	\$53.23	\$55.89	\$58.68	\$61.62	\$64.70	\$67.93	Hourly
0159	Planning and Sustainable Development Manager	856	\$12,191	\$12,801	\$13,441	\$14,113	\$14,819	\$15,560	\$16,338	Monthly
			\$146,292	\$153,612	\$161,292	\$169,356	\$177,828	\$186,720	\$196,056	Annual
			\$70.33	\$73.85	\$77.54	\$81.42	\$85.49	\$89.77	\$94.26	Hourly
0097	Police Administrative Services Commander	756	\$11,110	\$11,665	\$12,248	\$12,860	\$13,503	\$14,178	\$14,887	Monthly
			\$133,320	\$139,980	\$146,976	\$154,320	\$162,036	\$170,136	\$178,644	Annual
			\$64.10	\$67.30	\$70.66	\$74.19	\$77.90	\$81.80	\$85.89	Hourly
0464	Police Records, Property & Evidence Manager	899	\$9,783	\$10,272	\$10,786	\$11,325	\$11,891	\$12,486	\$13,110	Monthly
			\$117,396	\$123,264	\$129,432	\$135,900	\$142,692	\$149,832	\$157,320	Annual
			\$56.44	\$59.26	\$62.23	\$65.34	\$68.60	\$72.03	\$75.63	Hourly

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0077	Public Affairs Manager	140	\$9,783	\$10,272	\$10,786	\$11,325	\$11,891	\$12,486	\$13,110	Monthly
			\$117,396	\$123,264	\$129,432	\$135,900	\$142,692	\$149,832	\$157,320	Annual
			\$56.44	\$59.26	\$62.23	\$65.34	\$68.60	\$72.03	\$75.63	Hourly
0162	Real Property Manager	730	\$8,787	\$9,226	\$9,687	\$10,171	\$10,680	\$11,214	\$11,775	Monthly
			\$105,444	\$110,712	\$116,244	\$122,052	\$128,160	\$134,568	\$141,300	Annual
			\$50.69	\$53.23	\$55.89	\$58.68	\$61.62	\$64.70	\$67.93	Hourly
0305	Recreation Manager	893	\$9,550	\$10,028	\$10,529	\$11,055	\$11,608	\$12,188	\$12,797	Monthly
			\$114,600	\$120,336	\$126,348	\$132,660	\$139,296	\$146,256	\$153,564	Annual
			\$55.10	\$57.85	\$60.74	\$63.78	\$66.97	\$70.32	\$73.83	Hourly
0303	Senior Recreation Program Administrator	725	\$6,965	\$7,313	\$7,679	\$8,063	\$8,466	\$8,889	\$9,333	Monthly
			\$83,580	\$87,756	\$92,148	\$96,756	\$101,592	\$106,668	\$111,996	Annual
			\$40.18	\$42.19	\$44.30	\$46.52	\$48.84	\$51.28	\$53.84	Hourly
0236	Telecommunications Manager	894	\$10,761	\$11,299	\$11,864	\$12,457	\$13,080	\$13,734	\$14,421	Monthly
			\$129,132	\$135,588	\$142,368	\$149,484	\$156,960	\$164,808	\$173,052	Annual
			\$62.08	\$65.19	\$68.45	\$71.87	\$75.46	\$79.23	\$83.20	Hourly
0113	Transportation Services Manager	745	\$12,881	\$13,525	\$14,201	\$14,911	\$15,657	\$16,440	\$17,262	Monthly
			\$154,572	\$162,300	\$170,412	\$178,932	\$187,884	\$197,280	\$207,144	Annual
			\$74.31	\$78.03	\$81.93	\$86.03	\$90.33	\$94.85	\$99.59	Hourly

SECTION 2. The following job classifications are hereby revised to reflect the salary ranges and monthly rates of pay specified, effective the pay period that includes July 1, 2025. The rate of pay for individual classifications may be anywhere within the monthly minimum and maximum salary steps.

