**Attachment 3**

**RESOLUTION NO. 2022-XX**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, REVISING THE PAY RANGES FOR JOB CLASSIFICATIONS REPRESENTED BY THE COSTA MESA CITY EMPLOYEES ASSOCIATION PURSUANT TO THE 2022 - 2025 MEMORANDUM OF UNDERSTANDING.**

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-XX, revising the pay ranges for job classifications represented by the Costa Mesa City Employees Association, effective the pay period that includes pay date of January 6, 2023; and

WHEREAS, the City Council desires to repeal and replace Resolution No. 2022-XX 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, 2023. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay step.

| Class Code | Class Title | Salary Plan | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 0062 | Accountant | CMC | 644 | $6,840 | $7,182 | $7,541 | $7,918 | $8,314 | $8,730 | $9,167 | Monthly |
| | | | | $82,080 | $86,184 | $90,492 | $95,016 | $99,768 | $104,760 | $110,004 | Annual |
| | | | | $39.46 | $41.43 | $43.51 | $45.68 | $47.97 | $50.37 | $52.89 | Hourly |
| 0061 | Accounting Specialist I | CMC | 577 | $4,323 | $4,539 | $4,766 | $5,004 | $5,254 | $5,517 | $5,793 | Monthly |
| | | | | $51,876 | $54,468 | $57,192 | $60,048 | $63,048 | $66,204 | $69,516 | Annual |
| | | | | $24.94 | $26.19 | $27.50 | $28.87 | $30.31 | $31.83 | $33.42 | Hourly |
| 0060 | Accounting Specialist II | CMC | 606 | $4,995 | $5,245 | $5,507 | $5,782 | $6,071 | $6,375 | $6,694 | Monthly |
| | | | | $59,940 | $62,940 | $66,084 | $69,384 | $72,852 | $76,500 | $80,328 | Annual |
| | | | | $28.82 | $30.26 | $31.77 | $33.36 | $35.03 | $36.78 | $38.62 | Hourly |

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|---|---|---|---|---|---|---|---|---|---|---|---|
| 0066 | Accounting Supervisor | CMC | 697 | $7,987 | $8,386 | $8,805 | $9,245 | $9,707 | $10,192 | $10,702 | Monthly |
| | | | | $95,844 | $100,632 | $105,660 | $110,940 | $116,484 | $122,304 | $128,424 | Annual |
| | | | | $46.08 | $48.38 | $50.80 | $53.34 | $56.00 | $58.80 | $61.74 | Hourly |
| 0107 | Active Transportation Coordinator | CMC | 732 | $9,196 | $9,656 | $10,139 | $10,646 | $11,178 | $11,737 | $12,324 | Monthly |
| | | | | $110,352 | $115,872 | $121,668 | $127,752 | $134,136 | $140,844 | $147,888 | Annual |
| | | | | $53.05 | $55.71 | $58.49 | $61.42 | $64.49 | $67.71 | $71.10 | Hourly |
| 0013 | Administrative Assistant | CMC | 590 | $5,076 | $5,330 | $5,597 | $5,877 | $6,171 | $6,480 | $6,804 | Monthly |
| | | | | $60,912 | $63,960 | $67,164 | $70,524 | $74,052 | $77,760 | $81,648 | Annual |
| | | | | $29.28 | $30.75 | $32.29 | $33.91 | $35.60 | $37.38 | $39.25 | Hourly |
| 0469 | Animal Control Officer | CMC | 617 | $5,661 | $5,944 | $6,241 | $6,553 | $6,881 | $7,225 | $7,586 | Monthly |
| | | | | $67,932 | $71,328 | $74,892 | $78,636 | $82,572 | $86,700 | $91,032 | Annual |
| | | | | $32.66 | $34.29 | $36.01 | $37.81 | $39.70 | $41.68 | $43.77 | Hourly |
| 0307 | Arts Specialist | CMC | 733 | $5,578 | $5,857 | $6,150 | $6,457 | $6,780 | $7,119 | $7,475 | Monthly |
| | | | | $66,936 | $70,284 | $73,800 | $77,484 | $81,360 | $85,428 | $89,700 | Annual |
| | | | | $32.18 | $33.79 | $35.48 | $37.25 | $39.12 | $41.07 | $43.13 | Hourly |
| 0103 | Assistant Engineer | CMC | 672 | $7,070 | $7,424 | $7,795 | $8,185 | $8,594 | $9,024 | $9,475 | Monthly |
| | | | | $84,840 | $89,088 | $93,540 | $98,220 | $103,128 | $108,288 | $113,700 | Annual |
| | | | | $40.79 | $42.83 | $44.97 | $47.22 | $49.58 | $52.06 | $54.66 | Hourly |
| 0217 | Assistant Fire Marshal | CMC | 897 | $7,030 | $7,381 | $7,750 | $8,137 | $8,544 | $8,971 | $9,420 | Monthly |
| | | | | $84,360 | $88,572 | $93,000 | $97,644 | $102,528 | $107,652 | $113,040 | Annual |
| | | | | $40.56 | $42.58 | $44.71 | $46.94 | $49.29 | $51.76 | $54.35 | Hourly |
| 0151 | Assistant Planner | CMC | 889 | $6,530 | $6,856 | $7,199 | $7,559 | $7,937 | $8,334 | $8,751 | Monthly |
| | | | | $78,360 | $82,272 | $86,388 | $90,708 | $95,244 | $100,008 | $105,012 | Annual |
| | | | | $37.67 | $39.55 | $41.53 | $43.61 | $45.79 | $48.08 | $50.49 | Hourly |
| 0301 | Assistant Recreation Supervisor | CMC | 625 | $5,578 | $5,857 | $6,150 | $6,457 | $6,780 | $7,119 | $7,475 | Monthly |
| | | | | $66,936 | $70,284 | $73,800 | $77,484 | $81,360 | $85,428 | $89,700 | Annual |
| | | | | $32.18 | $33.79 | $35.48 | $37.25 | $39.12 | $41.07 | $43.13 | Hourly |
| 0808 | Assistant Storekeeper | CMC | 571 | $4,315 | $4,531 | $4,758 | $4,996 | $5,246 | $5,508 | $5,783 | Monthly |
| | | | | $51,780 | $54,372 | $57,096 | $59,952 | $62,952 | $66,096 | $69,396 | Annual |
| | | | | $24.89 | $26.14 | $27.45 | $28.82 | $30.27 | $31.78 | $33.36 | Hourly |

