

**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 Management 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 7<sup>th</sup> 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 8<sup>th</sup> day of June, 2022.

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

(SEAL)