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0143	Assistant Building Official	854	\$9,738	\$10,225	\$10,736	\$11,273	\$11,837	\$12,429	\$13,050	Monthly
			\$116,856	\$122,700	\$128,832	\$135,276	\$142,044	\$149,148	\$156,600	Annual
			\$56.18	\$58.99	\$61.94	\$65.04	\$68.29	\$71.71	\$75.29	Hourly
0157	Assistant Development Services Director	761	\$12,966	\$13,614	\$14,295	\$15,010	\$15,760	\$16,548	\$17,375	Monthly
			\$155,592	\$163,368	\$171,540	\$180,120	\$189,120	\$198,576	\$208,500	Annual
			\$74.80	\$78.54	\$82.47	\$86.60	\$90.92	\$95.47	\$100.24	Hourly
0142	Building Official	754	\$12,650	\$13,282	\$13,946	\$14,643	\$15,375	\$16,144	\$16,951	Monthly
			\$151,800	\$159,384	\$167,352	\$175,716	\$184,500	\$193,728	\$203,412	Annual
			\$72.98	\$76.63	\$80.46	\$84.48	\$88.70	\$93.14	\$97.79	Hourly

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0112	City Engineer	751	\$13,531	\$14,208	\$14,918	\$15,664	\$16,447	\$17,269	\$18,132	Monthly
			\$162,372	\$170,496	\$179,016	\$187,968	\$197,364	\$207,228	\$217,584	Annual
			\$78.06	\$81.97	\$86.07	\$90.37	\$94.89	\$99.63	\$104.61	Hourly
0161	Community Improvement Manager	895	\$10,150	\$10,657	\$11,190	\$11,750	\$12,337	\$12,954	\$13,602	Monthly
			\$121,800	\$127,884	\$134,280	\$141,000	\$148,044	\$155,448	\$163,224	Annual
			\$58.56	\$61.48	\$64.56	\$67.79	\$71.18	\$74.73	\$78.47	Hourly
0115	Deputy Director of Public Works	858	\$13,531	\$14,208	\$14,918	\$15,664	\$16,447	\$17,269	\$18,132	Monthly
			\$162,372	\$170,496	\$179,016	\$187,968	\$197,364	\$207,228	\$217,584	Annual
			\$78.06	\$81.97	\$86.07	\$90.37	\$94.89	\$99.63	\$104.61	Hourly
0239	Emergency Services Manager	855	\$10,150	\$10,657	\$11,190	\$11,750	\$12,337	\$12,954	\$13,602	Monthly
			\$121,800	\$127,884	\$134,280	\$141,000	\$148,044	\$155,448	\$163,224	Annual
			\$58.56	\$61.48	\$64.56	\$67.79	\$71.18	\$74.73	\$78.47	Hourly
0111	Energy and Sustainability Services Manager	897	\$10,150	\$10,657	\$11,190	\$11,750	\$12,337	\$12,954	\$13,602	Monthly
			\$121,800	\$127,884	\$134,280	\$141,000	\$148,044	\$155,448	\$163,224	Annual
			\$58.56	\$61.48	\$64.56	\$67.79	\$71.18	\$74.73	\$78.47	Hourly
0216	Fire Marshal	895	\$12,650	\$13,282	\$13,946	\$14,643	\$15,375	\$16,144	\$16,951	Monthly
			\$151,800	\$159,384	\$167,352	\$175,716	\$184,500	\$193,728	\$203,412	Annual
			\$72.98	\$76.63	\$80.46	\$84.48	\$88.70	\$93.14	\$97.79	Hourly
0451	Maintenance Services Manager	733	\$12,420	\$13,041	\$13,693	\$14,378	\$15,097	\$15,852	\$16,645	Monthly
			\$149,040	\$156,492	\$164,316	\$172,536	\$181,164	\$190,224	\$199,740	Annual
			\$71.65	\$75.24	\$79.00	\$82.95	\$87.10	\$91.45	\$96.03	Hourly
0160	Neighborhood Improvement Manager	719	\$9,115	\$9,571	\$10,050	\$10,553	\$11,081	\$11,635	\$12,217	Monthly
			\$109,380	\$114,852	\$120,600	\$126,636	\$132,972	\$139,620	\$146,604	Annual
			\$52.59	\$55.22	\$57.98	\$60.88	\$63.93	\$67.13	\$70.48	Hourly
0159	Planning and Sustainable Development Manager	856	\$12,650	\$13,282	\$13,946	\$14,643	\$15,375	\$16,144	\$16,951	Monthly
			\$151,800	\$159,384	\$167,352	\$175,716	\$184,500	\$193,728	\$203,412	Annual
			\$72.98	\$76.63	\$80.46	\$84.48	\$88.70	\$93.14	\$97.79	Hourly
0097	Police Administrative Services Commander	756	\$11,527	\$12,103	\$12,708	\$13,343	\$14,010	\$14,710	\$15,445	Monthly
			\$138,324	\$145,236	\$152,496	\$160,116	\$168,120	\$176,520	\$185,340	Annual
			\$66.50	\$69.83	\$73.32	\$76.98	\$80.83	\$84.87	\$89.11	Hourly
0464	Police Records, Property & Evidence Manager	899	\$10,150	\$10,657	\$11,190	\$11,750	\$12,337	\$12,954	\$13,602	Monthly
			\$121,800	\$127,884	\$134,280	\$141,000	\$148,044	\$155,448	\$163,224	Annual
			\$58.56	\$61.48	\$64.56	\$67.79	\$71.18	\$74.73	\$78.47	Hourly

