

RESOLUTION NO. 2022-XX**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 does hereby resolve, determine and order 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. The Executive Compensation Plan and Executive Salary Schedule was passed and adopted by the City Council of the City of Costa Mesa on April 18, 2017 as Resolution No. 17-25 and sets forth terms and conditions of employment for covered classifications.

SECTION 2. Resolution No. 19-19 modified Resolution No. 17-25 to update the City Manager's salary schedule. Resolution No. 2020-37 modified Resolution No. 17-25 to update the Fire Chief's salary and retirement contributions, among other things. Resolution No. 17-25 was further modified in certain respects by Resolution No. 2021-12. Resolution No. 2021-33 modified Resolution No. 17-25 to update the Police Chief and Fire Chief's salary. Resolution No. 2021-51 modified Resolution No. 17-25 to update the Economic and Development Services Director and Public Services Director salaries. Resolution No. 2021-53 modified Resolution No. 17-25 to update the salary schedules and benefits for the City Manager position.

SECTION 3. Resolution No. 17-25, as modified by section 8 of Resolution No. 2020-37, 2021-33, 2021-51 and 2021-53 is further amended as to salary ranges in the following respects only:

Effective on March 27, 2022, the salary ranges for the Finance Director and Information Technology Director shall be as follows:

Class Code	Title	Grade	Step							
			1	2	3	4	5	6	7	
0069	Finance Director	772	\$13,254	\$13,917	\$14,613	\$15,344	\$16,111	\$16,917	\$17,763	Monthly
			\$159,048	\$167,004	\$175,356	\$184,128	\$193,332	\$203,004	\$213,156	Annual
			\$76.47	\$80.29	\$84.31	\$88.52	\$92.95	\$97.60	\$102.48	Hourly
0049	Information Technology Director	851	\$12,550	\$13,177	\$13,836	\$14,528	\$15,254	\$16,017	\$16,818	Monthly
			\$150,600	\$158,124	\$166,032	\$174,336	\$183,048	\$192,204	\$201,816	Annual
			\$72.40	\$76.02	\$79.82	\$83.82	\$88.00	\$92.41	\$97.03	Hourly

SECTION 4. Except as expressly provided herein, the terms of Resolution No. 17-25, as modified by Resolutions No. 19-19, 2020-37 and 2021-12, 2021-33, 2021-51 and 2021-53 shall remain in full force and effect as provided therein.

PASSED AND ADOPTED this 15th day of March 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 15th day of March, 2022, by the following roll call vote, to wit:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

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

BRENDA GREEN, CITY CLERK

(SEAL)