

RESOLUTION NO. 2025-26**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, REVISING THE PAY RANGES FOR CLASSIFICATIONS IN THE CONFIDENTIAL UNIT.**

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

WHEREAS, on June 17th, 2025 the City Council adopted Resolution No. 2025-25, revising the pay ranges for job classifications in the Confidential Unit, effective the pay period that includes July 1, 2025; and

WHEREAS, the City Council desires to repeal and replace Resolutions No. 2025-25 as of December 27, 2025 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 pay ranges and monthly rates of pay for the identified classifications are hereby established and placed under the Confidential Unit Salary Schedule effective the pay period that includes January 1, 2026. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay steps.

| Class Code | Class Title | Salary Plan | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | |
|------------|---|-------------|-------|----------|----------|----------|-----------|-----------|-----------|-----------|---------|
| 0171 | Accountant (Confidential) | CON | 620 | \$7,440 | \$7,812 | \$8,203 | \$8,613 | \$9,044 | \$9,496 | \$9,971 | Monthly |
| | | | | \$89,280 | \$93,744 | \$98,436 | \$103,356 | \$108,528 | \$113,952 | \$119,646 | Annual |
| | | | | \$42.92 | \$45.07 | \$47.33 | \$49.69 | \$52.18 | \$54.78 | \$57.52 | Hourly |
| 0026 | Administrative Assistant (Confidential) | CON | 593 | \$5,521 | \$5,797 | \$6,087 | \$6,391 | \$6,711 | \$7,047 | \$7,399 | Monthly |
| | | | | \$66,252 | \$69,564 | \$73,044 | \$76,692 | \$80,532 | \$84,564 | \$88,788 | Annual |
| | | | | \$31.85 | \$33.44 | \$35.12 | \$36.87 | \$38.72 | \$40.66 | \$42.69 | Hourly |

Attachment 10

| Class Code | Class Title | Salary Plan | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | |
|------------|--|-------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 0018 | Benefits Coordinator | CON | 592 | \$5,400 | \$5,670 | \$5,953 | \$6,251 | \$6,564 | \$6,892 | \$7,237 | Monthly |
| | | | | \$64,800 | \$68,040 | \$71,436 | \$75,012 | \$78,768 | \$82,704 | \$86,844 | Annual |
| | | | | \$31.15 | \$32.71 | \$34.34 | \$36.06 | \$37.87 | \$39.76 | \$41.75 | Hourly |
| 0063 | Budget Analyst | CON | 679 | \$8,893 | \$9,338 | \$9,805 | \$10,295 | \$10,810 | \$11,350 | \$11,917 | Monthly |
| | | | | \$106,716 | \$112,056 | \$117,660 | \$123,540 | \$129,720 | \$136,200 | \$143,004 | Annual |
| | | | | \$51.31 | \$53.87 | \$56.57 | \$59.39 | \$62.37 | \$65.48 | \$68.75 | Hourly |
| 0809 | Budget Specialist | CON | 891 | \$6,600 | \$6,930 | \$7,276 | \$7,640 | \$8,022 | \$8,423 | \$8,844 | Monthly |
| | | | | \$79,200 | \$83,160 | \$87,312 | \$91,680 | \$96,264 | \$101,076 | \$106,128 | Annual |
| | | | | \$38.08 | \$39.98 | \$41.98 | \$44.08 | \$46.28 | \$48.59 | \$51.02 | Hourly |