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0077	Public Affairs Manager	140	\$10,150	\$10,657	\$11,190	\$11,750	\$12,337	\$12,954	\$13,602	Monthly
			\$121,800	\$127,884	\$134,280	\$141,000	\$148,044	\$155,448	\$163,224	Annual
			\$58.56	\$61.48	\$64.56	\$67.79	\$71.18	\$74.73	\$78.47	Hourly
0162	Real Property Manager	730	\$9,115	\$9,571	\$10,050	\$10,553	\$11,081	\$11,635	\$12,217	Monthly
			\$109,380	\$114,852	\$120,600	\$126,636	\$132,972	\$139,620	\$146,604	Annual
			\$52.59	\$55.22	\$57.98	\$60.88	\$63.93	\$67.13	\$70.48	Hourly
0305	Recreation Manager	893	\$9,909	\$10,404	\$10,924	\$11,470	\$12,043	\$12,645	\$13,277	Monthly
			\$118,908	\$124,848	\$131,088	\$137,640	\$144,516	\$151,740	\$159,324	Annual
			\$57.17	\$60.02	\$63.02	\$66.17	\$69.48	\$72.95	\$76.60	Hourly
0303	Senior Recreation Program Administrator	725	\$7,227	\$7,588	\$7,967	\$8,365	\$8,783	\$9,222	\$9,683	Monthly
			\$86,724	\$91,056	\$95,604	\$100,380	\$105,396	\$110,664	\$116,196	Annual
			\$41.69	\$43.78	\$45.96	\$48.26	\$50.67	\$53.20	\$55.86	Hourly
0236	Telecommunications Manager	894	\$11,166	\$11,724	\$12,310	\$12,925	\$13,571	\$14,250	\$14,962	Monthly
			\$133,992	\$140,688	\$147,720	\$155,100	\$162,852	\$171,000	\$179,544	Annual
			\$64.42	\$67.64	\$71.02	\$74.57	\$78.29	\$82.21	\$86.32	Hourly
0113	Transportation Services Manager	745	\$13,363	\$14,031	\$14,733	\$15,470	\$16,244	\$17,056	\$17,909	Monthly
			\$160,356	\$168,372	\$176,796	\$185,640	\$194,928	\$204,672	\$214,908	Annual
			\$77.09	\$80.95	\$85.00	\$89.25	\$93.72	\$98.40	\$103.32	Hourly

SECTION 3. The following job classifications are hereby revised to reflect the salary ranges and monthly rates of pay specified, effective the pay period that includes July 1, 2026. The rate of pay for individual classifications may be anywhere within the monthly minimum and maximum salary steps.