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|---|---|---|---|---|---|---|---|---|---|---|---|
| 0104 | Associate Engineer | CMC | 699 | $8,862 | $9,305 | $9,770 | $10,258 | $10,771 | $11,310 | $11,876 | Monthly |
| | | | | $106,344 | $111,660 | $117,240 | $123,096 | $129,252 | $135,720 | $142,512 | Annual |
| | | | | $51.13 | $53.68 | $56.37 | $59.18 | $62.14 | $65.25 | $68.52 | Hourly |
| 0152 | Associate Planner | CMC | 649 | $7,510 | $7,886 | $8,280 | $8,694 | $9,129 | $9,585 | $10,064 | Monthly |
| | | | | $90,120 | $94,632 | $99,360 | $104,328 | $109,548 | $115,020 | $120,768 | Annual |
| | | | | $43.33 | $45.50 | $47.77 | $50.16 | $52.67 | $55.30 | $58.06 | Hourly |
| 0132 | Building Inspector I | CMC | 643 | $6,640 | $6,972 | $7,321 | $7,687 | $8,071 | $8,475 | $8,899 | Monthly |
| | | | | $79,680 | $83,664 | $87,852 | $92,244 | $96,852 | $101,700 | $106,788 | Annual |
| | | | | $38.31 | $40.22 | $42.24 | $44.35 | $46.56 | $48.89 | $51.34 | Hourly |
| 0138 | Building Inspector II | CMC | 866 | $6,972 | $7,321 | $7,687 | $8,071 | $8,475 | $8,899 | $9,344 | Monthly |
| | | | | $83,664 | $87,852 | $92,244 | $96,852 | $101,700 | $106,788 | $112,128 | Annual |
| | | | | $40.22 | $42.24 | $44.35 | $46.56 | $48.89 | $51.34 | $53.91 | Hourly |
| 0130 | Building Technician I | CMC | 581 | $4,729 | $4,965 | $5,213 | $5,474 | $5,748 | $6,035 | $6,337 | Monthly |
| | | | | $56,748 | $59,580 | $62,556 | $65,688 | $68,976 | $72,420 | $76,044 | Annual |
| | | | | $27.28 | $28.64 | $30.08 | $31.58 | $33.16 | $34.82 | $36.56 | Hourly |
| 0131 | Building Technician II | CMC | 613 | $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 |
| 0088 | Business License Inspector | CMC | 850 | $4,997 | $5,247 | $5,509 | $5,784 | $6,073 | $6,377 | $6,696 | Monthly |
| | | | | $59,964 | $62,964 | $66,108 | $69,408 | $72,876 | $76,524 | $80,352 | Annual |
| | | | | $28.83 | $30.27 | $31.78 | $33.37 | $35.04 | $36.79 | $38.63 | Hourly |
| 0051 | Buyer | CMC | 857 | $5,706 | $5,991 | $6,291 | $6,606 | $6,936 | $7,283 | $7,647 | Monthly |
| | | | | $68,472 | $71,892 | $75,492 | $79,272 | $83,232 | $87,396 | $91,764 | Annual |
| | | | | $32.92 | $34.56 | $36.29 | $38.11 | $40.02 | $42.02 | $44.12 | Hourly |
| 0035 | Central Services Supervisor | CMC | 655 | $6,269 | $6,582 | $6,911 | $7,257 | $7,620 | $8,001 | $8,401 | Monthly |
| | | | | $75,228 | $78,984 | $82,932 | $87,084 | $91,440 | $96,012 | $100,812 | Annual |
| | | | | $36.17 | $37.97 | $39.87 | $41.87 | $43.96 | $46.16 | $48.47 | Hourly |
| 0123 | Chief Construction Inspector | CMC | 662 | $6,608 | $6,938 | $7,285 | $7,649 | $8,031 | $8,433 | $8,855 | Monthly |
| | | | | $79,296 | $83,256 | $87,420 | $91,788 | $96,372 | $101,196 | $106,260 | Annual |
| | | | | $38.12 | $40.03 | $42.03 | $44.13 | $46.33 | $48.65 | $51.09 | Hourly |

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|---|---|---|---|---|---|---|---|---|---|---|---|
| 0110 | Chief Plans Examiner | CMC | 718 | $10,024 | $10,525 | $11,051 | $11,604 | $12,184 | $12,793 | $13,433 | Monthly |
| | | | | $120,288 | $126,300 | $132,612 | $139,248 | $146,208 | $153,516 | $161,196 | Annual |
| | | | | $57.83 | $60.72 | $63.76 | $66.95 | $70.29 | $73.81 | $77.50 | Hourly |
| 0126 | Chief of Code Enforcement | CMC | 664 | $6,671 | $7,005 | $7,355 | $7,723 | $8,109 | $8,514 | $8,940 | Monthly |
| | | | | $80,052 | $84,060 | $88,260 | $92,676 | $97,308 | $102,168 | $107,280 | Annual |
| | | | | $38.49 | $40.41 | $42.43 | $44.56 | $46.78 | $49.12 | $51.58 | Hourly |
| 0128 | Chief of Inspection | CMC | 681 | $8,437 | $8,859 | $9,302 | $9,767 | $10,255 | $10,768 | $11,306 | Monthly |
| | | | | $101,244 | $106,308 | $111,624 | $117,204 | $123,060 | $129,216 | $135,672 | Annual |
| | | | | $48.68 | $51.11 | $53.67 | $56.35 | $59.16 | $62.12 | $65.23 | Hourly |
| 0466 | Civilian Investigator | CMC | 628 | $5,869 | $6,162 | $6,470 | $6,793 | $7,133 | $7,490 | $7,864 | Monthly |
| | | | | $70,428 | $73,944 | $77,640 | $81,516 | $85,596 | $89,880 | $94,368 | Annual |
| | | | | $33.86 | $35.55 | $37.33 | $39.19 | $41.15 | $43.21 | $45.37 | Hourly |
| 0120 | Code Enforcement Officer | CMC | 626 | $5,522 | $5,798 | $6,088 | $6,392 | $6,712 | $7,048 | $7,400 | Monthly |
| | | | | $66,264 | $69,576 | $73,056 | $76,704 | $80,544 | $84,576 | $88,800 | Annual |
| | | | | $31.86 | $33.45 | $35.12 | $36.88 | $38.72 | $40.66 | $42.69 | Hourly |
| 0430 | Communications Installer | CMC | 858 | $5,398 | $5,668 | $5,951 | $6,249 | $6,561 | $6,889 | $7,233 | Monthly |
| | | | | $64,776 | $68,016 | $71,412 | $74,988 | $78,732 | $82,668 | $86,796 | Annual |
| | | | | $31.14 | $32.70 | $34.33 | $36.05 | $37.85 | $39.74 | $41.73 | Hourly |
| 0231 | Communications Officer | CMC | 616 | $5,865 | $6,158 | $6,466 | $6,789 | $7,128 | $7,484 | $7,858 | Monthly |
| | | | | $70,380 | $73,896 | $77,592 | $81,468 | $85,536 | $89,808 | $94,296 | Annual |
| | | | | $33.84 | $35.53 | $37.30 | $39.17 | $41.12 | $43.18 | $45.33 | Hourly |
| 0232 | Communications Supervisor | CMC | 645 | $6,775 | $7,114 | $7,470 | $7,843 | $8,235 | $8,647 | $9,079 | Monthly |
| | | | | $81,300 | $85,368 | $89,640 | $94,116 | $98,820 | $103,764 | $108,948 | Annual |
| | | | | $39.09 | $41.04 | $43.10 | $45.25 | $47.51 | $49.89 | $52.38 | Hourly |
| 0611 | Community Outreach Supervisor | CMC | 900 | $6,844 | $7,186 | $7,545 | $7,922 | $8,318 | $8,734 | $9,171 | Monthly |
| | | | | $82,128 | $86,232 | $90,540 | $95,064 | $99,816 | $104,808 | $110,052 | Annual |
| | | | | $39.48 | $41.46 | $43.53 | $45.70 | $47.99 | $50.39 | $52.91 | Hourly |
| 0610 | Community Outreach Worker | CMC | 893 | $5,229 | $5,490 | $5,764 | $6,052 | $6,355 | $6,673 | $7,007 | Monthly |
| | | | | $62,748 | $65,880 | $69,168 | $72,624 | $76,260 | $80,076 | $84,084 | Annual |
| | | | | $30.17 | $31.67 | $33.25 | $34.92 | $36.66 | $38.50 | $40.43 | Hourly |

