

## RESOLUTION NO. 2026-XX

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, AMENDING RESOLUTION NO. 2025-22, 2025-23, 2025-24 TO ESTABLISH NEW CLASSIFICATIONS AND RENAME AND REVISE THE PAY RANGES FOR VARIOUS CLASSIFICATIONS OF EMPLOYEES REPRESENTED BY THE COSTA MESA CITY EMPLOYEES ASSOCIATION.**

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

WHEREAS, on June 17, 2025, the City Council adopted Resolutions No. 2025-22, 2025-23, 2025-24 revising the pay ranges for job classifications represented by the Costa Mesa City Employees Association; and

WHEREAS, the City Council further desires to rename the existing "Civilian Investigator" as the "Senior Civilian Investigator" classification; and

WHEREAS, the City Council further desires to establish the new job classifications of Civilian Investigator, Fairview Park Senior Maintenance Technician, Lead Community Services Specialist, Senior Community Services Specialist and Senior Property & Evidence Specialist and to establish the pay ranges for the new classifications; and

WHEREAS, the City Council further desires to revise the pay range for the Community Outreach Worker classification; and

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

SECTION 1. The existing "Civilian Investigator" classification is hereby renamed as the "Senior Civilian Investigator" classification.

SECTION 2. The following pay ranges and monthly rates of pay for the identified job classifications are hereby revised and placed under the Basic Salary Administration Plan effective the pay period that includes July 1, 2024. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay step.

Class Code	Class Title	Salary Plan	Grade	Step							
				1	2	3	4	5	6	7	
0472	Civilian Investigator	CMC	736	\$5,691	\$5,976	\$6,275	\$6,589	\$6,918	\$7,264	\$7,627	Monthly
				\$68,292	\$71,712	\$75,300	\$79,068	\$83,016	\$87,168	\$91,524	Annual
				\$32.83	\$34.48	\$36.20	\$38.01	\$39.91	\$41.91	\$44.00	Hourly
0418	Fairview Park Senior Maintenance Technician	CMC	737	\$5,520	\$5,796	\$6,086	\$6,390	\$6,710	\$7,045	\$7,397	Monthly
				\$66,240	\$69,552	\$73,032	\$76,680	\$80,520	\$84,540	\$88,764	Annual
				\$31.85	\$33.44	\$35.11	\$36.87	\$38.71	\$40.64	\$42.68	Hourly

Class Code	Class Title	Salary Plan	Grade	Step							
				1	2	3	4	5	6	7	
0711	Lead Community Services Specialist	CMC	738	\$6,045 \$72,540 \$34.88	\$6,347 \$76,164 \$36.62	\$6,664 \$79,968 \$38.45	\$6,997 \$83,964 \$40.37	\$7,347 \$88,164 \$42.39	\$7,714 \$92,568 \$44.50	\$8,100 \$97,200 \$46.73	Monthly Annual Hourly
0712	Senior Community Services Specialist	CMC	739	\$5,691 \$68,292 \$32.83	\$5,976 \$71,712 \$34.48	\$6,275 \$75,300 \$36.20	\$6,589 \$79,068 \$38.01	\$6,918 \$83,016 \$39.91	\$7,264 \$87,168 \$41.91	\$7,627 \$91,524 \$44.00	Monthly Annual Hourly
0472	Senior Property and Evidence Specialist	CMC	740	\$5,911 \$70,932 \$34.10	\$6,207 \$74,484 \$35.81	\$6,517 \$78,204 \$37.60	\$6,843 \$82,116 \$39.48	\$7,185 \$86,220 \$41.45	\$7,544 \$90,528 \$43.52	\$7,921 \$95,052 \$45.70	Monthly Annual Hourly

**SECTION 3.** The following pay ranges and monthly rates of pay for the identified job classifications are hereby revised and placed under the Basic Salary Administration Plan effective the pay period that includes July 1, 2025. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay step.