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0143	Assistant Building Official	854	\$10,079	\$10,583	\$11,112	\$11,668	\$12,251	\$12,864	\$13,507	Monthly
			\$120,948	\$126,996	\$133,344	\$140,016	\$147,012	\$154,368	\$162,084	Annual
			\$58.15	\$61.06	\$64.11	\$67.32	\$70.68	\$74.22	\$77.93	Hourly
0157	Assistant Development Services Director	761	\$13,419	\$14,090	\$14,794	\$15,534	\$16,311	\$17,127	\$17,983	Monthly
			\$161,028	\$169,080	\$177,528	\$186,408	\$195,732	\$205,524	\$215,796	Annual
			\$77.42	\$81.29	\$85.35	\$89.62	\$94.10	\$98.81	\$103.75	Hourly

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0142	Building Official	754	\$13,091	\$13,746	\$14,433	\$15,155	\$15,913	\$16,709	\$17,544	Monthly
			\$157,092	\$164,952	\$173,196	\$181,860	\$190,956	\$200,508	\$210,528	Annual
			\$75.53	\$79.30	\$83.27	\$87.43	\$91.81	\$96.40	\$101.22	Hourly
0112	City Engineer	751	\$14,004	\$14,704	\$15,439	\$16,211	\$17,022	\$17,873	\$18,767	Monthly
			\$168,048	\$176,448	\$185,268	\$194,532	\$204,264	\$214,476	\$225,204	Annual
			\$80.79	\$84.83	\$89.07	\$93.53	\$98.20	\$103.11	\$108.27	Hourly
0161	Community Improvement Manager	895	\$10,506	\$11,031	\$11,583	\$12,162	\$12,770	\$13,408	\$14,078	Monthly
			\$126,072	\$132,372	\$138,996	\$145,944	\$153,240	\$160,896	\$168,936	Annual
			\$60.61	\$63.64	\$66.83	\$70.17	\$73.67	\$77.35	\$81.22	Hourly
0115	Deputy Director of Public Works	858	\$14,004	\$14,704	\$15,439	\$16,211	\$17,022	\$17,873	\$18,767	Monthly
			\$168,048	\$176,448	\$185,268	\$194,532	\$204,264	\$214,476	\$225,204	Annual
			\$80.79	\$84.83	\$89.07	\$93.53	\$98.20	\$103.11	\$108.27	Hourly
0239	Emergency Services Manager	855	\$10,506	\$11,031	\$11,583	\$12,162	\$12,770	\$13,408	\$14,078	Monthly
			\$126,072	\$132,372	\$138,996	\$145,944	\$153,240	\$160,896	\$168,936	Annual
			\$60.61	\$63.64	\$66.83	\$70.17	\$73.67	\$77.35	\$81.22	Hourly
0111	Energy and Sustainability Services Manager	897	\$10,506	\$11,031	\$11,583	\$12,162	\$12,770	\$13,408	\$14,078	Monthly
			\$126,072	\$132,372	\$138,996	\$145,944	\$153,240	\$160,896	\$168,936	Annual
			\$60.61	\$63.64	\$66.83	\$70.17	\$73.67	\$77.35	\$81.22	Hourly
0216	Fire Marshal	895	\$13,091	\$13,746	\$14,433	\$15,155	\$15,913	\$16,709	\$17,544	Monthly
			\$157,092	\$164,952	\$173,196	\$181,860	\$190,956	\$200,508	\$210,528	Annual
			\$75.53	\$79.30	\$83.27	\$87.43	\$91.81	\$96.40	\$101.22	Hourly
0451	Maintenance Services Manager	733	\$12,856	\$13,499	\$14,174	\$14,883	\$15,627	\$16,408	\$17,228	Monthly
			\$154,272	\$161,988	\$170,088	\$178,596	\$187,524	\$196,896	\$206,736	Annual
			\$74.17	\$77.88	\$81.77	\$85.86	\$90.16	\$94.66	\$99.39	Hourly
0160	Neighborhood Improvement Manager	719	\$9,437	\$9,909	\$10,404	\$10,924	\$11,470	\$12,043	\$12,645	Monthly
			\$113,244	\$118,908	\$124,848	\$131,088	\$137,640	\$144,516	\$151,740	Annual
			\$54.44	\$57.17	\$60.02	\$63.02	\$66.17	\$69.48	\$72.95	Hourly
0159	Planning and Sustainable Development Manager	856	\$13,091	\$13,746	\$14,433	\$15,155	\$15,913	\$16,709	\$17,544	Monthly
			\$157,092	\$164,952	\$173,196	\$181,860	\$190,956	\$200,508	\$210,528	Annual
			\$75.53	\$79.30	\$83.27	\$87.43	\$91.81	\$96.40	\$101.22	Hourly
0097	Police Administrative Services Commander	756	\$11,930	\$12,526	\$13,152	\$13,810	\$14,500	\$15,225	\$15,986	Monthly
			\$143,160	\$150,312	\$157,824	\$165,720	\$174,000	\$182,700	\$191,832	Annual
			\$68.83	\$72.27	\$75.88	\$79.67	\$83.65	\$87.84	\$92.23	Hourly