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| 0703 | Community Services Specialist | CMC | 582 | $4,754<br>$57,048<br>$27.43 | $4,992<br>$59,904<br>$28.80 | $5,242<br>$62,904<br>$30.24 | $5,504<br>$66,048<br>$31.75 | $5,779<br>$69,348<br>$33.34 | $6,068<br>$72,816<br>$35.01 | $6,371<br>$76,452<br>$36.76 | Monthly<br>Annual<br>Hourly |
| 0121 | Construction Inspector | CMC | 867 | $6,010<br>$72,120<br>$34.67 | $6,311<br>$75,732<br>$36.41 | $6,627<br>$79,524<br>$38.23 | $6,958<br>$83,496<br>$40.14 | $7,306<br>$87,672<br>$42.15 | $7,671<br>$92,052<br>$44.26 | $8,055<br>$96,660<br>$46.47 | Monthly<br>Annual<br>Hourly |
| 0100 | Contract Administrator | CMC | 691 | $7,773<br>$93,276<br>$44.84 | $8,162<br>$97,944<br>$47.09 | $8,570<br>$102,840<br>$49.44 | $8,998<br>$107,976<br>$51.91 | $9,448<br>$113,376<br>$54.51 | $9,920<br>$119,040<br>$57.23 | $10,416<br>$124,992<br>$60.09 | Monthly<br>Annual<br>Hourly |
| 0706 | Court Liaison Officer | CMC | 854 | $5,661<br>$67,932<br>$32.66 | $5,944<br>$71,328<br>$34.29 | $6,241<br>$74,892<br>$36.01 | $6,553<br>$78,636<br>$37.81 | $6,881<br>$82,572<br>$39.70 | $7,225<br>$86,700<br>$41.68 | $7,586<br>$91,032<br>$43.77 | Monthly<br>Annual<br>Hourly |
| 0099 | Crime Analyst | CMC | 859 | $5,869<br>$70,428<br>$33.86 | $6,162<br>$73,944<br>$35.55 | $6,470<br>$77,640<br>$37.33 | $6,793<br>$81,516<br>$39.19 | $7,133<br>$85,596<br>$41.15 | $7,490<br>$89,880<br>$43.21 | $7,864<br>$94,368<br>$45.37 | Monthly<br>Annual<br>Hourly |
| 0467 | Crime Prevention Specialist | CMC | 852 | $5,551<br>$66,612<br>$32.03 | $5,829<br>$69,948<br>$33.63 | $6,120<br>$73,440<br>$35.31 | $6,426<br>$77,112<br>$37.07 | $6,747<br>$80,964<br>$38.93 | $7,084<br>$85,008<br>$40.87 | $7,438<br>$89,256<br>$42.91 | Monthly<br>Annual<br>Hourly |
| 0189 | Crime Scene Investigation Supervisor | CMC | 50 | $8,494<br>$101,928<br>$49.00 | $8,919<br>$107,028<br>$51.46 | $9,365<br>$112,380<br>$54.03 | $9,833<br>$117,996<br>$56.73 | $10,325<br>$123,900<br>$59.57 | $10,841<br>$130,092<br>$62.54 | $11,383<br>$136,596<br>$65.67 | Monthly<br>Annual<br>Hourly |
| 0465 | Crime Scene Specialist | CMC | 638 | $5,752<br>$69,024<br>$33.18 | $6,040<br>$72,480<br>$34.85 | $6,342<br>$76,104<br>$36.59 | $6,659<br>$79,908<br>$38.42 | $6,992<br>$83,904<br>$40.34 | $7,342<br>$88,104<br>$42.36 | $7,709<br>$92,508<br>$44.48 | Monthly<br>Annual<br>Hourly |
| 0705 | Custody Officer | CMC | 854 | $5,661<br>$67,932<br>$32.66 | $5,944<br>$71,328<br>$34.29 | $6,241<br>$74,892<br>$36.01 | $6,553<br>$78,636<br>$37.81 | $6,881<br>$82,572<br>$39.70 | $7,225<br>$86,700<br>$41.68 | $7,586<br>$91,032<br>$43.77 | Monthly<br>Annual<br>Hourly |
| 0190 | Custody Supervisor | CMC | 612 | $8,494<br>$101,928<br>$49.00 | $8,919<br>$107,028<br>$51.46 | $9,365<br>$112,380<br>$54.03 | $9,833<br>$117,996<br>$56.73 | $10,325<br>$123,900<br>$59.57 | $10,841<br>$130,092<br>$62.54 | $11,383<br>$136,596<br>$65.67 | Monthly<br>Annual<br>Hourly |

