



CONFIDENTIAL
CITY OF COSTA MESA
HUMAN RESOURCES / RISK MANAGEMENT
CITY MANAGER'S OFFICE INTEROFFICE MEMORANDUM

TO: HONORABLE MAYOR AND CITY COUNCIL

FROM: KASAMA LEE, HUMAN RESOURCES MANAGER

DATE: JUNE 7, 2022

SUBJECT: CORRECTION TO ATTACHMENTS FOR PUBLIC HEARING ITEM #1

In reviewing the resolutions that are included with Public Hearing Item #1 – Fiscal Year 2022-23 Proposed Operating and Capital Improvement Program and Housing Authority Budget, we found that some items were incorrect or missing. The City Attorney advised it would be best to correct the resolutions and provide to Council for action tonight. Please see attached the corrected salary resolutions and brief description below. Corrections on each document will be denoted in red.

1. Attachment #8a - CMCEA Salary Resolution – On page 6, Crime Scene Specialist was corrected to the new title of Crime Scene Investigator. The intent to change the title was noted in the beginning of the resolution, but the new title was not included within the salary tables.
2. Attachment #8b - CMPA Salary resolution – Corrected one section where it refers to CMPMA instead of CMPA.
3. Attachment #8d - CMDMA Salary resolution – On the 1st page, two resolutions were added to the list of resolutions that will be repealed now that there will be just one consolidated resolution for CMDMA.
4. Attachment #8e - Confidential Management Unit Salary resolution – On the 1st page, one resolution was added to the list of resolutions that will be repealed now that there will be just one consolidated resolution for Confidential Management Unit.
5. Attachment #8f – Executive Salary Resolution – The Executive Resolutions were also consolidated which includes the resolution that contains the City Manager's salary range. In reviewing this resolution, it was found that the prior resolution that was approved had the wrong effective dates for each step. Step 2 should have started 1/1/23 (we had it incorrectly starting on 1/1/22) and so forth. The effective dates were corrected to start at 1/1/23 per the City Manager employment contract.

Attachments

- c. Lori Ann Farrell Harrison, City Manager
Susan Price, Assistant City Manager
Carol Molina, Finance Director
Kimberly Hall Barlow, City Attorney

RESOLUTION NO. 2022-XX

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

John Stephens, Mayor

ATTEST:

APPROVED AS TO FORM:

Brenda Green, City Clerk

Kimberly Hall Barlow, City Attorney

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

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

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

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

Brenda Green, City Clerk

(SEAL)

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 POLICE ASSOCIATION PURSUANT TO THE 2020 SIDE LETTER.

WHEREAS, on April 19, 2016, the City Council adopted Resolution No. 16-17, revising the pay ranges for job classifications represented by the Costa Mesa Police Association, effective during its term through June 25, 2017; and

WHEREAS, on June 25, 2020, the City Council approved a side letter of Agreement between the City of Costa Mesa and the Costa Mesa Police Association in which the Association agreed to a furlough equivalent to a five percent reduction in pay to address economic concerns during the COVID-19 Pandemic in exchange for a four-year extension of the current memorandum of understanding to June 30, 2022, a guarantee of no layoffs in Fiscal Year 2020-21, a 1% salary increase commencing in the last pay period of June 2022, a 1% employer contribution to Retirement Health Savings Plan commencing in the last pay period of June 2022, other benefit changes, and a one-time payment equivalent to furlough hours or reduction taken should the City receive stimulus funds in excess of \$40.5 million; and

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

WHEREAS, the City Council desires to repeal and replace Resolution Nos. 16-17, 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 June 19, 2022. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay steps.