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0464	Police Records, Property & Evidence Manager	899	\$10,506	\$11,031	\$11,583	\$12,162	\$12,770	\$13,408	\$14,078	Monthly
			\$126,072	\$132,372	\$138,996	\$145,944	\$153,240	\$160,896	\$168,936	Annual
			\$60.61	\$63.64	\$66.83	\$70.17	\$73.67	\$77.35	\$81.22	Hourly
0077	Public Affairs Manager	140	\$10,506	\$11,031	\$11,583	\$12,162	\$12,770	\$13,408	\$14,078	Monthly
			\$126,072	\$132,372	\$138,996	\$145,944	\$153,240	\$160,896	\$168,936	Annual
			\$60.61	\$63.64	\$66.83	\$70.17	\$73.67	\$77.35	\$81.22	Hourly
0162	Real Property Manager	730	\$9,437	\$9,909	\$10,404	\$10,924	\$11,470	\$12,043	\$12,645	Monthly
			\$113,244	\$118,908	\$124,848	\$131,088	\$137,640	\$144,516	\$151,740	Annual
			\$54.44	\$57.17	\$60.02	\$63.02	\$66.17	\$69.48	\$72.95	Hourly
0305	Recreation Manager	893	\$10,255	\$10,768	\$11,306	\$11,871	\$12,465	\$13,088	\$13,742	Monthly
			\$123,060	\$129,216	\$135,672	\$142,452	\$149,580	\$157,056	\$164,904	Annual
			\$59.16	\$62.12	\$65.23	\$68.49	\$71.91	\$75.51	\$79.28	Hourly
0303	Senior Recreation Program Administrator	725	\$7,478	\$7,852	\$8,245	\$8,657	\$9,090	\$9,545	\$10,022	Monthly
			\$89,736	\$94,224	\$98,940	\$103,884	\$109,080	\$114,540	\$120,264	Annual
			\$43.14	\$45.30	\$47.57	\$49.94	\$52.44	\$55.07	\$57.82	Hourly
0236	Telecommunications Manager	894	\$11,556	\$12,134	\$12,741	\$13,378	\$14,047	\$14,749	\$15,486	Monthly
			\$138,672	\$145,608	\$152,892	\$160,536	\$168,564	\$176,988	\$185,832	Annual
			\$66.67	\$70.00	\$73.51	\$77.18	\$81.04	\$85.09	\$89.34	Hourly
0113	Transportation Services Manager	745	\$13,831	\$14,523	\$15,249	\$16,011	\$16,812	\$17,653	\$18,536	Monthly
			\$165,972	\$174,276	\$182,988	\$192,132	\$201,744	\$211,836	\$222,432	Annual
			\$79.79	\$83.79	\$87.98	\$92.37	\$96.99	\$101.84	\$106.94	Hourly

SECTION 4. A market analysis study will be conducted in February 2025 for the following classifications: Emergency and Sustainability Manager, Neighborhood Improvement Manager, Public Affairs Manager and Recreation Manager,

SECTION 5. The City of Costa Mesa has contracted with the California Public Employees Retirement System (CalPERS) to provide retirement benefits to eligible City employees.