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| 0149 | Economic Development Administrator | CMC | 898 | $9,931<br>$119,172<br>$57.29 | $10,428<br>$125,136<br>$60.16 | $10,949<br>$131,388<br>$63.17 | $11,496<br>$137,952<br>$66.32 | $12,071<br>$144,852<br>$69.64 | $12,675<br>$152,100<br>$73.13 | $13,309<br>$159,708<br>$76.78 | Monthly<br>Annual<br>Hourly |
| 0134 | Electrical Inspector | CMC | 868 | $6,010<br>$72,120<br>$34.67 | $6,311<br>$75,732<br>$36.41 | $6,627<br>$79,524<br>$38.23 | $6,958<br>$83,496<br>$40.14 | $7,306<br>$87,672<br>$42.15 | $7,671<br>$92,052<br>$44.26 | $8,055<br>$96,660<br>$46.47 | Monthly<br>Annual<br>Hourly |
| 0431 | Electronics Technician | CMC | 875 | $6,719<br>$80,628<br>$38.76 | $7,055<br>$84,660<br>$40.70 | $7,408<br>$88,896<br>$42.74 | $7,778<br>$93,336<br>$44.87 | $8,167<br>$98,004<br>$47.12 | $8,575<br>$102,900<br>$49.47 | $9,004<br>$108,048<br>$51.95 | Monthly<br>Annual<br>Hourly |
| 0221 | Emergency Medical Services Coordinator | CMC | 706 | $8,330<br>$99,960<br>$48.06 | $8,746<br>$104,952<br>$50.46 | $9,183<br>$110,196<br>$52.98 | $9,642<br>$115,704<br>$55.63 | $10,124<br>$121,488<br>$58.41 | $10,630<br>$127,560<br>$61.33 | $11,161<br>$133,932<br>$64.39 | Monthly<br>Annual<br>Hourly |
| 0096 | Emergency Services Administrator | CMC | 53 | $9,131<br>$109,572<br>$52.68 | $9,588<br>$115,056<br>$55.32 | $10,067<br>$120,804<br>$58.08 | $10,570<br>$126,840<br>$60.98 | $11,099<br>$133,188<br>$64.03 | $11,654<br>$139,848<br>$67.23 | $12,237<br>$146,844<br>$70.60 | Monthly<br>Annual<br>Hourly |
| 0234 | Emergency Services Training Specialist | CMC | 860 | $5,646<br>$67,752<br>$32.57 | $5,928<br>$71,136<br>$34.20 | $6,224<br>$74,688<br>$35.91 | $6,535<br>$78,420<br>$37.70 | $6,862<br>$82,344<br>$39.59 | $7,205<br>$86,460<br>$41.57 | $7,565<br>$90,780<br>$43.64 | Monthly<br>Annual<br>Hourly |
| 0101 | Engineering Technician I | CMC | 591 | $4,970<br>$59,640<br>$28.67 | $5,219<br>$62,628<br>$30.11 | $5,480<br>$65,760<br>$31.62 | $5,754<br>$69,048<br>$33.20 | $6,042<br>$72,504<br>$34.86 | $6,344<br>$76,128<br>$36.60 | $6,661<br>$79,932<br>$38.43 | Monthly<br>Annual<br>Hourly |
| 0102 | Engineering Technician II | CMC | 853 | $5,549<br>$66,588<br>$32.01 | $5,826<br>$69,912<br>$33.61 | $6,117<br>$73,404<br>$35.29 | $6,423<br>$77,076<br>$37.06 | $6,744<br>$80,928<br>$38.91 | $7,081<br>$84,972<br>$40.85 | $7,435<br>$89,220<br>$42.89 | Monthly<br>Annual<br>Hourly |
| 0116 | Engineering Technician III | CMC | 632 | $6,099<br>$73,188<br>$35.19 | $6,404<br>$76,848<br>$36.95 | $6,724<br>$80,688<br>$38.79 | $7,060<br>$84,720<br>$40.73 | $7,413<br>$88,956<br>$42.77 | $7,784<br>$93,408<br>$44.91 | $8,173<br>$98,076<br>$47.15 | Monthly<br>Annual<br>Hourly |
| 0440 | Equipment Mechanic I | CMC | 570 | $4,187<br>$50,244<br>$24.16 | $4,396<br>$52,752<br>$25.36 | $4,616<br>$55,392<br>$26.63 | $4,847<br>$58,164<br>$27.96 | $5,089<br>$61,068<br>$29.36 | $5,343<br>$64,116<br>$30.83 | $5,610<br>$67,320<br>$32.37 | Monthly<br>Annual<br>Hourly |

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 0441 | Equipment Mechanic II | CMC | 851 | $5,010 | $5,261 | $5,524 | $5,800 | $6,090 | $6,394 | $6,714 | Monthly |
| | | | | $60,120 | $63,132 | $66,288 | $69,600 | $73,080 | $76,728 | $80,568 | Annual |
| | | | | $28.90 | $30.35 | $31.87 | $33.46 | $35.13 | $36.89 | $38.73 | Hourly |
| 0445 | Equipment Mechanic III | CMC | 856 | $5,399 | $5,669 | $5,952 | $6,250 | $6,562 | $6,890 | $7,234 | Monthly |
| | | | | $64,788 | $68,028 | $71,424 | $75,000 | $78,744 | $82,680 | $86,808 | Annual |
| | | | | $31.15 | $32.71 | $34.34 | $36.06 | $37.86 | $39.75 | $41.73 | Hourly |
| 0014 | Executive Assistant | CMC | 609 | $5,586 | $5,865 | $6,158 | $6,466 | $6,789 | $7,128 | $7,484 | Monthly |
| | | | | $67,032 | $70,380 | $73,896 | $77,592 | $81,468 | $85,536 | $89,808 | Annual |
| | | | | $32.23 | $33.84 | $35.53 | $37.30 | $39.17 | $41.12 | $43.18 | Hourly |
| 0407 | Facilities Maintenance Technician | CMC | 589 | $4,867 | $5,110 | $5,365 | $5,633 | $5,915 | $6,211 | $6,522 | Monthly |
| | | | | $58,404 | $61,320 | $64,380 | $67,596 | $70,980 | $74,532 | $78,264 | Annual |
| | | | | $28.08 | $29.48 | $30.95 | $32.50 | $34.13 | $35.83 | $37.63 | Hourly |
| 0304 | Fairview Park Administrator | CMC | 887 | $8,364 | $8,782 | $9,221 | $9,682 | $10,166 | $10,674 | $11,208 | Monthly |
| | | | | $100,368 | $105,384 | $110,652 | $116,184 | $121,992 | $128,088 | $134,496 | Annual |
| | | | | $48.25 | $50.67 | $53.20 | $55.86 | $58.65 | $61.58 | $64.66 | Hourly |
| 0057 | Financial Analyst | CMC | 899 | $7,410 | $7,780 | $8,169 | $8,577 | $9,006 | $9,456 | $9,929 | Monthly |
| | | | | $88,920 | $93,360 | $98,028 | $102,924 | $108,072 | $113,472 | $119,148 | Annual |
| | | | | $42.75 | $44.88 | $47.13 | $49.48 | $51.96 | $54.55 | $57.28 | Hourly |
| 0218 | Fire Protection Analyst | CMC | 876 | $7,030 | $7,381 | $7,750 | $8,137 | $8,544 | $8,971 | $9,420 | Monthly |
| | | | | $84,360 | $88,572 | $93,000 | $97,644 | $102,528 | $107,652 | $113,040 | Annual |
| | | | | $40.56 | $42.58 | $44.71 | $46.94 | $49.29 | $51.76 | $54.35 | Hourly |
| 0215 | Fire Protection Specialist | CMC | 861 | $6,640 | $6,972 | $7,321 | $7,687 | $8,071 | $8,475 | $8,899 | Monthly |
| | | | | $79,680 | $83,664 | $87,852 | $92,244 | $96,852 | $101,700 | $106,788 | Annual |
| | | | | $38.31 | $40.22 | $42.24 | $44.35 | $46.56 | $48.89 | $51.34 | Hourly |
| 0065 | Grant Administrator | CMC | 877 | $7,301 | $7,666 | $8,049 | $8,451 | $8,874 | $9,318 | $9,784 | Monthly |
| | | | | $87,612 | $91,992 | $96,588 | $101,412 | $106,488 | $111,816 | $117,408 | Annual |
| | | | | $42.12 | $44.23 | $46.44 | $48.76 | $51.20 | $53.76 | $56.45 | Hourly |
| 0029 | Graphics Designer | CMC | 610 | $5,007 | $5,257 | $5,520 | $5,796 | $6,086 | $6,390 | $6,709 | Monthly |
| | | | | $60,084 | $63,084 | $66,240 | $69,552 | $73,032 | $76,680 | $80,508 | Annual |
| | | | | $28.89 | $30.33 | $31.85 | $33.44 | $35.11 | $36.87 | $38.71 | Hourly |