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0201	Police Officer	050	\$7,066	\$7,419	\$7,790	\$8,180	\$8,589	\$9,018	\$9,469	Monthly
			\$84,792	\$89,028	\$93,480	\$98,160	\$103,068	\$108,216	\$113,628	Annual
			\$40.77	\$42.80	\$44.94	\$47.19	\$49.55	\$52.03	\$54.63	Hourly
0203	Police Sergeant	056	\$8,613	\$9,044	\$9,496	\$9,971	\$10,470	\$10,993	\$11,543	Monthly
			\$103,356	\$108,528	\$113,952	\$119,652	\$125,640	\$131,916	\$138,516	Annual
			\$49.69	\$52.18	\$54.78	\$57.53	\$60.40	\$63.42	\$66.59	Hourly
0202	Sr Police Officer	052	\$7,419	\$7,790	\$8,179	\$8,588	\$9,017	\$9,468	\$9,941	Monthly
			\$89,028	\$93,480	\$98,148	\$103,056	\$108,204	\$113,616	\$119,292	Annual
			\$42.80	\$44.94	\$47.19	\$49.55	\$52.02	\$54.62	\$57.35	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 7th day of June, 2022.

John Stephens, Mayor

ATTEST:

APPROVED AS TO FORM:

Brenda Green, City Clerk

Kimberly Hall Barlow, City Attorney

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

I, **BRENDA GREEN**, City Clerk of the City of Costa Mesa, DO HEREBY CERTIFY

that the above and foregoing is the original of Resolution No. 2022-XX and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 7th day of June, 2022, by the following roll call vote, to wit:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

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

Brenda Green, City Clerk

(SEAL)

RESOLUTION NO. 22-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 DIVISION MANAGERS ASSOCIATION PURSUANT TO THE 2020 SIDE LETTER.

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

WHEREAS, on April 18, 2017, the City Council adopted Resolution No. 17-26, revising the pay ranges for job classifications represented by the Costa Mesa Division Managers Association, effective April 16, 2017; and

WHEREAS, on June 25, 2020, the City Council approved a side letter of Agreement between the City of Costa Mesa and the Costa Mesa Division Managers Association in which the Association agreed to a furlough equivalent to a five percent reduction in pay to address economic concerns during the COVID-19 Pandemic in exchange for a guarantee of no layoffs in Fiscal Year 2020-21, no vacation cash out FY 2020-21, a parity clause for salary and benefit increase made to other groups, other benefit changes, and a one-time payment equivalent to furlough hours or reduction taken should the City receive stimulus funds in excess of \$40.5 million; and

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

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

WHEREAS, the City Council desires to repeal and replace Resolution Nos. 17-26, 17-47, 19-30, 19-36, 2021-50 and 2022-16 to revise the pay ranges for the classifications specified herein; and

WHEREAS, the City Council further desires to add the new classification of Real Property Manager.

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

SECTION 1. The Costa Mesa City Council hereby establishes the new job classification of Real Property Manager and the following pay ranges for the Real Property Manager classification are hereby established and placed under the Basic Salary Administration Plan effective June 19, 2022.

SECTION 2. The following job classifications are hereby revised to reflect the salary ranges and monthly rates of pay specified, effective June 19, 2022. 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	\$8,448	\$8,870	\$9,313	\$9,779	\$10,268	\$10,781	\$11,320	Monthly
			\$101,376	\$106,440	\$111,756	\$117,348	\$123,216	\$129,372	\$135,840	Annual
			\$48.74	\$51.17	\$53.73	\$56.42	\$59.24	\$62.20	\$65.31	Hourly
0157	Assistant Development Services Director	761	\$11,247	\$11,809	\$12,399	\$13,019	\$13,670	\$14,354	\$15,072	Monthly
			\$134,964	\$141,708	\$148,788	\$156,228	\$164,040	\$172,248	\$180,864	Annual
			\$64.89	\$68.13	\$71.53	\$75.11	\$78.87	\$82.81	\$86.95	Hourly
0142	Building Official	754	\$10,971	\$11,520	\$12,096	\$12,701	\$13,336	\$14,003	\$14,703	Monthly
			\$131,652	\$138,240	\$145,152	\$152,412	\$160,032	\$168,036	\$176,436	Annual
			\$63.29	\$66.46	\$69.78	\$73.28	\$76.94	\$80.79	\$84.83	Hourly
0112	City Engineer	751	\$11,737	\$12,324	\$12,940	\$13,587	\$14,266	\$14,979	\$15,728	Monthly
			\$140,844	\$147,888	\$155,280	\$163,044	\$171,192	\$179,748	\$188,736	Annual
			\$67.71	\$71.10	\$74.65	\$78.39	\$82.30	\$86.42	\$90.74	Hourly
0161	Community Improvement Manager	895	\$7,907	\$8,302	\$8,717	\$9,153	\$9,611	\$10,092	\$10,597	Monthly
			\$94,884	\$99,624	\$104,604	\$109,836	\$115,332	\$121,104	\$127,164	Annual
			\$45.62	\$47.90	\$50.29	\$52.81	\$55.45	\$58.22	\$61.14	Hourly
0239	Emergency Services Manager	855	\$8,804	\$9,244	\$9,706	\$10,191	\$10,701	\$11,236	\$11,798	Monthly
			\$105,648	\$110,928	\$116,472	\$122,292	\$128,412	\$134,832	\$141,576	Annual
			\$50.79	\$53.33	\$56.00	\$58.79	\$61.74	\$64.82	\$68.07	Hourly