| 0040 | Computer Operations/ Networking Supervisor | CON | 689 | \$9,315 | \$9,781 | \$10,270 | \$10,783 | \$11,322 | \$11,888 | \$12,482 | Monthly |
| | | | | \$111,780 | \$117,372 | \$123,240 | \$129,396 | \$135,864 | \$142,656 | \$149,784 | Annual |
| | | | | \$53.74 | \$56.43 | \$59.25 | \$62.21 | \$65.32 | \$68.58 | \$72.01 | Hourly |
| 0021 | Deputy City Clerk | CON | 656 | \$6,310 | \$6,626 | \$6,957 | \$7,305 | \$7,670 | \$8,054 | \$8,457 | Monthly |
| | | | | \$75,720 | \$79,512 | \$83,484 | \$87,660 | \$92,040 | \$96,648 | \$101,484 | Annual |
| | | | | \$36.40 | \$38.23 | \$40.14 | \$42.14 | \$44.25 | \$46.47 | \$48.79 | Hourly |
| 0016 | Executive Assistant to the City Manager | CON | 648 | \$7,410 | \$7,781 | \$8,170 | \$8,579 | \$9,008 | \$9,458 | \$9,931 | Monthly |
| | | | | \$88,920 | \$93,372 | \$98,040 | \$102,948 | \$108,096 | \$113,496 | \$119,172 | Annual |
| | | | | \$42.75 | \$44.89 | \$47.13 | \$49.49 | \$51.97 | \$54.57 | \$57.29 | Hourly |
| 0019 | Executive Assistant (Confidential) | CON | 609 | \$6,075 | \$6,379 | \$6,698 | \$7,033 | \$7,385 | \$7,754 | \$8,142 | Monthly |
| | | | | \$72,900 | \$76,548 | \$80,376 | \$84,396 | \$88,620 | \$93,048 | \$97,704 | Annual |
| | | | | \$35.05 | \$36.80 | \$38.64 | \$40.58 | \$42.61 | \$44.73 | \$46.97 | Hourly |
| 0173 | Finance Officer (Confidential) | CON | 896 | \$8,686 | \$9,120 | \$9,576 | \$10,055 | \$10,558 | \$11,086 | \$11,640 | Monthly |
| | | | | \$104,232 | \$109,440 | \$114,912 | \$120,660 | \$126,696 | \$133,032 | \$139,680 | Annual |
| | | | | \$50.11 | \$52.62 | \$55.25 | \$58.01 | \$60.91 | \$63.96 | \$67.15 | Hourly |
| 0007 | Human Resources Office Specialist II | CON | 560 | \$4,435 | \$4,657 | \$4,890 | \$5,135 | \$5,392 | \$5,662 | \$5,945 | Monthly |
| | | | | \$53,220 | \$55,884 | \$58,680 | \$61,620 | \$64,704 | \$67,944 | \$71,340 | Annual |
| | | | | \$25.59 | \$26.87 | \$28.21 | \$29.63 | \$31.11 | \$32.67 | \$34.30 | Hourly |
| 0087 | Human Resources Administrator | CON | 697 | \$10,225 | \$10,736 | \$11,273 | \$11,837 | \$12,429 | \$13,050 | \$13,702 | Monthly |
| | | | | \$122,700 | \$128,832 | \$135,276 | \$142,044 | \$149,148 | \$156,600 | \$164,424 | Annual |
| | | | | \$58.99 | \$61.94 | \$65.04 | \$68.29 | \$71.71 | \$75.29 | \$79.05 | Hourly |
| 0079 | Human Resources Analyst | CON | 659 | \$7,915 | \$8,311 | \$8,727 | \$9,163 | \$9,621 | \$10,102 | \$10,607 | Monthly |
| | | | | \$94,980 | \$99,732 | \$104,724 | \$109,956 | \$115,452 | \$121,224 | \$127,284 | Annual |
| | | | | \$45.66 | \$47.95 | \$50.35 | \$52.86 | \$55.51 | \$58.28 | \$61.19 | Hourly |
| 0017 | Human Resources Assistant | CON | 590 | \$5,521 | \$5,797 | \$6,087 | \$6,391 | \$6,711 | \$7,047 | \$7,399 | Monthly |
| | | | | \$66,252 | \$69,564 | \$73,044 | \$76,692 | \$80,532 | \$84,564 | \$88,788 | Annual |
| | | | | \$31.85 | \$33.44 | \$35.12 | \$36.87 | \$38.72 | \$40.66 | \$42.69 | Hourly |