Class Code	Class Title	Salary Plan	Grade	Step							
				1	2	3	4	5	6	7	
0472	Civilian Investigator	CMC	736	\$5,806 \$69,672 \$33.50	\$6,096 \$73,152 \$35.17	\$6,401 \$76,812 \$36.93	\$6,721 \$80,652 \$38.78	\$7,057 \$84,684 \$40.71	\$7,410 \$88,920 \$42.75	\$7,780 \$93,360 \$44.88	Monthly Annual Hourly
0611	Community Outreach Supervisor	CMC	900	\$8,800 \$105,600 \$50.77	\$9,240 \$110,880 \$53.31	\$9,702 \$116,424 \$55.97	\$10,187 \$122,244 \$58.77	\$10,696 \$128,352 \$61.71	\$11,231 \$134,772 \$64.79	\$11,793 \$141,516 \$68.04	Monthly Annual Hourly
0418	Fairview Park Senior Maintenance Technician	CMC	737	\$5,630 \$67,560 \$32.48	\$5,912 \$70,944 \$34.11	\$6,208 \$74,496 \$35.82	\$6,518 \$78,216 \$37.60	\$6,844 \$82,128 \$39.48	\$7,186 \$86,232 \$41.46	\$7,545 \$90,540 \$43.53	Monthly Annual Hourly
0711	Lead Community Services Specialist	CMC	738	\$6,165 \$73,980 \$35.57	\$6,473 \$77,676 \$37.34	\$6,797 \$81,564 \$39.21	\$7,137 \$85,644 \$41.18	\$7,494 \$89,928 \$43.23	\$7,869 \$94,428 \$45.40	\$8,262 \$99,144 \$47.67	Monthly Annual Hourly
0712	Senior Community Services Specialist	CMC	739	\$5,806 \$69,672 \$33.50	\$6,096 \$73,152 \$35.17	\$6,401 \$76,812 \$36.93	\$6,721 \$80,652 \$38.78	\$7,057 \$84,684 \$40.71	\$7,410 \$88,920 \$42.75	\$7,780 \$93,360 \$44.88	Monthly Annual Hourly
0472	Senior Property and Evidence Specialist	CMC	740	\$6,029 \$72,348 \$34.78	\$6,330 \$75,960 \$36.52	\$6,647 \$79,764 \$38.35	\$6,979 \$83,748 \$40.26	\$7,328 \$87,936 \$42.28	\$7,694 \$92,328 \$44.39	\$8,079 \$96,948 \$46.61	Monthly Annual Hourly

**SECTION 4.** The following pay ranges and monthly rates of pay for the identified job classifications are hereby revised and placed under the Basic Salary Administration Plan 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 step.

<b>Class</b>	<b>Class Title</b>	<b>Salary</b>	<b>Grade</b>	<b>Step</b>							
<b>Code</b>		<b>Plan</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	
0472	Civilian Investigator	CMC	736	\$5,922	\$6,218	\$6,529	\$6,855	\$7,198	\$7,558	\$7,936	Monthly
				\$71,064	\$74,616	\$78,348	\$82,260	\$86,376	\$90,696	\$95,232	Annual
				\$34.17	\$35.87	\$37.67	\$39.55	\$41.53	\$43.60	\$45.78	Hourly
0611	Community Outreach Supervisor	CMC	900	\$8,975	\$9,424	\$9,895	\$10,390	\$10,910	\$11,456	\$12,029	Monthly
				\$107,700	\$113,088	\$118,740	\$124,680	\$130,920	\$137,472	\$144,348	Annual
				\$51.78	\$54.37	\$57.09	\$59.94	\$62.94	\$66.09	\$69.40	Hourly
0418	Fairview Park Senior Maintenance Technician	CMC	737	\$5,743	\$6,030	\$6,332	\$6,649	\$6,981	\$7,330	\$7,696	Monthly
				\$68,916	\$72,360	\$75,984	\$79,788	\$83,772	\$87,960	\$92,352	Annual
				\$33.13	\$34.79	\$36.53	\$38.36	\$40.28	\$42.29	\$44.40	Hourly
0711	Lead Community Services Specialist	CMC	738	\$5,922	\$6,218	\$6,529	\$6,855	\$7,198	\$7,558	\$7,936	Monthly
				\$71,064	\$74,616	\$78,348	\$82,260	\$86,376	\$90,696	\$95,232	Annual
				\$34.17	\$35.87	\$37.67	\$39.55	\$41.53	\$43.60	\$45.78	Hourly
0712	Senior Community Services Specialist	CMC	739	\$5,922	\$6,218	\$6,529	\$6,855	\$7,198	\$7,558	\$7,936	Monthly
				\$71,064	\$74,616	\$78,348	\$82,260	\$86,376	\$90,696	\$95,232	Annual
				\$34.17	\$35.87	\$37.67	\$39.55	\$41.53	\$43.60	\$45.78	Hourly
0472	Senior Property and Evidence Specialist	CMC	740	\$6,150	\$6,457	\$6,780	\$7,119	\$7,475	\$7,849	\$8,241	Monthly
				\$73,800	\$77,484	\$81,360	\$85,428	\$89,700	\$94,188	\$98,892	Annual
				\$35.48	\$37.25	\$39.12	\$41.07	\$43.13	\$45.28	\$47.54	Hourly