0111	Energy and Sustainability Services Manager	897	\$8,804	\$9,244	\$9,706	\$10,191	\$10,701	\$11,236	\$11,798	Monthly
			\$105,648	\$110,928	\$116,472	\$122,292	\$128,412	\$134,832	\$141,576	Annual
			\$50.79	\$53.33	\$56.00	\$58.79	\$61.74	\$64.82	\$68.07	Hourly
0216	Fire Marshal	895	\$10,971	\$11,520	\$12,096	\$12,701	\$13,336	\$14,003	\$14,703	Monthly
			\$131,652	\$138,240	\$145,152	\$152,412	\$160,032	\$168,036	\$176,436	Annual
			\$63.29	\$66.46	\$69.78	\$73.28	\$76.94	\$80.79	\$84.83	Hourly
0451	Maintenance Services Manager	733	\$8,624	\$9,055	\$9,508	\$9,983	\$10,482	\$11,006	\$11,556	Monthly
			\$103,488	\$108,660	\$114,096	\$119,796	\$125,784	\$132,072	\$138,672	Annual
			\$49.75	\$52.24	\$54.85	\$57.59	\$60.47	\$63.50	\$66.67	Hourly
0160	Neighborhood Improvement Manager	719	\$7,907	\$8,302	\$8,717	\$9,153	\$9,611	\$10,092	\$10,597	Monthly
			\$94,884	\$99,624	\$104,604	\$109,836	\$115,332	\$121,104	\$127,164	Annual
			\$45.62	\$47.90	\$50.29	\$52.81	\$55.45	\$58.22	\$61.14	Hourly
0097	Police Administrative Services Commander	756	\$9,997	\$10,497	\$11,022	\$11,573	\$12,152	\$12,760	\$13,398	Monthly
			\$119,964	\$125,964	\$132,264	\$138,876	\$145,824	\$153,120	\$160,776	Annual
			\$57.68	\$60.56	\$63.59	\$66.77	\$70.11	\$73.62	\$77.30	Hourly
0464	Police Records, Property & Evidence Manager	899	\$8,804	\$9,244	\$9,706	\$10,191	\$10,701	\$11,236	\$11,798	Monthly
			\$105,648	\$110,928	\$116,472	\$122,292	\$128,412	\$134,832	\$141,576	Annual
			\$50.79	\$53.33	\$56.00	\$58.79	\$61.74	\$64.82	\$68.07	Hourly
0077	Public Affairs Manager	140	\$8,804	\$9,244	\$9,706	\$10,191	\$10,701	\$11,236	\$11,798	Monthly
			\$105,648	\$110,928	\$116,472	\$122,292	\$128,412	\$134,832	\$141,576	Annual
			\$50.79	\$53.33	\$56.00	\$58.79	\$61.74	\$64.82	\$68.07	Hourly
0162	Real Property Manager	730	\$7,907	\$8,302	\$8,717	\$9,153	\$9,611	\$10,092	\$10,597	Monthly
			\$94,884	\$99,624	\$104,604	\$109,836	\$115,332	\$121,104	\$127,164	Annual
			\$45.62	\$47.90	\$50.29	\$52.81	\$55.45	\$58.22	\$61.14	Hourly
0305	Recreation Manager	893	\$8,595	\$9,025	\$9,476	\$9,950	\$10,447	\$10,969	\$11,517	Monthly
			\$103,140	\$108,300	\$113,712	\$119,400	\$125,364	\$131,628	\$138,204	Annual
			\$49.59	\$52.07	\$54.67	\$57.40	\$60.27	\$63.28	\$66.44	Hourly
0303	Senior Recreation Program Administrator	725	\$6,268	\$6,581	\$6,910	\$7,256	\$7,619	\$8,000	\$8,400	Monthly
			\$75,216	\$78,972	\$82,920	\$87,072	\$91,428	\$96,000	\$100,800	Annual
			\$36.16	\$37.97	\$39.87	\$41.86	\$43.96	\$46.15	\$48.46	Hourly
0236	Telecommunications Manager	894	\$9,684	\$10,168	\$10,676	\$11,210	\$11,771	\$12,360	\$12,978	Monthly
			\$116,208	\$122,016	\$128,112	\$134,520	\$141,252	\$148,320	\$155,736	Annual
			\$55.87	\$58.66	\$61.59	\$64.67	\$67.91	\$71.31	\$74.87	Hourly
0113	Transportation Services Manager	745	\$11,591	\$12,171	\$12,780	\$13,419	\$14,090	\$14,795	\$15,535	Monthly
			\$139,092	\$146,052	\$153,360	\$161,028	\$169,080	\$177,540	\$186,420	Annual
			\$66.87	\$70.22	\$73.73	\$77.42	\$81.29	\$85.36	\$89.63	Hourly

