

## RESOLUTION NO. 2024-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 FIREFIGHTERS ASSOCIATION PURSUANT TO THE 2024 – 2027 MEMORANDUM OF UNDERSTANDING.**

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

WHEREAS, the Parties are currently parties to a Memorandum of Understanding (MOU) with a term that expired on June 30, 2021, but was extended by a side letter to expire on June 30, 2024; and

WHEREAS, on March 21, 2023, the City Council adopted Resolution No. 2023-09 revising the pay ranges for job classifications represented by the Costa Mesa Firefighters Association; and

WHEREAS, the Parties have negotiated modifications to wages and benefits that modify the provisions of the MOU and this Resolution is intended to reflect those changes; and

WHEREAS, the City Council desires to repeal and replace Resolution No. 2023-09 to revise the pay ranges for 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, 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	
0211	Firefighter	191	\$6,731	\$7,068	\$7,421	\$7,792	\$8,182	\$8,591	\$9,021	Monthly
			\$80,772	\$84,816	\$89,052	\$93,504	\$98,184	\$103,092	\$108,252	Annual
			\$27.74	\$29.13	\$30.58	\$32.11	\$33.72	\$35.40	\$37.17	Hourly (56 hr)
			\$38.83	\$40.78	\$42.81	\$44.95	\$47.20	\$49.56	\$52.04	Hourly (40 hr)

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0212	Fire Engineer	200	\$7,773	\$8,162	\$8,570	\$8,999	\$9,449	\$9,921	\$10,417	Monthly
			\$93,276	\$97,944	\$102,840	\$107,988	\$113,388	\$119,052	\$125,004	Annual
			\$32.03	\$33.63	\$35.32	\$37.08	\$38.94	\$40.88	\$42.93	Hourly (56 hr)
			\$44.84	\$47.09	\$49.44	\$51.92	\$54.51	\$57.24	\$60.10	Hourly (40 hr)
0213	Fire Captain	214	\$8,980	\$9,429	\$9,900	\$10,395	\$10,915	\$11,461	\$12,034	Monthly
			\$107,760	\$113,148	\$118,800	\$124,740	\$130,980	\$137,532	\$144,408	Annual
			\$37.01	\$38.86	\$40.80	\$42.84	\$44.98	\$47.23	\$49.59	Hourly (56 hr)
			\$51.81	\$54.40	\$57.12	\$59.97	\$62.97	\$66.12	\$69.43	Hourly (40 hr)

**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, 2025. 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	
0211	Firefighter	191	\$6,984	\$7,333	\$7,700	\$8,085	\$8,489	\$8,913	\$9,359	Monthly
			\$83,808	\$87,996	\$92,400	\$97,020	\$101,868	\$106,956	\$112,308	Annual
			\$28.78	\$30.22	\$31.73	\$33.32	\$34.98	\$36.73	\$38.57	Hourly (56 hr)
			\$40.29	\$42.31	\$44.42	\$46.64	\$48.98	\$51.42	\$53.99	Hourly (40 hr)
0212	Fire Engineer	200	\$8,065	\$8,468	\$8,891	\$9,336	\$9,803	\$10,293	\$10,808	Monthly
			\$96,780	\$101,616	\$106,692	\$112,032	\$117,636	\$123,516	\$129,696	Annual
			\$33.23	\$34.90	\$36.64	\$38.47	\$40.40	\$42.42	\$44.54	Hourly (56 hr)
			\$46.53	\$48.85	\$51.29	\$53.86	\$56.56	\$59.38	\$62.35	Hourly (40 hr)
0213	Fire Captain	214	\$9,316	\$9,782	\$10,271	\$10,785	\$11,324	\$11,890	\$12,485	Monthly
			\$111,792	\$117,384	\$123,252	\$129,420	\$135,888	\$142,680	\$149,820	Annual
			\$38.39	\$40.31	\$42.33	\$44.44	\$46.66	\$49.00	\$51.45	Hourly (56 hr)
			\$53.75	\$56.43	\$59.26	\$62.22	\$65.33	\$68.60	\$72.03	Hourly (40 hr)

**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 pay period that includes July 1, 2026. 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	
0211	Firefighter	191	\$7,248	\$7,610	\$7,990	\$8,389	\$8,808	\$9,248	\$9,710	Monthly
			\$86,976	\$91,320	\$95,880	\$100,668	\$105,696	\$110,976	\$116,520	Annual
			\$29.87	\$31.36	\$32.93	\$34.57	\$36.30	\$38.11	\$40.01	Hourly (56 hr)
			\$41.82	\$43.90	\$46.10	\$48.40	\$50.82	\$53.35	\$56.02	Hourly (40 hr)
0212	Fire Engineer	200	\$8,368	\$8,786	\$9,225	\$9,686	\$10,170	\$10,679	\$11,213	Monthly
			\$100,416	\$105,432	\$110,700	\$116,232	\$122,040	\$128,148	\$134,556	Annual
			\$34.48	\$36.21	\$38.02	\$39.91	\$41.91	\$44.01	\$46.21	Hourly (56 hr)
			\$48.28	\$50.69	\$53.22	\$55.88	\$58.67	\$61.61	\$64.69	Hourly (40 hr)
0213	Fire Captain	214	\$9,667	\$10,150	\$10,657	\$11,190	\$11,749	\$12,336	\$12,953	Monthly
			\$116,004	\$121,800	\$127,884	\$134,280	\$140,988	\$148,032	\$155,436	Annual
			\$39.84	\$41.83	\$43.92	\$46.11	\$48.42	\$50.84	\$53.38	Hourly (56 hr)
			\$55.77	\$58.56	\$61.48	\$64.56	\$67.78	\$71.17	\$74.73	Hourly (40 hr)

**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) and Side Letter with the Costa Mesa Firefighters Association. There will be no Employer Paid Member Contribution (EPMC).

**SECTION 5.** All parts of resolutions in conflict herewith are hereby rescinded.

PASSED AND ADOPTED this 20th day of February, 2024.

\_\_\_\_\_  
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. 2024-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 February, 2024, 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 February, 2024.

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

(SEAL)