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 0446 | Lead Equipment Mechanic | CMC | 869 | $6,086 | $6,390 | $6,710 | $7,046 | $7,398 | $7,768 | $8,156 | Monthly |
| | | | | $73,032 | $76,680 | $80,520 | $84,552 | $88,776 | $93,216 | $97,872 | Annual |
| | | | | $35.11 | $36.87 | $38.71 | $40.65 | $42.68 | $44.82 | $47.05 | Hourly |
| 0409 | Lead Facilities | CMC | 863 | $5,718 | $6,004 | $6,304 | $6,619 | $6,950 | $7,298 | $7,663 | Monthly |
| | Maintenance Technician | | | $68,616 | $72,048 | $75,648 | $79,428 | $83,400 | $87,576 | $91,956 | Annual |
| | | | | $32.99 | $34.64 | $36.37 | $38.19 | $40.10 | $42.10 | $44.21 | Hourly |
| 0405 | Lead Maintenance Worker | CMC | 864 | $5,718 | $6,004 | $6,304 | $6,619 | $6,950 | $7,298 | $7,663 | Monthly |
| | | | | $68,616 | $72,048 | $75,648 | $79,428 | $83,400 | $87,576 | $91,956 | Annual |
| | | | | $32.99 | $34.64 | $36.37 | $38.19 | $40.10 | $42.10 | $44.21 | Hourly |
| 0402 | Maintenance Assistant | CMC | 550 | $3,913 | $4,109 | $4,314 | $4,530 | $4,757 | $4,995 | $5,245 | Monthly |
| | | | | $46,956 | $49,308 | $51,768 | $54,360 | $57,084 | $59,940 | $62,940 | Annual |
| | | | | $22.58 | $23.71 | $24.89 | $26.13 | $27.44 | $28.82 | $30.26 | Hourly |
| 0412 | Maintenance | CMC | 881 | $7,755 | $8,143 | $8,550 | $8,978 | $9,427 | $9,898 | $10,393 | Monthly |
| | Superintendent | | | $93,060 | $97,716 | $102,600 | $107,736 | $113,124 | $118,776 | $124,716 | Annual |
| | | | | $44.74 | $46.98 | $49.33 | $51.80 | $54.39 | $57.10 | $59.96 | Hourly |
| 0406 | Maintenance Supervisor | CMC | 670 | $6,710 | $7,046 | $7,398 | $7,768 | $8,156 | $8,564 | $8,992 | Monthly |
| | | | | $80,520 | $84,552 | $88,776 | $93,216 | $97,872 | $102,768 | $107,904 | Annual |
| | | | | $38.71 | $40.65 | $42.68 | $44.82 | $47.05 | $49.41 | $51.88 | Hourly |
| 0403 | Maintenance Worker | CMC | 846 | $4,326 | $4,542 | $4,769 | $5,007 | $5,257 | $5,520 | $5,796 | Monthly |
| | | | | $51,912 | $54,504 | $57,228 | $60,084 | $63,084 | $66,240 | $69,552 | Annual |
| | | | | $24.96 | $26.20 | $27.51 | $28.89 | $30.33 | $31.85 | $33.44 | Hourly |
| 0243 | Management Aide | CMC | 892 | $5,744 | $6,031 | $6,333 | $6,650 | $6,983 | $7,332 | $7,699 | Monthly |
| | | | | $68,928 | $72,372 | $75,996 | $79,800 | $83,796 | $87,984 | $92,388 | Annual |
| | | | | $33.14 | $34.79 | $36.54 | $38.37 | $40.29 | $42.30 | $44.42 | Hourly |
| 0074 | Management Analyst | CMC | 872 | $6,607 | $6,937 | $7,284 | $7,648 | $8,030 | $8,431 | $8,853 | Monthly |
| | | | | $79,284 | $83,244 | $87,408 | $91,776 | $96,360 | $101,172 | $106,236 | Annual |
| | | | | $38.12 | $40.02 | $42.02 | $44.12 | $46.33 | $48.64 | $51.08 | Hourly |
| 0001 | Messenger | CMC | 501 | $3,921 | $4,117 | $4,323 | $4,539 | $4,766 | $5,004 | $5,254 | Monthly |
| | | | | $47,052 | $49,404 | $51,876 | $54,468 | $57,192 | $60,048 | $63,048 | Annual |
| | | | | $22.62 | $23.75 | $24.94 | $26.19 | $27.50 | $28.87 | $30.31 | Hourly |