SECTION 3. If any bargaining unit in the City receives (through the labor negotiations process) a net base salary or certification/specialty/incentive pay increase that goes into effect on any date between July 1, 2023 and June 30, 2024, employees in the Association will receive the same net base salary or certification/specialty/incentive pay increase on the same effective date as that association. If more than one other association receives a base salary or certification/specialty/incentive increase (through the labor negotiations process) on any date between July 1, 2023 and June 30, 2024, employee in the Association will receive the higher increase provided on the same effective date.

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.

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.

B. New Members: Under PEPRA (see section 2.2 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.

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 5. 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 6. 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 Choice 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 7. 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 8. 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 9. Pursuant to the Executive Professional Development Reimbursement Program, the City agrees to reimburse Division Managers up to \$1,000 per fiscal year for activities, materials, equipment or fees that will aid in their individual professional development. 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. 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
- 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. 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 to 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 10. 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 11. All parts of resolutions in conflict herewith are hereby rescinded.

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

John Stephens, Mayor

ATTEST:

APPROVED AS TO FORM:

Brenda Green, City Clerk

Kimberly Hall Barlow, City Attorney

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

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

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

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

Brenda Green, City Clerk

(SEAL)

RESOLUTION NO. 2022-XX

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

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

WHEREAS, on April 18, 2022, the City Council adopted Resolution No. 17-27, revising the pay ranges for job classifications in the Confidential Management Unit, effective April 16, 2017; and

WHEREAS, on June 25, 2020, the City Council approved a furlough equivalent to a five percent reduction in pay to address economic concerns during the COVID-19 Pandemic, a guarantee of no layoffs in Fiscal Year 2020-21, no vacation cash out FY 2020-21, a parity clause for salary and benefit increases made to other groups, other benefit changes, and a one-time payment equivalent to furlough hours or reduction taken should the City receive stimulus funds in excess of \$40.5 million; and

WHEREAS, on May 4, 2021, the City Council approved to cease the furlough and provide staff with a one-time reimbursement for the pay reductions due to the furlough; and

WHEREAS, on March 15, 2022, the City Council approved classification and pay range changes for various positions in the Confidential Management Unit to address recruitment and retention challenges; and

WHEREAS, the City Council desires to repeal and replace Resolution Nos. 17-27, 19-31, 19-72, 2020-38, 2021-06, 2021-13 and 2022-17 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 positions of the Office of the City Manager, Finance Department and Information Technology Department, placed under the Confidential Management Unit Salary Schedule, are hereby revised to reflect the salary ranges and monthly rates of pay specified, effective June 19, 2022. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay step.