5.1 CalPERS - MISCELLANEOUS MEMBERS

Employees covered by this resolution who do not meet the definition of “new member” under the California Public Employees’ Pension Reform Act of 2013 (PEPRA) (those unit members shall be referred to as “classic members”) are

enrolled in either the CalPERS retirement plan provided for by Government Code § 21354.4, and commonly referred to as the 2.5% at age 55 retirement plan (“tier 1”), or the 2% at 60 formula provided for by Government Code § 21353 (“tier 2”).

A. Classic Members:

Effective April 16, 2017, the total contribution for tier 1 (2.5% @ 55) unit members will be 12% of compensation earnable, inclusive of statutory employee contributions and all cost sharing. The total contribution for tier 2 (2% @ 60) unit members will be 10% of compensation earnable, inclusive of statutory employee contributions and all cost sharing.

Effective the pay period that includes July 1, 2023, classic member employees subject to the 2.5% @ 55 formula shall have their cost sharing per Government Code section 20516(a) reduced by 1.469% for a net contribution of one percent (1%) and cost sharing pursuant to 20516(f) will be reduced from 1.531% to 0%.

Effective the pay period that includes July 1, 2023, classic member employees subject to the 2% @ 60 formula shall have their cost sharing per Government Code section 20516(f) reduced by 1% for a net contribution of two percent (2%).

B. New Members: Under PEPRA (see section 5.2 below):

Effective April 16, 2017, the total contribution for PEPRA tier 3 (2% @ 62) unit members will be 9% of pensionable compensation, inclusive of statutory employee contributions and cost sharing.

5.2 THE CALIFORNIA PUBLIC EMPLOYEES’ PENSION REFORM ACT OF 2013 (PEPRA)

As it may from time to time exist, the PEPRA shall in its entirety be given full force and effect. PEPRA includes, but is not limited to, the provisions described below:

Members hired on and after January 1, 2013, deemed to be a “new member” as defined in Government Code § 7522.04, shall individually pay an initial Member CALPERS contribution rate of 50% of the normal cost rate for the Defined Benefit Plan in which said “new member” is enrolled, rounded to the nearest quarter of 1%, or the current contribution rate of similarly situated employees, whichever is greater.

Members who are “new members” on and after January 1, 2013, shall be enrolled in the PEPRA provided for 2% @ 62 retirement formula for miscellaneous employees (Govt. Code § 7522.20).

Members who are “new members” on and after January 1, 2013, shall have “final compensation” measured by the highest average annual pensionable compensation earned by the member during a period of at least 36 consecutive months (Section 7522.32.), and their retirement benefits shall be calculated based on “pensionable compensation” (Section 7522.10) rather than “compensation earnable” (Section 20636).

SECTION 6. Employees covered by this resolution shall be provided with a \$75 monthly technology allowance. The City Manager has the sole discretion to grant, modify or deny an allowance for employees covered by this resolution.

SECTION 7. The City shall contribute an amount toward the flexible benefit plan bucket for the payment of premiums for affected employees and dependents based upon the following criteria:

- Full family coverage for the PERS Platinum medical plan under the California Public Employees’ Retirement System (CALPERS) health insurance programs
- Full family coverage for the Dental Indemnity plan
- Full premium payment for Life Insurance
- Long Term Disability premium will be based upon the top step salary of the highest-salaried Division Manager within the classified service

Any amounts necessary to maintain benefit premiums in excess of the City contribution specified above shall be borne entirely by the executive employee.