**Attachment 3**

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 0041 | Network Systems | CMC | 631 | $8,147 | $8,554 | $8,982 | $9,431 | $9,903 | $10,398 | $10,918 | Monthly |
| | Administrator | | | $97,764 | $102,648 | $107,784 | $113,172 | $118,836 | $124,776 | $131,016 | Annual |
| | | | | $47.00 | $49.35 | $51.82 | $54.41 | $57.13 | $59.99 | $62.99 | Hourly |
| 0006 | Office Coordinator | CMC | 848 | $4,717 | $4,953 | $5,201 | $5,461 | $5,734 | $6,021 | $6,322 | Monthly |
| | | | | $56,604 | $59,436 | $62,412 | $65,532 | $68,808 | $72,252 | $75,864 | Annual |
| | | | | $27.21 | $28.58 | $30.01 | $31.51 | $33.08 | $34.74 | $36.47 | Hourly |
| 0003 | Office Specialist | CMC | 525 | $3,423 | $3,594 | $3,774 | $3,963 | $4,161 | $4,369 | $4,587 | Monthly |
| | | | | $41,076 | $43,128 | $45,288 | $47,556 | $49,932 | $52,428 | $55,044 | Annual |
| | | | | $19.75 | $20.73 | $21.77 | $22.86 | $24.01 | $25.21 | $26.46 | Hourly |
| 0004 | Office Specialist I | CMC | 545 | $3,783 | $3,972 | $4,171 | $4,380 | $4,599 | $4,829 | $5,070 | Monthly |
| | | | | $45,396 | $47,664 | $50,052 | $52,560 | $55,188 | $57,948 | $60,840 | Annual |
| | | | | $21.83 | $22.92 | $24.06 | $25.27 | $26.53 | $27.86 | $29.25 | Hourly |
| 0005 | Office Specialist II | CMC | 845 | $4,077 | $4,281 | $4,495 | $4,720 | $4,956 | $5,204 | $5,464 | Monthly |
| | | | | $48,924 | $51,372 | $53,940 | $56,640 | $59,472 | $62,448 | $65,568 | Annual |
| | | | | $23.52 | $24.70 | $25.93 | $27.23 | $28.59 | $30.02 | $31.52 | Hourly |
| 0031 | Offset Press Operator I | CMC | 847 | $4,376 | $4,595 | $4,825 | $5,066 | $5,319 | $5,585 | $5,864 | Monthly |
| | | | | $52,512 | $55,140 | $57,900 | $60,792 | $63,828 | $67,020 | $70,368 | Annual |
| | | | | $25.25 | $26.51 | $27.84 | $29.23 | $30.69 | $32.22 | $33.83 | Hourly |
| 0034 | Offset Press Operator II | CMC | 595 | $4,644 | $4,876 | $5,120 | $5,376 | $5,645 | $5,927 | $6,223 | Monthly |
| | | | | $55,728 | $58,512 | $61,440 | $64,512 | $67,740 | $71,124 | $74,676 | Annual |
| | | | | $26.79 | $28.13 | $29.54 | $31.02 | $32.57 | $34.19 | $35.90 | Hourly |
| 0521 | Park Ranger | CMC | 725 | $5,229 | $5,490 | $5,764 | $6,052 | $6,355 | $6,673 | $7,007 | Monthly |
| | | | | $62,748 | $65,880 | $69,168 | $72,624 | $76,260 | $80,076 | $84,084 | Annual |
| | | | | $30.17 | $31.67 | $33.25 | $34.92 | $36.66 | $38.50 | $40.43 | Hourly |
| 0028 | Permit Processing | CMC | 569 | $4,265 | $4,478 | $4,702 | $4,937 | $5,184 | $5,443 | $5,715 | Monthly |
| | Specialist | | | $51,180 | $53,736 | $56,424 | $59,244 | $62,208 | $65,316 | $68,580 | Annual |
| | | | | $24.61 | $25.83 | $27.13 | $28.48 | $29.91 | $31.40 | $32.97 | Hourly |
| 0039 | Personal Computer/ | CMC | 849 | $4,644 | $4,876 | $5,120 | $5,376 | $5,645 | $5,927 | $6,223 | Monthly |
| | Network Assistant | | | $55,728 | $58,512 | $61,440 | $64,512 | $67,740 | $71,124 | $74,676 | Annual |
| | | | | $26.79 | $28.13 | $29.54 | $31.02 | $32.57 | $34.19 | $35.90 | Hourly |

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 0109 | Plan Check Engineer | CMC | 883 | $9,196 | $9,656 | $10,139 | $10,646 | $11,178 | $11,737 | $12,324 | Monthly |
| | | | | $110,352 | $115,872 | $121,668 | $127,752 | $134,136 | $140,844 | $147,888 | Annual |
| | | | | $53.05 | $55.71 | $58.49 | $61.42 | $64.49 | $67.71 | $71.10 | Hourly |
| 0114 | Plan Checker | CMC | 886 | $7,996 | $8,396 | $8,816 | $9,257 | $9,720 | $10,206 | $10,716 | Monthly |
| | | | | $95,952 | $100,752 | $105,792 | $111,084 | $116,640 | $122,472 | $128,592 | Annual |
| | | | | $46.13 | $48.44 | $50.86 | $53.41 | $56.08 | $58.88 | $61.82 | Hourly |
| 0095 | Police Records Administrator | CMC | 52 | $9,131 | $9,588 | $10,067 | $10,570 | $11,099 | $11,654 | $12,237 | Monthly |
| | | | | $109,572 | $115,056 | $120,804 | $126,840 | $133,188 | $139,848 | $146,844 | Annual |
| | | | | $52.68 | $55.32 | $58.08 | $60.98 | $64.03 | $67.23 | $70.60 | Hourly |
| 0461 | Police Records Bureau Supervisor | CMC | 842 | $8,494 | $8,919 | $9,365 | $9,833 | $10,325 | $10,841 | $11,383 | Monthly |
| | | | | $101,928 | $107,028 | $112,380 | $117,996 | $123,900 | $130,092 | $136,596 | Annual |
| | | | | $49.00 | $51.46 | $54.03 | $56.73 | $59.57 | $62.54 | $65.67 | Hourly |
| 0012 | Police Records Shift Supervisor | CMC | 594 | $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 |
| 0010 | Police Records Technician | CMC | 546 | $3,970 | $4,169 | $4,377 | $4,596 | $4,826 | $5,067 | $5,320 | Monthly |
| | | | | $47,640 | $50,028 | $52,524 | $55,152 | $57,912 | $60,804 | $63,840 | Annual |
| | | | | $22.90 | $24.05 | $25.25 | $26.52 | $27.84 | $29.23 | $30.69 | Hourly |
| 0460 | Police Training Administrator | CMC | 844 | $9,131 | $9,588 | $10,067 | $10,570 | $11,099 | $11,654 | $12,237 | Monthly |
| | | | | $109,572 | $115,056 | $120,804 | $126,840 | $133,188 | $139,848 | $146,844 | Annual |
| | | | | $52.68 | $55.32 | $58.08 | $60.98 | $64.03 | $67.23 | $70.60 | Hourly |
| 0459 | Police Training Assistant | CMC | 862 | $6,070 | $6,373 | $6,692 | $7,027 | $7,378 | $7,747 | $8,134 | Monthly |
| | | | | $72,840 | $76,476 | $80,304 | $84,324 | $88,536 | $92,964 | $97,608 | Annual |
| | | | | $35.02 | $36.77 | $38.61 | $40.54 | $42.57 | $44.69 | $46.93 | Hourly |
| 0106 | Principal Civil Engineer | CMC | 726 | $11,210 | $11,771 | $12,360 | $12,978 | $13,627 | $14,308 | $15,023 | Monthly |
| | | | | $134,520 | $141,252 | $148,320 | $155,736 | $163,524 | $171,696 | $180,276 | Annual |
| | | | | $64.67 | $67.91 | $71.31 | $74.87 | $78.62 | $82.55 | $86.67 | Hourly |
| 0154 | Principal Planner | CMC | 704 | $9,931 | $10,428 | $10,949 | $11,496 | $12,071 | $12,675 | $13,309 | Monthly |
| | | | | $119,172 | $125,136 | $131,388 | $137,952 | $144,852 | $152,100 | $159,708 | Annual |
| | | | | $57.29 | $60.16 | $63.17 | $66.32 | $69.64 | $73.13 | $76.78 | Hourly |