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0068	Assistant Finance Director	750	\$11,706	\$12,291	\$12,906	\$13,551	\$14,229	\$14,940	\$15,687	Monthly
			\$140,472	\$147,492	\$154,872	\$162,612	\$170,748	\$179,280	\$188,244	Annual
			\$67.53	\$70.91	\$74.46	\$78.18	\$82.09	\$86.19	\$90.50	Hourly
0092	Assistant to the City Manager	896	\$8,804	\$9,244	\$9,706	\$10,191	\$10,701	\$11,236	\$11,798	Monthly
			\$105,648	\$110,928	\$116,472	\$122,292	\$128,412	\$134,832	\$141,576	Annual
			\$50.79	\$53.33	\$56.00	\$58.79	\$61.74	\$64.82	\$68.07	Hourly
0059	Budget and Purchasing Manager	740	\$9,576	\$10,055	\$10,558	\$11,086	\$11,640	\$12,222	\$12,833	Monthly
			\$114,912	\$120,660	\$126,696	\$133,032	\$139,680	\$146,664	\$153,996	Annual
			\$55.25	\$58.01	\$60.91	\$63.96	\$67.15	\$70.51	\$74.04	Hourly
0023	City Clerk	892	\$10,256	\$10,769	\$11,307	\$11,872	\$12,466	\$13,089	\$13,743	Monthly
			\$123,072	\$129,228	\$135,684	\$142,464	\$149,592	\$157,068	\$164,916	Annual
			\$59.17	\$62.13	\$65.23	\$68.49	\$71.92	\$75.51	\$79.29	Hourly
0090	Human Resources Manager	748	\$10,589	\$11,118	\$11,674	\$12,258	\$12,871	\$13,515	\$14,191	Monthly
			\$127,068	\$133,416	\$140,088	\$147,096	\$154,452	\$162,180	\$170,292	Annual
			\$61.09	\$64.14	\$67.35	\$70.72	\$74.26	\$77.97	\$81.87	Hourly
0047	Information Technology Manager	741	\$11,131	\$11,688	\$12,272	\$12,886	\$13,530	\$14,206	\$14,916	Monthly
			\$133,572	\$140,256	\$147,264	\$154,632	\$162,360	\$170,472	\$178,992	Annual

SECTION 3. The City of Costa Mesa has contracted with the California Public Employees Retirement System (CalPERS) to provide retirement benefits to eligible City employees.

3.1 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.

B. New Members: Under PEPRA (see section 3.2 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.

3.2 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 4. 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 5. 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 Choice 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 6. 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 7. 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 up to an additional forty (60) hours of Executive Leave.

SECTION 8. Pursuant to the Executive Professional Development Reimbursement Program, the City agrees to reimburse Division Managers up to \$1,000 per fiscal year for activities, materials, equipment or fees that will aid in their individual professional development. 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. 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
- 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. 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 to 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 9. 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 10. Amendments made pertaining to the fringe benefits, City Rules and Regulations and other employment conditions for employees represented by the Costa Mesa Division Managers Association shall also apply to "Confidential" unrepresented management 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 11. If any bargaining unit in the City receives (through the labor negotiations process) a net base salary or certification/specialty/incentive pay increase that goes into effect on any date between July 1, 2023 and June 30, 2024, employees in the Association will receive the same net base salary or certification/specialty/incentive pay increase on the same effective date as that association. If more than one other association receives a base salary or certification /specialty/incentive increase (through the labor negotiations process) on any date between July 1, 2023 and June 30, 2024, employees in the Association will receive the higher increase provided on the same effective date.

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

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

John Stephens, Mayor

ATTEST:

APPROVED AS TO FORM:

Brenda Green, City Clerk

Kimberly Hall Barlow, City Attorney

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

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

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

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

Brenda Green, City Clerk

(SEAL)

RESOLUTION NO. 22-22

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, REVISING THE EXECUTIVE COMPENSATION PLAN AND EXECUTIVE SALARY SCHEDULE.

