

**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 2022 SIDE LETTER.**

WHEREAS, on June 7, 2022, the City Council adopted Resolution No. 2022-36, revising the pay ranges for job classifications represented by the Costa Mesa Police Association, effective June 19, 2022; and

WHEREAS, the City of Costa Mesa and the Costa Mesa Police Association are currently parties to a Memorandum of Understanding (MOU) with a term that expired on June 30, 2020, but was extended by a side letter to expire on June 30, 2024; and

WHEREAS, the parties have negotiated modifications to wages and benefits that modify the provisions of their MOU; and

WHEREAS, the City Council desires to repeal and replace Resolution No. 2022-36, to revise the pay ranges for the classifications specified herein; and

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

SECTION 1. The following pay ranges and monthly rates of pay for the identified job classifications are hereby established and placed under the Basic Salary Administration Plan effective the pay period that includes the pay date of January 6, 2023. 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	\$7,208	\$7,568	\$7,946	\$8,343	\$8,760	\$9,198	\$9,658	Monthly
			\$86,496	\$90,816	\$95,352	\$100,116	\$105,120	\$110,376	\$115,896	Annual
			\$41.58	\$43.66	\$45.84	\$48.13	\$50.54	\$53.07	\$55.72	Hourly
0203	Police Sergeant	056	\$8,786	\$9,225	\$9,686	\$10,170	\$10,679	\$11,213	\$11,774	Monthly
			\$105,432	\$110,700	\$116,232	\$122,040	\$128,148	\$134,556	\$141,288	Annual
			\$50.69	\$53.22	\$55.88	\$58.67	\$61.61	\$64.69	\$67.93	Hourly
0202	Sr Police Officer	052	\$7,567	\$7,945	\$8,342	\$8,759	\$9,197	\$9,657	\$10,140	Monthly
			\$90,804	\$95,340	\$100,104	\$105,108	\$110,364	\$115,884	\$121,680	Annual
			\$43.66	\$45.84	\$48.13	\$50.53	\$53.06	\$55.71	\$58.50	Hourly

**SECTION 2.** The following pay ranges and monthly rates of pay for the identified job classifications are hereby established and placed under the Basic Salary Administration Plan effective the pay period that includes July 1, 2023. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay steps.

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0201	Police Officer	050	\$7,568	\$7,946	\$8,343	\$8,760	\$9,198	\$9,658	\$10,141	Monthly
			\$90,816	\$95,352	\$100,116	\$105,120	\$110,376	\$115,896	\$121,692	Annual
			\$43.66	\$45.84	\$48.13	\$50.54	\$53.07	\$55.72	\$58.51	Hourly
0203	Police Sergeant	056	\$9,225	\$9,686	\$10,170	\$10,679	\$11,213	\$11,774	\$12,363	Monthly
			\$110,700	\$116,232	\$122,040	\$128,148	\$134,556	\$141,288	\$148,356	Annual
			\$53.22	\$55.88	\$58.67	\$61.61	\$64.69	\$67.93	\$71.33	Hourly
0202	Sr Police Officer	052	\$7,945	\$8,342	\$8,759	\$9,197	\$9,657	\$10,140	\$10,647	Monthly
			\$95,340	\$100,104	\$105,108	\$110,364	\$115,884	\$121,680	\$127,764	Annual
			\$45.84	\$48.13	\$50.53	\$53.06	\$55.71	\$58.50	\$61.43	Hourly

**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 the first full pay period beginning after July 1, 2024. 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	\$7,890	\$8,284	\$8,698	\$9,133	\$9,590	\$10,069	\$10,572	Monthly
			\$94,680	\$99,408	\$104,376	\$109,596	\$115,080	\$120,828	\$126,864	Annual
			\$45.52	\$47.79	\$50.18	\$52.69	\$55.33	\$58.09	\$60.99	Hourly
0203	Police Sergeant	056	\$9,617	\$10,098	\$10,603	\$11,133	\$11,690	\$12,274	\$12,888	Monthly
			\$115,404	\$121,176	\$127,236	\$133,596	\$140,280	\$147,288	\$154,656	Annual
			\$55.48	\$58.26	\$61.17	\$64.23	\$67.44	\$70.81	\$74.35	Hourly
0202	Sr Police Officer	052	\$8,282	\$8,696	\$9,131	\$9,588	\$10,067	\$10,570	\$11,099	Monthly
			\$99,384	\$104,352	\$109,572	\$115,056	\$120,804	\$126,840	\$133,188	Annual
			\$47.78	\$50.17	\$52.68	\$55.32	\$58.08	\$60.98	\$64.03	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 4. All parts of resolutions in conflict herewith are hereby rescinded.

**PASSED AND ADOPTED this 15th day of November, 2022.**

\_\_\_\_\_  
John Stephens, Mayor

ATTEST:

APPROVED AS TO FORM:

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

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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 15<sup>th</sup> day of November, 2022, by the following roll call vote, to wit:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

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

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

(SEAL)