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 0043 | Programmer Analyst I | CMC | 870 | $7,213 | $7,574 | $7,953 | $8,351 | $8,769 | $9,207 | $9,667 | Monthly |
| | | | | $86,556 | $90,888 | $95,436 | $100,212 | $105,228 | $110,484 | $116,004 | Annual |
| | | | | $41.61 | $43.70 | $45.88 | $48.18 | $50.59 | $53.12 | $55.77 | Hourly |
| 0044 | Programmer Analyst II | CMC | 692 | $8,657 | $9,090 | $9,545 | $10,022 | $10,523 | $11,049 | $11,601 | Monthly |
| | | | | $103,884 | $109,080 | $114,540 | $120,264 | $126,276 | $132,588 | $139,212 | Annual |
| | | | | $49.94 | $52.44 | $55.07 | $57.82 | $60.71 | $63.74 | $66.93 | Hourly |
| 0463 | Property/Evidence Specialist | CMC | 623 | $5,338 | $5,605 | $5,885 | $6,179 | $6,488 | $6,812 | $7,153 | Monthly |
| | | | | $64,056 | $67,260 | $70,620 | $74,148 | $77,856 | $81,744 | $85,836 | Annual |
| | | | | $30.80 | $32.34 | $33.95 | $35.65 | $37.43 | $39.30 | $41.27 | Hourly |
| 0462 | Property/Evidence Supervisor | CMC | 843 | $8,494 | $8,919 | $9,365 | $9,833 | $10,325 | $10,841 | $11,383 | Monthly |
| | | | | $101,928 | $107,028 | $112,380 | $117,996 | $123,900 | $130,092 | $136,596 | Annual |
| | | | | $49.00 | $51.46 | $54.03 | $56.73 | $59.57 | $62.54 | $65.67 | Hourly |
| 0124 | Public Right of Way Coordinator | CMC | 731 | $5,522 | $5,798 | $6,088 | $6,392 | $6,712 | $7,048 | $7,400 | Monthly |
| | | | | $66,264 | $69,576 | $73,056 | $76,704 | $80,544 | $84,576 | $88,800 | Annual |
| | | | | $31.86 | $33.45 | $35.12 | $36.88 | $38.72 | $40.66 | $42.69 | Hourly |
| 0053 | Purchasing Supervisor | CMC | 879 | $7,987 | $8,386 | $8,805 | $9,245 | $9,707 | $10,192 | $10,702 | Monthly |
| | | | | $95,844 | $100,632 | $105,660 | $110,940 | $116,484 | $122,304 | $128,424 | Annual |
| | | | | $46.08 | $48.38 | $50.80 | $53.34 | $56.00 | $58.80 | $61.74 | Hourly |
| 0468 | Range Master | CMC | 855 | $5,661 | $5,944 | $6,241 | $6,553 | $6,881 | $7,225 | $7,586 | Monthly |
| | | | | $67,932 | $71,328 | $74,892 | $78,636 | $82,572 | $86,700 | $91,032 | Annual |
| | | | | $32.66 | $34.29 | $36.01 | $37.81 | $39.70 | $41.68 | $43.77 | Hourly |
| 0290 | Recreation Coordinator | CMC | 583 | $4,521 | $4,747 | $4,984 | $5,233 | $5,495 | $5,770 | $6,059 | Monthly |
| | | | | $54,252 | $56,964 | $59,808 | $62,796 | $65,940 | $69,240 | $72,708 | Annual |
| | | | | $26.08 | $27.39 | $28.75 | $30.19 | $31.70 | $33.29 | $34.96 | Hourly |
| 0508 | Recreation Specialist | CMC | 890 | $3,471 | $3,645 | $3,827 | $4,018 | $4,219 | $4,430 | $4,651 | Monthly |
| | | | | $41,652 | $43,740 | $45,924 | $48,216 | $50,628 | $53,160 | $55,812 | Annual |
| | | | | $20.03 | $21.03 | $22.08 | $23.18 | $24.34 | $25.56 | $26.83 | Hourly |
| 0302 | Recreation Supervisor | CMC | 666 | $6,844 | $7,186 | $7,545 | $7,922 | $8,318 | $8,734 | $9,171 | Monthly |
| | | | | $82,128 | $86,232 | $90,540 | $95,064 | $99,816 | $104,808 | $110,052 | Annual |
| | | | | $39.48 | $41.46 | $43.53 | $45.70 | $47.99 | $50.39 | $52.91 | Hourly |

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 0058 | Revenue Supervisor | CMC | 880 | $7,987 | $8,386 | $8,805 | $9,245 | $9,707 | $10,192 | $10,702 | Monthly |
| | | | | $95,844 | $100,632 | $105,660 | $110,940 | $116,484 | $122,304 | $128,424 | Annual |
| | | | | $46.08 | $48.38 | $50.80 | $53.34 | $56.00 | $58.80 | $61.74 | Hourly |
| 0067 | Senior Accountant | CMC | 663 | $7,524 | $7,900 | $8,295 | $8,710 | $9,146 | $9,603 | $10,083 | Monthly |
| | | | | $90,288 | $94,800 | $99,540 | $104,520 | $109,752 | $115,236 | $120,996 | Annual |
| | | | | $43.41 | $45.58 | $47.86 | $50.25 | $52.77 | $55.40 | $58.17 | Hourly |
| 0119 | Senior Code Enforcement Officer | CMC | 896 | $5,933 | $6,230 | $6,542 | $6,869 | $7,212 | $7,573 | $7,952 | Monthly |
| | | | | $71,196 | $74,760 | $78,504 | $82,428 | $86,544 | $90,876 | $95,424 | Annual |
| | | | | $34.23 | $35.94 | $37.74 | $39.63 | $41.61 | $43.69 | $45.88 | Hourly |
| 0139 | Senior Combination Inspector | CMC | 874 | $7,670 | $8,054 | $8,457 | $8,880 | $9,324 | $9,790 | $10,279 | Monthly |
| | | | | $92,040 | $96,648 | $101,484 | $106,560 | $111,888 | $117,480 | $123,348 | Annual |
| | | | | $44.25 | $46.47 | $48.79 | $51.23 | $53.79 | $56.48 | $59.30 | Hourly |
| 0238 | Senior Communications Officer | CMC | 630 | $6,303 | $6,618 | $6,949 | $7,296 | $7,661 | $8,044 | $8,446 | Monthly |
| | | | | $75,636 | $79,416 | $83,388 | $87,552 | $91,932 | $96,528 | $101,352 | Annual |
| | | | | $36.36 | $38.18 | $40.09 | $42.09 | $44.20 | $46.41 | $48.73 | Hourly |
| 0233 | Senior Communications Supervisor | CMC | 667 | $8,494 | $8,919 | $9,365 | $9,833 | $10,325 | $10,841 | $11,383 | Monthly |
| | | | | $101,928 | $107,028 | $112,380 | $117,996 | $123,900 | $130,092 | $136,596 | Annual |
| | | | | $49.00 | $51.46 | $54.03 | $56.73 | $59.57 | $62.54 | $65.67 | Hourly |
| 0136 | Senior Electrical Inspector | CMC | 873 | $6,642 | $6,974 | $7,323 | $7,689 | $8,073 | $8,477 | $8,901 | Monthly |
| | | | | $79,704 | $83,688 | $87,876 | $92,268 | $96,876 | $101,724 | $106,812 | Annual |
| | | | | $38.32 | $40.23 | $42.25 | $44.36 | $46.58 | $48.91 | $51.35 | Hourly |
| 0105 | Senior Engineer | CMC | 884 | $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 |
| 0432 | Senior Lead Maintenance Worker | CMC | 871 | $6,229 | $6,540 | $6,867 | $7,210 | $7,570 | $7,949 | $8,346 | Monthly |
| | | | | $74,748 | $78,480 | $82,404 | $86,520 | $90,840 | $95,388 | $100,152 | Annual |
| | | | | $35.94 | $37.73 | $39.62 | $41.60 | $43.67 | $45.86 | $48.15 | Hourly |
| 0433 | Senior Maintenance Technician | CMC | 597 | $4,948 | $5,195 | $5,455 | $5,728 | $6,014 | $6,315 | $6,631 | Monthly |
| | | | | $59,376 | $62,340 | $65,460 | $68,736 | $72,168 | $75,780 | $79,572 | Annual |
| | | | | $28.55 | $29.97 | $31.47 | $33.05 | $34.70 | $36.43 | $38.26 | Hourly |