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

WHEREAS, on April 18, 2017, the City Council adopted Resolution No. 17-25, revising the pay ranges for job classifications in the Executive Salary Schedule effective April 16, 2017; and

WHEREAS, on June 25, 2020, the City Council approved a furlough equivalent to a five percent reduction in pay to address economic concerns during the COVID-19 Pandemic, a guarantee of no layoffs in Fiscal Year 2020-21, no vacation cash out FY 2020-21, a parity clause for negotiated salary and benefit increases, other benefit changes, and a one-time payment equivalent to furlough hours or reduction taken should the City receive stimulus funds in excess of \$40.5 million; and

WHEREAS, on May 4, 2021, the City Council approved to cease the furlough and provide staff with a one-time reimbursement for the pay reductions due to the furlough; and

WHEREAS, on December 7, 2021 and March 15, 2022, the City Council approved classification and pay range changes for various positions in the Executive Salary Schedule to address recruitment and retention challenges; and

WHEREAS, the City Council further desires to rename the existing "Public Services Director" job classification as the "Public Works Director" classification and to revise the pay ranges for said classifications.

WHEREAS, the City Council desires to repeal and replace Resolution Nos. 2017-25, 2020-37, 2021-12, 2021-33, 2021-51, 2021-53, 2022-18 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 Costa Mesa City Council previously established the Executive Compensation Plan to: 1) promote maximum commitment by City executives to objectives and standards of the City Council and City Manager; 2) establish a system in which compensation serves as an effective device for promoting better job performance; 3) foster the identification of an executive employee group and recognize the distinct character of executive jobs; and, 4) improve the City's ability to attract and retain outstanding executives.

SECTION 2. The existing "Public Services Director" classification is hereby renamed as the "Public Works Director" classification and the following pay ranges for the Public Works Director classification are hereby established and placed under the Basic Salary Administration Plan effective June 19, 2022.

SECTION 3. The following job classifications, placed under the Executive Salary Schedule, are hereby revised to reflect the salary ranges and monthly rates of pay specified, effective the pay period beginning June 19, 2022. The rate of pay for individual executives may be anywhere within the monthly minimum and maximum salary steps.

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0091	Administrative Services Director	775	\$10,652	\$11,185	\$11,744	\$12,331	\$12,948	\$13,595	\$14,275	Monthly
			\$127,824	\$134,220	\$140,928	\$147,972	\$155,376	\$163,140	\$171,300	Annual
			\$61.45	\$64.53	\$67.75	\$71.14	\$74.70	\$78.43	\$82.36	Hourly
0075	Assistant City Manager	810	\$13,514	\$14,190	\$14,899	\$15,644	\$16,426	\$17,247	\$18,109	Monthly
			\$162,168	\$170,280	\$178,788	\$187,728	\$197,112	\$206,964	\$217,308	Annual
			\$77.97	\$81.87	\$85.96	\$90.25	\$94.77	\$99.50	\$104.48	Hourly
0080	Economic and Development Development Services Director	850	\$13,498	\$14,173	\$14,882	\$15,626	\$16,407	\$17,227	\$18,088	Monthly
			\$161,976	\$170,076	\$178,584	\$187,512	\$196,884	\$206,724	\$217,056	Annual
			\$77.87	\$81.77	\$85.86	\$90.15	\$94.66	\$99.39	\$104.35	Hourly