**SECTION 5.** The following pay ranges and monthly rates of pay for the identified job classifications are hereby revised and placed under the Basic Salary Administration Plan effective the pay period that includes April 1, 2026. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay step.

<b>Class</b>	<b>Class Title</b>	<b>Salary</b>	<b>Grade</b>	<b>Step</b>							
<b>Code</b>		<b>Plan</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	
0472	Civilian Investigator	CMC	736	\$6,041	\$6,343	\$6,660	\$6,993	\$7,343	\$7,710	\$8,095	Monthly
				\$72,492	\$76,116	\$79,920	\$83,916	\$88,116	\$92,520	\$97,140	Annual
				\$34.85	\$36.59	\$38.42	\$40.34	\$42.36	\$44.48	\$46.70	Hourly
0611	Community Outreach Supervisor	CMC	900	\$9,156	\$9,614	\$10,095	\$10,600	\$11,130	\$11,686	\$12,270	Monthly
				\$109,872	\$115,368	\$121,140	\$127,200	\$133,560	\$140,232	\$147,240	Annual
				\$52.82	\$55.47	\$58.24	\$61.15	\$64.21	\$67.42	\$70.79	Hourly

Class Code	Class Title	Salary Plan	Grade	1	2	3	Step 4	5	6	7	
0418	Fairview Park Senior Maintenance Technician	CMC	737	\$5,857 \$70,284 \$33.79	\$6,150 \$73,800 \$35.48	\$6,458 \$77,496 \$37.26	\$6,781 \$81,372 \$39.12	\$7,120 \$85,440 \$41.08	\$7,476 \$89,712 \$43.13	\$7,850 \$94,200 \$45.29	Monthly Annual Hourly
0711	Lead Community Services Specialist	CMC	738	\$6,041 \$72,492 \$34.85	\$6,343 \$76,116 \$36.59	\$6,660 \$79,920 \$38.42	\$6,993 \$83,916 \$40.34	\$7,343 \$88,116 \$42.36	\$7,710 \$92,520 \$44.48	\$8,095 \$97,140 \$46.70	Monthly Annual Hourly
0712	Senior Community Services Specialist	CMC	739	\$6,041 \$72,492 \$34.85	\$6,343 \$76,116 \$36.59	\$6,660 \$79,920 \$38.42	\$6,993 \$83,916 \$40.34	\$7,343 \$88,116 \$42.36	\$7,710 \$92,520 \$44.48	\$8,095 \$97,140 \$46.70	Monthly Annual Hourly
0472	Senior Property and Evidence Specialist	CMC	740	\$6,273 \$75,276 \$36.19	\$6,587 \$79,044 \$38.00	\$6,916 \$82,992 \$39.90	\$7,262 \$87,144 \$41.90	\$7,625 \$91,500 \$43.99	\$8,006 \$96,072 \$46.19	\$8,406 \$100,872 \$48.50	Monthly Annual Hourly

**SECTION 6.** Except as modified by this Resolution, Resolutions No. 2025-22, 2025-23, 2025-24 shall remain in full force and effect.

**PASSED AND ADOPTED this 20<sup>th</sup> day of January 20, 2026.**

\_\_\_\_\_  
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. 2026-XX and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 20<sup>th</sup> day of January, 2026, 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 21<sup>st</sup> day of January, 2026.

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Brenda Green, City Clerk

(SEAL)