CITY OF COSTA MESA
RATE DETERMINATION
Effective July 1, 2025

In accordance with Administrative Regulation 2.13, the following is a list of frequently requested hourly rates [3]

Other City Positions	Straight Time [1]	Special Event Overtime Rate [2]
Animal Control Officer	$53	$64
Animal Control Supervisor	$61	$87
Animal Services Coordinator	$53	$76
Assistant Engineer	$65	$80
Associate Engineer	$81	$100
Associate Planner	$70	$101
Chief Plans Examiner	$93	$113
Code Enforcement Officer II	$50	$63
Communications Officer	$58	$71
Communications Supervisor	$67	$82
Community Services Specialist	$43	$54
Construction Inspector	$56	$68
Crime Analyst	$47	$67
Crime Prevention Specialist	$52	$63
Crime Scene Investigator	$53	$65
Equipment Mechanic II	$46	$57
Equipment Mechanic III	$49	$61
Facilities Maintenance Technician	$44	$55
Lead Equipment Mechanic	$56	$69
Lead Maintenance Worker	$53	$65
Maintenance Services Manager	$83	$103
Maintenance Supervisor	$62	$76
Maintenance Worker (Maint Assistant/Worker)	$40	$48
Office Specialist I	$35	$43
Office Specialist II	$37	$46
Park Ranger	$48	$59
Plan Check Engineer	$84	$104
Principal Planner	$97	$139
Property and Evidence Specialist	$49	$61
Senior Maintenance Worker	$43	$54
Senior Combination Building Inspector	$72	$104

Fire Positions	Straight Time [1]	Special Event Overtime Rate [2]
Battalion Chief	$145	$208
Fire Captain	$108	$156
Fire Engineer	$94	$134
Firefighter	$81	$116
Firefighter - Paramedic	$90	$129
Police Positions		
Police Cadet [4]	$62	$69
Police Lieutenant	$139	$199
Police Officer	$87	$124
Police Officer (Motorcycle)	$91	$129
Police Officer (K9)	$95	$136
Police Recruit	$76	$85
Police Reserve Officer	$97	$108
Police Sergeant	$106	$151
Police Sergeant (Motorcycle)	$110	$158
Police Support Services Reserve	$41	$45
Senior Police Officer	$91	$130
Senior Police Officer (Motorcycle)	$95	$136
Community Risk Reduction Team		
Assistant Fire Chief - Non Sworn/Fire Marshal	$106	$131
Assistant Fire Marshal	$77	$95
Code Enforcement Officer I	$50	$63
Fire Protection Specialist	$61	$75
Other Positions		
Custody Officer	$69	$91
Police Records Technician	$38	$47
Senior Police Records Technician	$41	$50

Notes - Rates are based on most recent applicable Memorandum of Understanding.

[1] Includes annual salary at top step, other compensation and benefits (excluding Unfunded Actuarial Liability and Cafeteria), divided by 2,080 hours/annually.

[2] Includes straight time hourly rate plus 1/2 of the basic hourly rate divided by 2,080 hours. Other benefits are excluded from this portion of the calculations.

[3] These rates do not include equipment and apparatus charges. Equipment and apparatus rates to be utilized are based on CalOES CalOES established rates. The most recent rates may be found at https://www.caloes.ca.gov/office-of-the-director/operations/response-operations/fire-rescue/administration-reimbursement/.

[4] Per City Council Resolution 2023-48, the classification has been renamed from Police Aide to Police Cadet.