0069	Finance Director	772	\$13,519	\$14,195	\$14,905	\$15,650	\$16,433	\$17,255	\$18,118	Monthly
			\$162,228	\$170,340	\$178,860	\$187,800	\$197,196	\$207,060	\$217,416	Annual
			\$77.99	\$81.89	\$85.99	\$90.29	\$94.81	\$99.55	\$104.53	Hourly
0223	Fire Chief	793	\$15,224	\$15,985	\$16,784	\$17,623	\$18,504	\$19,429	\$20,400	Monthly
			\$182,688	\$191,820	\$201,408	\$211,476	\$222,048	\$233,148	\$244,800	Annual
			\$87.83	\$92.22	\$96.83	\$101.67	\$106.75	\$112.09	\$117.69	Hourly
0049	Information Technology Director	851	\$12,800	\$13,440	\$14,112	\$14,818	\$15,559	\$16,337	\$17,154	Monthly
			\$153,600	\$161,280	\$169,344	\$177,816	\$186,708	\$196,044	\$205,848	Annual
			\$73.85	\$77.54	\$81.42	\$85.49	\$89.76	\$94.25	\$98.97	Hourly
0306	Parks and Community Services Director	735	\$11,357	\$11,925	\$12,521	\$13,147	\$13,804	\$14,494	\$15,219	Monthly
			\$136,284	\$143,100	\$150,252	\$157,764	\$165,648	\$173,928	\$182,628	Annual
			\$65.52	\$68.80	\$72.24	\$75.85	\$79.64	\$83.62	\$87.80	Hourly
0207	Police Chief	792	\$15,224	\$15,985	\$16,784	\$17,623	\$18,504	\$19,429	\$20,400	Monthly
			\$182,688	\$191,820	\$201,408	\$211,476	\$222,048	\$233,148	\$244,800	Annual
			\$87.83	\$92.22	\$96.83	\$101.67	\$106.75	\$112.09	\$117.69	Hourly
0117	Public Works Director	791	\$13,498	\$14,173	\$14,882	\$15,626	\$16,407	\$17,227	\$18,088	Monthly
			\$161,976	\$170,076	\$178,584	\$187,512	\$196,884	\$206,724	\$217,056	Annual
			\$77.87	\$81.77	\$85.86	\$90.15	\$94.66	\$99.39	\$104.35	Hourly

SECTION 4. Except as expressly provided in the City Manager's Employment Agreement, the City Manager shall receive the same benefits as the other Executives.

SECTION 5. Effective the payroll period that includes January 1 of each year commencing on January 1, 2023, the City Manager is eligible to move to the next step in the salary range which equates to a three percent (3%) base salary increase, pursuant to the terms of her Employment Agreement

Class Code	Class Title	Pay Grade No.	Eff 12/19/2021 1	Eff 1/1/2023 2	Eff 1/1/2024 3	Eff 1/1/2025 4	Eff 1/1/2026 5	
0076	City Manager	850	\$25,000	\$25,750	\$26,523	\$27,318	\$28,138	Monthly
			\$300,000	\$309,000	\$318,270	\$327,818	\$337,656	Annual
			\$144.23	\$148.56	\$153.01	\$157.60	\$162.33	Hourly

SECTION 6. The City of Costa Mesa has contracted with the California Public Employees Retirement System (CalPERS) to provide retirement benefits to eligible City employees.

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.

B. New Members: Under PEPRA (see section 3.4 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.

2. CalPERS - Safety Police 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 the CalPERS retirement plan provided for by Government Code § 21362.2, and commonly referred to as the 3% at age 50 retirement plan ("tier 1").

A. Classic Members:

Effective April 16, 2017, the total contribution for tier 1 (3% @ 50) unit members will be 12% of compensation earnable, inclusive of statutory employee contributions and all cost sharing.

B. New Members: Under PEPRA (see section 3.4 below):

Effective April 16, 2017, the total contribution for PEPRA tier 2 (2.7% @ 57) unit members will be 9% of pensionable compensation, inclusive of statutory employee contributions and cost sharing.

3. CalPERS – Safety Fire 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 § 21362.2, and commonly referred to as the 3% at age 50 retirement plan (“tier 1”) or the 2% at 50 formula provided for by Government Code § 21362 (“tier 2”).

A. Classic Members:

Effective June 21, 2020, the total contribution for tier 1 (3% @ 50) unit members will be 15% of compensation earnable, inclusive of statutory employee contributions and all cost sharing. The total contribution for tier 2 (2% @ 50) unit members will be 15% of compensation earnable, inclusive of statutory employee contributions and all cost sharing.

