

**RESOLUTION NO. 2025-20****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 2025 AGREEMENT**

WHEREAS, on November 15, 2022, the City Council adopted Resolution No. 2022-75, revising the pay ranges for job classifications represented by the Costa Mesa Police Association (CMPA), effective the pay period that includes January 6, 2023, July 1, 2023 and July 1, 2024; and

WHEREAS, the City Council desires to repeal and replace Resolution No. 2022-75, to revise the pay ranges for the classifications specified herein; and

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

**SECTION 1.** The following pay ranges and monthly rates of pay for the identified job classifications are hereby established and placed under the Basic Salary Administration Plan effective the pay period that includes July 1, 2025. The monthly rates of pay may also be in increments between the monthly minimum and maximum pay steps.

Class Code	Class Title	Grade	1	2	3	Step 4	5	6	7	
0201	Police Officer	050	\$8,204	\$8,614	\$9,045	\$9,497	\$9,972	\$10,471	\$10,995	Monthly
			\$98,448	\$103,368	\$108,540	\$113,964	\$119,664	\$125,652	\$131,940	Annual
			\$47.33	\$49.70	\$52.18	\$54.79	\$57.53	\$60.41	\$63.43	Hourly
0203	Police Sergeant	056	\$10,003	\$10,503	\$11,028	\$11,579	\$12,158	\$12,766	\$13,404	Monthly
			\$120,036	\$126,036	\$132,336	\$138,948	\$145,896	\$153,192	\$160,848	Annual
			\$57.71	\$60.59	\$63.62	\$66.80	\$70.14	\$73.65	\$77.33	Hourly
0202	Sr Police Officer	052	\$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

**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**SECTION 3.** All parts of resolutions in conflict herewith are hereby rescinded.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 17th day of June, 2025.**

\_\_\_\_\_  
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. 2025-20 and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 17<sup>th</sup> day of June, 2025, 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 18<sup>th</sup> day of June, 2025.

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Brenda Green, City Clerk