**Attachment 3**

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 0404 | Senior Maintenance Worker | CMC | 587 | $4,708 | $4,943 | $5,190 | $5,450 | $5,722 | $6,008 | $6,308 | Monthly |
| | | | | $56,496 | $59,316 | $62,280 | $65,400 | $68,664 | $72,096 | $75,696 | Annual |
| | | | | $27.16 | $28.52 | $29.94 | $31.44 | $33.01 | $34.66 | $36.39 | Hourly |
| 0244 | Senior Management Analyst | CMC | 895 | $6,936 | $7,283 | $7,647 | $8,029 | $8,430 | $8,852 | $9,295 | Monthly |
| | | | | $83,232 | $87,396 | $91,764 | $96,348 | $101,160 | $106,224 | $111,540 | Annual |
| | | | | $40.02 | $42.02 | $44.12 | $46.32 | $48.63 | $51.07 | $53.63 | Hourly |
| 0153 | Senior Planner | CMC | 878 | $8,636 | $9,068 | $9,521 | $9,997 | $10,497 | $11,022 | $11,573 | Monthly |
| | | | | $103,632 | $108,816 | $114,252 | $119,964 | $125,964 | $132,264 | $138,876 | Annual |
| | | | | $49.82 | $52.32 | $54.93 | $57.68 | $60.56 | $63.59 | $66.77 | Hourly |
| 0011 | Senior Police Records Technician | CMC | 561 | $4,276 | $4,490 | $4,714 | $4,950 | $5,198 | $5,458 | $5,731 | Monthly |
| | | | | $51,312 | $53,880 | $56,568 | $59,400 | $62,376 | $65,496 | $68,772 | Annual |
| | | | | $24.67 | $25.90 | $27.20 | $28.56 | $29.99 | $31.49 | $33.06 | Hourly |
| 0048 | Senior Programmer Analyst | CMC | 710 | $9,478 | $9,952 | $10,450 | $10,973 | $11,522 | $12,098 | $12,703 | Monthly |
| | | | | $113,736 | $119,424 | $125,400 | $131,676 | $138,264 | $145,176 | $152,436 | Annual |
| | | | | $54.68 | $57.42 | $60.29 | $63.31 | $66.47 | $69.80 | $73.29 | Hourly |
| 0050 | Storekeeper | CMC | 588 | $4,695 | $4,930 | $5,177 | $5,436 | $5,708 | $5,993 | $6,293 | Monthly |
| | | | | $56,340 | $59,160 | $62,124 | $65,232 | $68,496 | $71,916 | $75,516 | Annual |
| | | | | $27.09 | $28.44 | $29.87 | $31.36 | $32.93 | $34.58 | $36.31 | Hourly |
| 0089 | Tax Auditing Specialist | CMC | 865 | $6,068 | $6,371 | $6,690 | $7,024 | $7,375 | $7,744 | $8,131 | Monthly |
| | | | | $72,816 | $76,452 | $80,280 | $84,288 | $88,500 | $92,928 | $97,572 | Annual |
| | | | | $35.01 | $36.76 | $38.60 | $40.52 | $42.55 | $44.68 | $46.91 | Hourly |
| 0064 | Treasury Specialist | CMC | 639 | $6,068 | $6,371 | $6,690 | $7,024 | $7,375 | $7,744 | $8,131 | Monthly |
| | | | | $72,816 | $76,452 | $80,280 | $84,288 | $88,500 | $92,928 | $97,572 | Annual |
| | | | | $35.01 | $36.76 | $38.60 | $40.52 | $42.55 | $44.68 | $46.91 | Hourly |
| 0240 | Video Production Coordinator | CMC | 657 | $7,092 | $7,447 | $7,819 | $8,210 | $8,620 | $9,051 | $9,504 | Monthly |
| | | | | $85,104 | $89,364 | $93,828 | $98,520 | $103,440 | $108,612 | $114,048 | Annual |
| | | | | $40.92 | $42.96 | $45.11 | $47.37 | $49.73 | $52.22 | $54.83 | Hourly |
| 0241 | Video Production Specialist | CMC | 885 | $5,130 | $5,387 | $5,656 | $5,939 | $6,236 | $6,548 | $6,875 | Monthly |
| | | | | $61,560 | $64,644 | $67,872 | $71,268 | $74,832 | $78,576 | $82,500 | Annual |
| | | | | $29.60 | $31.08 | $32.63 | $34.26 | $35.98 | $37.78 | $39.66 | Hourly |

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 0038 | Website Coordinator | CMC | 849 | $4,644 | $4,876 | $5,120 | $5,376 | $5,645 | $5,927 | $6,223 | Monthly |
| | | | | $55,728 | $58,512 | $61,440 | $64,512 | $67,740 | $71,124 | $74,676 | Annual |
| | | | | $26.79 | $28.13 | $29.54 | $31.02 | $32.57 | $34.19 | $35.90 | Hourly |
| 0156 | Zoning Administrator | CMC | 727 | $9,105 | $9,560 | $10,038 | $10,540 | $11,067 | $11,620 | $12,201 | Monthly |
| | | | | $109,260 | $114,720 | $120,456 | $126,480 | $132,804 | $139,440 | $146,412 | Annual |
| | | | | $52.53 | $55.15 | $57.91 | $60.81 | $63.85 | $67.04 | $70.39 | 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 15th day of November, 2022.**

_____
John Stephens, Mayor

ATTEST:

_____
Brenda Green, City Clerk

APPROVED AS TO FORM:

_____
Kimberly Hall Barlow, City Attorney

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

I, **BRENDA GREEN**, City Clerk of the City of Costa Mesa, DO HEREBY CERTIFY that the above and foregoing is the original of Resolution No. 2022-XX and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 15th day of November, 2022, by the following roll call vote, to wit:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

IN WITNESS WHEREOF, I have hereby set my hand and affixed the seal of the City of Costa Mesa this 16th day of November, 2022.

_____
Brenda Green, City Clerk

(SEAL)