B. New Members: Under PEPRA (see section 3.4 below):

Upon adoption of this resolution by the City Council, the total contribution for PEPRA tier 3 (2.7% @ 57) will be 9% of pensionable compensation, inclusive of statutory employee contributions and cost sharing.

4. 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), or 2.7% @ 57 for safety employees (Govt. Code § 7522.25(d)).

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 7. The following classifications shall be provided with a City vehicle or monthly automobile allowance:

Assigned City Vehicle: Fire Chief, Police Chief

Assigned City Vehicle or up to \$650 Monthly Automobile Allowance, except as expressly provided in the City Manager's Employment Agreement: City Manager

\$575 Monthly Automobile Allowance: Administrative Services Director, Assistant City Manager, Economic and Development Services Director, Finance Director, Information Technology Director, Parks and Community Services Director, Public Works Director

In all situations, the City Manager has the sole discretion to grant, modify or deny use of a City vehicle or grant an allowance for employees covered by this resolution.

SECTION 8. 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 9. With exception of the City Manager, a pay-for-performance evaluation and compensation system will be utilized for all employees in executive job classifications. All compensation increases for executives will be based upon continued meritorious service to the City. Though the City Manager may receive labor marketplace salary adjustments, annual performance evaluations for this position will be conducted in the fall of each year by the City Council.

SECTION 10. The Fire Chief and Police Chief are eligible to participate in the Management Certification/Education Program based upon the following achievements and criteria:

<u>Certification/ Degree</u>	<u>Eligible Classification</u>	<u>Award</u>
P.O.S.T. Executive Certificate	Police Chief	5.0%
National Fire Academy - Executive Fire Officer	Fire Chief	2.50%
Master's Degree	Fire Chief	2.50%

Awards are based on a percentage of base salary. The maximum cumulative award payable to any employee shall not exceed 5.0% of base salary. These awards shall be reported to PERS as "compensation earnable" and will be included as an element of total compensation in the annual calculation.

An award may be granted, rejected or removed at any time. The City Manager may review and update this program on a periodic basis to ensure its vitality and relevance.

SECTION 11. The City shall contribute an amount toward the executive 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 Choice 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 Department Director 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 12. 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 the City Manager, there will no other cash-out of Vacation Leave time beyond the Maximum Accrual rates that have been established.

SECTION 13. 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 up to an additional sixty (60) hours of Executive Leave.

SECTION 14. Pursuant to the Executive Professional Development Reimbursement Program, the City agrees to reimburse Department Directors up to \$2,000 per fiscal year for activities, materials, equipment or fees that will aid in their individual professional development. 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. 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
- Direct purchase of qualifying computer equipment defined in Administrative Regulation 2.29

The 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. 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 to 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 15. The 401(a) deferred compensation plan provides executives with another tax-deferred savings plan for future financial planning. Effective August 29, 2021, employees covered by the Executive Compensation Plan and executive salary schedule shall receive a \$15,000 annual contribution to the City's 401(a) plan. Except as provided in the City Manager's Employment Agreement, executives must make any and all 457 deferred compensation contributions. The City shall contribute to City Manager's 457 account the maximum annual contribution permitted, including applicable catch-up provisions. The City will also calculate a contribution to a defined contribution plan for the Fire Chief in an amount to be determined by an actuarial valuation performed by a professional actuary.

SECTION 16. If any bargaining unit in the City receives (through the labor negotiations process) a net base salary or certification/specialty/incentive pay increase that goes into effect on any date between July 1, 2023 and June 30, 2024, employees covered by the Executive Compensation Plan and Executive Salary Schedule will receive the same net base salary or certification/specialty/incentive pay increase on the same effective date as that association. If more than one other association receives a base salary or certification /specialty/incentive increase (through the labor negotiations process) on any date between July 1, 2023 and June 30, 2024, employees covered by the Executive Compensation Plan and Executive Salary Schedule will receive the higher increase provided on the same effective date.

SECTION 17. All resolutions and parts of resolutions in conflict herewith are hereby rescinded.

PASSED AND ADOPTED this 7th day of June, 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 7th day of June, 2022, by the following roll call vote, to wit:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

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

Brenda Green, City Clerk