Attachment 10

| Class Code | Class Title | Salary Plan | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | |
|------------|---|-------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 0072 | Human Resources Technician | CON | 627 | \$6,942 | \$7,289 | \$7,653 | \$8,036 | \$8,438 | \$8,860 | \$9,303 | Monthly |
| | | | | \$83,304 | \$87,468 | \$91,836 | \$96,432 | \$101,256 | \$106,320 | \$111,636 | Annual |
| | | | | \$40.05 | \$42.05 | \$44.15 | \$46.36 | \$48.68 | \$51.12 | \$53.67 | Hourly |
| 0245 | Management Aide (Confidential) | CON | 892 | \$6,748 | \$7,085 | \$7,439 | \$7,811 | \$8,202 | \$8,612 | \$9,043 | Monthly |
| | | | | \$80,976 | \$85,020 | \$89,268 | \$93,732 | \$98,424 | \$103,344 | \$108,516 | Annual |
| | | | | \$38.93 | \$40.88 | \$42.92 | \$45.06 | \$47.32 | \$49.68 | \$52.17 | Hourly |
| 0084 | Management Analyst (Confidential) | CON | 872 | \$7,761 | \$8,149 | \$8,556 | \$8,984 | \$9,433 | \$9,905 | \$10,400 | Monthly |
| | | | | \$93,132 | \$97,788 | \$102,672 | \$107,808 | \$113,196 | \$118,860 | \$124,800 | Annual |
| | | | | \$44.78 | \$47.01 | \$49.36 | \$51.83 | \$54.42 | \$57.14 | \$60.00 | Hourly |
| 0055 | Payroll Coordinator | CON | 621 | \$6,597 | \$6,927 | \$7,273 | \$7,637 | \$8,019 | \$8,420 | \$8,841 | Monthly |
| | | | | \$79,164 | \$83,124 | \$87,276 | \$91,644 | \$96,228 | \$101,040 | \$106,092 | Annual |
| | | | | \$38.06 | \$39.96 | \$41.96 | \$44.06 | \$46.26 | \$48.58 | \$51.01 | Hourly |
| 0078 | Principal Human Resources Analyst | CON | 669 | \$8,893 | \$9,338 | \$9,805 | \$10,295 | \$10,810 | \$11,350 | \$11,917 | Monthly |
| | | | | \$106,716 | \$112,056 | \$117,660 | \$123,540 | \$129,720 | \$136,200 | \$143,004 | Annual |
| | | | | \$51.31 | \$53.87 | \$56.57 | \$59.39 | \$62.37 | \$65.48 | \$68.75 | Hourly |
| 0170 | Senior Accountant (Confidential) | CON | 622 | \$8,184 | \$8,593 | \$9,023 | \$9,474 | \$9,948 | \$10,445 | \$10,967 | Monthly |
| | | | | \$98,208 | \$103,116 | \$108,276 | \$113,688 | \$119,376 | \$125,340 | \$131,604 | Annual |
| | | | | \$47.22 | \$49.58 | \$52.06 | \$54.66 | \$57.39 | \$60.26 | \$63.27 | Hourly |
| 0054 | Senior Budget Analyst (Confidential) | CON | 680 | \$9,782 | \$10,271 | \$10,785 | \$11,324 | \$11,890 | \$12,485 | \$13,109 | Monthly |
| | | | | \$117,384 | \$123,252 | \$129,420 | \$135,888 | \$142,680 | \$149,820 | \$157,308 | Annual |
| | | | | \$56.43 | \$59.26 | \$62.22 | \$65.33 | \$68.60 | \$72.03 | \$75.63 | Hourly |
| 0052 | Senior Programmer Analyst (Confidential) | CON | 710 | \$10,310 | \$10,826 | \$11,367 | \$11,935 | \$12,532 | \$13,159 | \$13,817 | Monthly |
| | | | | \$123,720 | \$129,912 | \$136,404 | \$143,220 | \$150,384 | \$157,908 | \$165,804 | Annual |
| | | | | \$59.48 | \$62.46 | \$65.58 | \$68.86 | \$72.30 | \$75.92 | \$79.71 | Hourly |
| 0246 | Senior Management Analyst (Confidential) | CON | 895 | \$8,677 | \$9,111 | \$9,567 | \$10,045 | \$10,547 | \$11,074 | \$11,628 | Monthly |
| | | | | \$104,124 | \$109,332 | \$114,804 | \$120,540 | \$126,564 | \$132,888 | \$139,536 | Annual |
| | | | | \$50.06 | \$52.56 | \$55.19 | \$57.95 | \$60.85 | \$63.89 | \$67.08 | Hourly |
| 0046 | Systems & Programming Supervisor | CON | 730 | \$11,392 | \$11,962 | \$12,560 | \$13,188 | \$13,847 | \$14,539 | \$15,266 | Monthly |
| | | | | \$136,704 | \$143,544 | \$150,720 | \$158,256 | \$166,164 | \$174,468 | \$183,192 | Annual |
| | | | | \$65.72 | \$69.01 | \$72.46 | \$76.08 | \$79.89 | \$83.88 | \$88.07 | Hourly |

SECTION 3: Except as provided herein, all compensation, hours and other terms and conditions of employment presently enjoyed by Confidential employees shall remain in full force and effect unless changed subsequent to meetings between the City and representatives of the “Confidential” employees.

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.

A. Classic Members - Employees Subject to the 2.5% @ 55 formula:

These employees will pay the full CalPERS member contribution equal to eight percent (8%) of compensation earnable towards their CalPERS member contribution. As a result, the City pays and reports zero percent (0%) of compensation earnable as an Employer Paid Member Contribution (EPMC) under Government Code section 20636(c)(4) pursuant to section 20691.

Classic member employees subject to the 2.5%@55 formula pay 1% of compensation earnable pursuant to Government Code section 20516(a).

B. Classic Members - Employees Subject to the 2%@60 formula:

These employees will pay the full CalPERS member contribution equal to seven percent (7%) of compensation earnable towards their CalPERS member contribution. As a result, the City pays and reports zero percent (0%) of compensation earnable as an Employer Paid Member Contribution (EPMC) under Government Code section 20636(c)(4) pursuant to section 20691.

Classic member employees subject to the 2%@60 formula pay 2% of compensation earnable pursuant to Government Code section 20516(a).

C. New Members - Employees Subject to the 2%@62 formula:

These employees are responsible for paying the employee contribution of one-half of the total normal cost of the plan (rounded to the nearest quarter of one-percent), as defined by CalPERS in their annual valuation, through a payroll deduction. This amount is determined by CalPERS each year.

New member employees will cost share (pursuant to Government Code section 20516(f), a percentage of pensionable compensation that when combined with the payment of their employee/member contribution will equal nine percent (9%) of pensionable compensation.

SECTION 5: Amendments made pertaining to the fringe benefits, City Rules and Regulations and other employment conditions for employees represented by the Costa Mesa City Employees Association shall also apply to “Confidential” unrepresented 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 6. All resolutions and 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. 2025-26 and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 17th 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 18th day of June, 2025.

Brenda Green, City Clerk