SECTION 8. Effective October 15, 2017, employees covered by this resolution shall accrue vacation leave at the following rates and shall be capped at the following maximum levels:

<u>Years of Service</u>	<u>Annual Accrual 40-Hour</u>	<u>Maximum Accrual 40-Hour</u>
1-2	92	184
3-4	116	232
5-9	140	280
10-14	164	320
15-19	188	320
20+	212	320

Vacation Leave Cash-Outs – Each fiscal year, employees will have the following cash-out options: 1) One eighty (80) hour cash-out any time during the fiscal year, regardless of the employee’s maximum accrual and regardless of the employee’s Vacation Leave usage; and, 2) Up to four cash-outs per fiscal year, any time during the fiscal year (irrespective of quarter), based on a “2 for 1” usage ratio, up to a maximum of 80-hours for each cash out. For example, if an employee uses 10 hours of Vacation Leave, the employee could cash out up to 20 hours of Vacation Leave; in order for an employee to cash-out the maximum of 80-hours Vacation Leave, the employee would need to use 40 hours of Vacation Leave.

All employees who are at the Maximum Accrual Level or who may reach the Maximum Accrual Level shall utilize the “Cash-Out” and/or “Vacation Leave” options so as to NOT exceed the Vacation Accrual Ceiling. Other than exceptions granted based upon City and/or Departmental needs as approved by both the Department Director and the City Manager there will no other cash-out of Vacation Leave time beyond the Maximum Accrual rates that have been established.

SECTION 9. Effective December 24, 2017, the City shall grant Executive Leave to management personnel not to exceed forty (40) hours per year. The City Manager may grant an additional sixty (60) hours of Executive Leave.

SECTION 10. Pursuant to the Executive Professional Development Reimbursement Program, the City agrees to reimburse Division Managers up to \$1,300 per fiscal year for activities, materials, equipment or fees that will aid in their individual professional development or support employee wellness, mental and physical health. The intent of this program is to encourage and recognize executive staff for pursuing educational, professional or community-oriented activities, enhancing job skills and expertise, and/or purchasing materials/equipment, which improve the executive's performance and well-being. These activities, materials, equipment or fees are intended to be beyond what is budgeted for individuals through the annual budget cycle. The reimbursement options available include the following:

- Professional memberships, licenses and certificates that are job-related
- Professional conferences that are job-related including fees and other expenses while attending
- Membership dues in community organizations relevant to the executive's job assignment
- Purchase of job-related professional journals, periodicals, books or other written materials which further knowledge or improvement of effectiveness in performance of duties
- Education fees that exceed the City's annual \$1,250 tuition reimbursement limit
- Activities, materials, equipment or fees that promote employee wellness, mental and physical health
- Direct purchase of qualifying computer equipment defined in Administrative Regulation 2.29

The Department Director and Assistant City Manager must approve participation in the activities and/or purchase of the materials/equipment in advance. Claims for reimbursement must be accompanied by documentation that an eligible expense has

been incurred during the fiscal year for the executive employee only. Employee may not request reimbursement for any activities, materials, equipment or fees that have already been reimbursed through a Flexible Spending Account, Health Savings Account or similar program. Any portion of the reimbursement amount not incurred within the fiscal year shall remain City funds unless prior approval has been received by the City Manager. Requests to carry forward unencumbered amounts to the next fiscal year must receive approval by the City Manager prior to the end of the fiscal year. All payments will be in the form of reimbursement and no executive employee will directly receive cash for this benefit. Reimbursements, which are subject to taxation, will be processed through the payroll system. The Finance Department shall administer this program in accordance with the stated purpose and will provide the appropriate forms and procedures. This reimbursement program does not prohibit individual departments from continuing to budget funds for executive staff attendance at professional conferences and seminars, for the payment of professional membership dues, and/or for the purchase of books, journals and written materials that are job-related and will enhance an executive's knowledge or expertise.

SECTION 11. The 401(a) deferred compensation plan provides executives with another tax-deferred savings plan for future financial planning. The City will provide a 0.5% per pay period employer contribution for any executive whose management group elects to participate in the 401(a) plan. The employer contribution will be reflected in that executive's annual total compensation calculation. However, the City will not provide an employer contribution to the current 457 deferred compensation plan and the executive must make all 457 contributions.

SECTION 12. All parts of resolutions in conflict herewith are hereby rescinded.

PASSED AND ADOPTED this 19th day of November, 2024.

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. 2024-XX and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 19th day of November, 2024, 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 20th day of November, 2024.

Brenda Green, City Clerk

(SEAL)